PROVINCE OF BRITISH COLUMBIA

Department of Labour

ANNUAL REPORT

For the Year ended December 31st

1949

VICTORIA, B.C.:
Printed by Don McDiarmid, Printer to the King's Most Excellent Majesty.
1950.

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 1949 is herewith respectfully submitted.

JOHN H. CATES,
Minister of Labour.

Office of the Minister of Labour,
August, 1950.

The Honourable John H. Cates,
Minister of Labour.

SIR,—I have the honour to submit herewith the Thirty-second Annual Report on the work of the Department of Labour up to December 31st, 1949.

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

JAMES THOMSON,
Deputy Minister of Labour.

Department of Labour,
Victoria, B.C., August, 1950.

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REPORT OF THE DEPUTY MINISTER OF LABOUR FOR 1949

This Annual Report for the year 1949, the thirty-second chronicle of the activities of the Department, records another year of stability and progress in the march of industrial development which has become increasingly apparent during the past few years.

While the general rate of expansion was somewhat moderated by less extensive gains in some industries, a high level of economic activity was maintained throughout the year, with export demands and domestic needs continuing to prove important factors in sustaining the general levels of production.

The Provincial estimated payroll continued upward, totalling some $690,000,000 for 1949, an apparent increase of $50,004,021 over the final estimated total of $639,995,979 recorded for 1948.

The construction industry forged ahead, to complete its most successful year on record, although some curtailment was noted in the lumber industries, where production was somewhat hampered under extreme winter conditions experienced during a portion of the year.

Earnings remained high, with further increases noted in twenty-one of the twenty-five industrial classifications shown in this Report.

The average weekly industrial wage figure for all male wage-earners included in the survey reached a new high of $49.21 (an increase of $1.91 over the preceding year) to establish an all-time record of average earnings in this group.

Twenty of the twenty-five tables relating to the industrial group showed increased payroll totals for 1949.

The construction industry topped all previous records to lead with the greatest increase, up over $6,500,000. Metal-trades industries gained by $4,000,000, while the total covering the group of miscellaneous trades and industries was up over $3,500,000. For others in order of increase, *see* " Comparison of Payrolls " in Report data.

The lumber industry, which had reached an all-time high during 1948, showed decreasing payrolls in 1949, off some $12,300,000 from the peak figure established for the previous year. With the completion of work at hand, and shortages of new contracts, the ship-building and boat-building industry continued to decline, to show a further decrease of over $4,700,000 from the 1948 figure. Pulp and paper manufacturing recorded a drop of over $1,800,000, while lesser decreases were noted in wood manufacturing (N.E.S.), down some $98,000, and smelting and concentrating, off $64,000.

Employment totals, which had climbed to peak levels during the previous year, receded somewhat during 1949. Although increases were apparent in thirteen of the twenty-five industrial classifications, lower levels were evident in many industries, some of which had previously shown rising totals for some years past. Decreases were noted in the lumber industries, ship-building and boat-building, pulp and paper manufacturing, oil-refining and distributing, food-products manufacturing, and other sections. The high monthly employment figure for wage-earners in 1949 was recorded at 154,753 in August of that year, compared with a high of 160,002 recorded in the same month of 1948.

Little change was noted in the average weekly hours of work, with slight decreases in some industries being offset by minor gains in others. The figure representing the average weekly working-hours for all wage-earners was computed at 42.24, almost unchanged from the figure of 42.21 established in 1948, and identical with the average hours worked in 1947.

STATISTICS OF TRADES AND INDUSTRIES

Highlighting the changes in the structure of our economy, the gradual adjustment in the levels of industrial production and labour income, and the continued development of our natural resources, the 1949 statistical section records another year of definite progress in a widening field of activity.

EMPLOYERS' RETURNS TOTAL 9,020

Due largely to increasing coverage of the surveys, and the co-operation of employers in prompt completion of the returns, the number of firms reporting in time for tabulation in the tables rose to 9,020 for 1949, compared with 8,736 in 1948, an increase of 284.

With 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.

PAYROLL

The total industrial payroll, as represented in the amount of salaries and wages reported by the 9,020 firms filing returns in time for classification in the tables, was $434,163,795 for 1949. As this total, however, is a summary of industrial payrolls only, it should not be considered as the over-all Provincial payroll without the addition of further totals which follow, to give an accumulative estimated total of $690,000,000, an apparent increase of $50,004,021 over final estimates for 1948:—

Payrolls of 9,020 firms making returns to Department of Labour	$434,163,795
Returns received too late to be included in above summary	1,174,584
Transcontinental railways (ascertained payroll)	33,998,573
Estimated additional payrolls, 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 payroll)	220,663,048
Total	$690,000,000

PREVIOUS PROVINCIAL PAYROLLS

Provincial payroll 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	639,995,979*
1938	158,026,375	1949	690,000,000†

* 1948 total revised since 1948 report.
† 1949 preliminary total subject to revision.

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

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

The following table shows the relative percentage of the total working-force represented in each class of worker included in the survey:—

	1945	1946	1947	1948	1949
	Per Cent	Per Cent	Per Cent	Per Cent	Per Cent
Officers, superintendents, and managers	7.95	9.07	8.75	8.95	9.29
Clerks, stenographers, and salesmen	11.62	12.14	11.37	11.85	11.85
Wage-earners	80.43	78.79	79.88	79.20	78.86
Totals	100.00	100.00	100.00	100.00	100.00

COMPARISON OF PAYROLLS

The general trend of industrial payrolls continued upward during 1949, some levelling off becoming apparent, however, particularly in those industries wherein continued rapid expansion over the past few years had forced payroll totals to extreme heights in 1948. Increases were noted in twenty of the twenty-five industrial classifications included in the survey for 1949.

Leading in the list of increases, construction payrolls advanced by $6,723,686 from the previous year's total, followed by metal trades, up $4,005,400, and miscellaneous trades and industries with an increase of $3,618,693; coast shipping increased by $1,907,747, followed by the cartage, trucking, and warehousing industry, up $1,621,346, and food-products manufacturing with a gain of $1,517,903; printing and publishing increased by $1,335,262; coal-mining, up $1,046,188; oil refining and distribution, an increase of $1,014,908; public utilities, an increase of $987,116; breweries, distilleries, and aerated-water manufacturers, up $685,712; metal-mining, $587,906; explosives, fertilizers, and chemicals, $513,318; laundries, cleaning and dyeing, $371,951; garment-manufacturing, $330,399; leather and fur goods manufacturing, $173,255; builders' materials, $133,584; paint-manufacturing, $113,743; house furnishings, $94,551; and jewellery-manufacturing, up $49,460.

Decreases were noted in five of the industrial classifications. The lumber industries, which had recorded spectacular increases in recent years, was off somewhat from the peak figure established in 1948 to show a decrease of $12,377,570 for the year under review. The ship-building and boat-building industry, continuing a downward trend, decreased a further $4,702,883 from the 1948 total, while pulp and paper manufacturing showed a drop of $1,815,183. Other industries recording lesser amounts were wood-manufacturing (N.E.S.), down $98,708, and smelting and concentrating, off $64,195.

Industry	1947		1948		1949	
	No. of Firms Reporting	Total Payroll	No. of Firms Reporting	Total Payroll	No. of Firms Reporting	Total Payroll
Breweries, distilleries, and aerated-water manufacturers	37	$3,422,059.00	34	$3,609,739.00	40	$4,295,451.00
Builders' materials	120	5,059,252.00	132	6,907,420.00	125	7,041,004.00
Cartage, trucking, and warehousing	351	2,818,491.00	435	5,088,317.00	484	6,709,663.00
Coal-mining	26	5,194,610.00	25	5,288,864.00	23	6,335,052.00
Coast shipping	131	16,235,547.00	127	17,001,030.00	138	18,908,777.00
Construction	1,978	49,585,762.00	2,078	59,422,935.00	2,193	66,146,621.00
Explosives, fertilizers, and chemicals	38	5,143,880.00	35	5,485,887.00	38	5,999,205.00
Food-products manufacturing	688	29,815,029.00	658	33,082,805.00	667	34,600,708.00
Garment-manufacturing	93	2,620,570.00	89	2,785,209.00	117	3,115,608.00
House furnishings	138	3,828,243.00	137	4,183,552.00	132	4,278,103.00
Jewellery manufacturing and repair	30	629,500.00	40	769,177.00	37	818,637.00
Laundries, cleaning and dyeing	156	4,232,696.00	195	4,974,750.00	191	5,346,701.00
Leather and fur goods manufacturing	96	1,553,950.00	106	1,597,353.00	103	1,770,608.00
Lumber industries	1,869	84,746,167.00	1,819	105,152,349.00	1,701	92,774,779.00
Metal trades	1,351	30,393,381.00	1,488	35,720,896.00	1,583	39,726,296.00
Metal-mining	167	14,924,098.00	152	18,502,053.00	157	19,089,959.00
Miscellaneous trades and industries	501	15,341,644.00	559	18,669,989.00	628	22,288,682.00
Oil refining and distributing	75	5,556,201.00	67	6,329,656.00	70	7,344,564.00
Paint-manufacturing	12	786,731.00	13	958,283.00	16	1,072,026.00
Printing and publishing	159	8,182,551.00	153	9,297,215.00	160	10,632,477.00
Pulp and paper manufacturing	11	14,812,129.00	9	16,664,439.00	8	14,849,256.00
Ship-building and boat-building	73	13,338,436.00	82	12,315,940.00	72	7,613,057.00
Smelting and concentrating	5	9,723,200.00	5	12,076,589.00	5	12,012,394.00
Street-railways, gas, water, power, telephones, etc.	111	27,284,938.00	109	26,758,522.00	115	27,745,638.00
Wood-manufacturing (N.E.S.)	194	10,968,089.00	189	13,747,237.00	217	13,648,529.00
Totals	8,410	$366,197,154.00	8,736	$426,390,206.00	9,020	$434,163,795.00

INDUSTRIAL DIVISIONS

Industrial development within the Province is recorded under three main divisional headings, including Greater Vancouver, Rest of Province, and Vancouver Island. For purposes of annual comparison, the relative yearly percentage of the industrial payroll in each division is used to indicate the trend of industrial activity in that section, the concentration of labour force in any portion of the Province being shown by the application of the yearly percentages to the over-all estimated Provincial payroll.

During 1949 the percentage of the industrial payroll attributable to the Greater Vancouver area increased to 43.82 per cent from 42.09 per cent previously recorded. The Rest of Province percentage remained almost unchanged, showing a fractional gain from 38.17 per cent to 38.91 per cent for the year under review, while the Vancouver Island percentage decreased slightly to 17.27 per cent compared with 19.74 per cent recorded for the previous year.

A divisional breakdown of the 1949 Provincial payroll is obtained through the application of the above percentages to the over-all estimated total, the resultant figures being shown in the following table, together with comparative data for previous years:—

	1945	1946	1947	1948*	1949†
Greater Vancouver	$189,662,910.00	$191,480,395.00	$223,777,232.00	$269,374,308.00	$302,358,000.00
Rest of Province	121,210,830.00	158,015,700.00	219,933,410.00	244,286,465.00	268,479,000.00
Vancouver Island	72,826,260.00	83,423,632.00	113,364,866.00	126,335,206.00	119,163,000.00
Totals	$383,700,000.00	$432,919,727.00	$557,075,508.00	$639,995,979.00	$690,000,000.00

* 1948 total revised since publication of 1948 Report.
† 1949 preliminary total subject to revision.

In order to record the continued decrease in the numbers of workers employed at low wages, a percentage distribution has been made by industry to show the proportions of workers remaining in the bracket at less than $19 per week.

Decreasing percentages of wage-earners in this section were noted in twenty-two of the twenty-five industrial classifications covered for 1949, the following table showing, 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	2,130	7.14
Jewellery manufacturing and repair	203	6.90
Leather and fur goods manufacturing	512	5.86
Laundries, cleaning and dyeing	888	5.41
Paint-manufacturing	226	5.31
Miscellaneous trades and industries	8,266	5.24
Wood-manufacturing (N.E.S.)	5,295	4.68
Cartage, trucking, and warehousing	3,070	4.17
Food-products manufacturing	13,894	4.10
Metal trades	13,416	3.70
Garment-manufacturing	396	3.54
Ship-building and boat-building	3,739	3.32
Breweries, distilleries, and aerated-water manufacturers	1,453	2.48
Street-railways, gas, water, power, telephones, etc.	6,861	2.35
Builders' materials	2,875	2.12
Coast shipping	7,748	2.01
Construction	33,157	1.92
Explosives, fertilizers, and chemicals	1,751	1.48
House furnishings	1,511	1.32
Lumber industries	41,129	1.31
Metal-mining	6,613	1.06
Oil refining and distributing	1,918	0.99
Smelting and concentrating	3,584	0.95
Pulp and paper manufacturing	4,311	0.88
Coal-mining	2,399	0.00

AVERAGE WEEKLY EARNINGS BY INDUSTRIES

Increases in the average weekly earnings for male wage-earners were noted in twenty-one of the twenty-five industrial classifications included in the survey for 1949.

Based on the week of employment of the greatest number, the table shows the average weekly earnings for male wage-earners in each industry for the comparative years 1942 to 1949.

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

Industry	1942	1943	1944	1945	1946	1947	1948	1949
Breweries, distilleries, and aerated-water manufacturers	$31.85	$33.46	$34.72	$33.73	$37.09	$41.25	$42.67	$44.67
Builders' materials	30.78	31.61	33.17	34.12	37.02	40.50	44.99	48.11
Cartage, trucking, and warehousing*	.....	.....	.....	.....	.....	39.55	43.50	46.41
Coal-mining	34.56	39.00	42.38	42.11	43.53	45.54	54.40	52.68
Coast shipping	31.24	33.97	35.86	36.54	37.27	38.84	40.52	44.21
Construction	36.41	39.60	38.47	37.50	39.17	43.08	48.23	50.97
Explosives, fertilizers, and chemicals	36.45	37.54	36.50	40.43	38.87	44.30	48.78	49.33
Food-products manufacturing	30.52	32.66	35.06	35.62	38.00	40.09	44.75	46.47
Garment-manufacturing	27.72	32.03	34.42	36.11	36.50	37.03	41.40	43.03
House furnishings	27.76	28.13	31.28	31.39	33.27	35.02	39.07	42.41
Jewellery manufacturing and repair	38.59	41.14	44.64	41.38	43.00	40.90	45.04	43.93
Laundries, cleaning and dyeing	28.20	30.39	33.05	31.34	33.06	33.51	36.50	41.36
Leather and fur goods manufacturing	27.80	30.18	32.47	31.63	34.72	32.77	36.87	38.75
Lumber industries	33.94	37.09	41.28	41.24	43.20	47.28	49.92	51.40
Metal trades	34.00	36.37	39.07	38.41	37.83	39.90	43.65	45.63
Metal-mining	37.19	35.82	39.40	39.99	42.31	47.98	51.72	53.51
Miscellaneous trades and industries	33.58	34.92	37.21	35.31	35.23	37.41	40.84	42.22
Oil refining and distributing	33.40	35.52	37.99	38.71	39.05	43.80	50.38	53.90
Paint-manufacturing	28.73	30.71	33.42	33.42	33.31	35.56	36.13	37.21
Printing and publishing	37.10	38.39	39.47	41.63	42.12	43.70	47.80	50.74
Pulp and paper manufacturing	33.92	36.41	37.71	37.88	43.43	48.10	51.25	54.10
Ship-building and boat-building	40.32	40.08	40.36	39.96	40.28	47.10	48.79	53.37
Smelting and concentrating	38.49	38.47	36.74	41.19	38.70	45.55	52.13	51.73
Street-railways, gas, water, power, telephones, etc.	32.28	35.01	37.29	37.21	39.45	45.04	47.67	51.15
Wood-manufacturing (N.E.S.)	30.24	33.34	34.75	34.70	37.88	39.32	44.27	44.07

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

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

Increase

Breweries, distilleries, and aerated-water manufacturers	$2.00
Builders' materials	3.12
Cartage, trucking, and warehousing	2.91
Coast shipping	3.69
Construction	2.74
Explosives, fertilizers, and chemicals	0.55
Food-products manufacturing	1.72
Garment-manufacturing	1.63
House furnishings	3.34
Laundries, cleaning and dyeing	4.86
Leather and fur goods manufacturing	1.88
Lumber industries	$1.48
Metal trades	1.98
Metal-mining	1.79
Miscellaneous trades and industries	1.38
Oil refining and distributing	3.52
Paint-manufacturing	1.08
Printing and publishing	2.94
Pulp and paper manufacturing	2.85
Ship-building and boat-building	4.58
Street-railways, gas, water, power, telephones, etc.	3.48

Decrease

Coal-mining	$1.72
Jewellery manufacturing and repair	1.11
Smelting and concentrating	$0.40
Wood-manufacturing (N.E.S.)	0.20

CLERICAL WORKERS' AVERAGE WEEKLY EARNINGS

In addition to wage-earners, the 1949 survey was further extended to cover details of the weekly earnings of the clerical group. This section is inclusive of clerks, stenographers, and salesmen, the greater earning-power of the latter occupation being largely responsible for the relatively higher averages in those industries normally employing considerable numbers of skilled sales personnel.

Increased earnings were, with a few exceptions, generally apparent throughout the clerical section. Representing the weekly earnings for clerical workers in all industries,

the average figure for male employees increased to $50.55 in 1949 from $48.39 recorded for the previous year, while for the female workers the average weekly earnings rose to $31.85, as against $30 noted in 1948.

Figures representing average weekly earnings for clerks, stenographers, and sales-workers (male and female) in each industry, for the comparative years 1948 and 1949, are as follows:—

Industry	1948		1949	
	Males	Females	Males	Females
Breweries, distilleries, and aerated-water manufacturers	$48.84	$31.34	$50.46	$34.52
Builders' materials	46.69	30.31	49.27	30.67
Cartage, trucking, and warehousing	39.04	24.84	42.79	25.89
Coal-mining	55.54	28.43	51.81	27.63
Coast shipping	46.87	32.47	49.15	34.67
Construction	47.03	30.02	50.68	31.56
Explosives, fertilizers, and chemicals	54.52	29.45	56.65	31.22
Food-products manufacturing	46.90	29.46	48.64	30.95
Garment-manufacturing	43.52	29.02	45.35	32.66
House furnishings	45.37	29.06	49.83	31.32
Jewellery manufacturing and repair	33.53	23.31	25.00	25.88
Laundries, cleaning, and dyeing	46.75	25.43	47.44	27.64
Leather and fur goods manufacturing	43.27	27.64	46.15	29.35
Lumber industries	54.03	31.81	55.80	34.37
Metal trades	43.85	28.62	45.94	29.61
Metal-mining	59.26	33.93	59.15	34.18
Miscellaneous trades and industries	41.98	28.17	44.48	31.09
Oil refining and distributing	50.73	37.03	53.85	38.09
Paint-manufacturing	44.54	31.48	47.83	32.46
Printing and publishing	44.81	28.60	47.29	30.12
Pulp and paper manufacturing	54.98	34.48	58.86	35.72
Ship-building and boat-building	51.98	29.89	53.26	32.31
Smelting and concentrating	61.13	36.88	60.70	35.49
Street-railways, gas, water, power, telephones, etc.	51.45	31.61	51.23	34.03
Wood-manufacturing (N.E.S.)	54.84	35.21	55.58	36.02
All industries	$48.39	$30.00	$50.55	$31.85

INDUSTRIAL WAGE

Continued upward movement in the trend of price levels and the resultant cost of living forced further wage increases in most industries during 1949.

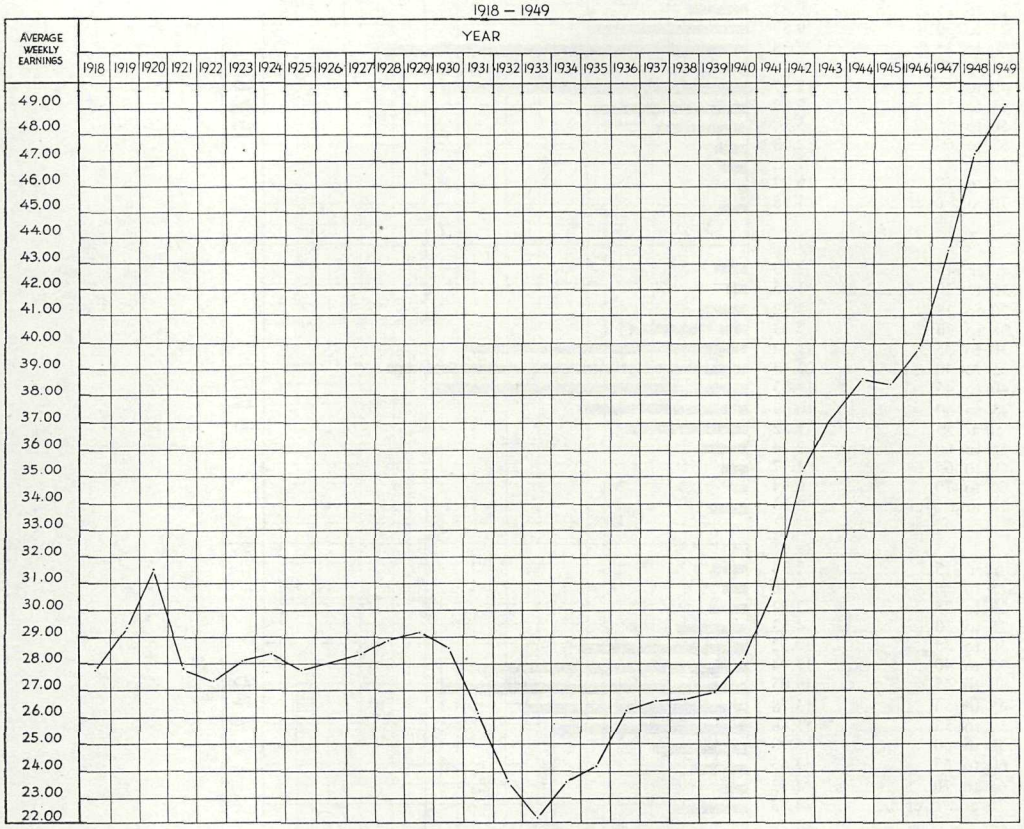
Indicating the high level of wages for workers in all industrial occupations, the computed average figure representing the weekly earnings of male wage-earners rose to $49.21 during 1949, to set a new all-time high average for industrial workers within this Province.

Average industrial weekly earnings from 1918 to 1949 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	1949	49.21

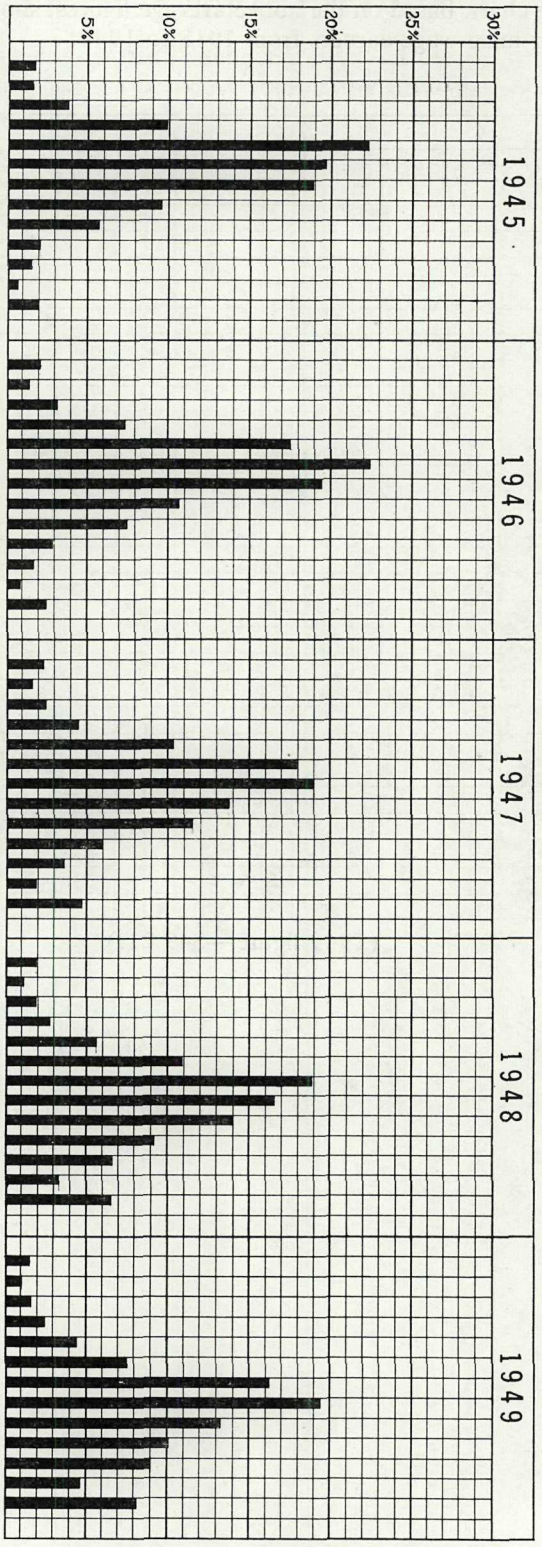
The following chart, based on the above average figures, shows the trend of average weekly earnings for male wage-earners from 1918 to 1949:—

AVERAGE WEEKLY EARNINGS OF MALE WAGE-EARNERS
1918 – 1949



(1949 figure—$49.21.)

Weekly Wages	Percentage of Employees
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
1949	
Under $15	1.59
$15 to 20	1.03
20 to 25	1.69
25 to 30	2.58
30 to 35	4.43
35 to 40	7.68
40 to 45	16.24
45 to 50	19.48
50 to 55	13.25
55 to 60	10.04
60 to 65	9.03
65 to 70	4.78
70 and over	8.18



The above bar diagrams show the relative percentages of male wage-earners in the various wage classifications from 1945 to 1949.

FIRMS WITH LARGE PAYROLLS

For some years a record has been maintained of the larger firms reporting payrolls in excess of $100,000. While the numbers recorded are necessarily restricted to those firms reporting in time for classification, the annual comparison serves to indicate generally the proportionate concentration of the labour force in the various industries.

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

The over-all total number of firms reporting payrolls in excess of $100,000 remained at a high of 713 for 1949, unchanged from the same total recorded for the previous year. Fluctuations, however, occurred in the individual classifications.

The lumber industry continued to lead with the greatest number of firms in the higher payroll bracket, showing a total of 178 for the year under review, this figure, however, being somewhat reduced from the high of 203 recorded for the previous year. In the construction industry a total of 98 was recorded, an increase of 5 over the previous figure; followed by the metal trades with 81, increased by 5; food-products manufacturing, 73, up 1; miscellaneous trades and industries, 44, unchanged; coast shipping, 31, increased by 1; metal-mining, 23, unchanged; wood-manufacturing (N.E.S.), 23, a decrease of 2; printing and publishing, 20, up 1; public utilities, 19, increased by 1; builders' materials, 17, unchanged; ship-building and boat-building, 15, unchanged; laundries, cleaning and dyeing, 13, up 1; oil refining and distributing, 13, up 1; breweries, distilleries, and aerated-water manufacturers, 9, unchanged; coal-mining, 9, an increase of 1; cartage, trucking, and warehousing, 8 (previously included with miscellaneous trades and industries); garment-manufacturing, 8, unchanged; pulp and paper manufacturing, 8, unchanged; house furnishings, 6, an increase of 1; leather and fur goods manufacturing, 6, up 1; explosives, fertilizers, and chemicals, 5, unchanged; smelting and concentrating, 3, unchanged; paint-manufacturing, 2, and jewellery-manufacturing, 1, both unchanged from the previous year.

Of the 713 firms reporting in the higher brackets, seven had payrolls in excess of $5,000,000, three between $4,000,000 and $5,000,000, five between $3,000,000 and $4,000,000, twelve between $2,000,000 and $3,000,000, and thirty between $1,000,000 and $2,000,000.

EMPLOYMENT

Some recession was noted in the peak levels of employment during the year 1949. Although many industries continued to show increasing monthly totals, the over-all trend of general employment was lower than the record year of 1948, particularly noticeable in those industries normally employing the greatest number of workers, and especially so in industries affected by extreme winter conditions during a portion of the year.

The following table shows, by industry, the variation of employment in 1949 and comparative data for the previous year, with subsequent charts presenting a graphic picture of the respective trends in the clerical section, wage-earner group, and total employment summary for 1949 and past years.

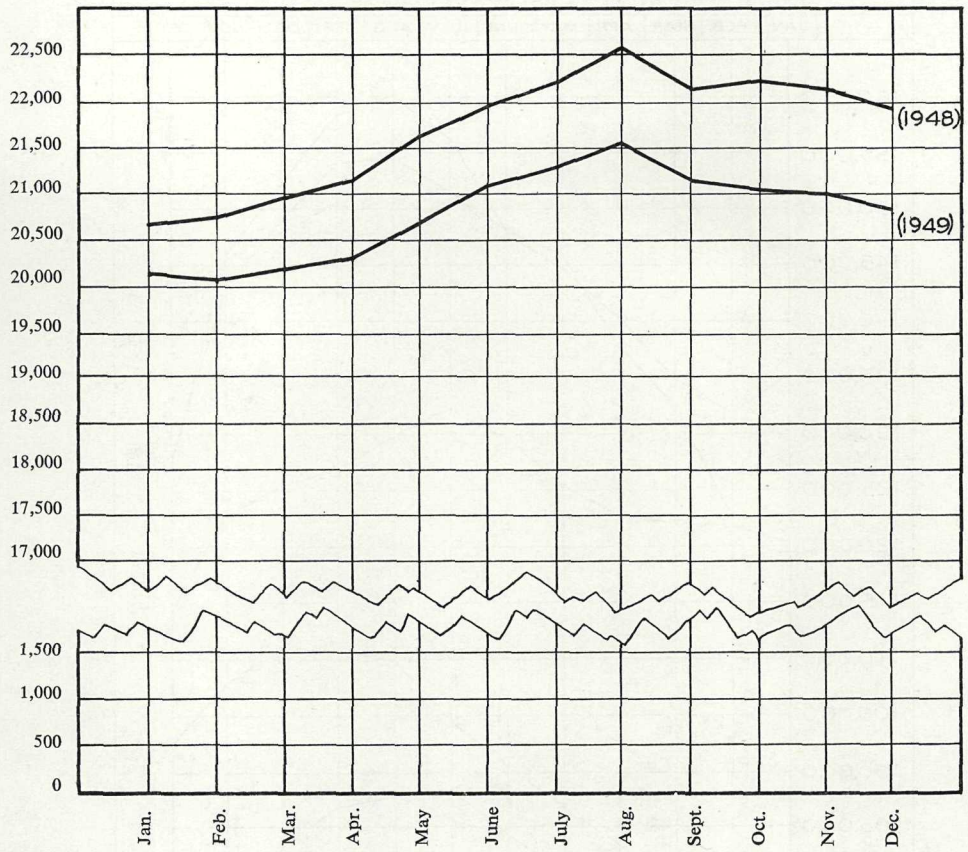
The following table shows the variation of employment in each industry during the past two years:—

Table Showing the Amount or Variation of Employment in Each Industry in the Last Two Years*

Industry	1948				1949			
	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	Dec.	1,671	Mar.	1,338	July	1,935	Mar.	1,535
Builders' materials	Sept. and Oct.	2,840	Apr.	2,679	Aug.	2,787	Feb.	2,463
Cartage, trucking, and warehousing	Sept.	2,440	Feb.	1,888	Sept.	2,902	Jan.	2,530
Coal-mining	Dec.	2,251	Feb.	1,112	Dec.	2,396	July	2,226
Coast shipping	Sept.	7,360	Feb.	6,803	June	7,862	Mar.	6,747
Construction	Aug.	27,970	Feb.	19,275	Aug.	26,854	Feb.	19,375
Explosives, fertilizers, and chemicals	July	2,185	Sept.	2,025	May	2,168	Dec.	1,551
Food-products manufacturing	Sept.	21,649	Mar.	11,602	Sept.	21,568	Feb.	11,051
Garment-manufacturing	Nov.	1,677	July	1,397	Apr.	1,970	July	1,459
House furnishings	Nov.	2,150	June	1,939	Nov.	2,034	May	1,820
Jewellery manufacturing and repair	Nov.	445	Jan.	323	Nov.	445	Mar.	360
Laundries, cleaning and dyeing	July	3,214	Dec.	2,900	July	3,404	Feb.	2,914
Leather and fur goods manufacturing	Nov.	902	June	778	Oct.	916	Feb.	786
Lumber industries	Aug.	39,888	Dec.	28,061	Oct.	35,814	Jan.	24,361
Metal trades	July	14,227	Jan.	13,566	July	15,275	Feb.	14,585
Metal-mining	July	6,478	Dec.	5,862	Aug.	6,429	Apr.	5,902
Miscellaneous trades and industries	Sept.	9,336	Feb.	7,537	Aug.	10,876	Feb.	7,933
Oil refining and distributing	Nov.	2,428	Apr.	2,062	Nov.	2,369	Apr.	1,966
Paint-manufacturing	July	396	Jan.	334	May	411	Dec.	357
Printing and publishing	July	3,609	Apr.	3,416	Oct.	3,808	Mar.	3,518
Pulp and paper manufacturing	July	5,754	Dec.	5,279	Jan.	4,935	Aug.	4,069
Ship-building and boat-building	Jan.	5,890	Dec.	3,290	May	3,061	Dec.	2,422
Smelting and concentrating	July	4,280	Jan.	3,996	Nov.	4,366	Feb.	4,069
Street-railways, gas, water, power, telephones, etc.	Aug.	11,777	Jan.	10,507	July	10,746	Feb.	9,984
Wood-manufacturing (N.E.S.)	Aug.	5,838	Dec.	5,488	June	5,751	Aug.	5,389
All industries	Aug.	182,565	Dec.	149,067	Aug.	176,305	Feb.	142,652

* Industrial employment totals include clerical and sales staffs in addition to wage-earners, and are based on the number of employees reported on the payrolls on the last day of each month or nearest working-date.

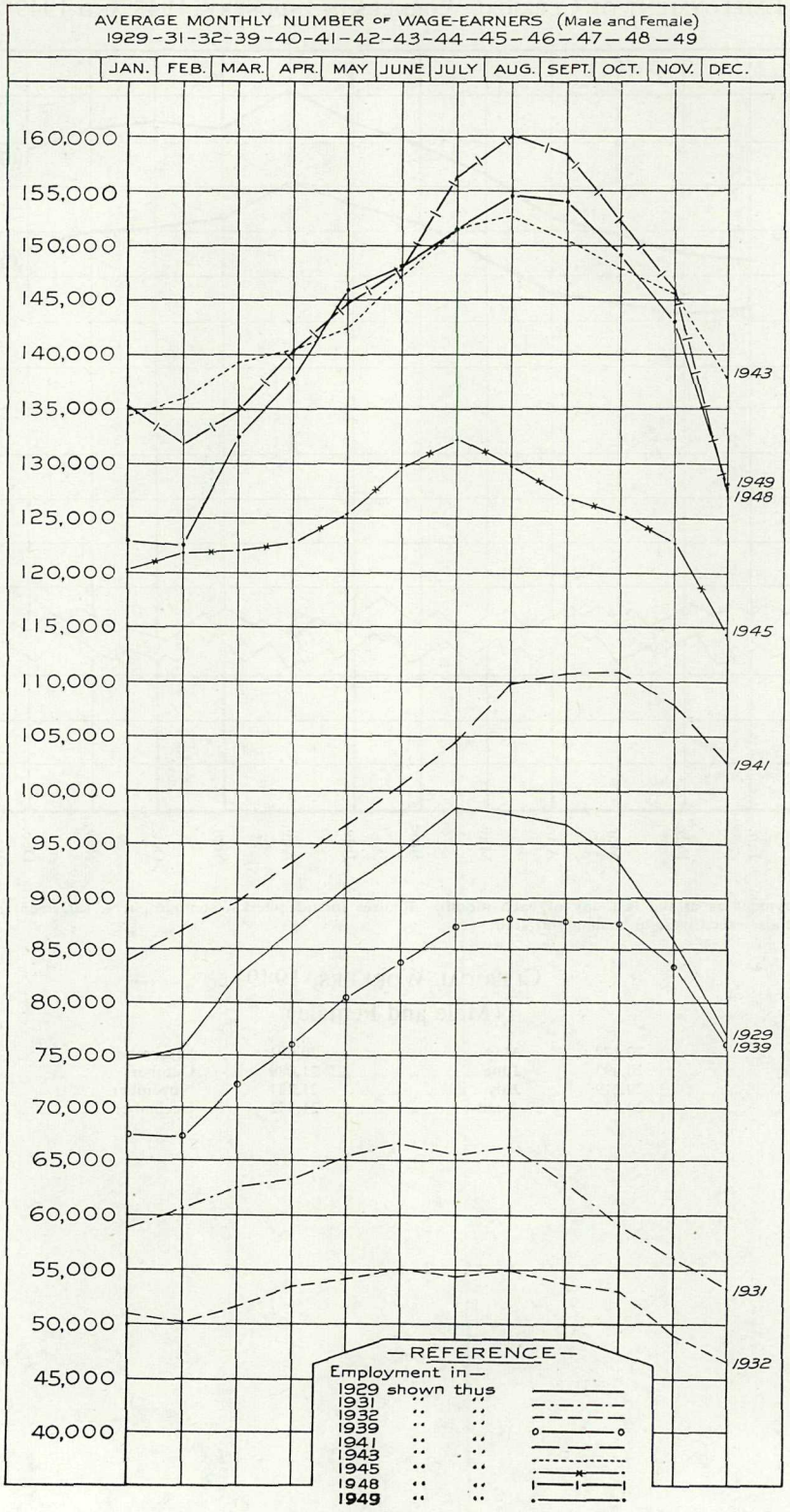
EMPLOYMENT OF CLERICAL WORKERS IN INDUSTRY, 1948 AND 1949*



* 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, 1949
(Male and Female)

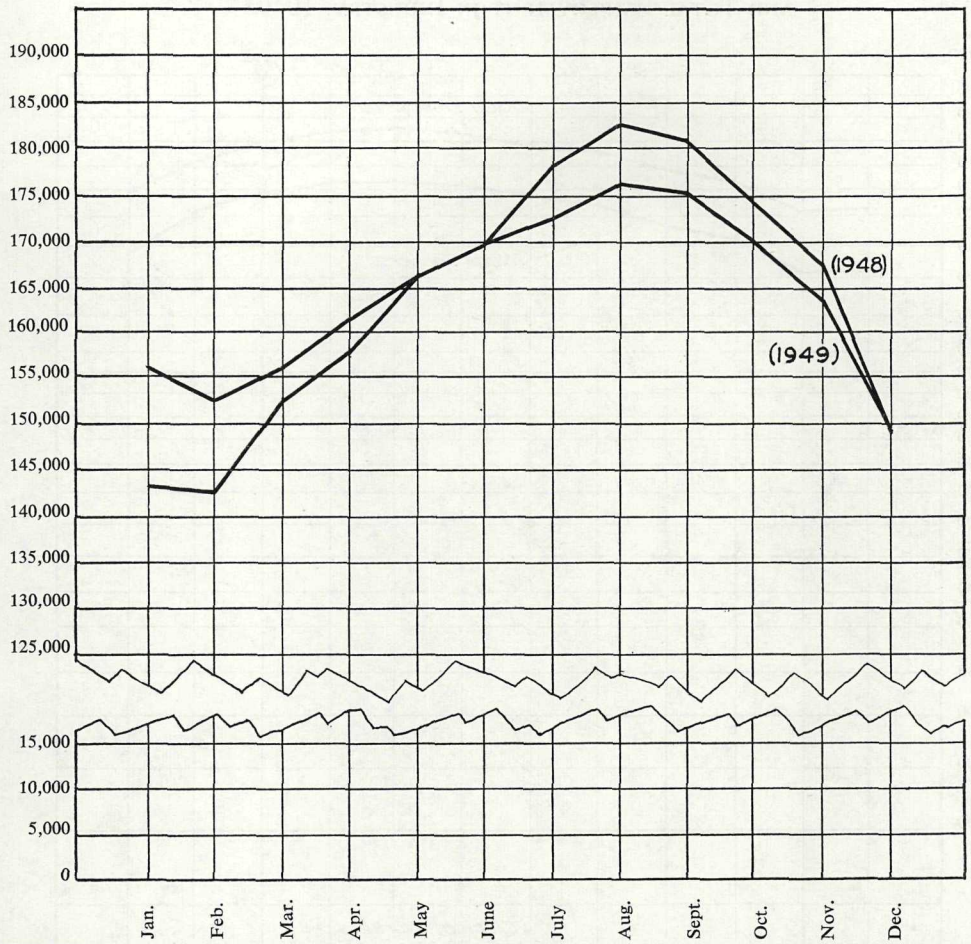
January	20,172	May	20,691	September	21,192
February	20,093	June	21,089	October	21,044
March	20,219	July	21,331	November	21,005
April	20,340	August	21,552	December	20,836



1949

January	123,099	May	145,909	September	154,147
February	122,559	June	148,139	October	149,347
March	132,593	July	151,443	November	143,054
April	137,897	August	154,753	December	128,108

TOTAL EMPLOYMENT IN INDUSTRY, 1948 AND 1949*



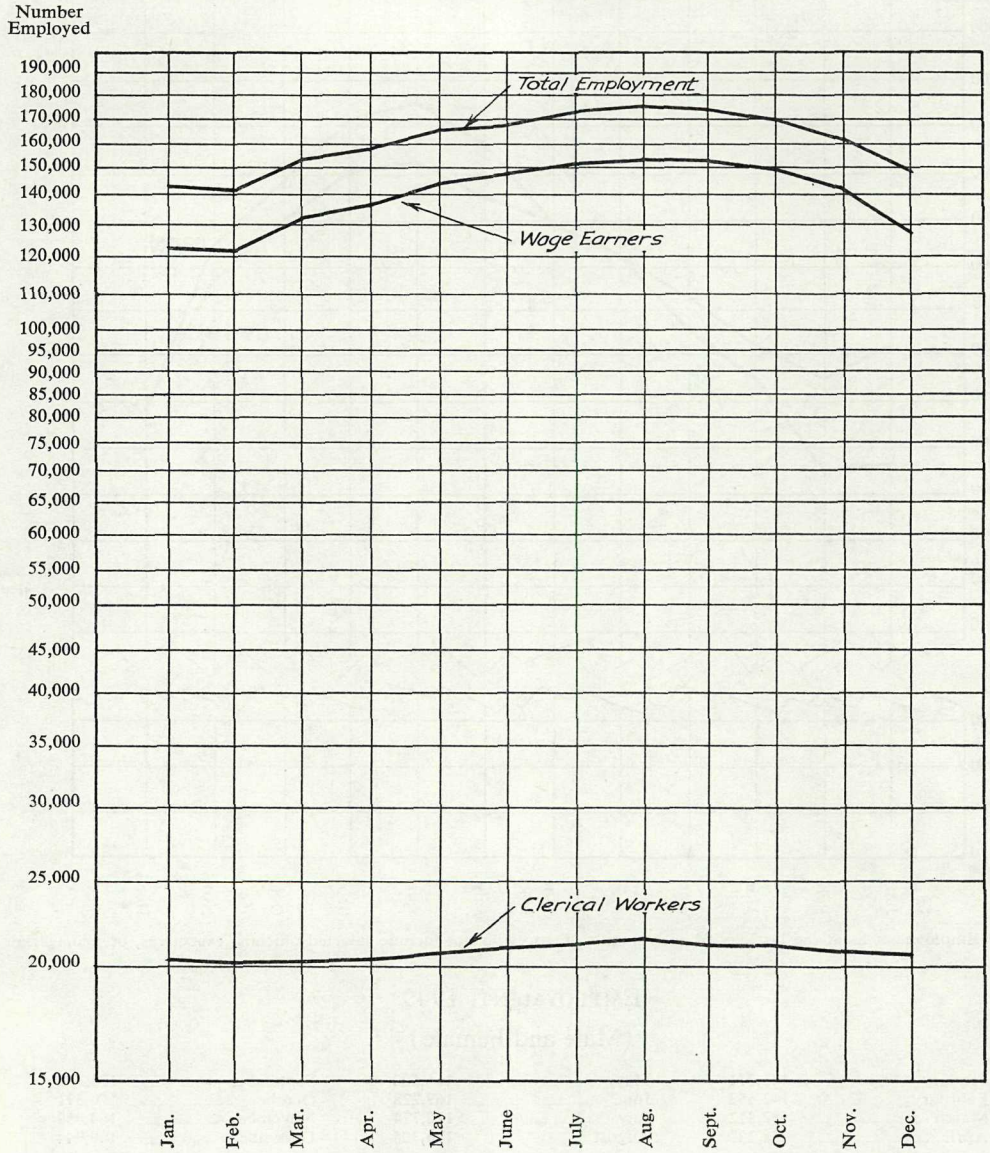
* Employment as at the last day of each month. Figures do not include salaried officials, executives, or managerial staff.

EMPLOYMENT, 1949

(Male and Female)

January	143,271	May	166,600	September	175,339
February	142,652	June	169,228	October	170,391
March	152,812	July	172,774	November	164,059
April	158,237	August	176,305	December	148,944

MONTHLY VARIATION IN THE NUMBER OF WAGE-EARNERS, CLERICAL WORKERS, AND TOTAL EMPLOYMENT IN INDUSTRY, 1949*



* 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 40 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$465,175
Clerks, stenographers, salesmen, etc.	627,503
Wage-earners (including piece-workers)	3,202,773
Total	$4,295,451

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	1,108	240	167	57
February	1,100	235	169	57
March	1,119	190	170	56
April	1,199	200	182	57
May	1,301	205	201	63
June	1,342	236	204	62
July	1,352	308	211	64
August	1,302	254	209	66
September	1,221	203	202	64
October	1,143	280	192	64
November	1,196	346	192	63
December	1,179	251	191	62

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	5	------	------	------
$6.00 to $6.99	1	------	------	------
7.00 to 7.99	4	------	------	------
8.00 to 8.99	1	------	------	------
9.00 to 9.99	1	1	------	------
10.00 to 10.99	2	------	------	------
11.00 to 11.99	1	------	------	------
12.00 to 12.99	------	------	------	1
13.00 to 13.99	------	------	1	------
14.00 to 14.99	3	------	------	1
15.00 to 15.99	1	------	------	------
16.00 to 16.99	7	------	------	------
17.00 to 17.99	6	10	------	2
18.00 to 18.99	4	------	------	------
19.00 to 19.99	11	1	------	1
20.00 to 20.99	7	6	------	2
21.00 to 21.99	1	3	------	------
22.00 to 22.99	1	6	------	1
23.00 to 23.99	7	------	1	3
24.00 to 24.99	3	4	------	2
25.00 to 25.99	18	2	------	2
26.00 to 26.99	6	20	------	------
27.00 to 27.99	8	1	3	------
28.00 to 28.99	2	27	2	------
29.00 to 29.99	3	131	------	2
30.00 to 34.99	77	165	6	22
35.00 to 39.99	143	30	19	10
40.00 to 44.99	327	2	41	2
45.00 to 49.99	471	4	29	1
50.00 to 54.99	193	------	28	------
55.00 to 59.99	67	------	20	1
60.00 to 64.99	40	------	13	------
65.00 to 69.99	14	------	15	1
70.00 and over	18	1	17	4

TABLE No. 2

BUILDERS' MATERIAL—PRODUCERS OF

Returns Covering 125 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$822,992
Clerks, stenographers, salesmen, etc.	910,561
Wage-earners (including piece-workers)	5,307,451
Total	$7,041,004

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	2,181	19	229	140
February	2,079	14	228	142
March	2,206	20	234	137
April	2,254	20	235	142
May	2,316	16	244	142
June	2,324	12	240	152
July	2,323	13	241	151
August	2,373	15	243	156
September	2,330	15	247	151
October	2,327	14	247	154
November	2,275	14	252	150
December	2,176	12	253	146

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	22	.....	1	2
$6.00 to $6.99	2	.....	.....	.....
7.00 to 7.99	4	.....	.....	.....
8.00 to 8.99	8	.....	.....	.....
9.00 to 9.99	3	.....	.....	1
10.00 to 10.99	.....	.....	.....	.....
11.00 to 11.99	4	.....	.....	.....
12.00 to 12.99	.....	.....	.....	.....
13.00 to 13.99	3	.....	.....	.....
14.00 to 14.99	5	.....	.....	.....
15.00 to 15.99	1	.....	1	.....
16.00 to 16.99	5	.....	.....	.....
17.00 to 17.99	1	.....	.....	.....
18.00 to 18.99	3	.....	.....	1
19.00 to 19.99	2	.....	.....	1
20.00 to 20.99	2	1	9	4
21.00 to 21.99	7	1	1	3
22.00 to 22.99	9	.....	.....	2
23.00 to 23.99	4	1	.....	8
24.00 to 24.99	3	4	1	5
25.00 to 25.99	11	.....	3	14
26.00 to 26.99	8	.....	1	9
27.00 to 27.99	11	.....	1	14
28.00 to 28.99	17	2	.....	9
29.00 to 29.99	5	1	2	5
30.00 to 34.99	66	13	13	38
35.00 to 39.99	273	1	23	14
40.00 to 44.99	704	1	30	9
45.00 to 49.99	599	.....	31	8
50.00 to 54.99	383	.....	40	2
55.00 to 59.99	240	.....	22	.....
60.00 to 64.99	213	.....	26	.....
65.00 to 69.99	103	.....	10	.....
70.00 and over	154	.....	22	.....

TABLE No. 3

CARTAGE, TRUCKING, AND WAREHOUSING

Returns Covering 484 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$700,347
Clerks, stenographers, salesmen, etc.	550,290
Wage-earners (including piece-workers)	5,459,026
Total	$6,709,663

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	2,206	9	181	134
February	2,208	7	183	133
March	2,280	8	186	131
April	2,348	11	188	128
May	2,387	12	189	132
June	2,455	25	189	132
July	2,475	21	193	141
August	2,489	22	197	143
September	2,551	22	195	134
October	2,518	17	195	134
November	2,441	9	195	138
December	2,351	11	197	139

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	53	.....	3	4
$6.00 to $6.99	4	1	.....	.....
7.00 to 7.99	6	.....	.....	1
8.00 to 8.99	7	.....	.....	1
9.00 to 9.99	8	.....	2	1
10.00 to 10.99	3	.....	.....	4
11.00 to 11.99	5	1	1	3
12.00 to 12.99	9	3	.....	3
13.00 to 13.99	1	.....	.....	1
14.00 to 14.99	6	1	2	.....
15.00 to 15.99	8	.....	2	1
16.00 to 16.99	4	.....	2	1
17.00 to 17.99	9	.....	1	3
18.00 to 18.99	5	.....	2	3
19.00 to 19.99	5	.....	2	6
20.00 to 20.99	10	1	5	5
21.00 to 21.99	9	.....	1	.....
22.00 to 22.99	4	.....	.....	5
23.00 to 23.99	5	4	3	7
24.00 to 24.99	15	.....	1	4
25.00 to 25.99	16	5	4	23
26.00 to 26.99	10	.....	1	3
27.00 to 27.99	9	1	3	10
28.00 to 28.99	11	.....	3	6
29.00 to 29.99	9	.....	1	4
30.00 to 34.99	184	9	20	26
35.00 to 39.99	301	.....	16	9
40.00 to 44.99	532	.....	17	4
45.00 to 49.99	506	.....	29	2
50.00 to 54.99	734	2	32	.....
55.00 to 59.99	263	.....	31	.....
60.00 to 64.99	135	.....	8	.....
65.00 to 69.99	69	.....	3	1
70.00 and over	115	.....	2	.....

TABLE No. 4

COAL-MINING

Returns Covering 23 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$386,045
Clerks, stenographers, salesmen, etc.	121,628
Wage-earners (including piece-workers)	5,827,379
Total	$6,335,052

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	2,270	2	39	16
February	2,278	2	39	16
March	2,273	2	39	16
April	2,209	1	39	16
May	2,207	2	39	16
June	2,216	2	39	16
July	2,169	2	39	16
August	2,234	2	39	16
September	2,212	2	40	16
October	2,268	2	40	16
November	2,310	2	40	16
December	2,337	3	40	16

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	------	------	------	------
17.00 to 17.99	------	------	------	2
18.00 to 18.99	------	------	------	------
19.00 to 19.99	------	------	------	------
20.00 to 20.99	4	------	------	------
21.00 to 21.99	4	------	------	2
22.00 to 22.99	1	------	------	------
23.00 to 23.99	------	1	1	4
24.00 to 24.99	------	------	------	------
25.00 to 25.99	3	1	------	------
26.00 to 26.99	2	------	------	1
27.00 to 27.99	1	------	------	------
28.00 to 28.99	------	1	------	1
29.00 to 29.99	12	------	------	------
30.00 to 34.99	64	1	2	1
35.00 to 39.99	101	------	2	3
40.00 to 44.99	122	------	2	1
45.00 to 49.99	255	------	8	------
50.00 to 54.99	1,055	------	7	------
55.00 to 59.99	504	------	4	------
60.00 to 64.99	101	------	4	------
65.00 to 69.99	28	------	5	------
70.00 and over	142	------	------	------

TABLE No. 5

COAST SHIPPING

Returns Covering 138 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	1,555,098
Clerks, stenographers, salesmen, etc.	1,388,262
Wage-earners (including piece-workers)	15,965,417
Total	$18,908,777

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	6,635	84	335	149
February	6,344	81	334	147
March	6,182	82	335	148
April	6,479	87	339	151
May	6,672	107	344	151
June	7,224	128	354	156
July	7,157	134	348	162
August	7,171	134	348	157
September	6,784	105	335	157
October	6,421	88	329	150
November	6,565	82	326	146
December	6,482	81	323	143

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	34	------	1	4
$6.00 to $6.99	8	------	------	------
7.00 to 7.99	8	------	------	------
8.00 to 8.99	18	------	------	1
9.00 to 9.99	7	------	------	------
10.00 to 10.99	5	------	------	1
11.00 to 11.99	16	2	------	------
12.00 to 12.99	7	------	------	1
13.00 to 13.99	19	------	------	------
14.00 to 14.99	4	------	------	1
15.00 to 15.99	7	------	------	------
16.00 to 16.99	5	------	------	1
17.00 to 17.99	10	------	1	------
18.00 to 18.99	8	1	------	------
19.00 to 19.99	10	------	------	3
20.00 to 20.99	20	7	1	1
21.00 to 21.99	30	4	------	1
22.00 to 22.99	19	------	1	------
23.00 to 23.99	24	4	4	1
24.00 to 24.99	15	------	------	------
25.00 to 25.99	26	------	2	5
26.00 to 26.99	448	2	1	2
27.00 to 27.99	52	1	1	3
28.00 to 28.99	37	------	6	11
29.00 to 29.99	40	------	1	1
30.00 to 34.99	1,167	12	20	44
35.00 to 39.99	1,259	70	27	33
40.00 to 44.99	845	15	46	18
45.00 to 49.99	828	3	64	20
50.00 to 54.99	1,335	1	39	3
55.00 to 59.99	455	------	33	1
60.00 to 64.99	305	------	25	------
65.00 to 69.99	383	------	18	------
70.00 and over	294	------	22	------

TABLE No. 6

CONSTRUCTION

Returns Covering 2,193 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$5,646,472
Clerks, stenographers, salesmen, etc.	5,144,240
Wage-earners (including piece-workers)	55,355,909
Total	$66,146,621

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	17,165	91	1,409	720
February	17,164	89	1,393	729
March	20,802	91	1,427	719
April	21,525	94	1,434	733
May	22,924	148	1,447	747
June	22,663	169	1,466	755
July	22,942	184	1,489	767
August	24,404	194	1,500	756
September	23,629	138	1,498	749
October	22,733	121	1,464	754
November	21,101	119	1,457	746
December	17,115	110	1,450	748

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	89	19	9	14
$6.00 to $6.99	38	2	.....	1
7.00 to 7.99	29	2	1	1
8.00 to 8.99	43	1	.....	1
9.00 to 9.99	29	1	2	1
10.00 to 10.99	48	3	1	2
11.00 to 11.99	25	2	7	1
12.00 to 12.99	59	.....	4	5
13.00 to 13.99	22	3	1	.....
14.00 to 14.99	38	.....	2	4
15.00 to 15.99	40	5	2	10
16.00 to 16.99	54	1	4	.....
17.00 to 17.99	34	2	7	9
18.00 to 18.99	90	8	5	11
19.00 to 19.99	37	4	4	8
20.00 to 20.99	109	10	4	29
21.00 to 21.99	56	9	6	9
22.00 to 22.99	67	8	4	26
23.00 to 23.99	53	13	13	28
24.00 to 24.99	172	33	6	18
25.00 to 25.99	157	12	21	46
26.00 to 26.99	106	9	8	21
27.00 to 27.99	102	5	12	36
28.00 to 28.99	167	1	5	31
29.00 to 29.99	96	.....	14	23
30.00 to 34.99	1,077	29	71	211
35.00 to 39.99	2,643	14	76	120
40.00 to 44.99	6,144	16	203	65
45.00 to 49.99	4,987	8	227	31
50.00 to 54.99	2,975	4	175	18
55.00 to 59.99	2,799	.....	147	4
60.00 to 64.99	5,831	2	107	5
65.00 to 69.99	2,239	1	103	1
70.00 and over	2,702	1	234	3

TABLE No. 7

EXPLOSIVES, FERTILIZERS, AND CHEMICALS

Returns Covering 38 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$405,969
Clerks, stenographers, salesmen, etc.	1,298,400
Wage-earners (including piece-workers)	4,294,836
Total	$5,999,205

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	1,589	35	361	109
February	1,590	36	359	107
March	1,637	33	350	109
April	1,612	36	343	110
May	1,664	37	353	114
June	1,629	37	361	111
July	1,645	35	362	113
August	1,604	37	356	113
September	1,569	46	352	113
October	1,603	38	358	114
November	1,560	33	356	109
December	1,551	33	354	109

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	.....	.....	.....	.....
7.00 to 7.99	.....	.....	.....	.....
8.00 to 8.99	.....	2	.....	.....
9.00 to 9.99	6	.....	.....	.....
10.00 to 10.99	1	.....	.....	1
11.00 to 11.99	1	.....	.....	.....
12.00 to 12.99	1	2	.....	.....
13.00 to 13.99	.....	.....	.....	.....
14.00 to 14.99	3	1	.....	.....
15.00 to 15.99	2	7	.....	.....
16.00 to 16.99	.....	.....	.....	.....
17.00 to 17.99	3	.....	.....	.....
18.00 to 18.99	5	1	1	.....
19.00 to 19.99	2	.....	.....	1
20.00 to 20.99	8	4	.....	3
21.00 to 21.99	4	1	.....	1
22.00 to 22.99	3	.....	.....	.....
23.00 to 23.99	10	5	2	7
24.00 to 24.99	10	2	.....	.....
25.00 to 25.99	10	2	3	10
26.00 to 26.99	5	8	2	5
27.00 to 27.99	20	8	1	13
28.00 to 28.99	9	4	4	10
29.00 to 29.99	9	.....	2	3
30.00 to 34.99	87	4	19	30
35.00 to 39.99	98	.....	17	17
40.00 to 44.99	262	.....	23	9
45.00 to 49.99	304	.....	34	3
50.00 to 54.99	331	.....	40	1
55.00 to 59.99	253	.....	35	.....
60.00 to 64.99	147	.....	94	.....
65.00 to 69.99	60	.....	51	.....
70.00 and over	93	.....	68	.....

TABLE No. 8

FOOD PRODUCTS—MANUFACTURE OF

Returns Covering 667 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$3,614,504
Clerks, stenographers, salesmen, etc.	3,895,986
Wage-earners (including piece-workers)	27,090,218
Total	$34,600,708

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	7,125	2,349	995	742
February	7,141	2,163	1,012	735
March	7,519	2,246	1,014	731
April	8,239	2,662	1,031	753
May	8,953	3,078	1,046	775
June	9,792	4,071	1,062	789
July	10,809	6,467	1,059	815
August	11,498	8,006	1,068	816
September	11,330	8,377	1,057	804
October	10,200	6,588	1,032	785
November	8,754	4,414	1,037	789
December	7,462	2,491	1,017	761

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	106	212	2	4
$6.00 to $6.99	29	65	1	1
7.00 to 7.99	39	57	1	1
8.00 to 8.99	35	68	1	------
9.00 to 9.99	37	55	1	3
10.00 to 10.99	46	79	2	1
11.00 to 11.99	26	86	------	3
12.00 to 12.99	37	88	------	3
13.00 to 13.99	26	67	------	4
14.00 to 14.99	28	96	1	3
15.00 to 15.99	42	131	------	------
16.00 to 16.99	39	90	------	5
17.00 to 17.99	36	178	------	3
18.00 to 18.99	44	259	4	10
19.00 to 19.99	37	164	------	8
20.00 to 20.99	37	349	2	28
21.00 to 21.99	31	190	1	14
22.00 to 22.99	58	388	1	11
23.00 to 23.99	50	256	9	52
24.00 to 24.99	43	272	2	17
25.00 to 25.99	96	278	8	50
26.00 to 26.99	47	535	8	23
27.00 to 27.99	53	358	4	45
28.00 to 28.99	65	309	6	57
29.00 to 29.99	97	312	6	21
30.00 to 34.99	843	2,004	103	236
35.00 to 39.99	1,554	1,890	86	120
40.00 to 44.99	2,689	898	199	65
45.00 to 49.99	2,602	518	183	25
50.00 to 54.99	1,801	348	124	4
55.00 to 59.99	1,011	155	165	------
60.00 to 64.99	787	156	65	------
65.00 to 69.99	489	38	40	1
70.00 and over	934	77	94	2

TABLE No. 9

GARMENT-MAKING

Returns Covering 117 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$397,686
Clerks, stenographers, salesmen, etc.	339,185
Wage-earners (including piece-workers)	2,378,737
Total	$3,115,608

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	346	1,151	36	56
February	342	1,217	32	59
March	354	1,340	35	59
April	369	1,504	38	59
May	346	1,382	39	65
June	343	1,178	43	62
July	338	1,019	41	61
August	348	1,230	42	63
September	345	1,243	47	62
October	343	1,250	46	64
November	327	1,287	48	65
December	341	1,253	52	69

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	------	23	------	1
$6.00 to $6.99	1	8	------	------
7.00 to 7.99	------	25	------	------
8.00 to 8.99	------	8	------	1
9.00 to 9.99	------	12	------	------
10.00 to 10.99	------	27	------	------
11.00 to 11.99	1	20	------	------
12.00 to 12.99	1	72	------	1
13.00 to 13.99	------	34	------	------
14.00 to 14.99	1	28	------	------
15.00 to 15.99	1	40	------	------
16.00 to 16.99	4	58	------	------
17.00 to 17.99	2	54	------	------
18.00 to 18.99	3	83	1	2
19.00 to 19.99	3	104	------	1
20.00 to 20.99	8	108	------	------
21.00 to 21.99	4	52	------	2
22.00 to 22.99	8	116	------	3
23.00 to 23.99	7	59	2	1
24.00 to 24.99	2	96	------	1
25.00 to 25.99	17	113	1	8
26.00 to 26.99	4	98	------	2
27.00 to 27.99	7	71	------	5
28.00 to 28.99	6	80	1	------
29.00 to 29.99	2	52	------	------
30.00 to 34.99	36	237	------	12
35.00 to 39.99	44	136	2	8
40.00 to 44.99	65	79	8	6
45.00 to 49.99	45	50	3	4
50.00 to 54.99	45	20	4	2
55.00 to 59.99	26	10	------	1
60.00 to 64.99	13	4	1	2
65.00 to 69.99	12	2	2	------
70.00 and over	28	3	2	------

TABLE No. 10

HOUSE FURNISHINGS—MANUFACTURE OF

Returns Covering 132 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$512,401
Clerks, stenographers, salesmen, etc.	352,318
Wage-earners (including piece-workers)	3,413,384
Total	$4,278,103

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	1,308	500	55	95
February	1,265	484	56	96
March	1,253	486	56	92
April	1,228	466	54	89
May	1,210	462	58	90
June	1,224	468	57	89
July	1,258	480	59	87
August	1,242	479	59	92
September	1,279	498	60	91
October	1,289	542	61	93
November	1,323	555	60	96
December	1,328	521	60	97

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	3	1	2	------
$6.00 to $6.99	1	------	1	1
7.00 to 7.99	1	------	------	------
8.00 to 8.99	1	2	------	------
9.00 to 9.99	1	------	------	------
10.00 to 10.99	1	1	------	------
11.00 to 11.99	2	2	------	------
12.00 to 12.99	1	2	------	1
13.00 to 13.99	1	------	------	------
14.00 to 14.99	2	3	------	------
15.00 to 15.99	1	1	------	1
16.00 to 16.99	3	6	------	------
17.00 to 17.99	1	7	------	1
18.00 to 18.99	1	4	------	------
19.00 to 19.99	------	7	------	------
20.00 to 20.99	16	35	------	2
21.00 to 21.99	6	20	------	------
22.00 to 22.99	17	47	------	3
23.00 to 23.99	7	27	1	4
24.00 to 24.99	26	33	------	6
25.00 to 25.99	17	42	2	11
26.00 to 26.99	24	37	------	4
27.00 to 27.99	8	44	------	4
28.00 to 28.99	27	46	------	6
29.00 to 29.99	19	16	------	4
30.00 to 34.99	150	126	2	24
35.00 to 39.99	290	50	4	12
40.00 to 44.99	292	28	7	7
45.00 to 49.99	237	11	6	------
50.00 to 54.99	203	3	10	2
55.00 to 59.99	66	2	7	------
60.00 to 64.99	33	------	4	3
65.00 to 69.99	22	1	6	------
70.00 and over	31	------	6	------

TABLE No. 11

JEWELLERY MANUFACTURING AND REPAIR

Returns Covering 37 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$97,842
Clerks, stenographers, salesmen, etc.	117,384
Wage-earners (including piece-workers)	603,411
Total	$818,637

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	191	120	17	56
February	188	103	18	55
March	181	105	18	56
April	184	108	16	53
May	183	122	17	52
June	184	124	19	54
July	185	130	20	58
August	183	138	20	55
September	185	127	19	56
October	188	134	20	58
November	198	160	20	67
December	201	156	18	63

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	1	2	------	1
$6.00 to $6.99	------	------	------	------
7.00 to 7.99	------	------	------	------
8.00 to 8.99	------	------	------	------
9.00 to 9.99	------	1	------	------
10.00 to 10.99	------	------	------	1
11.00 to 11.99	------	------	1	------
12.00 to 12.99	------	------	1	------
13.00 to 13.99	2	------	------	------
14.00 to 14.99	1	6	------	1
15.00 to 15.99	1	1	1	------
16.00 to 16.99	------	------	------	1
17.00 to 17.99	7	5	3	------
18.00 to 18.99	2	3	------	------
19.00 to 19.99	------	2	------	1
20.00 to 20.99	2	20	------	11
21.00 to 21.99	2	17	------	3
22.00 to 22.99	------	6	------	1
23.00 to 23.99	6	43	------	11
24.00 to 24.99	1	12	------	2
25.00 to 25.99	3	20	1	9
26.00 to 26.99	3	5	------	11
27.00 to 27.99	2	12	------	3
28.00 to 28.99	3	4	------	4
29.00 to 29.99	------	------	------	2
30.00 to 34.99	22	9	------	10
35.00 to 39.99	21	5	2	1
40.00 to 44.99	21	1	------	1
45.00 to 49.99	28	1	------	1
50.00 to 54.99	26	------	------	1
55.00 to 59.99	21	------	1	------
60.00 to 64.99	12	------	------	------
65.00 to 69.99	7	------	------	------
70.00 and over	9	------	------	------

TABLE No. 12

LAUNDRIES, CLEANING AND DYEING

Returns Covering 191 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$474,127
Clerks, stenographers, salesmen, etc.	747,444
Wage-earners (including piece-workers)	4,125,130
Total	$5,346,701

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	763	1,888	136	202
February	758	1,829	132	195
March	780	1,918	153	203
April	798	1,974	155	211
May	818	2,044	153	213
June	823	2,102	159	222
July	845	2,178	154	227
August	838	2,163	156	227
September	845	2,044	156	222
October	816	1,999	155	225
November	781	1,900	159	212
December	787	1,872	151	205

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	5	19	2	5
$6.00 to $6.99	2	10	------	------
7.00 to 7.99	1	11	------	------
8.00 to 8.99	------	10	------	------
9.00 to 9.99	------	10	------	------
10.00 to 10.99	3	16	1	4
11.00 to 11.99	2	18	------	2
12.00 to 12.99	1	16	1	------
13.00 to 13.99	2	10	------	------
14.00 to 14.99	4	14	------	------
15.00 to 15.99	7	39	------	2
16.00 to 16.99	2	27	------	------
17.00 to 17.99	7	74	------	------
18.00 to 18.99	12	59	------	2
19.00 to 19.99	4	97	------	6
20.00 to 20.99	5	95	------	9
21.00 to 21.99	3	76	------	4
22.00 to 22.99	7	173	------	24
23.00 to 23.99	------	92	------	11
24.00 to 24.99	4	111	1	12
25.00 to 25.99	20	132	2	22
26.00 to 26.99	10	240	------	7
27.00 to 27.99	7	128	------	37
28.00 to 28.99	13	194	------	13
29.00 to 29.99	14	67	1	9
30.00 to 34.99	96	337	7	38
35.00 to 39.99	139	100	17	22
40.00 to 44.99	218	56	22	4
45.00 to 49.99	113	18	25	4
50.00 to 54.99	84	8	16	1
55.00 to 59.99	41	4	16	1
60.00 to 64.99	33	------	11	------
65.00 to 69.99	11	------	4	1
70.00 and over	18	1	6	------

TABLE No. 13

LEATHER AND FUR GOODS—MANUFACTURE OF

Returns Covering 103 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$271,323
Clerks, stenographers, salesmen, etc.	301,892
Wage-earners (including piece-workers)	1,197,393
Total	$1,770,608

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	425	245	60	65
February	410	254	62	60
March	420	263	60	59
April	417	281	60	60
May	421	308	60	60
June	404	299	59	58
July	412	305	59	64
August	424	318	58	60
September	441	334	57	63
October	454	345	55	62
November	427	325	57	63
December	397	284	56	59

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	2	3	------	------
$6.00 to $6.99	1	4	------	------
7.00 to 7.99	------	1	------	------
8.00 to 8.99	2	------	------	------
9.00 to 9.99	2	------	------	------
10.00 to 10.99	2	2	------	------
11.00 to 11.99	------	1	------	1
12.00 to 12.99	1	2	------	------
13.00 to 13.99	4	2	------	------
14.00 to 14.99	2	3	------	------
15.00 to 15.99	1	4	------	------
16.00 to 16.99	3	6	1	1
17.00 to 17.99	4	4	------	1
18.00 to 18.99	6	15	------	1
19.00 to 19.99	6	13	------	------
20.00 to 20.99	6	22	------	3
21.00 to 21.99	1	11	------	1
22.00 to 22.99	13	20	------	1
23.00 to 23.99	7	8	2	2
24.00 to 24.99	11	27	------	------
25.00 to 25.99	9	18	3	9
26.00 to 26.99	9	13	------	3
27.00 to 27.99	------	15	------	7
28.00 to 28.99	28	54	------	5
29.00 to 29.99	12	3	------	------
30.00 to 34.99	47	59	2	15
35.00 to 39.99	71	33	1	6
40.00 to 44.99	111	11	8	4
45.00 to 49.99	65	6	17	1
50.00 to 54.99	53	3	7	------
55.00 to 59.99	17	1	10	------
60.00 to 64.99	7	------	------	------
65.00 to 69.99	2	------	1	------
70.00 and over	7	------	------	------

TABLE No. 14

LUMBER INDUSTRIES

Returns Covering 1,701 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$6,383,359
Clerks, stenographers, salesmen, etc.	3,808,004
Wage-earners (including piece-workers)	82,583,416
Total	$92,774,779

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	22,952	281	717	411
February	23,551	285	727	403
March	28,733	309	738	399
April	31,150	356	754	402
May	33,956	398	771	414
June	34,008	433	781	427
July	33,806	443	775	441
August	34,134	447	776	436
September	33,960	423	778	436
October	34,140	458	781	435
November	33,346	393	780	431
December	27,625	268	764	421

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	78	5	2	7
$6.00 to $6.99	26	2	2	1
7.00 to 7.99	19	1	1	1
8.00 to 8.99	65	.....	.....	1
9.00 to 9.99	37	1	.....	1
10.00 to 10.99	28	5	1	1
11.00 to 11.99	24	1	3	1
12.00 to 12.99	32	2	3	2
13.00 to 13.99	24	.....	1	.....
14.00 to 14.99	25	4	.....	.....
15.00 to 15.99	41	7	1	3
16.00 to 16.99	41	3	.....	.....
17.00 to 17.99	55	2	.....	3
18.00 to 18.99	43	1	.....	5
19.00 to 19.99	66	4	2	2
20.00 to 20.99	61	12	.....	7
21.00 to 21.99	25	7	1	5
22.00 to 22.99	60	4	.....	3
23.00 to 23.99	76	16	8	19
24.00 to 24.99	88	12	2	4
25.00 to 25.99	151	23	7	25
26.00 to 26.99	58	14	3	12
27.00 to 27.99	105	9	5	10
28.00 to 28.99	89	20	1	23
29.00 to 29.99	108	42	1	5
30.00 to 34.99	705	125	37	119
35.00 to 39.99	1,466	73	19	79
40.00 to 44.99	6,860	66	62	41
45.00 to 49.99	11,710	54	66	39
50.00 to 54.99	5,076	48	103	11
55.00 to 59.99	3,955	13	68	9
60.00 to 64.99	3,256	14	77	2
65.00 to 69.99	1,956	4	76	5
70.00 and over	4,720	2	209	3

TABLE No. 15

METAL TRADES

Returns Covering 1,583 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$6,814,383
Clerks, stenographers, salesmen, etc.	7,829,762
Wage-earners (including piece-workers)	25,082,151
Total	$39,726,296

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	10,792	458	2,209	1,337
February	10,633	425	2,213	1,314
March	10,728	446	2,220	1,315
April	10,802	451	2,240	1,314
May	10,987	495	2,245	1,306
June	11,104	509	2,283	1,326
July	11,131	507	2,305	1,332
August	11,081	485	2,317	1,323
September	10,838	458	2,302	1,327
October	10,794	475	2,299	1,315
November	10,723	488	2,322	1,301
December	10,510	467	2,342	1,305

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	40	4	5	11
$6.00 to $6.99	22	1	.....	2
7.00 to 7.99	5	.....	3	2
8.00 to 8.99	27	1	2	.....
9.00 to 9.99	24	.....	3	3
10.00 to 10.99	40	4	1	6
11.00 to 11.99	25	2	4	4
12.00 to 12.99	36	3	4	10
13.00 to 13.99	28	2	1	4
14.00 to 14.99	25	8	2	6
15.00 to 15.99	61	2	2	7
16.00 to 16.99	54	2	3	3
17.00 to 17.99	59	9	4	9
18.00 to 18.99	51	28	7	6
19.00 to 19.99	57	14	12	72
20.00 to 20.99	145	82	8	43
21.00 to 21.99	52	33	11	45
22.00 to 22.99	105	24	10	19
23.00 to 23.99	75	19	24	95
24.00 to 24.99	129	23	13	43
25.00 to 25.99	184	27	40	129
26.00 to 26.99	97	15	12	56
27.00 to 27.99	114	11	30	93
28.00 to 28.99	162	18	30	98
29.00 to 29.99	96	11	18	36
30.00 to 34.99	1,049	142	302	335
35.00 to 39.99	1,465	89	265	147
40.00 to 44.99	2,032	44	331	91
45.00 to 49.99	1,943	30	323	38
50.00 to 54.99	1,527	10	234	10
55.00 to 59.99	1,944	31	178	5
60.00 to 64.99	723	1	104	3
65.00 to 69.99	350	3	99	1
70.00 and over	670	.....	212	5

TABLE No. 16

METAL-MINING

Returns Covering 157 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$1,206,175
Clerks, stenographers, salesmen, etc.	2,123,705
Wage-earners (including piece-workers)	15,760,079
Total	$19,089,959

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	5,271	92	533	134
February	5,269	92	526	135
March	5,285	91	528	136
April	5,140	96	529	137
May	5,516	104	538	137
June	5,505	101	537	136
July	5,574	102	544	144
August	5,648	101	536	144
September	5,593	97	534	132
October	5,674	83	535	135
November	5,578	87	533	135
December	5,449	84	524	134

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	15	------	------	1
$6.00 to $6.99	------	------	1	------
7.00 to 7.99	6	2	------	1
8.00 to 8.99	1	------	------	------
9.00 to 9.99	6	------	------	------
10.00 to 10.99	2	------	------	------
11.00 to 11.99	1	------	------	------
12.00 to 12.99	4	3	------	1
13.00 to 13.99	3	2	------	------
14.00 to 14.99	1	1	------	------
15.00 to 15.99	14	1	------	1
16.00 to 16.99	4	------	------	2
17.00 to 17.99	6	2	------	------
18.00 to 18.99	7	1	1	------
19.00 to 19.99	5	3	------	1
20.00 to 20.99	10	3	------	2
21.00 to 21.99	7	3	2	------
22.00 to 22.99	6	3	------	------
23.00 to 23.99	8	4	------	8
24.00 to 24.99	9	1	------	------
25.00 to 25.99	14	4	------	8
26.00 to 26.99	9	3	3	2
27.00 to 27.99	14	2	------	12
28.00 to 28.99	11	------	1	3
29.00 to 29.99	12	1	------	------
30.00 to 34.99	75	22	5	37
35.00 to 39.99	160	14	9	38
40.00 to 44.99	644	12	23	17
45.00 to 49.99	1,558	15	73	8
50.00 to 54.99	1,368	2	78	4
55.00 to 59.99	788	2	75	1
60.00 to 64.99	637	------	97	------
65.00 to 69.99	370	2	55	1
70.00 and over	838	------	158	------

TABLE No. 17

MISCELLANEOUS TRADES AND INDUSTRIES

Returns Covering 628 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$3,273,507
Clerks, stenographers, salesmen, etc.	4,034,418
Wage-earners (including piece-workers)	14,980,757
Total	$22,288,682

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	5,455	1,104	848	708
February	5,289	1,069	866	709
March	5,536	1,096	875	713
April	5,708	1,091	868	727
May	6,541	1,197	893	777
June	6,454	1,192	927	801
July	6,441	1,179	953	819
August	7,394	1,494	1,134	854
September	6,682	2,098	1,007	843
October	6,100	1,169	998	824
November	5,938	1,187	998	809
December	5,813	1,067	990	792

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	70	34	------	7
$6.00 to $6.99	23	4	1	2
7.00 to 7.99	23	5	------	------
8.00 to 8.99	42	9	1	------
9.00 to 9.99	14	7	------	1
10.00 to 10.99	22	22	1	3
11.00 to 11.99	16	6	3	------
12.00 to 12.99	28	10	1	2
13.00 to 13.99	26	6	2	1
14.00 to 14.99	29	15	1	1
15.00 to 15.99	28	11	3	2
16.00 to 16.99	42	14	1	3
17.00 to 17.99	21	32	2	6
18.00 to 18.99	49	45	6	15
19.00 to 19.99	18	39	1	10
20.00 to 20.99	272	265	6	34
21.00 to 21.99	24	16	3	12
22.00 to 22.99	35	61	12	14
23.00 to 23.99	45	41	9	32
24.00 to 24.99	74	43	11	22
25.00 to 25.99	78	65	13	50
26.00 to 26.99	47	67	8	32
27.00 to 27.99	72	85	10	61
28.00 to 28.99	88	122	92	59
29.00 to 29.99	63	124	5	12
30.00 to 34.99	804	1,273	109	258
35.00 to 39.99	1,459	147	168	145
40.00 to 44.99	1,551	52	126	47
45.00 to 49.99	945	19	149	33
50.00 to 54.99	962	11	129	4
55.00 to 59.99	466	6	70	3
60.00 to 64.99	316	1	49	------
65.00 to 69.99	170	1	27	1
70.00 and over	344	------	98	2

TABLE No. 18

OIL REFINING AND DISTRIBUTING

Returns Covering 70 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$747,786
Clerks, stenographers, salesmen, etc.	2,782,486
Wage-earners (including piece-workers)	3,814,292
Total	$7,344,564

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	1,158	26	689	258
February	1,228	27	688	253
March	1,035	25	694	257
April	998	20	690	258
May	1,062	27	698	261
June	1,085	32	722	277
July	1,083	37	714	290
August	1,084	43	710	295
September	984	21	717	293
October	1,314	38	704	283
November	1,348	25	713	283
December	1,186	25	717	274

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	------	------	------	2
$6.00 to $6.99	1	------	------	------
7.00 to 7.99	------	1	------	------
8.00 to 8.99	------	------	1	------
9.00 to 9.99	------	------	------	------
10.00 to 10.99	1	------	1	------
11.00 to 11.99	------	------	------	------
12.00 to 12.99	1	------	------	------
13.00 to 13.99	------	------	------	------
14.00 to 14.99	2	------	------	------
15.00 to 15.99	1	------	------	1
16.00 to 16.99	5	1	------	------
17.00 to 17.99	7	------	------	------
18.00 to 18.99	1	1	------	1
19.00 to 19.99	2	1	------	2
20.00 to 20.99	1	1	------	1
21.00 to 21.99	1	------	------	------
22.00 to 22.99	2	------	1	1
23.00 to 23.99	2	1	------	1
24.00 to 24.99	2	1	4	1
25.00 to 25.99	------	3	4	8
26.00 to 26.99	1	------	1	2
27.00 to 27.99	2	2	2	3
28.00 to 28.99	4	------	7	9
29.00 to 29.99	3	------	1	7
30.00 to 34.99	28	2	17	69
35.00 to 39.99	90	21	48	83
40.00 to 44.99	302	1	72	33
45.00 to 49.99	302	1	142	56
50.00 to 54.99	236	3	103	7
55.00 to 59.99	338	------	88	6
60.00 to 64.99	165	------	60	1
65.00 to 69.99	118	------	70	1
70.00 and over	300	------	114	------

TABLE No. 19

PAINT-MANUFACTURING

Returns Covering 16 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$236,863
Clerks, stenographers, salesmen, etc.	335,294
Wage-earners (including piece-workers)	499,869
Total	$1,072,026

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	184	38	86	52
February	181	38	87	53
March	194	42	88	56
April	208	47	90	54
May	220	46	92	53
June	213	48	91	56
July	198	42	92	52
August	202	42	94	54
September	192	37	91	56
October	188	38	91	57
November	184	35	86	57
December	185	34	85	53

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	------	1	------	------
12.00 to 12.99	------	------	------	------
13.00 to 13.99	------	------	------	------
14.00 to 14.99	1	------	------	------
15.00 to 15.99	1	------	------	------
16.00 to 16.99	------	------	------	------
17.00 to 17.99	1	5	------	------
18.00 to 18.99	9	2	1	1
19.00 to 19.99	------	2	------	------
20.00 to 20.99	6	3	------	2
21.00 to 21.99	------	10	------	2
22.00 to 22.99	6	------	------	------
23.00 to 23.99	1	1	1	------
24.00 to 24.99	3	1	1	4
25.00 to 25.99	2	------	------	1
26.00 to 26.99	2	4	------	5
27.00 to 27.99	1	4	------	6
28.00 to 28.99	6	3	1	5
29.00 to 29.99	2	------	------	1
30.00 to 34.99	34	9	6	10
35.00 to 39.99	84	2	18	9
40.00 to 44.99	35	1	9	5
45.00 to 49.99	13	1	11	4
50.00 to 54.99	6	------	16	------
55.00 to 59.99	6	------	16	1
60.00 to 64.99	3	------	5	------
65.00 to 69.99	3	------	4	------
70.00 and over	1	------	2	------

TABLE No. 20

PRINTING AND PUBLISHING

Returns Covering 160 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$1,392,308
Clerks, stenographers, salesmen, etc.	3,163,515
Wage-earners (including piece-workers)	6,076,654
Total	$10,632,477

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	1,879	340	749	573
February	1,868	374	744	550
March	1,878	341	770	529
April	1,881	353	757	560
May	1,959	384	774	575
June	1,961	370	759	584
July	1,964	355	775	592
August	1,975	406	768	603
September	2,020	373	796	587
October	2,026	389	790	603
November	2,010	365	791	588
December	2,007	368	801	588

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	32	18	2	1
$6.00 to $6.99	2	3	.....	.....
7.00 to 7.99	3	5	1	.....
8.00 to 8.99	3	4	.....	1
9.00 to 9.99	1	4	1	2
10.00 to 10.99	9	5	3	3
11.00 to 11.99	6	2	.....	.....
12.00 to 12.99	9	4	.....	2
13.00 to 13.99	8	3	1	.....
14.00 to 14.99	5	4	2	1
15.00 to 15.99	19	7	10	8
16.00 to 16.99	18	6	1	6
17.00 to 17.99	18	19	13	4
18.00 to 18.99	19	29	4	18
19.00 to 19.99	17	5	1	9
20.00 to 20.99	29	42	7	15
21.00 to 21.99	17	16	1	16
22.00 to 22.99	40	22	6	33
23.00 to 23.99	16	9	4	30
24.00 to 24.99	16	17	3	12
25.00 to 25.99	45	16	23	76
26.00 to 26.99	24	13	2	16
27.00 to 27.99	14	4	12	51
28.00 to 28.99	16	19	3	26
29.00 to 29.99	11	6	5	14
30.00 to 34.99	102	46	71	134
35.00 to 39.99	104	86	89	65
40.00 to 44.99	125	13	73	23
45.00 to 49.99	107	6	77	18
50.00 to 54.99	158	7	87	8
55.00 to 59.99	120	2	66	7
60.00 to 64.99	416	1	60	7
65.00 to 69.99	255	.....	41	3
70.00 and over	346	.....	92	1

TABLE No. 21

PULP AND PAPER—MANUFACTURE OF

Returns Covering 8 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$1,326,816
Clerks, stenographers, salesmen, etc.	1,796,123
Wage-earners (including piece-workers)	11,726,317
Total	$14,849,256

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	4,388	135	289	123
February	4,286	132	284	121
March	4,224	131	285	117
April	4,145	121	281	113
May	4,094	118	281	114
June	4,053	116	284	117
July	3,848	112	285	116
August	3,567	117	274	111
September	3,752	116	264	107
October	3,795	112	254	105
November	3,750	118	249	110
December	3,763	124	252	110

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	3	1	.....	.....
$6.00 to $6.99	1	.....	.....	.....
7.00 to 7.99	1	.....	.....	.....
8.00 to 8.99	4	.....	.....	.....
9.00 to 9.99	4	.....	.....	.....
10.00 to 10.99	6	.....	.....	.....
11.00 to 11.99	1	1	.....	.....
12.00 to 12.99	3	2	.....	.....
13.00 to 13.99	4	2	1	.....
14.00 to 14.99	1	.....	.....	.....
15.00 to 15.99	2	2	.....	.....
16.00 to 16.99	1	.....	.....	.....
17.00 to 17.99	3	.....	.....	.....
18.00 to 18.99	4	1	2	.....
19.00 to 19.99	1	1	.....	.....
20.00 to 20.99	2	4	.....	.....
21.00 to 21.99	5	1	.....	3
22.00 to 22.99	5	.....	1	1
23.00 to 23.99	9	.....	.....	1
24.00 to 24.99	21	3	.....	.....
25.00 to 25.99	8	2	.....	5
26.00 to 26.99	5	2	.....	2
27.00 to 27.99	9	1	1	3
28.00 to 28.99	5	1	1	7
29.00 to 29.99	6	1	.....	.....
30.00 to 34.99	41	42	4	44
35.00 to 39.99	65	53	3	25
40.00 to 44.99	210	14	17	17
45.00 to 49.99	1,160	5	22	10
50.00 to 54.99	991	10	43	2
55.00 to 59.99	497	1	54	2
60.00 to 64.99	426	2	38	.....
65.00 to 69.99	269	.....	33	.....
70.00 and over	538	.....	76	.....

TABLE No. 22

SHIP-BUILDING AND BOAT-BUILDING

Returns Covering 72 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$504,399
Clerks, stenographers, salesmen, etc.	815,417
Wage-earners (including piece-workers)	6,293,241
Total	$7,613,057

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	2,398	12	176	81
February	2,472	11	161	77
March	2,585	11	157	78
April	2,751	12	161	77
May	2,814	12	158	77
June	2,704	14	163	78
July	2,546	11	166	78
August	2,293	10	164	78
September	2,249	10	162	76
October	2,363	10	164	74
November	2,290	10	165	74
December	2,174	11	162	75

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	13	1	.....	2
$6.00 to $6.99	5	.....	.....	.....
7.00 to 7.99	2	.....	.....	.....
8.00 to 8.99	4	.....	.....	.....
9.00 to 9.99	3	.....	.....	.....
10.00 to 10.99	2	.....	.....	.....
11.00 to 11.99	27	.....	.....	.....
12.00 to 12.99	13	.....	3	.....
13.00 to 13.99	9	.....	.....	.....
14.00 to 14.99	11	.....	.....	.....
15.00 to 15.99	11	.....	.....	.....
16.00 to 16.99	4	.....	.....	.....
17.00 to 17.99	10	.....	.....	.....
18.00 to 18.99	10	1	.....	.....
19.00 to 19.99	11	1	1	.....
20.00 to 20.99	5	.....	1	3
21.00 to 21.99	5	1	.....	.....
22.00 to 22.99	19	2	1	1
23.00 to 23.99	11	1	3	3
24.00 to 24.99	10	1	.....	2
25.00 to 25.99	21	.....	1	1
26.00 to 26.99	9	.....	1	1
27.00 to 27.99	12	.....	1	7
28.00 to 28.99	26	1	2	6
29.00 to 29.99	8	.....	.....	2
30.00 to 34.99	137	1	7	40
35.00 to 39.99	132	2	14	16
40.00 to 44.99	298	.....	8	5
45.00 to 49.99	479	.....	18	2
50.00 to 54.99	321	.....	21	1
55.00 to 59.99	878	.....	16	1
60.00 to 64.99	429	.....	12	.....
65.00 to 69.99	271	.....	22	.....
70.00 and over	533	.....	31	.....

TABLE No. 23

SMELTING AND CONCENTRATING

Returns Covering 5 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$558,302
Clerks, stenographers, salesmen, etc.	1,938,348
Wage-earners (including piece-workers)	9,515,744
Total	$12,012,394

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	3,330	50	560	159
February	3,305	50	558	156
March	3,318	52	561	161
April	3,388	50	559	171
May	3,500	50	579	165
June	3,460	50	588	171
July	3,475	54	591	177
August	3,454	56	584	173
September	3,392	57	565	166
October	3,428	54	571	162
November	3,579	51	571	165
December	3,487	50	570	155

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	3	2	.....	1
$6.00 to $6.99	1	1	.....	1
7.00 to 7.99	1	.....	.....	.....
8.00 to 8.99	1	.....	.....	.....
9.00 to 9.99	4	2	.....	.....
10.00 to 10.99	1	.....	.....	.....
11.00 to 11.99	1	.....	.....	.....
12.00 to 12.99	3	3	.....	.....
13.00 to 13.99	.....	1	.....	.....
14.00 to 14.99	4	3	.....	.....
15.00 to 15.99	6	11	.....	.....
16.00 to 16.99	3	2	.....	.....
17.00 to 17.99	4	2	.....	.....
18.00 to 18.99	2	1	.....	.....
19.00 to 19.99	3	1	.....	.....
20.00 to 20.99	5	1	.....	.....
21.00 to 21.99	19	.....	1	3
22.00 to 22.99	9	.....	.....	.....
23.00 to 23.99	16	.....	.....	2
24.00 to 24.99	12	2	2	3
25.00 to 25.99	17	.....	.....	15
26.00 to 26.99	21	1	.....	5
27.00 to 27.99	24	4	.....	3
28.00 to 28.99	30	.....	1	5
29.00 to 29.99	46	2	.....	2
30.00 to 34.99	66	1	.....	40
35.00 to 39.99	69	.....	4	35
40.00 to 44.99	257	2	26	31
45.00 to 49.99	788	7	46	14
50.00 to 54.99	801	1	63	2
55.00 to 59.99	656	.....	162	.....
60.00 to 64.99	349	.....	88	2
65.00 to 69.99	142	.....	83	.....
70.00 and over	220	.....	175	.....

TABLE No. 24

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

Returns Covering 115 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$1,486,089
Clerks, stenographers, salesmen, etc.	6,034,034
Wage-earners (including piece-workers)	20,225,515
Total	$27,745,638

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	6,022	1,428	1,239	1,347
February	5,991	1,410	1,257	1,326
March	6,127	1,296	1,263	1,342
April	6,225	1,334	1,247	1,338
May	6,388	1,408	1,270	1,366
June	6,385	1,459	1,307	1,422
July	6,495	1,508	1,306	1,437
August	6,379	1,463	1,328	1,433
September	6,354	1,451	1,275	1,384
October	6,247	1,466	1,298	1,350
November	6,232	1,468	1,283	1,350
December	6,026	1,461	1,237	1,363

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	16	20	1	.....
$6.00 to $6.99	8	15	.....	4
7.00 to 7.99	12	.....	1	1
8.00 to 8.99	12	4	1	.....
9.00 to 9.99	17	1	1	4
10.00 to 10.99	10	2	.....	3
11.00 to 11.99	10	66	4	4
12.00 to 12.99	10	5	.....	.....
13.00 to 13.99	12	2	2	.....
14.00 to 14.99	8	1	3	4
15.00 to 15.99	12	2	2	.....
16.00 to 16.99	15	2	1	2
17.00 to 17.99	8	2	2	2
18.00 to 18.99	11	12	2	3
19.00 to 19.99	22	15	1	8
20.00 to 20.99	5	50	1	6
21.00 to 21.99	11	146	9	18
22.00 to 22.99	11	14	4	28
23.00 to 23.99	15	112	4	17
24.00 to 24.99	17	174	1	39
25.00 to 25.99	16	185	6	36
26.00 to 26.99	85	317	3	91
27.00 to 27.99	34	38	15	34
28.00 to 28.99	33	258	20	79
29.00 to 29.99	39	450	14	79
30.00 to 34.99	243	409	76	421
35.00 to 39.99	381	107	130	262
40.00 to 44.99	1,002	11	155	158
45.00 to 49.99	874	10	172	39
50.00 to 54.99	1,038	1	117	22
55.00 to 59.99	1,158	.....	172	19
60.00 to 64.99	590	.....	115	14
65.00 to 69.99	590	.....	85	9
70.00 and over	536	.....	212	6

TABLE No. 25

WOOD-MANUFACTURING (N.E.S.)

Returns Covering 217 Firms

Salary and Wage Payments, 1949

Officers, superintendents, and managers	$1,058,700
Clerks, stenographers, salesmen, etc.	983,960
Wage-earners (including piece-workers)	11,605,869
Total	$13,648,529

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	4,457	804	217	116
February	4,400	792	222	115
March	4,509	811	228	116
April	4,434	831	222	115
May	4,473	835	221	116
June	4,566	843	221	121
July	4,528	818	222	124
August	4,330	711	226	122
September	4,417	698	228	119
October	4,510	755	225	124
November	4,599	746	227	125
December	4,432	707	218	125

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	55	2	.....	1
$6.00 to $6.99	8	1	.....	.....
7.00 to 7.99	21	1	.....	.....
8.00 to 8.99	38	.....	.....	1
9.00 to 9.99	4	1	.....	.....
10.00 to 10.99	10	1	2	.....
11.00 to 11.99	7	.....	1	.....
12.00 to 12.99	13	5	.....	.....
13.00 to 13.99	3	.....	.....	.....
14.00 to 14.99	6	1	.....	.....
15.00 to 15.99	7	5	.....	.....
16.00 to 16.99	23	23	1	.....
17.00 to 17.99	41	1	.....	.....
18.00 to 18.99	12	4	.....	1
19.00 to 19.99	4	1	2	1
20.00 to 20.99	14	6	.....	.....
21.00 to 21.99	6	9	.....	1
22.00 to 22.99	23	2	.....	.....
23.00 to 23.99	5	4	1	1
24.00 to 24.99	40	7	.....	.....
25.00 to 25.99	21	9	4	5
26.00 to 26.99	29	7	.....	1
27.00 to 27.99	15	5	3	4
28.00 to 28.99	19	18	.....	6
29.00 to 29.99	9	3	2	.....
30.00 to 34.99	213	102	12	38
35.00 to 39.99	447	352	6	33
40.00 to 44.99	1,519	259	24	18
45.00 to 49.99	1,677	27	18	4
50.00 to 54.99	472	1	25	2
55.00 to 59.99	231	2	20	3
60.00 to 64.99	140	.....	20	2
65.00 to 69.99	60	.....	19	.....
70.00 and over	103	.....	73	1

SUMMARY OF ALL TABLES

Returns Covering 9,020 Firms

Total Salary and Wage Payments During Twelve Months Ended December 31st, 1949

Officers, superintendents, and managers	$40,338,668	
Clerks, stenographers, and salesmen, etc.	51,440,159	
Wage-earners (including piece-workers)	342,384,968	
		$434,163,795
Returns received too late to be included in above summary	$1,174,584	
Transcontinental railways (ascertained payroll)	33,998,573	
Estimated additional payrolls, 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 payroll)	220,663,048	
		255,836,205
Total		$690,000,000

Employment

Month	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
January	111,598	11,501	12,332	7,840
February	111,340	11,219	12,350	7,743
March	121,158	11,435	12,484	7,735
April	125,691	12,206	12,512	7,828
May	132,912	12,997	12,710	7,981
June	134,121	14,018	12,915	8,174
July	134,999	16,444	13,003	8,328
August	136,386	18,367	13,206	8,346
September	135,154	18,993	12,984	8,208
October	132,882	16,465	12,904	8,140
November	128,835	14,219	12,917	8,088
December	116,364	11,744	12,824	8,012

Classified Weekly Earnings

For Week of Employment of Greatest Number	Wage-earners		Clerks, Stenographers, Salesmen, etc.	
	Males	Females	Males	Females
Under $6.00	649	366	30	69
$6.00 to $6.99	184	117	6	13
7.00 to 7.99	185	111	8	8
8.00 to 8.99	312	110	6	7
9.00 to 9.99	208	96	10	17
10.00 to 10.99	242	167	13	30
11.00 to 11.99	201	211	24	19
12.00 to 12.99	269	222	17	32
13.00 to 13.99	197	134	10	10
14.00 to 14.99	215	189	13	22
15.00 to 15.99	315	276	24	36
16.00 to 16.99	336	241	14	25
17.00 to 17.99	353	408	33	45
18.00 to 18.99	401	559	36	80
19.00 to 19.99	323	479	26	141
20.00 to 20.99	789	1,127	44	210
21.00 to 21.99	330	626	37	145
22.00 to 22.99	528	896	41	177
23.00 to 23.99	459	721	92	348
24.00 to 24.99	726	879	48	197
25.00 to 25.99	960	959	148	568
26.00 to 26.99	1,069	1,410	54	316
27.00 to 27.99	696	809	104	454
28.00 to 28.99	874	1,182	186	479
29.00 to 29.99	721	1,222	73	232
30.00 to 34.99	7,413	5,179	911	2,252
35.00 to 39.99	12,859	3,275	1,065	1,312
40.00 to 44.99	27,167	1,582	1,532	681
45.00 to 49.99	32,596	794	1,773	365
50.00 to 54.99	22,174	483	1,541	107
55.00 to 59.99	16,800	229	1,476	65
60.00 to 64.99	15,107	181	1,083	41
65.00 to 69.99	7,993	52	872	26
70.00 and over	13,694	85	1,925	27
Totals	167,345	25,377	13,275	8,566

"HOURS OF WORK ACT"

As an indication of the trend of industrial hours of work, the Board has shown a computed figure representing the average weekly working-hours of all wage-earners in industry for each successive year since the "Hours of Work Act" became effective.

Although some increase was noted during the war years, the record has generally shown a gradual decline in the weekly hours reported since 1930. Following are the average weekly working-hours for all employees in the wage-earner section from 1930 to 1949:—

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	1949	42.24

By an amendment to the "Hours of Work Act" which became effective during 1946 the legal working-hours for employees in industry was reduced from 48 to 44 hours per week, subject to certain exceptions. For the subsequent years 1947, 1948, and 1949 the following table shows the percentage of the 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, 1948, AND 1949 (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
1949	9,020	161,945	81.86	18.14

In answer to the question regarding hours of work, the 9,020 firms reporting to the Department of Labour submitted information concerning some 161,945 male and female wage-earners for the year 1949. The percentage of the total shown as working 44 hours per week or less continued to increase, the figure reaching 81.86 per cent, while the total reported in excess of 44 hours decreased relatively to 18.14 per cent for the year under review.

As in previous years, information was also requested covering the hours worked by employees in clerical occupations. Under this heading the firms reporting submitted details of some 21,698 male and female clerical workers for 1949, this total being comprised of clerks, stenographers, and salesmen, etc., but not including officials or executive staff.

AVERAGE WEEKLY HOURS OF WORK, BY INDUSTRIES

Comparative tables follow, under headings of "Wage-earners" and "Clerical Workers," showing, by industry, the 1949 average weekly hours worked in each classification, compared with similar figures for previous years:—

Average Weekly Hours of Work

Wage-earners

Industry	1945	1946	1947	1948	1949
Breweries, distilleries, and aerated-water manufacturers	44.64	43.19	41.23	40.23	41.21
Builders' materials	45.12	43.87	42.65	43.08	43.11
Cartage, trucking, and warehousing*	------	------	44.76	43.67	43.91
Coal-mining	47.91	40.09	40.11	40.08	40.09
Coast shipping	51.13	50.05	47.38	48.19	48.61
Construction	42.79	41.58	41.36	41.15	41.90
Explosives, fertilizers, and chemicals	44.18	42.20	42.59	39.82	41.92
Food-products manufacturing	47.36	45.90	44.33	45.02	44.47
Garment-manufacturing	41.45	41.13	39.43	38.46	38.96
House furnishings	43.40	42.32	39.94	39.59	40.21
Jewellery manufacturing and repair	43.09	42.83	41.93	41.30	38.53
Laundries, cleaning and dyeing	44.09	42.77	41.60	41.29	41.42
Leather and fur goods manufacturing	43.03	41.89	40.85	40.72	40.71
Lumber industries—					
Logging	48.13	43.21	41.55	41.96	41.66
Logging-railways	51.69	45.88	47.55	44.62	45.18
Lumber-dealers	44.39	43.72	42.38	42.48	43.54
Planing-mills	47.72	44.63	41.24	41.29	41.24
Sawmills	47.46	44.02	41.25	41.23	41.02
Shingle-mills	45.90	43.83	40.40	39.69	39.71
Metal trades	43.26	42.47	42.01	42.42	41.96
Metal-mining	48.57	45.31	45.19	44.72	43.50
Miscellaneous trades and industries	46.30	44.46	43.10	43.04	42.61
Oil refining and distributing	43.93	43.63	44.06	44.17	43.94
Paint-manufacturing	43.63	43.51	41.59	41.69	41.71
Printing and publishing	41.46	40.74	39.42	38.78	38.75
Pulp and paper manufacturing	47.97	44.17	44.73	44.68	44.51
Ship-building and boat-building	43.10	42.02	39.46	39.64	39.55
Smelting and concentrating	48.02	42.28	42.30	39.99	42.43
Street-railways, gas, water, power, telephones, etc.	45.18	44.50	43.36	42.75	42.52
Wood-manufacturing (N.E.S.)	45.61	43.32	39.78	39.72	39.20

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

Average Weekly Hours of Work—*Continued*

Clerical Workers

Industry	1947	1948	1949
Breweries, distilleries, and aerated-water manufacturers	39.33	38.92	40.32
Builders' materials	40.25	40.09	38.20
Cartage, trucking, and warehousing	39.58	41.38	41.73
Coal-mining	39.61	39.77	39.89
Coast shipping	41.06	40.84	40.27
Construction	39.69	38.86	38.81
Explosives, fertilizers, and chemicals	40.48	40.02	39.40
Food-products manufacturing	42.60	42.53	41.82
Garment-manufacturing	39.62	37.30	38.79
House furnishings	39.83	39.65	39.77
Jewellery manufacturing and repair	36.71	37.36	38.65
Laundries, cleaning and dyeing	43.44	43.23	42.74
Leather and fur goods manufacturing	40.49	39.76	39.91
Lumber industries—			
Logging	42.89	41.94	42.02
Logging-railways	------	------	------
Lumber-dealers	40.55	38.85	38.31
Planing-mills	42.07	41.46	40.85
Sawmills	40.66	40.42	40.69
Shingle-mills	38.31	39.04	40.72
Metal trades	41.23	40.97	40.89
Metal-mining	42.96	43.34	42.91
Miscellaneous trades and industries	40.59	40.60	40.98
Oil refining and distributing	39.20	38.46	37.43
Paint-manufacturing	38.40	37.75	37.52
Printing and publishing	37.35	37.74	37.18
Pulp and paper manufacturing	38.80	39.67	40.58
Ship-building and boat-building	39.98	40.23	38.93
Smelting and concentrating	42.36	41.38	41.25
Street-railways, gas, water, power, telephones, etc.	39.80	39.21	38.19
Wood-manufacturing (N.E.S.)	38.96	38.80	38.38

STATISTICS OF CIVIC AND MUNICIPAL WORKERS

Under this heading, statistical tables 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 employment and payroll totals of civic and municipal workers for the year 1949.

The totals quoted in this section are already incorporated in other tables as a portion of the total industrial payroll, and they should, therefore, not be considered as in addition to previous employment and payroll summaries, but rather as having been further segregated and here set aside for separate study.

Coverage of the tables includes 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.

Based on 130 returns submitted by civic and municipal administrations, the total reported payroll was $13,073,570 for 1949, an increase of $1,825,199 over the reported total for the previous year.

Payroll totals of civic and municipal workers are shown in the following table, which sets out the comparative figures reported for each class of worker covered in the survey for the years 1947, 1948, and 1949:—

	1947	1948	1949
Officers, superintendents, and managers	$986,080	$1,074,817	$1,118,725
Clerks, stenographers, etc.	900,120	1,254,191	1,337,143
Wage-earners	7,296,213	8,919,363	10,617,702
Totals	$9,182,413	$11,248,371	$13,073,570

Extensive maintenance and repair of existing public works and the continued development of new projects under civic and municipal administration brought increased employment in this section, the survey showing an over-all total of 5,964 employees for the high month of July, 1949, as against a high of 5,585 reported in August of 1948, these figures being inclusive of both wage-earners and clerical workers.

The table following sets out by sex and occupational group the 1949 civic and municipal employment totals, together with comparative monthly totals for the preceding year 1948:—

EMPLOYMENT TOTALS* OF CIVIC AND MUNICIPAL WORKERS, 1948 AND 1949

Month	1948				1949			
	Wage-earners		Clerks, Stenographers, etc.		Wage-earners		Clerks, Stenographers, etc.	
	Males	Females	Males	Females	Males	Females	Males	Females
January	4,066	16	411	149	3,930	29	425	168
February	4,059	16	409	148	4,172	26	422	172
March	4,243	16	419	150	4,506	28	424	172
April	4,353	17	414	155	4,572	29	416	181
May	4,632	52	426	161	4,971	77	418	184
June	4,843	54	441	165	5,181	94	427	187
July	4,861	64	443	167	5,243	99	432	190
August	4,912	65	442	166	5,219	97	431	190
September	4,482	21	444	164	4,954	44	434	188
October	4,443	18	435	160	4,849	27	434	186
November	4,264	16	440	159	4,682	28	444	188
December	4,149	17	438	163	4,420	28	447	194

* Totals represent the number of employees on payroll on the last day of each month or nearest working-date.

The distribution of employment in civic and municipal occupations, with relation to earnings, is clearly indicated in the following table, which shows a percentage breakdown of the male wage-earners in the various wage classifications as noted, for the comparative years 1947, 1948, and 1949:—

Weekly Earnings	Percentage of Employees		
	1947	1948	1949
Under $15	2.38	1.57	1.39
$15 to $20	1.20	0.57	0.91
20 to 25	2.40	1.15	1.38
25 to 30	9.27	1.48	1.92
30 to 35	39.49	14.63	5.02
35 to 40	30.24	19.15	13.72
40 to 45	7.85	41.77	33.18
45 to 50	3.71	12.49	25.44
50 and over	3.46	7.19	17.04

Average weekly earnings for civic and municipal workers in the male wage-earner group increased to $43.84 in 1949, from an average figure of $40.59 recorded for the previous year.

Increased earnings were also apparent in the section dealing with clerical occupations, the average figures representing weekly earnings increasing to $46.11 for males and $33.15 for female workers, compared respectively with $42.16 and $30.09 noted in these classifications for 1948. The clerical group is inclusive of clerks, stenographers, and general office employees, but excludes officials and executive staff.

Average weekly hours worked by civic and municipal employees was slightly less in 1949 than in the previous year, the 1949 average figure for wage-earners decreasing fractionally to 41.16 hours from 41.57 previously reported, while for the clerical workers the average declined to 38.28 hours, as against 38.90 recorded in 1948.

SUMMARY OF NEW LAWS AFFECTING LABOUR

(Passed by the Legislature of British Columbia, Session 1950)

"ANNUAL HOLIDAYS ACT AMENDMENT ACT, 1950"

Certain amendments were made to this Act in order to clarify its application and facilitate the computation of the employees' holiday pay. A day of actual work is defined as "a period of work designated by the employer as the daily working-shift of the employee," and the definition of "employee" is clarified by making it clear that it includes an employee whether he is paid by time, piece, or otherwise. The "working year" was reduced from 250 days of actual work to 225 days of actual work.

A further amendment specifically excludes employees engaged in certain occupations from the application of the Act and in general such persons as are engaged in professions, for example, architects, chartered accountants, dentists, engineers, lawyers, doctors, etc.

A computation of the holiday pay to which an employee is entitled is changed from the basis of one-eighth of a day's pay to 2 per cent of the employee's total wages or salaries, and the holiday pay applies also to an employee who has worked throughout the whole calendar year but whose time was broken to such an extent that he has not worked 225 days. In such a case the employee would not have earned an annual holiday but he will be entitled to pay in lieu of a holiday at the rate of 2 per cent of his total wages or salary during the calendar year.

A further amendment requires employers to keep a true and correct record, in the English language, of the amount of holiday pay paid to each of his employees pursuant to the provisions of the Act.

"BOILER INSPECTION ACT AMENDMENT ACT, 1950"

Amendments were made to this Statute in order that its application would include steam-boilers, hot-water boilers, and pressure-vessels. The Act was originally intended to apply only to steam-boilers and steam-plants.

In view of its broader application, the name of the Act was changed to "An Act respecting Steam-boilers, Hot-water Boilers, Pressure-vessels, and the Certification of Engineers."

"HAIRDRESSERS ACT AMENDMENT ACT, 1950"

Section 10 of this Act was amended to give the Hairdressers' Association authority to raise the membership fee to a maximum of $5 in order to enable the Association to carry on certain educational work.

"MECHANICS' LIEN ACT AMENDMENT ACT, 1950"

The "Mechanics' Lien Act" provides that where repairs are done to a motor-vehicle on credit, the garageman may file a lien with the Superintendent of Motor-vehicles. The purpose of the amendment is to cut down the amount of paper work required to be done by the Superintendent of Motor-vehicles.

"SHOPS REGULATION AND WEEKLY HOLIDAY ACT AMENDMENT ACT, 1950"

Section 5 of the Act regarding the passing of a by-law requiring the closing of automobile garages, etc., was amended because the previous section made it impracticable to draft a by-law in conformity with the Act which would permit of successful prosecutions for violations of the by-law.

A further amendment was made prohibiting merchants from accepting orders for the delivery of goods, wares, or merchandise during the time when they were required to have the shop closed by reason of this Act.

Section 31 of the Act provided that in the case of certain public holidays the provisions with respect to the closing of shops and the observance of a weekly holiday would not apply, but it had been found that during the Christmas season of 1949 difficulties were encountered and shops were required to stay closed for three days in the week. An amendment was made to section 31 to eliminate the possibility of such a situation arising in the future.

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 sixteenth annual report of the Board of Industrial Relations for the year ended December 31st, 1949.

The Board of Industrial Relations was established in April, 1934, and was charged with the duties and responsibilities formerly connected with the Minimum Wage Board, the Board of Adjustment, and the Male Minimum Wage Board.

Statistical records have been maintained by the Department in connection with the work of female employees for the past thirty-two years so that although this is only the sixteenth report of the Board of Industrial Relations it is the thirty-second annual record of the Department with respect to female employees.

MEETINGS AND DELEGATIONS

During the year 1949 the Board held sixty-eight sessions on thirty-four different days. It held thirty-six sessions in Vancouver and thirty-two sessions in Victoria.

Public hearings were held in connection with the following:—

(1) Proposed minimum wage order to apply to embalmers and undertakers.
(2) Revision of minimum wage orders applying to elevator operators and starters.
(3) Revision of minimum wage orders applying to the taxicab industry.
(4) Proposed minimum wage order to apply to hospital institutions.
(5) Proposed minimum wage order to apply to machinists.
(6) Revision of minimum wage orders applying to janitors and janitresses.

Following the public hearings and further deliberation by the Board, certain new minimum wage orders were made to improve the working conditions of the employees to whom the orders apply. An outline of the orders made during 1949 is provided in subsequent pages of the report.

In addition to these public hearings, forty-one delegations appeared before the Board in connection with problems regarding hours of work, minimum wages, etc.

ORDERS MADE DURING 1949

During the year 1949 the Board revised two of its Orders, resulting in the promulgation of the following:—

Order No. 53 (1949) with respect to male and female elevator operators and starters. This Order of the Board superseded Orders Nos. 53 and 54, it being the Board's opinion that wherever it is practical to do so it is desirable to establish the same working conditions for both male and female employees.

Order No. 24 (1949) with respect to the mercantile industry. This Order of the Board superseded Orders Nos. 24 and 59. Order No. 59, which had applied to male employees in the mercantile industry, except for the 20-per-cent increase in the minimum rates provided in General Interim Minimum Wage Order (1946), had not been revised since 1935. Order No. 59 had provided for the payment of varying minimum wages according to the ages of the male employees, and although this method of payment was desirable at the time the Order was put into effect changing conditions had made the minimum wages provided in the Order entirely unreasonable. In Order No. 24 (1949) the Board established the same working conditions for male and female employees in the mercantile industry and eliminated the principle of establishing minimum wages according to the ages of the male employees in the mercantile industry.

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

Order No. 11 (1949) with respect to rest periods for female employees. This Order of the Board was made because it had been brought to the Board's attention that certain female employees were required to be on the job eight hours per day without having any period free from duty. Certain female employees in the mercantile industry and in the office occupation partook of their lunches during slack periods but were not permitted to leave their places of employment. This Order provides, in general, that female employees shall be given at least one-half hour free from duty after five consecutive hours of work.

Order No. 14 (1949) with respect to the grass-dehydration industry. The work of employees in this industry had previously been covered by the Order establishing a minimum wage in the manufacturing industry. There were, however, certain problems inherent in the grass-dehydration industry which made it desirable to permit additional hours of work during a certain season of the year without the necessity of applying for overtime permits provided the employees were paid the usual overtime rates of pay. This Order of the Board provides for this arrangement.

Order No. 13 (1949) with respect to the plumbing and pipe-fitting trade. Joint representations from the Master Plumbers' Association and the Plumbers' and Pipe-fitters' Union having been made to the Board requesting the Board to make a minimum wage order to apply to the plumbing and pipe-fitting trades, a public hearing was held and Order No. 13 (1949) was made. This Order embodies the principles provided in other minimum wage orders of the Board applying to the various trades.

Order No. 16 (1949) with respect to the business of operating hospital institutions, as defined by the British Columbia "Hospital Insurance Act." Late in 1947 representations had been made to the Board to have the Board make an order applying to hospitals and institutions of a similar nature, as it was considered by the applicants that such institutions should not be covered by the Minimum Wage Order which applied to the hotel and catering industry. Further representations were received during 1948 and as a result of a hearing, at which representatives of the Western Canada Institute for Hospital Administrators and Trustees and representatives of the Hospital Employees Union were present, the Board made Order No. 16 (1949) which removed certain institutions from the application of the Minimum Wage Order applying to the hotel and catering industry. This Order provides for minimum wage rates slightly higher

than those embodied in Order No. 52 and eliminates the maximum charges which might be made for board and lodging.

Order No. 15 (1949) with respect to the undertaking business. For a number of years employees engaged in this business had asked the Board to put some restriction on their hours of work. The Board had held numerous inquiries in connection with the matter but due to circumstance present at the time found it impractical to grant the applicants' request. However, following several hearings during 1949 the Board made Order No. 15 (1949) which, in general, restricts the working-hours of employees in the undertaking business in certain areas of the Province to eight in the day and forty-four in the week, and also provides for a minimum wage. There is, however, a certain amount of flexibility in the Order regarding hours of work, and for persons living on the premises arrangements can be made, with the approval of the Board, whereby the employees are permitted to work additional hours.

Orders Nos. 59 and 24, Mercantile Supplementary (1949). These Orders took care of male and female employees in the Christmas period.

REGULATIONS MADE DURING 1949

Regulation No. 4B—Engineers, Operators, Firemen, and Oilers or Greasers.—This regulation superseded Regulation No. 4A and provided for these employees to work one hour per day extra to perform preparatory or complementary work in addition to hours that might have been authorized pursuant to sections 3, 5, 11 (3), or 11 (4) of the "Hours of Work Act."

Regulation No. 29A—Mercantile Industry.—This regulation added the City of New Westminster to the list of cities, towns, etc., wherein persons employed in the mercantile industry were not permitted to work the additional three hours per day on Saturday of each week, etc.

Regulations Nos. 34B, 34C, and 34D—Bartenders, Waiters, Utility Men.—These regulations extended to June 30th, 1950, the time during which the working-hours of bartenders, etc., working on a split shift could be confined within thirteen hours immediately following commencement of work.

Regulation No. 32E—Construction Industry.—This regulation permitted persons employed on the Pine Pass Highway and the Hope–Princeton Highway to work nine hours per day and fifty-four hours per week for the period April 28th, 1949, to and including December 31st, 1949.

Regulation No. 35—Grass-dehydration Industry.—This regulation exempted employees employed in the grass-dehydration industry, other than office employees, from the operation of the "Hours of Work Act" from April 1st to September 30th, inclusive, in each year. This regulation is complementary to Order No. 14 (1949).

Regulation No. 36—Hostlers in the Logging Industry.—This regulation permitted hostlers in the logging industry working on a split shift to confine their hours of work within sixteen hours immediately following commencement of work.

Regulation No. 36A—Western Forest Industries, Limited.—This regulation permitted the donkey-engine fireman working on a split shift at the Gordon River Camp to confine his hours of work within thirteen hours immediately following commencement of work.

Mercantile Industry, Christmas, 1949 (Temporary).—This regulation took care of the hours of work of employees in the retail establishments in the mercantile industry during the Christmas period.

(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

The following section is devoted to a statistical summary of employment, earnings, and hours of work of female workers in those occupations and industries for which Minimum Wage Orders have been set by the Board.

The number of establishments reporting in this section continued to increase, some 8,220 employers of women and girls filing returns in time for classification in the tables, as compared with a total of 7,984 for the previous year. With additional firms reporting, the total reported employment of women workers stood at 61,874, to establish the highest employment total of women workers yet recorded in the history of the Department.

The tables show a comparative five-year record of employment, earnings, and hours of work for female workers in various occupations and industries covered by the minimum wage regulations.

Mercantile Industry (Female)

	1949	1948	1947	1946	1945
Number of firms reporting	1,814	1,753	1,747	1,696	1,650
Total number of employees	12,044	12,054	11,493	10,808	11,039
Total weekly earnings	$293,381.00	$275,928.00	$228,446.00	$197,691.08	$184,838.18
Average weekly earnings	$24.36	$22.89	$19.88	$18.29	$16.74
Average hours worked per week	38.65	37.27	36.48	38.46	38.02

While the number of firms reporting in the mercantile industry continued to increase, little variation was noted in the over-all employment total in this section, which remained almost unchanged at 12,044 for 1949, compared with the previous year's total of 12,054.

With a total amount of $293,381 representing salaries and wages paid to the 12,044 employees reported for the week under review, average *per capita* weekly earnings for female workers in this industry increased to $24.36, as against an average of $22.89 recorded for 1948.

A slight increase was noted in the average weekly hours of work in this industry, the 1949 figure being recorded at 38.65 hours, as compared with 37.27 noted for 1948. Some fluctuation in the average hours worked in this industry is not uncommon, however, due to many employers reporting the highest volume of employment during the Christmas week, in which the total working-hours usually vary considerably from the normal.

Laundry, Cleaning and Dyeing Industries (Female)

	1949	1948	1947	1946	1945
Number of firms reporting	266	211	206	176	181
Total number of employees	2,552	2,652	2,881	2,285	2,332
Total weekly earnings	$64,001.00	$58,367.00	$57,784.00	$40,417.75	$37,965.94
Average weekly earnings	$25.08	$22.01	$20.06	$17.69	$16.28
Average hours worked per week	39.33	38.67	38.23	39.01	39.88

A total of 266 firms in this section reported some 2,552 female employees engaged in laundry, cleaning, and dyeing occupations during 1949.

Although the total reported employment decreased slightly from the previous year, earnings remained high with a payroll of $64,001 being shown for the weekly period, as compared with $58,367 reported in 1948. Average weekly earnings in this industry increased substantially to $25.08, from $22.01 recorded for the year previous.

A fractional increase was again noted in the average hours worked per week, the 1948 figure of 38.67 increasing to 39.33 for the 1949 period under review.

Hotel and Catering Industry (Female)

	1949	1948	1947	1946	1945
Number of firms reporting	1,295	1,266	1,222	1,174	1,271
Total number of employees	10,450	10,865	10,879	9,492	9,553
Total weekly earnings	$239,239.00	$236,981.00	$216,965.00	$175,484.81	$162,384.74
Average weekly earnings	$22.89	$21.81	$19.94	$18.49	$17.00
Average hours worked per week	38.24	38.50	38.54	38.93	40.56

A total of 1,295 firms reported in the hotel and catering group for 1949, this figure being slightly in excess of the number reporting in this classification for the previous year. Employment totals submitted in this section were somewhat lower than in 1948, however, the 1949 figure decreasing to 10,450 from 10,865 previously recorded.

Total earnings shown for the weekly period under review were $239,239 as against $236,981 reported in 1948, with an increase also in the *per capita* average weekly earnings for female workers in these occupations. Average weekly earnings were computed at $22.89, an increase from $21.81 shown for the previous year.

Average weekly hours of work for employees in hotel and catering occupations remained almost unchanged from the 1948 figure of 38.50, the 1949 average decreasing fractionally to 38.24.

Office Occupations (Female)

	1949	1948	1947	1946	1945
Number of firms reporting	3,468	3,405	3,349	3,261	3,274
Total number of employees	17,137	15,721	15,368	14,296	13,790
Total weekly earnings	$525,692.00	$461,189.00	$423,571.00	$346,234.83	$318,788.40
Average weekly earnings	$30.68	$29.34	$27.56	$24.22	$23.12
Average hours worked per week	38.65	38.47	39.09	39.46	40.43

The number of firms employing female office-workers continued to increase, with a total of 3,468 shown for 1949 as compared with 3,405 reporting in this section for the preceding year.

The highest employment totals for female workers continue to appear in this classification, with the 1949 figures recording a further sharp increase in the numbers of women and girls employed in clerical occupations. Total employment reported was 17,137, as compared with a previous figure of 15,721 recorded in 1948.

With a total of $525,692 paid in salaries and wages for the weekly period under review, the average weekly earnings for female office-workers increased to $30.68 from $29.34 previously reported.

Little variation was noted in the weekly working-hours of office employees, the 1949 average showing a fractional increase to 38.65 from 38.47 reported in 1948.

Personal Service Occupation (Female)

	1949	1948	1947	1946	1945
Number of firms reporting	151	147	152	144	149
Total number of employees	402	446	524	542	535
Total weekly earnings	$10,637.00	$10,942.00	$11,830.00	$11,435.30	$10,350.57
Average weekly earnings	$26.46	$24.53	$22.58	$21.10	$19.35
Average hours worked per week	38.81	38.49	39.48	40.16	39.88

The above table is inclusive of female workers employed as beauty-parlor operators, chiropodists, and those engaged in similar occupations of personal service. While many firms in this business are owner-operated without outside assistance, the survey has been restricted to a coverage of only those establishments employing staff.

Employment in this occupation continued to show a decreasing trend from the highest figure recorded in 1946. The total for 1949 stood at 402, as compared with a figure of 446 reported for the previous year.

Weekly earnings continued to increase, however, the average *per capita* earnings for the weekly period in this section being computed at $26.46, up from $24.53 recorded for the previous year.

Average hours worked by employees in personal service occupations varied little from the preceding year, the average figure increasing fractionally to 38.81 from 38.49 noted in 1948.

FISHING INDUSTRY (FEMALE)

	1949*	1948*	1947*	1946	1945
Number of firms reporting	28	26	22	20	17
Total number of employees	1,610	1,650	2,129	774	441
Total weekly earnings	$52,832.00	$49,987.00	$58,775.00	$18,194.97	$9,307.73
Average weekly earnings	$32,81	$30.30	$27.61	$23.51	$21.11
Average hours worked per week	40.56	36.20	37.84	37.49	35.22

* 1947, 1948, and 1949 figures inclusive of all cannery occupations not previously included in the tabulations.

In comparing the yearly totals in the above table, it should be noted that figures subsequent to 1946 are inclusive of all cannery occupations, some of which had previously been omitted from the tables, being outside the governing Order of the Board. No direct comparison should be made, therefore, between recent totals and those of earlier years without this consideration. The more recent years, however, provide a comparative picture of female workers in this industry.

Although seasonal fluctuations are common in this industry, employment remained almost at the 1948 level, a total of 1,610 female workers being reported, as against 1,650 shown for the previous year.

Earnings continued to increase for females employed in this industry, the 1949 average figure rising to $32.81 from $30.30 recorded in 1948.

The average weekly hours worked for the period reviewed was, however, somewhat higher than for the previous year, increasing to 40.56 from a low of 36.20 established for the previous year.

TELEPHONE AND TELEGRAPH OCCUPATION (FEMALE)

	1949	1948	1947	1946	1945
Number of firms reporting	203	179	154	230	221
Total number of employees	2,999	2,956	2,679	2,720	2,096
Total weekly earnings	$89,043.00	$84,007.00	$68,205.00	$61,895.57	$44,409.74
Average weekly earnings	$29.69	$28.42	$25.46	$22.76	$21.19
Average hours worked per week	40.07	40.58	40.08	40.61	37.78

Included in the above table are all types of establishments employing females in switchboard work and such occupations relating to the telephone and telegraph section. Some variation of the employment figures in this section has been noted in the past, apparently due to some employers failing to segregate this class of worker from other office employees.

With an increase in firms reporting in this section, employment totals continued to climb, increasing from 2,956 to 2,999 for 1949, to again set a new high mark for employment in this occupation.

A total of $89,043 was paid out in salaries and wages for the weekly period, up from $84,007 recorded for a similar week during the previous year.

Average weekly earnings in this occupation also increased over the preceding year, to show a new high of $29.69, compared with $28.42 previously reported.

Although increases were otherwise generally in evidence throughout this section, the average weekly working-hours for female workers in telephone and telegraph occupations was slightly less than previously recorded, declining fractionally to 40.07 hours in 1949, as compared with 40.58 noted in 1948.

MANUFACTURING INDUSTRY (FEMALE)

	1949	1948	1947	1946	1945
Number of firms reporting	778	772	794	948	1,036
Total number of employees	7,938	8,567	8,983	8,757	14,016
Total weekly earnings	$230,328.00	$234,410.00	$216,668.00	$189,535.49	$321,983.90
Average weekly earnings	$29.02	$27.36	$24.12	$21.64	$22.97
Average hours worked per week	38.50	37.89	38.19	39.32	40.33

Although the number of firms reporting remained at the 1948 level, a considerable drop in employment was apparent in this section, in line with a downward trend generally noted in the manufacturing group over the past few years.

With a total amount of $230,328 paid in salaries and wages for the weekly period under review, the average *per capita* weekly earnings, however, continued to climb, the 1949 figure being computed at $29.02, an increase from $27.36 in 1948, to again set a new high mark for earnings in this industry.

Average weekly working-hours for female employees in manufacturing industries, which had declined steadily since the early post-war years to a low of 37.89 in 1948, registered a slight gain for the year under review, the 1949 average figure increasing to 38.50.

FRUIT AND VEGETABLE INDUSTRY (FEMALE)

	1949	1948	1947	1946	1945
Number of firms reporting	82	71	85	72	69
Total number of employees	6,120	5,950	5,940	5,245	4,836
Total weekly earnings	$203,615.00	$175,673.00	$154,875.00	$119,587.20	$100,909.15
Average weekly earnings	$33.27	$29.52	$26.07	$22.80	$20.87
Average hours worked per week	45.79	43.59	40.20	42.97	43.01

Considerable activity was noted in this seasonal industry during 1949, the number of firms reporting increasing slightly over the previous year, with a corresponding rise in total employment from 5,950 in 1948 to 6,120 for the year under review.

Substantial increase was again apparent in the weekly earnings for female workers in this industry, a total of $203,615 being reported in salaries and wages for the weekly period, representing a *per capita* average weekly figure of $33.27, as against average earnings of $29.52 for a similar period in 1948.

Longer working-hours were evident in the fruit and vegetable industry, the average hours for the week of greatest employment increasing to 45.79, compared with 43.59 recorded for the previous year.

TRANSPORTATION INDUSTRY (FEMALE)

	1949	1948	1947	1946	1945
Number of firms reporting	41	49	27	76	102
Total number of employees	101	124	66	130	227
Total weekly earnings	$2,571.00	$3,003.00	$1,272.00	$2,065.96	$3,785.70
Average weekly earnings	$25.46	$24.22	$19.27	$15.89	$16.68
Average hours worked per week	42.50	41.99	40.74	36.96	37.79

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

The sample survey in this classification covered returns from 41 firms employing a total of 101 female workers in occupations of this nature.

Average weekly earnings in this section again increased, to reach a high of $25.46 recorded for 1949, as compared with $24.22 in 1948.

Contributing factor in the higher earnings during 1949 were the longer hours noted in this occupation, the average working-time for the weekly period under review rising to 42.50 hours from 41.99 previously reported.

PUBLIC PLACES OF AMUSEMENT (FEMALE)

	1949	1948	1947	1946	1945
Number of firms reporting	94	105	92	85	91
Total number of employees	521	543	500	283	311
Total weekly earnings	$8,108.00	$8,129.00	$6,788.00	$2,960.63	$3,164.58
Average weekly earnings	$15.56	$14.97	$13.58	$10.46	$10.18
Average hours worked per week	26.50	26.69	25.47	24.76	26.12

This classification is inclusive of female 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.

Some 94 establishments reported a total of 521 employees in this classification for 1949, and it should be noted that, due to the part-time nature of the occupations covered, hours of work and weekly earnings are relatively lower than those in other occupations. The figures submitted should, therefore, not be considered as representative of a full week's work.

Based on the actual part-time hours worked, the average weekly earnings for female employees in this group increased to $15.56 in 1949, compared with the previous year's average of $14.97.

Weekly hours worked showed little change from the 1948 average, the 1949 figure decreasing fractionally to 26.50 from 26.69 hours previously reported.

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

	1949	1948	1947	1946	1945
Number of firms reporting	8,220	7,984	7,850	7,882	8,061
Total number of employees	61,874	61,528	61,442	55,332	59,176
Total weekly earnings	$1,719,447.00	$1,598,616.00	$1,445,179.00	$1,165,503.65	$1,197,888.63
Average weekly earnings	$27.79	$25.98	$23.52	$21.06	$20.24
Average hours worked per week	39.32	38.61	38.33	39.42	39.94

Summarized in the above table are returns from 8,220 firms reporting actual figures concerning some 61,874 women and girl employees for the year 1949.

Total aggregate salaries and wages of female workers for the one week of 1949 under review amounted to $1,719,447, compared with $1,598,616, covering 61,528 employees, during a similar week in 1948.

Covering all occupations reported in the survey, the average weekly figure representing earnings rose to $27.79, to record a new high in the average for all females included in the tabulations, and establishing an increase of $1.81 over the 1948 figure of $25.98.

Inasmuch as during the 1949 period the legal minimum rates set for female workers by Orders of the Board ranged from a low of $17 weekly in the mercantile industry to a high of $20.16 for a 48-hour week in the telephone and telegraph occupation, it is evident

that the average weekly earnings of female workers in this Province continue well above the highest minimum set by law.

The average weekly hours worked by the 61,874 female employees reported in all occupations for 1949 showed a slight increase over the figure for the previous year, the computed average being recorded at 39.32, up from 38.61 hours noted for the similar weekly period in 1948.

Only those workers engaged in industries and occupations for which Minimum Wage Orders have been set by the Board are included in the total of 61,874 reported in the above table. The summary totals are not inclusive of domestic workers, farm-labourers, or fruit-pickers, these occupations being excluded from the coverage of the provisions of the "Female Minimum Wage Act." Bank employees and Federal workers are also excluded from the coverage of the Provincial legislation.

TABLE SHOWING COMPARATIVE RELATION OF 1949 EARNINGS TO LEGAL MINIMUM

Industry or Occupation	Number of Firms Reporting	Number of Employees Reported	Total Weekly Payroll	Legal Minimum Weekly Wage for Full-time Employees	Actual Average Weekly Earnings	Percentage by Which 1949 Average Earnings Exceed Legal Minimum
						Per Cent
Mercantile	1,814	12,044	$293,381	$17.00*	$24.36	43.29
Laundry	266	2,552	64,001	17.60†	25.08	42.50
Hotel and catering	1,295	10,450	239,239	18.00‡	22.89	27.17
Office	3,468	17,137	525,692	18.00§	30.68	70.44
Personal service	151	402	10,637	20.00‡	26.46	32.30
Fishing	28	1,610	52,832	19.20‖	32.81	70.89
Telephone and telegraph	203	2,999	89,043	20.16‖	29.69	47.27
Manufacturing	778	7,938	230,328	17.60†	29.02	64.89
Fruit and vegetable	82	6,120	203,615	17.60†	33.27	89.03
Transportation	41	101	2,571	¶	25.46	¶
Public places of amusement	94	521	8,108	18.00‡	15.56**	**
All occupations	8,220	61,874	$1,719,447	.....	$27.79	63.47

* 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.

Comparative data covering the various occupational classifications covered in the survey is set out in the above table, which shows for each industry or occupation the number of firms reporting, total employment represented, and weekly payroll. The actual average weekly earnings recorded in each classification is shown in relation to the legal minimum wage set by the Board in each instance, and is expressed in percentages in excess of the fixed rate. It is gratifying to note that the figure of $27.79, representing the average weekly earnings of females in all occupations included in the survey, was 63.47 per cent in excess of the lowest legal minimum shown in the table.

STATISTICAL SUMMARY—HOSPITAL WORKERS (FEMALE)

The following summary represents a sample survey of returns received from 86 public and private hospitals and nursing and rest homes reporting to the Department of Labour for the year 1949. The data submitted is based on the week of employment of the greatest number, and shows by occupational classification the employment totals, weekly earnings, and hours worked by some 3,473 female workers, exclusive of nursing staff.

Inasmuch as the totals appearing in identical classifications have already been incorporated in the main summary of female workers shown elsewhere in this Report, the figures herein should not be considered as in addition to the previous totals, but rather here segregated for separate study, together with other occupations not shown previously in separate tables.

Occupational Classification	Number Employed	Total Weekly Earnings	Average Weekly Earnings	Average Weekly Hours
Mercantile	1	$38.00	$38.00	44.0
Laundry	442	10,632.00	24.05	38.7
Housekeeping and catering	1,730	40,449.00	23.38	39.0
Office	448	13,886.00	31.00	40.0
Telephone and telegraph	50	1,473.00	29.46	39.6
Manufacturing	30	810.00	27.00	41.8
Transportation	1	29.00	29.00	44.0
Nurses' aids (inclusive of ward aids, nursemaids, nursery aids, etc.)	649	15,206.00	23.43	41.7
Technicians (inclusive of X-ray and laboratory technicians)	109	4,566.00	41.89	43.4
Physiotherapists and occupational therapists	13	468.00	36.00	42.2
All occupations	3,473	$87,557.00	$25.21	39.8

The eighty-six hospitals and nursing-homes reporting in time for classification in the above table showed a total employment of 3,473 female workers, exclusive of nursing staff.

In the segregation of workers by occupation, only one employee was reported as engaged in the mercantile classification, receiving $38 for a 44-hour week. Laundry-workers numbered some 442, and received an average wage of $24.05 for the week under review. Employees engaged in the housekeeping and catering section numbered 1,730, their average weekly earnings being $23.38. Office-workers totalled 448, and were paid an average salary of $31 a week. Female employees in switchboard occupations under the telephone and telegraph section were 50 in number, receiving an average wage of $29.46 for the weekly period. Workers engaged in manufacturing occupations numbered 30, their average earnings being computed at $27 for the week. Only one employee was reported in the section under transportation, this worker receiving $29 for a 44-hour week. Next to the housekeeping and catering group, the greatest number employed were reported as nurses' aids, this section totalling 649 for the period reviewed, with average weekly earnings of $23.43. Technicians, inclusive of X-ray and laboratory departments, numbered 109, their average earnings for the week being computed at $41.89, the highest recorded. A group of 13 physiotherapists and occupational therapists were reported as receiving an average weekly salary of $36.

Average weekly earnings for the total 3,473 female employees reported in all hospital occupations, exclusive of nursing staff, was $25.21, the average working-week for all workers being computed at 39.8 hours.

STATISTICS FOR MALE EMPLOYEES

The following tables serve to indicate the general trend of employment and earnings in some of the more important occupations covered by the Male Minimum Wage Orders.

In order to show this type of information by occupation, 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."

While separate information for all occupations covered by the regulations is not obtainable from this source, the selected occupations shown will provide a comparative study covering employment and earnings in some of the more important groups of male workers during the past four years.

Based on returns from industrial firms, the totals are representative of male wage-earners only as reported on the payrolls during the week of employment of the greatest number.

Baking Industry (Male)

	1949	1948	1947	1946
Number of firms reporting	195	197	203	189
Total number of male wage-earners	1,386	1,302	1,443	1,478
Total weekly earnings	$61,505.00	$54,987.50	$54,730.50	$54,214.00
Average weekly earnings	$44.38	$42.23	$37.93	$36.68
Average hours worked per week	40.49	40.56	40.91	41.53

Construction (Male)

Number of firms reporting	2,193	2,078	1,978	1,732
Total number of male wage-earners	33,157	32,315	29,077	22,040
Total weekly earnings	$1,689,947.50	$1,558,468.50	$1,252,717.00	$852,297.50
Average weekly earnings	$50.97	$48.23	$43.08	$38.67
Average hours worked per week	41.90	41.15	41.36	41.58

Fruit and Vegetable Industry (Male)

Number of firms reporting	97	97	97	94
Total number of male wage-earners	3,009	2,744	3,528	3,223
Total weekly earnings	$135,553.00	$113,192.00	$133,229.50	$111,684.50
Average weekly earnings	$45.05	$41.25	$37.76	$34.65
Average hours worked per week	47.98	47.21	46.41	48.34

House Furnishings (Male)

Number of firms reporting	132	137	138	135
Total number of male wage-earners	1,511	1,635	1,721	1,569
Total weekly earnings	$64,083.00	$63,878.50	$60,269.50	$49,274.50
Average weekly earnings	$42.41	$39.07	$35.02	$31.41
Average hours worked per week	40.21	39.59	39.94	42.32

Logging (Male)

Number of firms reporting	858	893	952	816
Total number of male wage-earners	16,682	18,838	19,712	15,273
Total weekly earnings	$935,977.00	$1,026,033.00	$1,029,238.00	$708,840.50
Average weekly earnings	$56.11	$54.47	$52.21	$46.41
Average hours worked per week	41.66	41.96	41.55	43.21

Painting and Paper-hanging (Male)

Number of firms reporting	193	192	190	185
Total number of male wage-earners	1,179	1,151	1,297	1,083
Total weekly earnings	$58,594.00	$53,051.50	$55,232.50	$40,262.00
Average weekly earnings	$49.70	$46.09	$42.58	$37.18
Average hours worked per week	40.09	40.30	40.27	41.01

Sawmills (Male)

Number of firms reporting	653	726	744	585
Total number of male wage-earners	19,781	20,360	18,690	15,421
Total weekly earnings	$944,062.00	$932,133.00	$794,594.50	$610,169.50
Average weekly earnings	$47.73	$45.78	$42.51	$39.57
Average hours worked per week	41.02	41.23	41.25	44.02

SHINGLE-MILLS (MALE)

	1949	1948	1947	1946
Number of firms reporting	47	62	58	45
Total number of male wage-earners	2,151	3,455	2,198	1,956
Total weekly earnings	$116,861.50	$180,001.00	$105,050.50	$86,380.00
Average weekly earnings	$54.33	$52.10	$47.79	$44.16
Average hours worked per week	39.71	39.69	40.40	43.83

SHIP-BUILDING AND BOAT-BUILDING (MALE)

Number of firms reporting	72	82	73	79
Total number of male wage-earners	3,739	6,144	6,715	9,217
Total weekly earnings	$199,549.00	$299,772.50	$316,254.00	$369,262.00
Average weekly earnings	$53.37	$48.79	$47.10	$40.06
Average hours worked per week	39.55	39.64	39.46	42.02

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

Number of firms reporting	217	189	194	181
Total number of male wage-earners	5,295	5,087	5,497	4,552
Total weekly earnings	$233,326.00	$225,204.50	$216,164.50	$167,409.00
Average weekly earnings	$44.07	$44.27	$39.32	$36.78
Average hours worked per week	39.20	39.72	39.78	43.32

INSPECTIONS AND WAGE ADJUSTMENTS

Through the efforts of the Inspectors of the Department and co-operation of the employers, collections made during 1949 amounted to $132,118.23. This was an increase of almost $25,000 over the collections made during 1948, and followed the trend of the past four years, which is indicated in the accompanying table:—

Comparison of Inspections and Wage Adjustments

Year	Number of Investigations	Number of Inspectors*	"Male Minimum Wage Act"			"Female Minimum Wage Act"			"Annual Holidays Act"			Total Collected
			Firms Involved	Employees Affected	Arrears Paid	Firms Involved	Employees Affected	Arrears Paid	Firms Involved	Employees Affected	Arrears Paid	
1946	8,113	13	101	184	$7,615.52	129	249	$3,051.72	1	51	$573.05	$11,240.29
1947	13,912	17	240	477	34,334.31	294	538	10,923.81	949	5,362	39,649.24	84,907.36
1948	18,699	20	354	871	45,658.00	175	491	7,579.01	1,293	7,162	56,152.54	109,389.55
1949	17,437	20	586	1,642	92,745.40	198	344	6,995.38	865	3,295	32,377.45	132,118.23

* Average.

COURT CASES

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, 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 1949 follows:—

"Annual Holidays with Pay Act"

Name of Employer	Charge	Sentence and Remarks
J. H. Kennedy, 611 Third Ave., New Westminster	Failure to pay holiday pay to an employee	Suspended sentence; required to sign six months' recognizance.
Monolithic Construction Co., 16 Hastings St. East, Vancouver	Failure to pay holiday pay to an employee	Fined $25 and $3.75 costs; arrears ordered, $47.
Biltmore Café (S. Burke), 2555 Eighth Ave. West, Vancouver	Failure to pay holiday pay to an employee	Suspended sentence; arrears ordered, $11; in default, five days.
W. E. Canuel, Maillardville, District of Coquitlam	Failure to pay holiday pay to an employee	Fined $25 and $5 costs; arrears ordered, $29.55.
W. E. Canuel, Maillardville, District of Coquitlam	Failure to pay holiday pay to two employees	Suspended sentence; arrears ordered, $40.30.
Devon Café (1948), Ltd., 675 Granville St., Vancouver	Failure to pay holiday pay to an employee	Fined $25; arrears ordered, $23.90.
Glaz-O-Nut (W. Murphy), 1060 Robson St., Vancouver	Failure to pay holiday pay to an employee	Fined $25 and $3.75 costs; arrears ordered, $27.27.
Glaz-O-Nut (W. Murphy), 1060 Robson St., Vancouver	Failure to pay holiday pay to employees	Suspended sentence; costs, $15; arrears ordered, $66.46; involving four employees.
Electrometals, 1959 Pandora St., Vancouver	Failure to pay holiday pay to an employee	Fined $25 and $3.75 costs; arrears ordered, $30.36.
Columbia Furniture, Ltd., 212 Seventeenth Ave. East, Vancouver	Failure to pay holiday pay to seven employees	Fined $175; arrears ordered, $107.91.
Purcell's Trucking Co., Ltd., 340 Fifth Ave. West, Vancouver	Failure to pay holiday pay to fifteen employees	Fined $50; arrears ordered, $576.34.
Damon, Roger, 3500 Lonsdale Ave., North Vancouver	Failure to pay holiday pay to an employee	Fined $25; arrears ordered, $3.
Roto Rooter Sewer Service (C. R. Volger), 2760 Alma Rd., Vancouver	Failure to pay holiday pay to an employee	Fined $25; arrears ordered, $6.12.

"Control of Employment of Children Act"

Westside Lumber & Box Co., Ltd., Westbank	Unlawfully employing a child without first receiving permission in writing from the Minister of Labour so to do	Fined $20 and $2 costs.

"Female Minimum Wage Act"

Flood Realty, 541 Pender St. West, Vancouver	Failure to pay minimum wage to an employee	Fined $25 and $3.75 costs; arrears ordered.
H. G. Milroy, 350 Kerr St., Victoria	Failure to pay minimum wage to an employee	Suspended sentence.
West Coast Purchasing, 193 Hastings St. East, Vancouver	Failure to pay wages to an employee as often as semi-monthly	Fined $25 and costs.

"Hours of Work Act"

Shone Dry Cleaners, Ltd., 1122 Kingsway, Vancouver	Failure to keep records	Suspended sentence; involving two charges.
Pacific Clothing Co., Ltd., 556 Granville St., Vancouver	Working in excess of eight hours in any one day, section 3 (1)	Fined $20; involving two charges.
Owl Cabs, 799 Seymour St., Vancouver	Working employees in excess of eight hours in one day, section 3 (1)	Fined $20; involving two charges.
Leeder's Pacific, Ltd., Maillardville, District of Coquitlam	Working employees in excess of eight hours in one day	Fined $50 and $6 costs; involving two charges.
Leeder's Pacific, Ltd., Maillardville, District of Coquitlam	Failure to post schedule	Dismissed.

"MALE MINIMUM WAGE ACT"

Name of Employer	Charge	Sentence and Remarks
Elmer Magnus, Boswell	Failure to pay wages as provided in Order No. 9 (1948), section 5, issued pursuant to the "Male Minimum Wage Act"	Fined $50; arrears ordered, $250.
J. Weltock and J. Nykalyn, 516 Pender St. West, Vancouver	Failure to keep true and correct record of hours worked	Fined $20.

"SEMI-MONTHLY PAYMENT OF WAGES ACT"

Louis Fortier, Colville Rd., Esquimalt	Failure to pay wages to an employee	Fined $25; arrears ordered, $246.40.
Isle Pierre Sawmill (Anderson, Jarvis and Jarvis), Isle Pierre	Failure to pay wages to thirteen employees	Fined $325; arrears ordered, $1,794.89.
H. L. Cave, 388 Nigel St., Vancouver	Failure to pay wages to an employee	Fined $25; in default, ten days.
Columbia Sawmills, Ltd., Williams Lake	Failure to pay wages to twenty-nine employees	Fined $25; arrears ordered, $2,420.34.
W. N. Cloutier, Quesnel	Failure to pay wages to an employee	Fined $25 and $3 costs; arrears ordered, $105.88.
R. P. Sawmill (Rameo Pelletier), Willow River	Failure to pay wages to two employees	Fined $50; arrears ordered, $257.
Harrison Mills, Ltd. (Gail Watson Beach), 91–93 Duncan St., New Westminster	Failure to pay wages to an employee	Fined $500 and $24.80 costs; arrears ordered, $174.17.
Laurence Haftner, Houston	Failure to pay wages to two employees	Fined $50 and $7 costs; arrears ordered, $409.81.
Roto Rooter Sewer Service (C. R. Volger), 2760 Alma Rd., Vancouver	Failure to pay wages to an employee	Fined $25; arrears ordered, $100.
O.K. Sawmill (Roy Adams and John Thompson), Willow River	Failure to pay wages to two employees	Fined $50; arrears ordered, $88.88.
Peter Veregin, Grand Forks	Failure to pay wages to three employees	Fined $75; arrears ordered, $199.92.
Leonard Gaddess, Grand Forks	Failure to pay wages to five employees	Fined $125; arrears ordered, $541.36.
H. G. Milroy, 350 Kerr St., Victoria	Failure to pay wages to an employee	Fined $25 and costs.
H. G. Milroy, 350 Kerr St., Victoria	Failure to pay wages to two employees	Dismissed.
H. G. Milroy, 350 Kerr St., Victoria	Failure to pay wages to five employees	Suspended.
D. J. St. Louis, Prince George	Failure to pay wages to two employees	Dismissed.
W. E. Canuel, Maillardville, District of Coquitlam	Failure to pay wages to employees	Suspended sentence; $20 costs.
W. E. Canuel, Maillardville, District of Coquitlam	Failure to pay wages to employees	Fined $25.
Ed. Labonte and R. J. Carpenter, Red Rock	Failure to pay wages to eleven employees	Fined $275; arrears ordered, $1,350.29.
Nukko Creek Sawmill (B. F. Hoff), Prince George	Failure to pay wages to twelve employees	Fine deferred; ordered to pay $3 per month to be deducted from all lumber produced, which $3 is to be placed to the credit of employees.
Gus Halvorson, Fort St. John	Failure to pay wages to ten employees	Fined $25; arrears ordered, $356.63.
Electrometals, 1959 Pandora St., Vancouver	Failure to pay wages to an employee	Fined $25; arrears ordered, $89.61.
Joncas Upholstering Co., 2133 Yukon St., Vancouver	Failure to pay wages to an employee	Charge withdrawn; employee received wages.
Joncas Upholstering Co., 2133 Yukon St., Vancouver	Failure to pay wages to an employee	Fined $25; arrears ordered, $14.70.
Columbia Furniture Co., 212 Seventeenth Ave. East, Vancouver	Failure to pay wages to thirteen employees	Fined $325; arrears ordered, $1,195.44.
Ferndale Lumber Co., Ltd., Ferndale (Prince George P.O.)	Failure to pay wages to an employee	Fined $25; arrears ordered, $259.20.
Purcell's Trucking Co., Ltd., 340 Fifth Ave. West, Vancouver	Failure to pay wages to fifteen employees	Fined $25; arrears ordered, $960.64.
Andrew Nelson, 3449 Grandview Hwy., Burnaby	Failure to pay wages to an employee	Fined $25; arrears ordered, $15.50.
Damon, Roger, 3500 Lonsdale Ave., North Vancouver	Failure to pay wages to an employee	Fined $25; arrears ordered, $17.
Harrison Mills, Ltd., 49 Duncan St., New Westminster	Failure to pay wages to two employees	Fined $100 and $12.90 costs; arrears ordered, $77.45.
H. J. Brissette (White City Amusements Co., Ltd.), 1674 Trans-Canada Hwy., Surrey	Failure to pay wages to employees	Fined $25; arrears ordered, $1,905.12; seventeen charges, one suspended, sixteen convictions, involving sixteen employees, for payment of arrears.
Gail Watson Beach (Harrison Mills, Ltd.), 91–93 Duncan St., Harrison Mills, and New Westminster	Failure to pay wages to fifty employees	Fined $100; employees paid after information laid.

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 1949 there was a further decrease in the number of special licences issued by the Department, compared with those issued during 1948 and 1947. The following table shows the number of licences issued in the various lines of work in 1949, 1948, 1947, 1946, and 1945:—

	1949	1948	1947	1946	1945
Telephone and telegraph	------	------	------	------	------
Personal service	------	------	------	------	1
Hairdressing	3	10	6	------	------
Laundry	6	17	34	218	6
Mercantile	47	81	245	272	16
Office	22	66	173	270	26
Hotel and catering	41	61	231	345	43
Practical nurse (students)	40	------	------	------	------
Manufacturing	136	190	357	153	125
Household furniture	2	2	21	------	------
Totals	297	427	1,067	1,258	217

During the year 1949, 129 Part-time Employment Permits were issued.

CONCLUSION

In March, 1949, A. M. Whisker, who had been with the Department for a number of years and had latterly held the position of executive administrative officer, resigned and in July, 1949, M. H. McGeough, supervisor of the Vancouver Office, was retired on superannuation after many valuable years of service. The Board wishes to express its thanks for the excellent manner in which these employees carried out their duties and responsibilities.

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 1949.

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, 1950)

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.	44
Learners, parts departments—		
First two months	40c.	
Second two months	45c.	
Third two months	50c.	
Thereafter	55c.	
(Permits required to employ learners 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:—

(*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.

† As amended by Male and Female Minimum Wage Order No. 6A (1950).

(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 the 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. 66c. 90c.	40 to 50. Less than 40. 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 therof.

	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) Record 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, and non-alcoholic bottled beverages.

	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 Orders Nos. 9A (1948) and 9B (1950).

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

(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.

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	In excess of 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	In excess of 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."

HOSPITAL INSTITUTIONS

(As Defined by the British Columbia "Hospital Insurance Act")

MALE AND FEMALE MINIMUM WAGE ORDER NO. 16 (1949)

Effective November 10th, 1949

That for the purposes of this Order the following expressions shall have the following meanings:—

"Business of operating hospital institutions" means the work of male and female employees employed in hospitals as defined in the British Columbia "Hospital Insurance 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.

This Order shall apply to every employer and to every male and female employee in the business of operating hospital institutions, except:—

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

(*b*) 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:

(*c*) Employees who hold professional positions or positions of supervision or management, so long as the duties performed by them are of a professional, 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 exception:

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

	Rate	Hours
Class A employees	$20.00 per week	40–44
Class B employees	50c. per hour	Daily guarantee of 4 hours at employee's regular rate of pay.

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 3rd 2 months. 20.00 per week thereafter.	35c. per hour 1st 2 months. 40c. per hour 2nd 2 months. 45c. per hour 3rd 2 months. 50c. per hour thereafter. Daily guarantee of 4 hours at the employee's regular rate of pay.

(Permits required for learners working at above rate.)

	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 set in permit	Not more than 44 per week.

Hours.—That, except as provided in section 5 and sections 11 (3) and 11 (4) of the "Hours of Work Act," the hours of work of any employee shall not exceed 8 in the day and 44 in the week, except by written permission of the Board.

Overtime.—Time and one-half of the employee's regular rate of pay for all hours worked in excess of 8 in the day and 44 in the week. This clause with respect to overtime rate of pay shall not apply to employees working under arrangements 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," or section 6 (*a*) of this Order, until the employee has completed the hours so established.

Provisions for Variance of Hours of Work.—The Board may, by written authorization, permit the limits of hours of work contained in section 5 of this Order to be exceeded, provided the hours of work so authorized are not inconsistent with the "Hours of Work Act" and regulations thereunder.

Where the Board is satisfied that extra working-hours are necessary to overcome emergent conditions that may arise from time to time and that such extra working-hours are not inimical to the interests of the employees, it may, by written authorization, permit the working-hours to exceed the limits prescribed in section 5 of this Order. The minimum wage payable for hours worked pursuant to such written authorization shall be time and one-half the employee's regular rate of pay.

Daily Guarantee.—An employee reporting for work on the call of an employer shall be paid the employee's 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 if the employee does not commence work and 4 hours' pay at the employee's regular rate if the employee commences work, unless by written permission the Board varies this provision with respect to the daily guarantee.

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

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

Uniforms.—*See* Order No. 3.

Rest-rooms.—Toilet and washroom facilities to be provided for use of employees and suitable rooms for rest and lunch for the use of employees.

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

Copy of Order to be posted.

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

Records to be produced to authorized officials.

"Annual Holidays Act" to be observed.

Rest periods as per Order No. 11.

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. 14.00 per week for 2nd 2 months. 16.00 per week for 3rd 2 months. 18.00 per week thereafter.	30c. per hour for 1st 2 months. 35c. per hour for 2nd 2 months. 40c. per hour for 3rd 2 months. 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.

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

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.*—Thirty-two 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.

(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;	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 janitors are employed, at least one shall be designated as resident janitor, and be recorded as resident janitor on the payroll, and shall be paid according to the rates fixed in clause (*b*).

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

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

Where more than one janitress is designated and recorded on the payroll 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 (*See* note (4) *re* daily guarantee.)	8 per day. 44 per week.
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.*—Thirty-two 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 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."

* 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 and Female Minimum Wage Order No. 24 (1949)

Effective January 1st, 1950, Superseding Orders Nos. 24 (1946) and 59

"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	$18.00 a week	39–44 per week.
Class B employees	47c. an hour (*See* note (3) *re* daily guarantee.)	Less than 39 per week.
Bicycle-riders and foot-messengers employed exclusively on delivery	35c. an hour.	8 per day; 44 per week.

Learners (Any Age)

Class A Employees	Class B Employees
$12.00 per week 1st 2 months.	32c. per hour 1st 2 months.
14.00 per week 2nd 2 months.	37c. per hour 2nd 2 months.
16.00 per week 3rd 2 months.	42c. per hour 3rd 2 months.
18.00 per week thereafter.	47c. 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 (3) or 11 (4) of "Hours of Work Act" until he has completed hours so established. Overtime rate of pay does not apply to persons exempt from provisions of section 3 of "Hours of Work Act" pursuant to provisions of section 4 of the said Act.

(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. (Note.—Daily guarantee does not apply to bicycle-riders and foot-messengers employed exclusively on delivery.)

(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) *Bicycle-riders and Foot-messengers.*—That in cases where a bicycle is provided by the employee all reasonable costs to the said employee in connection therewith, while the bicycle is actually in use on his employer's behalf, shall be in addition to the minimum wages fixed herein.

(6) Copy of Order to be posted.

(7) Schedule of daily shifts and intervals free from duty to be posted. 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) *See* Order No. 3 (1946) *re* uniforms.

(10) "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; book-keepers; 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:

(*c*) Persons employed exclusively as watchmen; and

(*d*) Motion-picture projectionists.

	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."

* As amended by Male and Female Minimum Wage Order No. 67A (1950).

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 employees' 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 of 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 adresses 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. 48 per week.
For following month	2.52 per day	
For following 2 months	2.76 per day	
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 pounds 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 pounds 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. 24 (1949).

(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 pounds 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 pounds 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.

UNDERTAKING BUSINESS

Male Minimum Wage Order No. 15 (1949)

Effective February 5th, 1950

"Undertaking business" means work performed in the preparing of the dead for burial and arranging for and conducting funerals, and, without restricting the generality of the foregoing, includes the work of funeral attendants and funeral chauffeurs.

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

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

	Rate	Hours
Class A employees	$33.00 per week	40–44 per week.
Class B employees	80c. per hour (*See* note (3) *re* daily guarantee.)	Less than 40 per week.
Employees classified under section 7 of the "Male Minimum Wage Act"	Rate of pay prescribed in permit.	

Note.—(1) Order applies in the following areas: 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 Municipality of the District of Burnaby; the Municipality of the District of West Vancouver; the City of North Vancouver; the District of North Vancouver; the City of Victoria; the Municipality of the District of Oak Bay; the Municipality of the District of Saanich; the Municipality of the District of Esquimalt.

(2) Order does not apply to (*a*) musicians and vocalists; (*b*) employees covered by another Order of the Board specifically defining their work; (*c*) persons 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.

(3) *Daily Guarantee.*—A minimum of 2 hours' pay at the employee's regular rate if the employee does not commence work and 4 hours' pay at the regular rate if the employee commences work, unless varied by the Board.

(4) *Rest Period.*—Thirty-two consecutive hours weekly, unless in exceptional cases different arrangements are approved by the Board.

(5) *Employees Residing on Premises.*—The Board may approve an arrangement made between the employer and the employee for the employee to answer emergency calls. Hours worked under such arrangement are not considered as hours worked for the purposes of computing overtime, etc.

(6) *Overtime.*—Time and one-half of the employee's regular rate of pay for hours worked in excess of 8 in the day and 44 in the week, except as provided in Notes 5 and 7.

(7) Board may vary the 8-hour-day and 44-hour-week provisions of the Order under certain circumstances.

(8) *Split Shifts.*—Working-hours of employees working on a split shift shall be confined within 12 hours immediately following commencement of work. The time spent by the employee answering emergency calls referred to in Note 5 is not considered time worked for the purposes of this provision.

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

(10) Copy of Order to be posted.

(11) Schedule of daily shifts and intervals free from duty to be posted. Record of wages and daily hours of employees to be kept, together with register in the English language of names, ages, occupations, and residential addresses of all employees.

(12) Records to be produced to authorized officials.

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

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

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, 1950:—

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.
6A (1950)	Automotive Repair and Gasoline Service-station	May 25/50	June 1/50	June 1/50	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.
9B (1950)	Drivers, Swampers, or Helpers in Transportation Industry as defined	Aug. 8/50	Aug. 17/50	Aug. 17/50	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.
16 (1949)	Hospital Institutions	Nov. 4/49	Nov. 10/49	Nov. 10/49	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.
25 (1948)	Manufacturing	Aug. 3/48	Aug. 12/48	Aug. 12/48	Male and Female.
24 (1949)	Mercantile	Nov. 4/49	Dec. 1/49	Jan. 1/50	Male and Female.
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.
67A (1950)	Public Places of Amusement, etc.	May 11/50	May 18/50	May 18/50	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.
15 (1949)	Undertaking Business	Dec. 9/49	Feb. 2/50	Feb. 5/50	Male.
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.)

PROVINCIAL LIBRARY,
VICTORIA, B. C.

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. 32F

Construction Industry

Persons employed on the construction of the project known as the Peace River Highway may work nine (9) hours per day and fifty-four (54) hours per week from the 27th day of April, 1950, up to and including the 31st day of December, 1950.

Made and given at Vancouver, B.C., this 20th day of April, 1950.

(Published in B.C. Gazette, April 27th, 1950.)

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 Bar-tender, 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 bar-tender, 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. 34E

The Occupation of Bar-tender, Waiter, and Utility Man Within Premises Covered by Beer Licences Issued Pursuant to the Provisions of the "Government Liquor Act"

The working-hours of persons employed as bar-tenders, 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 Victoria, B.C., this 6th day of July, 1950.

(Published in B.C. Gazette, July 13th, 1950.)

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.)

REGULATION No. 36A

Western Forest Industries, Ltd.

Effective from the 21st day of July, 1949, the working-hours of the donkey-engine fireman working on a split shift, employed at the Gordon River Camp of Western Forest Industries, Limited, Vancouver, B.C., shall be confined within thirteen 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, 1949, inclusive.

SUMMARY OF PERMITS ISSUED AND CANCELLED TO YEAR ENDED DECEMBER 31ST, 1949

District	Boys	Girls	Total	Manufacturing	Ship-building	Logging	Construction	Catering	Amusement	Mercantile	Shoe-shine	Service-station	Transportation	Total Cancelled	Total Issued
Permits in effect, January 1st, 1949	301	27	328	35	.....	.....	1	14	26	243	.....	6	3	.....	328
Vancouver	351	33	384	28	.....	.....	2	20	17	293	3	1	20	.....	384
Cancellations	339	37	376	34	.....	.....	2	18	18	289	2	2	11	376	.....
Victoria	101	26	127	10	.....	2	.....	17	30	59	.....	6	3	.....	127
Cancellations	116	33	149	10	.....	1	1	19	22	91	.....	3	2	149	.....
Kamloops	2	4	6	.....	.....	.....	.....	2	1	2	.....	.....	1	.....	6
Cancellations	3	3	6	.....	.....	.....	.....	1	1	3	.....	.....	1	6	.....
Kelowna	5	5	10	6	.....	.....	.....	1	2	1	.....	.....	.....	.....	10
Cancellations	3	5	8	6	.....	.....	.....	.....	1	1	.....	.....	.....	8	.....
Nelson	1	.....	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Cancellations	2	.....	2	.....	.....	.....	.....	.....	1	1	.....	.....	.....	2	.....
Prince George	10	1	11	1	.....	.....	.....	.....	2	7	.....	1	.....	.....	11
Cancellations	5	2	7	1	.....	.....	.....	2	.....	3	.....	.....	1	7	.....
Smithers	1	.....	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1
Cancellations	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Permits in effect, January 1st, 1949	301	27	328	35	.....	.....	1	14	26	243	.....	6	3	.....	328
Total issued, January 1st, 1949, to December 31st, 1949	471	69	540	45	.....	2	2	40	53	363	3	8	24	.....	540
Total cancellations, January 1st, 1949, to December 31st, 1949	468	80	548	51	.....	1	3	40	43	388	2	5	15	548	.....
Permits in effect, December 31st, 1949	304	16	320	29	.....	1	.....	14	36	218	1	9	12	.....	320

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

Edward A. Jamieson ..... 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 Second Annual Report of the Labour Relations Board (British Columbia) for the year ended December 31st, 1949.

Industrial organization continued apace during the period under review, and an upward trend in the work of the Board and its staff was apparent.

The Board held fifty-two full Board meetings during the year 1949; eighteen of these meetings were held in Victoria and thirty-four were held in Vancouver.

As explained in the Annual Report for 1948, the Board, to expedite its work, arranged that there shall be a Vancouver Committee of the Board (two members) and a Victoria Committee (the Chairman and two members). These Committees have held 401 meetings, of which 16 meetings were held at several points in the Okanagan, Quesnel, Wells, Kamloops, Prince George, Alberni, and Courtenay. The Board and Committees of the Board have therefore held a total of 453 meetings during the year.

In accordance with the practice established by the Board in 1948, and with a view to continuing the maintenance of harmonious employer-employee relations, the Board and Committees of the Board have accorded interested parties every opportunity for personal appearances, and in consequence a total of 1,109 delegations were heard, when the parties were given every opportunity of submitting their representations.

During the same period in 1948 the Board held 47 full Board meetings, 167 Committee meetings, and heard 639 delegations.

Much of the work of the Board and Committees thereof has been devoted to mediation, with a view to averting strikes when all other efforts have failed, and in this respect the Board feels that it has rendered some considerable service to management, labour, and also the public.

This was particularly so in the cases of the disputes in the lumber industry throughout the Province, Okanagan fruit-packing industry, wooden-boat yards in Vancouver, various foundries in Vancouver, various glass companies, lithographers in Vancouver, plumbing and steam-fitting industry, various garages in the Okanagan, cold-storage plants in Prince Rupert, and many others.

The Board was also instrumental in bringing to satisfactory settlement strikes in the lathing trade; the sign-painting trade; at the Kelowna Exploration Company, Limited, at Hedley; and at the Western Crown Manufacturing Company, manufacturers of brooms, wash-boards, and woodenware, in Vancouver.

The Chairman and members of the Board addressed meetings of the following organizations: Victoria Police Union; University of British Columbia, Department of Commerce, Personnel Management Class; British Columbia Building Contractors' Association; Vancouver Board of Trade Free Enterprise Club; Victoria Women's University Club; International Brotherhood of Bookbinders, Victoria; Kimberley Board of Trade; Quesnel Board of Trade; Duncan Chamber of Commerce; Campbell River Chamber of Commerce; Kamloops Board of Trade; Trail Board of Trade; Courtenay-Comox Chamber of Commerce and Alberni Chamber of Commerce; Prince George Board of Trade; Nanaimo Board of Trade; Northern Interior Lumbermen's Association; Okanagan and District Trades and Labour Council; International Association of Machinists; Kelowna Auto Workers' Union; United Brotherhood of Carpenters and Joiners of America, Kelowna; Saanich Municipal Employees' Association; James Island Chemical Workers' Union; Kelowna Board of Trade; Victoria and District Trades and Labour Council; International Woodworkers of America, No. 1-423, Kelowna; Kinsmen Club, Victoria; Vernon Rotary Club; Kelowna Rotary Club; British Columbia Provincial Council of Carpenters; International Union of Mine, Mill, and Smelter Workers, District Council Convention.

So that employer and labour organizations may be kept informed of the work of the Board, publication of a Weekly Summary of Activities has been instituted, with a mailing-list of 215. This Summary sets out the appointment of Conciliation Officers, reports of Conciliation Officers, appointments of Conciliation Boards, reports of Conciliation Boards, and certificates of bargaining authority. On several occasions during this year the Summary has included Court decisions, and has been sent to all labour organizations of record.

That the procedure of the Board has been successful in averting time-loss in industry is apparent when labour disputes beginning during the year are analysed. Eight such disputes commenced in 1949, involving 15 employers, 625 employees, and causing a time-loss of 14,772 man-days. Loss from strikes commencing in 1948, but terminated in 1949, brought the man-day loss to a total of 15,592.

There was an additional strike-loss caused by a dispute in the fishing industry of 16,100 man-days. However, this dispute was not one that was within the jurisdiction of the Labour Relations Board.

In terms of time-loss, the total for the year is the smallest since 1945. If the time-loss is compared as a percentage of the estimated total working-time of wage and salary earnings, the low figure for the year under review (0.034) has not been equalled since 1941.

During the year the Board dealt with a total of 1,330 cases. There were 757 applications for certification, of which 594 were granted, 95 rejected, and 68 withdrawn. Thirty-nine others were being dealt with at December 31st.

In addition, there were 119 strike votes supervised and 80 representation votes conducted, 246 Conciliation Officers named, 97 Conciliation Boards appointed, 7 permissions to prosecute granted, and 12 grievance procedures provided.

The 246 references to Conciliation Officers resulted in the settlement of 108 disputes. One hundred cases were referred to Boards of Conciliation; two were terminated at the request of the parties involved; four references were revoked; one withdrawn; and, in one instance, negotiations were completed, but the agreement had not been received at the year's end. Thirty cases were outstanding at December 31st.

One hundred cases were referred to Boards of Conciliation, but only 97 Boards were appointed. The discrepancy is explained by the fact that 15 references did not result in

Boards in 1949. Two of these references resulted in but 1 Board. Ten Conciliation Boards established during the year under review resulted from recommendations by Conciliation Officers in 1948. Three Boards were established without prior referral to Conciliation Officers.

Summaries of (I) Cases dealt with, (II) Conciliation, (III) Boards of Conciliation, (IV) Industrial Disputes, (V) Analysis of Industrial Disputes in British Columbia, 1935–49 (with graph), and (VI) Analysis of Disputes by Industries in British Columbia, 1949, follow.

TABLE I.—SUMMARY OF CASES DEALT WITH IN 1949, SHOWING COMPARISON FOR 1948

	1948	1949	1948	1949
Number of applications dealt with			864	757
	1948	1949		
Certifications granted	670	594		
Applications—				
Rejected	126	95		
Withdrawn	68	68		
Representative votes conducted			33	80
Conciliation Officers appointed			212	246
Conciliation Boards established			90*	97*
Prosecutions instituted by Department			24	------
Grievance procedures provided			4	12
Strike votes supervised			34	119
Permissions to prosecute granted			14	7
Industrial Inquiry Commissions			2	——
Referee appointments			3	†
			1,280	1,318

* In 1948 seven cases were made arbitral tribunals by the mutual consent of the parties. In 1949 there were four arbitral tribunals (*see* section 26, "Industrial Conciliation and Arbitration Act") and one mediation committee (*see* section 27, "Industrial Conciliation and Arbitration Act"). All are designated as Boards of Conciliation in the table above.

† The appointment of referees is no longer authorized by the provisions of the "Industrial Conciliation and Arbitration Act."

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	Auto-workers	North Vancouver	January 3	8	1	The parties could not agree upon the proposed wage-scale	Settled.
2	Oil-workers	Vancouver	January 4	42	1	Company unwilling to agree on a maintenance-of-membership clause	Referred to Board of Conciliation.
3	Wood-workers	Vancouver	January 4	4	1	Employer unwilling to pay wage-scale requested by the union	Settled.
4	Engineers	Vancouver	January 5	24	1	Parties encountered difficulty in negotiating a wage-scale	Referred to Board of Conciliation.
5	Carpenters	Vancouver	January 7	12	1	Main points of contention included wages, statutory holidays, annual holidays, and seniority	Settled.
6	Auto-workers	Vancouver	January 10	25	1	Employer unwilling to grant wage-increase demands of union	Referred to Board of Conciliation.
7	Electrical workers	Vancouver	January 12	30	(2) 1	Parties failed to agree upon a scale of wages	Settled.
8	Bakery-workers	Vancouver	January 25	29	1	Parties failed to agree on the question of union security	Referred to Board of Conciliation.
9	Beverage dispensers	Nelson	January 26	25	(7) 1	Parties failed to agree upon wage-scale	Referred to Board of Conciliation.
10	Carpenters	Vernon	January 31	4	1	Employer unwilling to sign agreement	Settled.
11	Civic workers	Vancouver	February 2	1,400	1	The parties failed to agree on wages, union security, holidays (annual), and other conditions of employment	Settled.
12	Fire-fighters	Prince Rupert	February 7	11	1	Parties failed to agree on wages, employer's contributions to Medical Services Association and insurance plan	Referred to Board of Conciliation.
13	Carpenters	Vernon	February 8	1	1	Employer objected to wage and hours-of-work clauses in agreement presented by the union	Negotiations discontinued.
14	Beverage dispensers	Nanaimo	February 9	73	(16) 1	Parties were unable to agree on union requests for a forty-hour week, wage increases, and a definition of the work to be performed by bar-tenders	Settled.
15	Oil-workers	Ioco	February 12	220	1	Parties failed to agree on an across-the-board increase in wages, maintenance of membership, annual vacations, and shift differentials	Referred to Board of Conciliation.
16	Beverage-dispensers	Vancouver	February 15	633	(64) 1	Employers rejected union request for a forty-hour week with same take-home pay, an increase of 15 cents per hour, and recognition of all statutory holidays	Settled.
17	Taxi-drivers	Vancouver	February 16	15	1	The matter of wages was the chief difficulty encountered	Referred to Board of Conciliation.
18	Policemen	Victoria	February 21	74	1	The Board of Police Commissioners was unwilling to reopen the agreement for negotiations	Referred to Board of Conciliation.
19	Fire-fighters	Vancouver	February 21	540	1	Parties unable to reach agreement on union's request for one-week additional vacations in lieu of statutory holidays, wage increases, and upward revision of rank in several categories	Settled.
20	Engineers	Vancouver	February 23	4	1	Employer unwilling to grant wage increases requested by union	Settled.

21	Engineers	Vancouver	February 23	2	1	Parties were unable to agree upon a scale of wages	Referred to Board of Conciliation.
22	Civic workers	Nelson	February 25	62	1	Parties failed to agree on the matter of wages	Settled.
23	Fire-fighters	Nelson	February 25	13	1	Parties were unable to negotiate a satisfactory wage-scale	Settled.
24	Municipal employees	Cloverdale	March 1	73	1	Employer unwilling to grant salary increase requested by the association	Referred to Board of Conciliation.
25	Building-service employees	Vancouver	March 1	25	1	The wage increase offered by the employer was not acceptable to the employees	Settled.
26	Bakery-workers	Vancouver	March 1	7	1	The parties failed to agree upon a weekly scale of wages	Settled.
27	Taxi-drivers	Vancouver	March 1	16	1	Parties failed to agree upon the wage clause in the agreement under negotiation	Referred to Board of Conciliation.
28	Building-service employees	Vancouver	March 2	100	(13) 1	The employers were reluctant to negotiate a new collective agreement	Referred to Board of Conciliation.
29	Bus-drivers	Vancouver, Victoria, and New Westminster	March 3	3,000	1	Offer of employer could not be reconciled with requests of employees	Referred to Board of Conciliation.
30	Building-service employees	Vancouver	March 3	7	1	Deadlock of negotiations for a collective agreement	Settled.
31	Fire-fighters	Revelstoke	March 4	2	1	Employer unwilling to enter into negotiations	Referred to Board of Conciliation.
32	Fire-fighters	Victoria	March 5	95	1	The parties failed to agree on the question of salaries, statutory holidays, telephone and shoe allowance	Settled.
33	Carpenters	Chilliwack	March 8	28	(3) 1	Employers reluctant to grant wage-scale demanded by the union	Referred to Board of Conciliation.
34	Municipal employees	Murrayville	March 11	50	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
35	Fire-fighters	Penticton	March 11	5	1	Parties unable to reach agreement on the wage issue	Settled.
36	Building-service employees	Vancouver	March 14	15	1	Parties unable to agree upon proposed amendments to collective agreement	Settled.
37	Beverage dispensers	New Westminster	March 15	101	(13) 1	Parties failed to reach agreement on wages, payment of time and one-half for statutory holidays, and annual holidays	Settled.
38	Beverage dispensers	Prince George	March 15	25	(8) 1	Employers were unwilling to grant wage increases or time and one-half for work on statutory holidays	Settled.
39	Electricians	Vancouver	March 15	3	1	The parties failed to agree on the matters of wages and union security	Referred to Board of Conciliation.
40	Beverage dispensers	Port Alberni	March 22	38	(5) 1	Employers unwilling to grant wage-increase demands of union	Referred to Board of Conciliation.
41	Silver-miners	Alice Arm	March 22	51	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
42	Wood-workers	Vancouver	March 23	10	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
43	City Hall employees	Vancouver	March 25	800	1	Employer unwilling to grant 10-per-cent increase in salaries requested by the association	Settled.
44	Fishermen	Vancouver and Prince Rupert	March 25	550	(5) 1	Employers unwilling to grant any alterations in present agreement which would serve to increase operating costs, nor were they willing to consider the union-shop proposal of the union	Referred to Board of Conciliation.
45	Civic workers	Edmonds	March 30	274	1	The parties failed to agree upon the question of wage increases	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
46	Civic employees	North Vancouver	March 30	19	1	Parties failed to agree on an over-all increase in salaries and adjustments in the salaries of specific classifications	Settled.
47	Retail food clerks	Vancouver	March 30	63	1	The parties failed to agree on the questions of seniority, statutory holidays, wages, annual holidays	Settled.
48	Fire-fighters	Kelowna	March 30	6	1	Deadlock of negotiations for a collective agreement	Settled.
49	Oil-workers	Vancouver	April 2	20	1	The parties failed to agree on maintenance of membership, hours of work, statutory holidays, annual holidays, seniority, check-off, and grievance procedure	Referred to Board of Conciliation.
50	Civic employees	Kelowna	April 2	50	1	The wage proposals of the employer were not acceptable to the union	Settled.
51	Fuel-distributers	Victoria	April 5	60	(5) 1	Employers were unwilling to negotiate an agreement until the employees of all other fuel-distributers were organized	Negotiations discontinued.
52	Hospital employees	North Vancouver	April 6	75	1	The parties failed to conclude a collective agreement	Settled.
53	Fruit and vegetable workers	Okanagan Valley	April 8	1,100	(28) 1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
54	Bus-drivers	Victoria	April 11	8	1	The parties were unable to conclude a collective agreement	Settled.
55	Wood-workers	Mission	April 13	47	1	The parties failed to reach agreement on payment for statutory holidays	Settled.
56	Printing pressmen	Vancouver	April 13	190	(24) 1	The parties failed to conclude a collective agreement	Settled.
57	Bookbinders	Vancouver	April 13	100	(13) 1	The parties failed to conclude a collective agreement	Settled.
58	Typographers	Vancouver	April 13	110	(14) 1	The parties failed to conclude a collective agreement	Settled.
59	Fire-fighters	Saanich	April 14	28	1	The parties failed to reach agreement on wages and statutory holidays	Settled.
60	Marine workers	Vancouver	April 20	15	1	The parties failed to conclude a collective agreement	Commission revoked.
61	Sign and pictorial painters	Vancouver	April 25	142	(10) 1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
62	Miners	Tulsequah	April 26	33	1	Parties unable to reach agreement	Referred to Board of Conciliation.
63	Civic workers	Vancouver	April 27	200	1	Parties failed to negotiate a collective agreement	Settled.
64	Paper-mill workers	Ocean Falls	May 2	956	1	Parties were unable to agree on standardization of contract, upward revision of wages, working conditions, and hours of work	Settled.
65	Paper-mill workers	Port Alberni	May 2	106	1	Parties were unable to agree on standardization of contract, upward revision of wages, working conditions, and hours of work	Settled.
66	Paper-mill workers	Port Alice	May 2	500	1	Parties were unable to agree on standardization of contract, upward revision of wages, working conditions, and hours of work	Settled.
67	Paper-mill workers	Woodfibre	May 2	370	1	Parties were unable to agree on standardization of contract, upward revision of wages, working conditions, and hours of work	Settled.

68	Paper-mill workers	Powell River	May 2	1,300	1	Parties were unable to agree on standardization of contract, upward revision of wages, working conditions, and hours of work	Settled.
69	Paper-makers	Westview	May 2	231	1	Parties were unable to agree on standardization of contract, upward revision of wages, working conditions, and hours of work	Settled.
70	Paper-mill workers	Port Mellon	May 2	320	1	Parties were unable to agree on standardization of contract, upward revision of wages, working conditions, and hours of work	Settled.
71	Paper-makers	Ocean Falls	May 2	175	1	Parties were unable to agree on standardization of contract, upward revision of wages, working conditions, and hours of work	Settled.
72	Bakers	Vancouver	May 3	450	(7) 1	The parties failed to reach agreement on wages	Settled.
73	Bakers	Nanaimo	May 3	20	(2) 1	The parties failed to conclude a collective agreement	Settled.
74	Printing pressmen	Victoria	May 5	18	(4) 1	The parties were unable to negotiate a collective agreement	Settled.
75	Typographers	Victoria	May 5	22	(6) 1	The parties were unable to negotiate a collective agreement	Settled.
76	Bookbinders	Victoria	May 5	14	(5) 1	The parties were unable to negotiate a collective agreement	Settled.
77	Bakers	Vancouver	May 6	40	1	The parties failed to conclude a collective agreement	Settled.
78	Typographers	Vernon and Penticton	May 9	17	(2) 1	The parties were unable to agree on holidays with pay and hours of work per week	Settled.
79	Retail clerks	Vancouver	May 9	75	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
80	Truck-drivers	Ladner	May 12	10	1	The parties were unable to agree on the wage clause	Referred to Board of Conciliation.*
81	Truck-drivers	Ladner	May 12	10	1	The parties were unable to agree on the wage clause	Referred to Board of Conciliation.*
82	Retail food clerks	Nanaimo	May 12	5	1	The parties were unable to conclude a collective agreement	Settled.
83	Wood-workers	Burnaby	May 23	103	1	The parties were unable to settle the question of revision of wages	Referred to Board of Conciliation.
84	Plumbers	Vancouver	May 30	500	(33) 1	The parties were unable to agree on the terms of a collective agreement	Referred to Board of Conciliation.
85	Steel-workers	Vancouver	May 31	25	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
86	City Hall employees	Victoria	June 2	101	1	The parties could not agree to check-off of dues and the signing of the 1948 working agreement	Settled.
87	Fishermen	Vancouver and Victoria	June 2	3,000	(8) 1	The parties were unable to conclude a collective agreement	Settled.
88	Restaurant employees	Vancouver	June 4	350	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
89	Shinglers	Victoria	June 9	45	(6) 1	The parties were unable to conclude a collective agreement	Settled.
90	Building-service employees	Vancouver	June 11	6	1	The parties were unable to conclude a collective agreement	Settled.
91	Painters	Victoria	June 16	150	(3) 1	The parties were unable to agree to wage and union-security clauses	Settled.
92	Wood-workers	Vancouver	June 16	15	1	The parties were unable to agree on the question of wage increases	Settled.

* These two references resulted in the appointment of one Conciliation Board.

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
93	Hospital employees	Duncan	June 16	53	1	The parties were unable to agree on wage-scale and statutory holidays	Settled.
94	Wood-workers	Vancouver and New Westminster	June 20	500	(22) 1	The parties were unable to agree on maintenance of membership, statutory holidays, and wages	Settled.
95	Civic workers	Port Alberni	June 23	87	1	The parties were unable to conclude a collective agreement	Settled.
96	Street-railway men	West Vancouver	June 27	36	1	The parties were unable to agree on hours of work and wage-scale	Settled.
97	Hod-carriers	Vancouver	June 27	100	(11) 1	The parties could not agree on wage increase	Settled.
98	Hod-carriers	Vancouver	June 27	100	(6) 1	The parties could not agree on wage schedule	Settled.
99	Packing-house workers	Osoyoos	June 30	150	1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
100	Packing-house workers	Kelowna	June 30	125	1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
101	Wood-workers	Coastal Region of British Columbia	July 2	20,000	(165) 1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
102	Silver-miners	Hazelton	July 2	47	1	The parties were unable to agree on union security, shift differentials, hours of work, overtime, payment for Medical Services Association, and wages	Settled.
103	Shipyard-workers	North Vancouver	July 5	1,600	1	The parties could not agree on wage schedule and payment for statutory holidays	Referred to Board of Conciliation.
104	Shipyard-workers	North Vancouver	July 5	1,400	1	The parties could not agree on wage schedule and payment for statutory holidays	Referred to Board of Conciliation.
105	Typographers	Duncan, Port Alberni, and Courtenay	July 6	13	(3) 1	The employers would not agree to a raise in wage-scale, also refused to recognize principle of payment for statutory holidays when not worked	Settled.
106	Theatre employees	Vancouver	July 6	5	1	The employer objected to wage-scale, hours of work, and vacations	Referred to Board of Conciliation.
107	Carpenters	Salmo	July 6	40	1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
108	Miners	Hedley	July 6	160	1	The parties were unable to agree on wages, working-hours, union security, sick-leave pay, pension plan, overtime rates, and shift differential	Referred to Board of Conciliation.
109	Machinists	North Vancouver	July 11	200	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
110	Lumber inspectors	Vancouver	July 11	300	1	The parties were unable to agree to wages, statutory holidays, union security, and pension plan	Referred to Board of Conciliation.
111	Street electric-railway men	Vancouver	July 11	225	1	Parties to the dispute were unable to agree on the matter of wage increases, maintenance of certain differentials, as well as certain changes in working conditions	Settled.
112	Photo-engravers	Vancouver	July 11	40	(4) 1	The parties could not agree on clause for "swing" shift	Settled.
113	Engineers	Prince Rupert	July 15	20	(3) 1	The parties were unable to conclude an agreement	Referred to Board of Conciliation.

114	Bakers	Vancouver	July 15	6	1	The parties were unable to agree on wages and hours of work	Referred to Board of Conciliation.
115	Feed and seed workers	Vancouver	July 15	175	1	The parties were unable to agree on terms for an agreement	Referred to Board of Conciliation.
116	Marine workers	Vancouver	July 19	450	(13) 1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
117	Marine workers	Nanaimo	July 19	33	1	The parties were unable to agree on terms for a collective agreement	Commission revoked.
118	Wood-workers	Courtenay	July 20	11	1	The parties could not agree on the price to be paid for cutting cogwood and lagging, and a guaranteed rate for contract workers	Settled.
119	Bakers	Vancouver	July 20	150	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
120	Bakers	Vancouver	July 23	25	1	The parties could not agree on union-security clause and hourly rates of pay	Settled.
121	Paper-makers	New Westminster	July 27	250	1	The parties were unable to agree on matters pertaining to wages	Referred to Board of Conciliation.
122	Fur-workers	Vancouver	July 27	4	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
123	Fur-workers	Vancouver	July 27	14	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
124	Carpenters	Nelson	July 29	50	1	The parties were unable to conclude an agreement	Settled.
125	Electricians	Vancouver	August 3	664	1	The parties were unable to find terms for a collective agreement	Commission revoked. Referred back to parties for further negotiations.
126	Electricians	Victoria	August 3	80	1	The parties were unable to find terms for a collective agreement	Commission revoked. Referred back to parties for further negotiations.
127	Carpenters	Nelson	August 4	10	1	The parties were unable to agree on hours of work and wage increases	Settled.
128	Carpenters	Nelson	August 4	4	1	The parties were unable to agree on hours of work and wage increases	Settled.
129	Carpenters	Kamloops	August 6	65	(4) 1	The parties were unable to agree on terms for a collective agreement	Settled.
130	Film-exchange employees	Vancouver	August 12	23	(9) 1	The parties were unable to agree on wages	Referred to Board of Conciliation.
131	Drivers	Victoria	August 12	20	1	The parties could not agree on wage increases	Settled.
132	Bakers	Vancouver	August 16	10	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
133	Resilient-floor layers	Vancouver	August 18	12	1	The parties could not agree on the union-security clause	Settled.
134	Electrical workers	Vancouver	August 18	31	1	The parties could not agree on wages	Referred to Board of Conciliation.
135	Taxi-drivers	Vancouver	August 18	20	1	The parties were unable to agree on holidays and wages and retroactive pay	Settled.
136	Retail and wholesale clerks	Vancouver	August 18	120	1	The parties could not agree on terms for a collective agreement	Settled.
137	Painters	Vancouver	August 19	45	1	Parties were unable to agree on clauses 3, 7, 8, 10 of proposed 1949 agreement and on wages	Settled.
138	Marine workers	Vancouver	August 19	300	1	The parties could not agree on terms for a collective agreement	Settled.
139	Printing pressmen	Vancouver	August 24	8	1	Parties could not agree on wage rates	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
140	Retail and wholesale clerks	New Westminster	August 24	25	1	Parties could not agree on terms of collective agreement	Settled.
141	Retail and wholesale clerks	Vancouver	August 24	25	1	Parties could not agree on terms of collective agreement	Referred to Board of Conciliation.
142	Optical workers	Vancouver	August 29	57	1	Parties could not agree on maintenance of membership, seniority, annual vacations, wage rates, annuities, group insurance and hospitalization, Medical Services Association.	Referred to Board of Conciliation.
143	Packing-house workers	Vancouver	September 1	100	1	The parties failed to reach agreement	Referred to Board of Conciliation.
144	Retail clerks	Victoria	September 6	450	1	The parties were unable to agree on a wage increase and union security	Referred to Board of Conciliation.
145	Packing-house workers	Vancouver	September 7	75	1	The parties were unable to conclude a collective agreement	Settled.
146	Taxicab-drivers	Vancouver	September 7	7	1	The parties were unable to conclude a collective agreement	Settled.
147	Shingle-weavers	Vancouver	September 7	200	1	The parties were unable to find terms for a collective agreement	Referred to Board of Conciliation.
148	Marine workers	Vancouver	September 7	70	1	The parties were unable to agree on wages, statutory holidays, and annual vacations	Referred to Board of Conciliation.
149	Retail food clerks	Vancouver	September 8	13	1	The parties were unable to agree on wages and union security	Settled.
150	Packing-house workers	Vancouver	September 8	350	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
151	Steel-workers	Vancouver	September 9	10	1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
152	Fruit and vegetable workers	Vernon	September 12	100	1	The parties were unable to agree on terms for a collective agreement	Settled.
153	Gas-workers	Vancouver	September 19	4	1	The parties were unable to conclude a collective agreement	Settled.
154	Wood-workers	Vancouver	September 19	125	1	The parties were unable to agree on terms for a collective agreement	Settled.
155	Wood-workers	Vancouver	September 19	130	1	The parties were unable to agree on terms for a collective agreement	Settled.
156	Wood-workers	Vancouver	September 19	16	1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
157	Street electric-railway men	Nanaimo	September 20	14	1	The parties were unable to agree on wages and hours of work	Settled.*
158	Projectionists	Vancouver	September 23	71	1	The parties failed to agree on terms for a collective agreement	Referred to Board of Conciliation.
159	Marine workers	Vancouver	September 26	75	(6) 1	The parties failed to come to terms for a collective agreement	Settled.
160	Paper-mill workers	Vancouver	September 26	78	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
161	Steel-workers	Vancouver	September 27	35	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.

162	Bakers	Vancouver	October 3	6	1	The employer claimed inability to pay wage-scale requested by union	Application for Conciliation Officer withdrawn.
163	Sheet-metal workers	Vancouver, New Westminster, North Vancouver, and West Vancouver	October 3	362	(38) 1	The parties were unable to agree on terms for a collective agreement	Settled.
164	Marine workers	Vancouver	October 8	12	1	The parties were unable to reach agreement on wages	Settled.
165	Bakers	Vancouver	October 11	5	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.*
166	Hospital employees	Penticton	October 17	40	1	The parties were unable to agree on wages, union security, seniority, overtime, general working conditions, sick-leave, and duration of agreement	Settled.
167	Shipyard-workers	Victoria	October 17	153	1	The parties were unable to agree on clause for three statutory holidays with pay	Settled.
168	Shipyard-workers	Victoria	October 17	76	1	The parties were unable to agree on clause for three statutory holidays with pay	Settled.
169	Shipyard-workers	Victoria	October 17	49	1	The parties were unable to agree on clause for three statutory holidays with pay	Settled.
170	Shipyard-workers	Victoria	October 17	49	1	The parties were unable to agree on clause for three statutory holidays with pay	Settled.
171	Meat-cutters and butcher workmen	Victoria, Vancouver, Burnaby, New Westminster, North Vancouver, and West Vancouver	October 18	65	1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
172	Marine workers	Vancouver	October 18	5	1	The parties could not agree on terms for a collective agreement	Referred to Board of Conciliation.
173	Marine workers	Vancouver	October 18	15	1	The parties could not agree on terms for a collective agreement	Referred to Board of Conciliation.
174	Marine workers	Vancouver	October 18	18	1	The parties could not agree on terms for a collective agreement	Referred to Board of Conciliation.
175	Steel-workers	Vancouver	October 18	70	1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
176	Smelter-workers	Salmo	October 19	100	1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
177	Smelter-workers	Salmo	October 19	125	1	The parties could not agree on terms for a collective agreement	Referred to Board of Conciliation.
178	Wood-workers	Cranbrook, Canal Flats, Wardner, Crowsnest, and Waldo	October 20	350	(7) 1	The parties could not agree on terms for a collective agreement	Referred to Board of Conciliation.
179	Mine and mill workers	Beaverdell	October 21	31	1	The parties were unable to agree on terms for a collective agreement	Settled.*
180	Steel-workers	New Westminster	October 24	100	1	The parties could not agree on terms of agreement relating to wages.	Referred to Board of Conciliation.
181	Trunk and bag workers	Vancouver	October 24	65	1	The parties were unable to agree on wages and bonuses	Referred to Board of Conciliation.
182	Retail and wholesale clerks	Vancouver	October 24	30	1	The parties could not agree on terms for a collective agreement	Settled.
183	Retail and wholesale clerks	Vancouver	October 24	40	1	The parties could not agree on terms for a collective agreement	Settled.

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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
184	Hotel and restaurant employees	Victoria	October 28	28	1	The parties could not agree on wages and union security	Settled.
185	Drivers	Victoria	October 28	45	1	The parties were unable to agree on wages, holidays, medical insurance plan, and hospitalization plan	Referred to Board of Conciliation.
186	Bakers	Victoria	October 28	75	(3) 1	The parties could not agree on wages	Referred to Board of Conciliation.
187	Engineers	Victoria	October 31	4	1	The parties were unable to agree on a wage-rate increase	Settled.
188	Truck-drivers	Victoria, Vancouver, North Vancouver, New Westminster, and Burnaby	October 31	1,400	(38) 1	The parties could not come to a satisfactory settlement	Referred to Board of Conciliation.
189	Pattern-workers	Vancouver	October 31	30	(8) 1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
190	Paper-mill workers	Vancouver	November 1	20	1	The parties were unable to agree on a union-shop clause	Settled.
191	Steel-workers	Vancouver	November 1	50	1	The parties could not agree on terms for a collective agreement	Settled.
192	Steel-workers	New Westminster	November 1	16	1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
193	Steel-workers	New Westminster	November 1	12	1	The parties could not agree on terms for a collective agreement	Referred to Board of Conciliation.
194	Packing-house workers	South Sumas	November 1	100	1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
195	Steel-workers	New Westminster	November 3	10	1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
196	Steel-workers	Burnaby	November 4	50	1	The parties were unable to agree on terms for a collective agreement	Negotiations completed.
197	Theatrical stage employees	Vancouver	November 4	6	1	The parties could not agree on terms for a collective agreement	Settled.*
198	Projectionists	Vancouver	November 7	55	1	The parties were unable to agree on terms for a collective agreement	Referred to Board of Conciliation.
199	Engineers	Abbotsford and Matsqui	November 8	8	1	The parties could not come to terms for a collective agreement	Unterminated.
200	Drivers	Nanaimo	November 14	14	1	The parties could not agree on wage terms	Settled.
201	Truck-drivers	Vancouver	November 14	6	1	The parties could not come to satisfactory settlement for a collective agreement	Referred to Board of Conciliation.
202	Packing-house workers	Vancouver	November 14	12	1	The parties could not agree on allowances paid truck-driver salesmen who own their own trucks	Settled.
203	Restaurant employees	Vancouver	November 14	30	1	The parties could not agree on wages and working conditions	Referred to Board of Conciliation.
204	Steel-workers	Vancouver	November 14	60	1	The parties could not agree on terms for a collective agreement	Settled.
205	Packing-house workers	Vancouver, New Westminster, Langley Prairie, Chilliwack, Cloverdale, and Haney	November 15	175	1	The parties could not agree on union security, forty-hour week, statutory holidays, probationary period, job classifications	Referred to Board of Conciliation.

206	Marine workers	Victoria	November 16	40	1	The parties could not agree on wage-scale and vacations with pay	Referred to Board of Conciliation.
207	Machinists	Victoria	November 16	36	1	The parties could not agree on wage-scale and vacations with pay	Referred to Board of Conciliation.
208	Sugar-workers	Vancouver	November 16	500	1	The parties could not agree on terms for a collective agreement	Settled.*
209	Stereotypers and electrotypers	Vancouver	November 16	12	(2) 1	The parties could not agree on wages	Referred to Board of Conciliation.
210	Meat-cutters	Greater Vancouver, Greater Victoria, and New Westminster	November 17	150	1	The parties could not agree on terms for a collective agreement	Referred to Board of Conciliation.
211	Electricians	Prince Rupert	November 17	14	1	The parties could not agree on wage-scale and travelling time	Referred to Board of Conciliation.
212	Electricians	Vancouver	November 17	50	1	The parties could not agree on wage increase of 17 cents an hour for journeymen electricians and the elimination of the differential between electricians, glass-blowers, and hangers	Referred to Board of Conciliation.
213	Steel-workers	Vancouver	November 17	30	1	The parties were unable to conclude a collective agreement	Referred to Board of Conciliation.*
214	Steel-workers	Vancouver	November 21	95	1	The parties could not agree on terms for a collective agreement	Settled.*
215	Steel-workers	New Westminster	November 21	10	1	The parties could not agree on terms for a collective agreement	Referred to Board of Conciliation.
216	Truck-drivers	Vancouver	November 21	33	1	The parties could not agree on hours of work, increase in wages, and holidays	Settled.*
217	Fuel-truck drivers	Vancouver	November 21	20	1	The parties could not agree on terms for a collective agreement	Settled.*
218	Fuel-truck drivers	Vancouver	November 21	20	1	The parties could not agree on terms for a collective agreement	Settled.*
219	Building-service employees	Vancouver	November 25	6	1	The parties could not agree on question of wages	Referred to Board of Conciliation.
220	Carpenters	Vancouver	December 1	25	1	The parties could not agree on wages, rest periods, union security clause, and statutory holidays	Settled.
221	Carpenters	Vancouver	December 1	25	1	The parties could not agree on wages, rest periods, union security clause, and statutory holidays	Settled.
222	Carpenters	Vancouver	December 1	25	1	The parties could not agree on wages, rest periods, union security clause, and statutory holidays	Referred to Board of Conciliation.
223	Carpenters	Vancouver	December 1	15	1	The parties could not agree on wages, rest periods, union security clause, and statutory holidays	Settled.*
224	Carpenters	Vancouver	December 1	25	1	The parties could not agree on wages, rest periods, union security clause, and statutory holidays	Settled.
225	Fuel-truck drivers	Vancouver	December 1	4	1	The parties could not agree on terms of scale of wages	Settled.
226	Electrical workers	Vancouver	December 1	8	1	The parties could not agree on wages, and also parity of glass-blowers and sign-hangers with electrical journeymen rates	Referred to Board of Conciliation.
227	Electrical workers	Vancouver	December 1	6	1	The parties could not agree on wages, and also parity of glass-blowers and sign-hangers with electrical journeymen rates	Referred to Board of Conciliation.

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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
228	Civic workers	Nanaimo	December 7	60	1	The parties could not agree on the forty-hour work-week, increase in pay, statutory holidays, annual holidays, and accident clause	Settled.*
229	Tailors	Vancouver	December 8	40	1	The parties could not agree on wages, holidays with pay, and union security	Settled.
230	Engineers	Vancouver	December 12	1	1	The parties were unable to agree on wage increase	Settled.*
231	Engineers	Vancouver	December 12	4	1	The parties were unable to agree on wage increase	Settled.*
232	Civic workers	Victoria	December 12	200	1	The parties could not agree on wages and working conditions for employees	Referred to Board of Conciliation.*
233	Drivers	Victoria	December 16	60	1	The parties were unable to agree on union security, five-day week, and increases in pay	Referred to Board of Conciliation.*
234	Wood-workers	Victoria	December 17	15	1	The parties could not agree on terms for a collective agreement	Settled.*
235	Furniture-workers	New Westminster	December 19	12	1	The parties could not agree on wages, statutory holidays, annual holidays, and rest periods	Settled.*
236	Furniture-workers	New Westminster	December 19	12	1	The parties could not agree on wages, statutory holidays, annual holidays, and rest periods	Settled.*
237	Typographers	Vancouver	December 19	84	1	The parties could not agree on wages, statutory holidays with pay, and annual vacations with pay	Referred to Board of Conciliation.*
238	Typographers	Vancouver	December 19	84	1	The parties could not agree on wages, statutory holidays with pay, and annual vacations with pay	Referred to Board of Conciliation.*
239	Engineers	Vancouver	December 19	10	1	The parties could not agree on hours of work and increase of wages	Settled.*
240	Building-service employees	Vancouver	December 20	5	1	The parties could not agree on wages	Settled.*
241	Distillery-workers	Vancouver	December 20	78	1	The parties failed to agree on the forty-hour week and also the wage-scale	Settled.*
242	Bakery-workers	Vancouver	December 22	5	1	The parties could not agree on union security and wages	Referred to Board of Conciliation.*
243	Machinists	Vancouver	December 28	20	1	The parties could not agree on wage-scale	Referred to Board of Conciliation.*
244	Engineers	Vancouver	December 28	22	1	The parties could not agree on hours of work and wage rates	Referred to Board of Conciliation.*
245	Truck-drivers	Victoria	December 28	99	(4) 1	The parties could not come to terms for a collective agreement	Settled.*
246	Truck-drivers	Nanaimo	December 29	9	1	The parties could not come to satisfactory settlement	Settled.*
	Totals			55,478	246		

* In cases marked with an asterisk, conciliation proceedings were unterminated at the end of the period covered by this report (December 31st, 1949). This table has been amended in the light of later information to indicate the final outcome.

TABLE III.—BOARDS OF CONCILIATION, 1949

No.	Disputant Parties	Members of Board	Date of Appointment of Board	Matters in Dispute	Board Reported	Details of Recommendations of Board
1	Nanaimo Foundry and Engineering Works, Ltd., Nanaimo, and Nanaimo Machine Shop and Foundry Industrial Workers' Union, Local No. 1	R. H. Henderson (C.) Dan Radford (L.) F. W. Wilfert (E.)	January 5	(1) Wages (2) Annual holidays	January 20	Majority report of the Board, employer's nominee dissenting. The Board recommended a 13½-cent per hour wage increase and continuance of the present practice of one week's annual vacation.
2	Canadian Forest Products, Ltd., Vancouver, and Marine Workers' and Boilermakers' Industrial Union, Local No. 1	Paul B. Paine (C.) W. L. White (L.) J. A. Macdonald (E.)	January 11	Wages	February 23	Separate reports submitted by each member of the Board, which were submitted to the parties in the hope that they would form the basis for further negotiations.
3	Hunt-Rolls, Ltd.; Union Truck and Implement Co.; Gerald Duffus, Ltd.; Penticton Tire Hospital, all of Penticton; Lipsett Motors; Victory Motors, Ltd.; Ladd Garage, Ltd.; Orchard City Motors, Ltd., all of Kelowna; Sigalet Bros., Ltd., and Watkins Motors, Ltd., both of Vernon; Bob White Garage, Rutland, and Vancouver Auto Workers' Lodge No. 1857	J. R. Archibald (C.) W. H. Sands (L.) R. D. Prosser (E.)	January 14	Wages	January 21	Majority report of the Board, employees' nominee dissenting. The Board recommended a wage rate of $1.10 per hour for mechanics; other classes of labour to be raised proportionately.
4	Grant & Sons, Ltd.; Bulman Bros., Ltd.; Smith Lithograph Co., Ltd.; Sun Publishing Co., Ltd.; Keystone Press, Ltd., Vancouver, and Amalgamated Lithographers of America, Local No. 44	A. J. Cowan (C.) James Bury (L.) M. M. McFarlane (E.)	January 14	(1) Wages (2) Holidays with pay (3) Overtime regulation (4) Apprenticeship ratio	February 21	Majority report, employees' nominee dissenting. The Board recommended that the scale of wages be increased by 12½ cents per hour or 10 per cent, whichever is the greater, retroactive to January 1, 1949, and that all other matters at issue be settled by the parties entering into an agreement in substantially the form of the draft agreement submitted with the report.
5	Geo. H. Hewitt Co., Ltd., Vancouver, and International Jewelry Workers' Union, Local No. 42	G. E. Street (C.) E. Bjarnason (L.) I. Cameron (E.)	January 14	(1) Wages (2) Hours of work	March 1	Majority report, employees' nominee dissenting. The Board recommended a 15-cent per hour wage increase to marking-device craftsmen and trainees, and 10 cents per hour to Class "B" mechanics. Also, commencing July 1 of this year, the employees should work a forty-two-hour week, working forty hours and forty-four hours on alternate weeks, the plant being operated by 50 per cent of its staff Saturday mornings.

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

TABLE III.—BOARDS OF CONCILIATION, 1949—*Continued*

No.	Disputant Parties	Members of Board	Date of Appointment of Board	Matters in Dispute	Board Reported	Details of Recommendations of Board
6	Shell Oil Co. of British Columbia, Ltd., New Westminster, and New Westminster Local 596, Oil Workers' International Union, C.I.O.	A. J. Cowan (C.) D. Radford (L.) E. Gunderson (E.)	January 17	(1) Union security (2) Wages (3) Adjustments to certain classifications	February 11	Majority report, employees' nominee dissenting. The Board recommended (1) a maintenance-of-membership clause, (2) increase of $10 per month for monthly paid employees and 5¾ cents per hour for hourly rated employees and continuance of special living allowance presently in effect, (3) shift differential of 4 and 6 cents for afternoon and night shifts respectively, (4) specific increases to bargemen and repairmen in addition to those mentioned in (2), and (5) that the new agreement be retroactive to December 1, 1948.
7	Home Oil Distributors, Ltd., Vancouver, and United Oil Workers of Canada, Local No. 7	J. A. Crumb (C.) D. O'Brien (L.) J. P. Mackenzie (E.)	January 22	(1) Maintenance of membership (2) Wages	February 11	Majority report, employer's nominee dissenting. The Board recommended a maintenance-of-membership clause, no adjustments to be made to individual wage classifications, an across-the-board increase of 7½ cents per hour or $13.05 for a work-month of 177 hours, and that no provision be made for a cost-of-living adjustment. The Board recommended that this award be made effective as of January 1, 1949.
8	Blue Cabs, Ltd., Vancouver, and Taxicab, Stage and Bus Drivers' Union, Local No. 151	H. Wilson (C.) H. Gargrave (L.) F. Slingerland (E.)	January 24	Wages	February 5	Majority report, employer's nominee dissenting. The Board recommended that the agreement of December, 1946, presently in effect, be renewed, with amendments to the holiday and seniority clauses, and with a change in the wage clause, to read "a guarantee of seventy-five cents per hour or forty per cent of their individual total take, whichever is the greater."
9	Fraser Valley Milk Producers' Association, Dairyland Division, Vancouver, and Vancouver Auto Workers' Lodge No. 1857	E. S. H. Winn (C.) J. McMillan (L.) L. A. Atkinson (E.)	February 2	Wages	February 21	Majority report, employer's nominee dissenting. The Board recommended continuance of the forty-four-hour week, and that the employees affected be granted an increase in wages of 10 per cent or 10 cents per hour, whichever shall be the greater.
10	Clancy's Pastries, Ltd., Vancouver, and Bakery and Confectionery Workers' International Union of America, Local No. 468	A. J. Cowan (C.) R. K. Gervin (L.) Ian Cameron (E.)	February 15	(1) Union security (2) Wages (3) Statutory holidays (4) Annual holidays	March 18	Majority report, employees' nominee dissenting. The Board recommended a union-security clause, a schedule of wages, the granting of three statutory holidays, and that all employees be granted two weeks' holiday after three years' service.

11	Island Roofing and Insulation Co. and Pacific Coast Insulation and Roofing Co., Ltd., Nanaimo, and United Brotherhood of Carpenters and Joiners of America, Local No. 527	R. B. Longridge (C.) F. J. Bevis (L.) H. V. Bigwood (E.)	February 15	Wages	March 10	Majority report, employees' nominee dissenting. The Board submitted a form of agreement which contained its recommendations with respect to wages. All other clauses in this agreement were approved by the parties to this dispute during hearings of the Board.
12	Johnson Motor Co., Ltd.; Dan McLean Motor Co., Ltd.; Ross Baker Motors, Ltd.; Truck Parts and Equipment, Ltd.; White Motor Co. of Canada, Ltd.; Begg Motor Co., Ltd.; Begg Bros., Ltd.; J. M. Brown Motor Co.; Bowell-McDonald Motor Co.; A. W. Carter, Ltd.; Curtis Motors; Empire Motors; Ferguson Truck and Equipment, Ltd.; General Truck Sales, all of Vancouver, and Vancouver Auto Workers' Lodge No. 1857	P. B. Paine (C.) J. McMillan (L.) J. A. MacDonald (E.)	February 17	Wages	March 17	Majority report, employees' nominee dissenting. The Board recommended an increase to the wage schedule of 8.5 per cent, retroactive to January 1, 1949, and that the previous contract between the employers and the union remain unchanged.
13	Corporation of the City of Prince Rupert and International Association of Fire Fighters, Local No. 559	W. O. Fulton (C.) T. Elliott (L.) W. M. Watts (E.)	March 7	Wages	March 22	Majority report, employees' nominee dissenting. The Board recommended an increase of 12 per cent in all salary classifications, except probationers, over the 1948 salary schedules. Probationers to retain the same salary.
14	Imperial Oil, Ltd., Ioco, and United Oil Workers of Canada, Local No. 11	J. E. Eades (C.) Dan Radford (L.) A. C. DesBrisay (E.)	March 11	(1) Wages (2) Maintenance of membership (3) Annual vacations (4) Shift differentials	April 5	Unanimous report. The Board reported a collective agreement had been entered into between the parties.
15	Reliable Transportation Co., Ltd., Vancouver, and Taxicab, Stage and Bus Drivers' Union, Local No. 151	A. J. Cowan (C.) R. A. Lenfesty (L.) J. A. MacDonald (E.)	March 14	Wages	May 13	Unanimous report. The Board recommended taxicab and limousine drivers be paid a guaranteed wage of $30 per week or 40 per cent of gross week's take of driver, whichever is the greater.
16	Savoy Hotel (G. Huxtable); Hume Hotel, Ltd.; Madden Hotel Co., Ltd.; New Grand Hotel (V. Lopushinsky); Occidental Hotel (H. Wassick); Royal Hotel (J. Kopala); Queens Hotel, Ltd., all of Nelson, and Beverage Dispensers' Union, Local No. 707	W. Irvine (C.) D. D. McLean (L.) J. P. Morgan (E.)	March 15	Wages	March 26	Unanimous report. The Board recommended a weekly wage to dispensers of $47.50 and to short-shift men of $1.10 per hour, retroactive to December 1, 1948.
17	Modern Café and Esquire Coffee Shop, both of Nanaimo, and Hotel and Restaurant Employees' and Bartenders' International Union, Local No. 619	F. M. Clement (C.) Jack Price (L.) Irving Bearce (E.)	March 15	All terms of collective agreement	March 30	Unanimous report. The report of the Board was in the form of a recommended agreement which was enclosed as part of the report.
18	Atkins & Durbrow, Ltd., Ladner, and Construction and General Labourers' Union, Local No. 1070	A. J. Cowan (C.) J. H. Irving (L.) J. P. Mackenzie (E.)	March 25	(1) Wages (2) Union security	April 30	Unanimous report. The Board made recommendations regarding wages, union security, morning rest period, and lights for bog men.

TABLE III.—BOARDS OF CONCILIATION, 1949—*Continued*

No.	Disputant Parties	Members of Board	Date of Appointment of Board	Matters in Dispute	Board Reported	Details of Recommendations of Board
19	British Columbia Electric Railway Co., Ltd., Vancouver, Victoria, and New Westminster, and Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, Divisions 101, 109, 134	W. T. Moodie (C.) C. Cameron (L.) J. G. Gould (E.)	March 28	(1) Wages (2) Hours of work (3) Other changes in existing agreement	May 12	Majority report of the Board, employees' nominee dissenting. The Board recommended a reduction of the work-week from forty-six hours to forty hours, with no reduction in take-home pay, in three steps over a period from July 15, 1949, to July 15, 1950, and recommendations with respect to the other forty-eight matters in dispute as submitted by the association and the company.
20	Corporation of the District of Surrey, Cloverdale, and Surrey Municipal Employees' Association, Local No. 6	Percy Gomery (C.) L. A. Shephard (L.) S. A. Shannon (E.)	April 2	Wages	April 12	Unanimous report of the Board. The Board recommended a scale of wage increases for employees employed on a monthly or hourly basis, to be retroactive to January 1, 1949.
21	Eagle Time Delivery System Co., Ltd. (Diamond Cabs), Vancouver, and Taxicab, Stage and Bus Drivers' Union, Local No. 151	G. E. Street (C.) I. L. Cawker (L.) J. A. Macdonald (E.)	April 6	Wages	July 4	Unanimous report. The Board reported the parties had signed a collective agreement. The agreement called for a wage rate of $5 per eight-hour day or 40 per cent of the take, whichever is the greater, and a working-week of forty-eight hours.
22	Board of Police Commissioners, City of Victoria, and Victoria Police Federal Union, Local No. 251	Wm. McIntyre (C.) A. P. Rayment (L.) H. C. Holmes (E.)	April 12	All terms of collective agreement	April 15	Unanimous report. The recommendations of the Board were embodied in the form of agreement which is considered should be acceptable to both parties to this dispute.
23	Lama Wood Products, Ltd., Vancouver, and International Woodworkers of America, Local No. 1-217	G. E. Street (C.) James Bury (L.) C. A. Coltart (E.)	April 14	Wages	May 9	Unanimous report. The Board recommended an increase of 10 cents per hour for all classifications except boom-man, clipperman, and lathe operator. The recommended increase for the latter categories is 7 cents per hour.
24	Corporation of the Township of Langley and Langley Municipal Employees' Association, Local No. 10	Percy Gomery (C.) W. Scribbens (L.) A. E. Roberts (E.)	April 14	(1) Wages (2) Hours of work	April 28	Unanimous report. The Board recommended increase from $158 to $163 for mechanics. Outside labourers, 87½ cents per hour on straight forty-hour week throughout year, Monday through Friday. All employees on monthly pay receive same rate of pay as at present forty-hour week throughout year, except inside, or administration, staff, who commence work at 8.30 a.m. until 5 p.m. Monday through Friday.
25	Peerless Laundry, Ltd., Vancouver, and International Union of Operating Engineers, Local No. 882	G. E. Street (C.) A. W. Scott (L.) J. F. Richmond (E.)	April 20	Wages	May 14	Unanimous report. The Board recommended fourth-class engineers be paid a wage rate of $43 per week.

26	Atlin Fisheries, Ltd., Prince Rupert; B.C. Packers, Ltd.; Canadian Fishing Co., Ltd.; Edmunds & Walker, Ltd.; Western Fishing Co., Ltd., all of Vancouver, and United Fishermen and Allied Workers' Union	A. J. Cowan (C.) George Gee (L.) J. N. Hyland (E.)	April 21	(1) Wages (2) Union security (3) Hours of work (4) Statutory holidays	May 25	Majority report, employees' nominee dissenting on questions of general wage increase and union-security clause. The Board made unanimous recommendations regarding hours of work, overtime, and statutory holidays.
27	Fraser Valley Milk Producers' Association and International Union of Operating Engineers, Local No. 882	Percy Gomery (C.) H. W. Flesher (L.) L. A. Atkinson (E.)	April 21	Wages	May 3	Majority report, employees' nominee dissenting. The Board recommended a general increase in wages of $12.50 per month, retroactive to January 1, 1949.
28	Austin Hotel Co., Ltd.; Patricia Hotel; Pacific Western Hotels, Ltd.; Columbia Hotel; Europe Hotel, Ltd.; Daniel Rotary (Niagara Hotel); Castle Hotel Co., Ltd.; Belmont Hotel Co., Ltd.; Vintners, Ltd. (Balmoral Hotel); Ritz Apartment, Ltd.; Empress Hotel; Abbotsford Hotel Co., Ltd.; St. Helen's Hotel Co., Ltd., and Building Service Employees' Union, Local No. 244	J. E. Eades (C.) P. Canavan (L.) A. C. DesBrisay (E.)	April 22	(1) Wages (2) Hours of work	July 6	Unanimous report. The Board recommended that hours of work shall be five days of eight hours each in one week, and six days of eight hours in the following week, and thereafter alternate weeks of five days of eight hours each and six days of eight hours each. Overtime to be paid at the rate of time and one-half for all hours worked in excess of forty hours during forty-hour week and in excess of forty-eight hours in the forty-eight-hour week and in excess of eight hours in any one day. The Board also recommended a wage-scale for various categories.
29	Arlington Hotel, Beaufort Hotel, King Edward Hotel, Kingsway Hotel, Somass Hotel of Port Alberni, and Hotel, Restaurant and Beverage Employees' Union, Local No. 697	L. K. Jordan (C.) T. Gooderham (L.) N. Bevis (E.)	April 22	Wages	May 5	Unanimous report. The Board made recommendations with respect to a wage-scale.
30	Hudson's Bay Co. and International Brotherhood of Electrical Workers, Local No. 213	F. M. Clement (C.) Fred Keeley (L.) K. Y. Lochhead (E.)	April 27	(1) Wages (2) Union security	May 11	Unanimous report. The report of the Board was made in the form of an agreement which it felt should be acceptable to both parties.
31	Corporation of the City of Revelstoke and Kamloops Fire Fighters' Association, Local No. 913	J. R. Archibald (C.) W. H. Sands (L.) A. D. Boyle (E.)	May 5	Terms of collective agreement	May 16	Unanimous report. The Board recommended terms of a collective agreement which should be acceptable to both parties. Recommendations included three full-time firemen to be employed and provisions for medical evidence of sickness.
32	Torbrit Silver Mines, Ltd., Alice Arm, and International Union of Mine, Mill and Smelter Workers, Local No. 694	J. E. Eades (C.) K. Smith (L.) J. P. Mackenzie (E.)	May 13	Terms of collective agreement	June 9	Unanimous report. The parties settled all matters in dispute, and a collective agreement was concluded.
33	Furnace Oil Supply Co., Ltd., Vancouver, and United Oil Workers of Canada, Local No. 12	D. MacPherson (C.) Dan Radford (L.) Mark Crompton (E.)	May 17	(1) Wages (2) Maintenance of membership	July 15	Majority report, employer's nominee dissenting. The Board recommended a maintenance-of-membership clause and a wage increase of 10 cents per hour across the board.
34	Chilliwack Sawmills, Ltd., and International Woodworkers of America, Local No. 1-367	Percy Gomery (C.) J. Bury (L.) T. Robertson (E.)	May 20	Terms of collective agreement	June 4	Unanimous report. The Board recommended a scale of wages to be retroactive to April 25, 1949. The Board also recommended that the standard form of I.W.A. agreement become the agreement between the parties, with certain deletions.

TABLE III.—BOARDS OF CONCILIATION, 1949—*Continued*

No.	Disputant Parties	Members of Board	Date of Appointment of Board	Matters in Dispute	Board Reported	Details of Recommendations of Board
35	Consolidated Mining and Smelting Co. of Canada, Ltd. (Tulsequah Chief mine), and International Union of Mine, Mill and Smelter Workers, Local No. 858	C. B. Garland (C.) R. Billingsley (L.) J. C. Ross (E.)	May 21	Wages	June 21	Three separate reports were filed. The chairman's report and that of employer's nominee were similar. Employees' nominee dissented. The Board recommended that workmen whose duties required them to walk from the camp to mine portal on their own time should receive an allowance equal to one-half hour's pay by reason of the steep climb. Also recommended company pay in and out fare to employees from place of hiring after performance of 285 shifts, and pay one fare after performing 190 shifts. The Board recommended that wages paid labourers be increased to 96½ cents.
36	George McKenzie and Daniel McKenzie (McKenzie Bros.), Chilliwack; Commonwealth Construction Co., Ltd., and C. J. Oliver, Ltd., both of Vancouver, and United Brotherhood of Carpenters and Joiners of America, Local No. 1843	A. J. Cowan (C.) G. Bengough (L.) J. P. Mackenzie (E.)	May 28	Wages	June 14	Unanimous report. The Board recommended that the employers sign individual contracts in the form submitted by the union. The Board recommended that McKenzie Bros. contract contain special wage provisions.
37	Army and Navy Department Stores (Western), Ltd., Vancouver, and Retail, Wholesale and Department Store Union, Local No. 535	G. E. Street (C.) G. MacNeil (L.) G. S. Miller (E.)	June 14	(1) Wages (2) Maintenance of membership	August 5	Unanimous report, employer's nominee dissenting on wage increase and maintenance-of-union-membership clauses.
38	Okanagan Federated Shippers' Association Inc., and Federation of Fruit and Vegetable Workers' Union (T.L.C.)	W. R. McIntyre (C.) F. Valair (L.) E. J. Chambers (E.)	June 21	(1) Wages (2) Union security	July 9	Unanimous report. The Board recommended (1) a form of union security be embodied in the new agreement and (2) the Rand award should be retained in the agreement, with the amendment that the amount to be deducted from union dues be slightly increased. The adoption of a wage formula was recommended.
39	Pumps and Power Ltd., and United Steelworkers of America, Local No. 2952	W. T. Moodie (C.) H. Gargrave (L.) O. R. Olsen (E.)	June 27	All terms of collective agreement	August 6	Majority report, employees' nominee dissenting. The Board recommended a form of proposed agreement be accepted.
40	Western Crown Manufacturing Co., Burnaby, and International Woodworkers of America, Local No. 1-357	G. E. Street (C.) H. Gargrave (L.) J. C. Munro (E.)	July 6	Wages	August 5	Majority report, employer's nominee dissenting. The Board recommended an increase in wages of 8 cents per hour.
41	Dr. Ballard's Animal Food Products, Ltd., and United Packinghouse Workers of America, Local No. 283	Percy Gomery (C.) H. Gargrave (L.) J. C. Munro (E.)	July 6	(1) Wages (2) Statutory holidays	July 20	Unanimous report. The Board recommended a wage increase of a flat 7 cents across the board, and that a clause be embodied in the agreement providing nine statutory holidays with pay.

42	Acme Plumbing and Heating Service; Barr & Anderson, Ltd.; B. Boe, Ltd.; Ben's Plumbing (Marinos Bennis); A. H. Bourdon Plumbing & Heating Co., Ltd.; H. S. Crombie, Ltd.; Dillabough Plumbing Co., Ltd.; Frank Fenk; Filbey's Plumbing and Heating; Fourth Avenue Heating and Plumbing; General Plumbing and Heating Co., Ltd.; Grinnell Co. of Canada, Ltd.; F. N. Hamilton; Hodgson, Ltd.; Keith Plumbing and Heating; Kitsilano General Repairs; Gordon Latham, Ltd.; Leek & Co., Ltd.; Lockbie & Hole, Ltd.; H. E. McConaghy, Ltd.; D. A. McDonald Co., Ltd.; O. S. McMorran Plumbing and Heating; Mitchell Bros., Ltd.; Page & Harper; San-O-Heat, Ltd.; Summerfield's, Ltd.; Vancouver Pipe Works, Ltd.; Viking Automatic Sprinkler Co., Ltd.; Walsh Construction, Ltd.; Weeks & Co.; F. Welch & Son; Geo. J. Wilkie & Co., Ltd.; Henry Wilson Plumbing & Heating, all of Vancouver, and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local No. 170	A. J. Cowan (C.) J. N. Ross (L.) J. P. Mackenzie (E.)	July 19	Wages	July 28	Majority report, employees' nominee dissenting. The Board recommended the basic wage rate be increased to $1.60 per hour for journeymen and $1.10 per hour for helpers.
43	B.C. Hotels' Association, Vancouver, and the Hotel and Restaurant Employees, Local No. 28	Percy Gomery (C.) R. K. Gervin (L.) A. C. DesBrisay (E.)	July 20	(1) Terms of collective agreement (2) Wages	September 13	Unanimous report. The Board recommended (1) an increase of 5 cents an hour across the board, retroactive to April 1, 1949; (2) termination date of agreement be written as April 30, 1951, with proviso that employers or any of them may, after March 31, 1950, reopen the agreement in respect to wages only on thirty days' notice to the union if the gross revenues derived from either operation of rooms or operation of a food department in any of the hotels concerned is at least 10 per cent less than present revenues.
44	Signkraft, Ltd.; Charles Brawn & Son; J. Boshard & Son, Ltd.; Hopps Sign Co., Ltd.; Seaboard Advertising Co., Ltd.; Wallace Neon, Ltd.; Neon Products of Western Canada, Ltd.; Neolite, Ltd.; George Fleming Co., Ltd.; Walburn Neon, Ltd.; Coast Neon, Ltd.; Clay Signs, Ltd.; and Sign and Pictorial Painters' Local Union No. 726	W. T. Moodie (C.) R. Pettipiece (L.) Allan Napier (E.)	July 27	Wages	August 15	Majority report, employee's nominee dissenting. The Board recommended (1) an increase of 10 to 20 cents per hour above basic wage rate for all work performed on bulletin, structures, walls, and signs over 50 feet and up to 100 feet from the ground; (2) increase of 5 cents per hour for journeymen, and a proportionate increase to all other classifications.

TABLE III.—BOARDS OF CONCILIATION, 1949—*Continued*

No.	Disputant Parties	Members of Board	Date of Appointment of Board	Matters in Dispute	Board Reported	Details of Recommendations of Board
45	Forest Industrial Relations, Ltd., and International Woodworkers of America, B.C. District Council No. 1	J. K. Macrae (C.) H. Gargrave (L.) D. B. McLeod (E.)	July 30	(1) Wages (2) Union security (3) Hours of work (4) Bonding (5) Board and lodging	August 18	Majority report of the Board, employees' nominee dissenting. The Board recommended that no increase in wages, direct or indirect, be granted at the present time. The Board did not recommend proposals for union shop, health and welfare, board and lodging, and statutory holidays, but recommended an amendment to the clause relating to hours of work in the present agreement. The Board unanimously agreed that no recommendation be made with regard to the employers' proposals for a reduction in wages and bonding.
46	Kelowna Exploration Co., Ltd., and Hedley Nickel Plate Mine and Mill Workers, Local No. 656	F. M. Clement (C.) H. Murphy (L.) J. P. Mackenzie (E.)	August 3	Bonus plan	August 20	Majority report of the Board, employees' nominee dissenting. The Board recommended that the present agreement, plus the bonus plan now in effect, extended to cover all employees who are covered by this agreement, be continued for one year. Employees' nominee agreed to bonus plan.
47	Burrard Dry Dock Co., Ltd., and Joint Shipyard Union Conference, composed of Blacksmiths' and Helpers' Union of Canada, Local No. 1; Electrical Trades Union, Local No. 1; Marine Workers' and Boilermakers' Industrial Union, Local No. 1; International Association of Painters, Decorators and Paperhangers, Local No. 138; and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local No. 170.	J. E. Eades (C.) W. L. White (L.) H. A. Wallace (E.)	August 3	(1) Wages (2) Statutory holidays (3) Annual holiday pay	August 24	Unanimous report of the Board. The Board recommended that the existing agreement be continued for one year with the following amendments: (1) That 4 cents be added to each of the figures in the wage schedule and that the part of the clause which adjusts the wage rates in accordance with the cost of living be deleted; (2) that employees be paid for three statutory holidays; (3) that employees be paid holiday pay of 3 per cent of the employee's earnings for each normal eight-hour day's pay; (4) that the agreement be executed as of August 1, 1949.
48	Pacific Dry Dock Co., Ltd., and Joint Shipyard Union Conference, composed of Blacksmiths' and Helpers' Union of Canada, Local No. 1; International Association of Painters, Decorators and Paperhangers, Local No. 138; Marine Workers' and Boilermakers' Industrial Union, Local No. 1, and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local No. 170	J. E. Eades (C.) W. L. White (L.) H. A. Wallace (E.)	August 3	(1) Wages (2) Statutory holidays (3) Annual holiday pay	August 24	Unanimous report of the Board. The Board recommended that the existing agreement be continued for one year with the following amendments: (1) That 4 cents be added to each of the figures in the wage schedule and that the part of the clause which adjusts the wage rates in accordance with the cost of living be deleted; (2) that employees be paid for three statutory holidays; (3) that employees be paid holiday pay of 3 per cent of the employee's earnings for each normal eight-hour day's pay; (4) that the agreement be executed as of August 1, 1949.

49	Stage Productions, Ltd., and Theatre Employees' Union, Local No. B-72	Percy Gomery (C.) R. K. Gervin (L.) D. A. Chertkow (E.)	August 12	Wages	August 23	Unanimous report of the Board. The Board recommended that the standard form of agreement, submitted by the union, be accepted, to become effective forthwith. The Board also recommended that the employer pay his employees according to the wage scale submitted by the union, effective September 1, 1949.
50	Canadian Canners (Western), Ltd., and United Packinghouse Workers of America, Local No. 339	Percy Gomery (C.) H. Gargrave (L.) L. R. Stephens (E.)	August 13	Wages	September 8	Majority report, employees' nominee dissenting. The Board recommended no change be made in provisions for statutory holidays. The chairman and employees' nominee recommended an increase in wages of 5 cents per hour for certain specified employees.
51	Reeves MacDonald Mines, Ltd., and United Brotherhood of Carpenters and Joiners of America, Local No. 2458	William Irvine (C.) D. D. McLean (L.) R. E. Horton (E.)	August 15	Wages	August 25	Majority report of the Board, employer's nominee dissenting. The Board recommended that the wage for carpenters be $1.40 per hour plus cost-of-living bonus of 5 cents per hour as commensurate with the Dominion cost-of-living index of 156.9, and the rate of wages shall not decrease for that year. That the cost-of-living index be reviewed every three months from the date of wage adjustment, upward or downward, at the rate of 5 cents for each point of fluctuation on the index as published officially at that time.
52	Osoyoos Co-operative Fruit and Vegetable Growers' Association and United Packinghouse Workers of America, Local No. 344	Percy Gomery (C.) H. Gargrave (L.) E. J. Chambers (E.)	August 15	(1) Union security (2) Show-up guarantee (3) Statutory holidays (4) Annual holidays (5) Wages	September 1	Unanimous report of the Board. The Board recommended (1) union security in the form of the Rand formula, (2) minimum recompense of three hours' pay for employees called in, (3) no payment for statutory holidays not worked, (4) two weeks' holidays after five years' service, (5) that for the present no wage increase be granted, (6) that the termination date of the agreement should approximate that of the agreement covering the majority of the industry.
53	Pacific Lumber Inspection Bureau (B.C. Division) and Lumber Inspectors' Union (B.C. Division), Local No. 1	P. B. Paine (C.) D. Radford (L.) D. B. McLeod (E.)	August 16	(1) Wages (2) Statutory holidays (3) Pension plan (4) Union security	September 6	Majority report, employees' nominee dissenting. The Board recommended that the union requests for (1) wage increases, (2) statutory holidays, (3) pension plan, and (4) union security be rejected.

TABLE III.—BOARDS OF CONCILIATION, 1949—*Continued*

No.	Disputant Parties	Members of Board	Date of Appointment of Board	Matters in Dispute	Board Reported	Details of Recommendations of Board
54	Jack Storey Pie Co., Ltd., Vancouver, and Bakery and Confectionery Workers' International Union of America, Local No. 468	P. B. Paine (C.) A. T. Alsbury (L.) T. R. Watt (E.)	August 16	All terms of collective agreement	August 29	Unanimous report of the Board. The Board recommended that the parties enter into the collective agreement prepared by the Board, effective date being date of execution by parties. Also that three employees, other than the foreman, each receive a weekly wage increase of $3, effective from August 29, 1949.
55	Buckerfield's, Ltd., Vancouver, and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 223	R. Twining (C.) G. Home (L.) J. P. Mackenzie (E.)	August 17	(1) Wages (2) Hours of work (3) Statutory holidays	September 2	The Chairman of the Board recommended a union-shop clause to be included in an agreement between the parties. He recommended no change in hourly wages or hours of work, but that employees should be paid for three statutory holidays. The employer's nominee concurred in all recommendations of the Chairman but that of union security. The employees' nominee recommended a 10-per-cent wage increase, a forty-hour week, and a graduated scale of payment for statutory holidays based on length of service.
56	National Biscuit and Confection Co., Ltd., Vancouver, and Bakery and Confectionery Workers' International Union of America, Local No. 468	W. T. Moodie (C.) A. T. Alsbury (L.) Ian Cameron (E.)	August 19	(1) Union security (2) Hours of work (3) Wages	September 27	Majority report, employees' nominee dissenting. The Board recommended inclusion of a union-security clause in the agreement. The Board also recommended that the union's requests for (1) hours of work reduction, (2) access of union business agent to employer's premises, (3) pay for work in lower work classifications, and (4) increase in wages be rejected.
57	Burrard Dry Dock Co., Ltd., and Pacific Dry Dock Co., Ltd., North Vancouver, and International Association of Machinists, Local No. 692	A. J. Cowan (C.) G. Bengough (L.) D. B. McLeod (E.)	August 26	All terms of collective agreement	September 12	Majority report, employees' nominee dissenting. The Board recommended the report of the Conciliation Board between Burrard Dry Dock Co., Ltd., and Pacific Dry Dock Co., Ltd., *re* Joint Shipyard Conference be adopted by the parties.
58	Canadian Fish and Cold Storage Co., Ltd.; Northern Fishermen Cold Storage, Ltd.; Prince Rupert Fishermen's Co-operative Association, and International Union of Operating Engineers, Local No. 510	James Forman (C.) R. Moore (L.) T. Brown (E.)	August 26	Wages	September 8	Unanimous report. The Board recommended an increase of $19 a month across the board in pay, retroactive to August 1, 1949.
59	Westminster Paper Co. and International Brotherhood of Papermakers, Local No. 456	T. Selkirk (C.) J. Maguire (L.) Sherwood Lett (E.)	August 29	(1) Statutory holidays (2) Annual holidays (3) Wages	September 24	Unanimous report. The Board recommended (1) two additional holidays with pay, (2) two weeks' holiday pay be granted after three years' employment, (3) an 8-cent per hour increase be granted to jeep-drivers, (4) Class "A" mechanics receive an increase of 5 cents per hour with a proportionate increase for Class "B" mechanics.

60	Ladner Transfer, Ltd., and Delta Freight Lines, and General Truck Drivers' and Helpers' Union, Local No. 31	M. H. McGeough (C.) Charles Gower (L.) E. F. Carruthers (E.)	September 12	(1) Wages (2) Statutory holidays (3) Annual holidays	November 28	Unanimous report. The Board recommended the companies enter into an agreement with the union, said agreement to include, in addition to the sections of the standard agreement which have been previously agreed upon, the following: (1) An increase in basic wage rates, (2) pay for one statutory holiday when not worked, (3) no change in the annual-vacation-with-pay plan.
61	B.C. District Telegraph and Delivery Co., Ltd., Vancouver, and International Brotherhood of Electrical Workers, Local No. 213	D. R. Blair (C.) Alex Gordon (L.) G. V. Gowan (E.)	September 20	(1) Wages (2) Union security	October 7	Majority report, employees' nominee dissenting. The Board recommended wages increases for plant department, recorders, and patrolmen, and that the company pay one-half of each of the Medical Service Aid Plan and the B.C. Hospital Plan. The Board also recommended that the company agree that all present employees remain members of the union during the life of the agreement. All new employees must become and remain members thirty days from date of employment during life of agreement.
62	McKenzie Barge and Derrick Co., Ltd.; Nelson Bros. Fisheries, Ltd.; Dawe Marine, Ltd.; Harbour Boatyards, Ltd.; Vancouver Shipyards, Ltd.; A. C. Benson Shipyards, Ltd.; Star Shipyards (Mercers), Ltd.; Sterling Shipyards, Ltd.; Burrard Shipyard and Engineering Works, Ltd.; Beach Ave. Shipyards (1932), Ltd.; Celtic Shipyards (B.C. Packers), Ltd.; Georgia Engineering Co., Ltd.; W. R. Mencions & Co., Ltd., and Marine Workers' and Boilermakers' Industrial Union, Local No. 1	J. D. Ross (C.) W. L. White (L.) D. B. McLeod (E.)	September 21	All terms of collective agreement	September 27	Majority report, employee's nominee dissenting. The Board recommended that the agreement effective August 1, 1948, be continued without alteration in its terms.
63	Bestovall Canning Co., Ltd., Vancouver, and United Packinghouse Workers of America, Local No. 350	W. T. Moodie (C.) H. Gargrave (L.) J. C. Munro (E.)	October 4	(1) Wages (2) Seniority (3) Statutory holidays	October 28	Majority report, employees' nominee dissenting. The Board recommended no increase in wages. The Board unanimously recommended a special seniority clause be inserted in the agreement. Also recommended against granting of additional statutory holidays with pay.
64	Imperial Optical Co., Ltd., Vancouver, and United Optical and Instrument Workers' Industrial Union, Local No. 2	George Street (C.) Percy Lawson (L.) J. Brownlee (E.)	October 5	Wages	October 27	Majority report, employer's nominee dissenting. The Board recommended an increase in wages of 15 per cent per month for all classifications with exception of beginners, and in that respect it recommended company pay existing rate of $80 per month for a period not in excess of one year. The Board also recommended existing benefits be continued.

TABLE III.—BOARDS OF CONCILIATION, 1949—*Continued*

No.	Disputant Parties	Members of Board	Date of Appointment of Board	Matters in Dispute	Board Reported	Details of Recommendations of Board
65	Canadian Canners (Western), Ltd. (Factory 73), and Canadian Canners (Western), Ltd. (843 River Road), and the United Packinghouse Workers of America, Local No. 350	George Street (C.) H. Gargrave (L.) L. R. Stephens, (E.)	October 12	(1) Wages (2) Grievance procedure (3) Union security	October 25	Majority report, employer's nominee dissenting. Upon the basis of the existing agreement the Board recommended amendments to the clauses dealing with union security and grievance procedure. The Board also recommended a 3-cent per hour increase to all classifications.
66	Richards Engineering Co., Ltd., Vancouver, and United Steelworkers of America, Local No. 2952	M. H. McGeough (C.) P. Baskin (L.) P. Lewis (E.)	October 18	(1) Wages (2) M.S.A. and hospital (3) Statutory holidays	November 7	Unanimous report. The Board recommended new agreement be signed as of September 1, 1949, to August 31, 1950. The Board recommended a general wage increase of 2 cents per hour. Also recommended that a medical health and accident group insurance be adopted and paid equally by company and employees, and pay for five statutory holidays.
67	Morrison Steel and Wire Co., Ltd., Vancouver, and Marine Workers' and Boilermakers' Industrial Union, Local No. 1	M. H. McGeough (C.) W. Stewart (L.) J. C. Munro (E.)	October 19	(1) Wages (2) Statutory holidays (3) Annual holidays	November 8	Majority report, employees' nominee dissenting. Recommend new collective agreement from October 1, 1949, to September 30, 1950; general wage increase of 4 cents per hour; eight hours' pay at straight-time wage rates for six statutory holidays; no change in union security; one week's holiday with pay after one year and two weeks' vacation with pay after three years' service.
68	Canadian Forest Products, Ltd. (Hunting-Merritt Shingle Division), and Shingle Weavers' Local No. 2802 of United Brotherhood of Carpenters and Joiners	D. R. Blair (C.) George Bengough (L.) D. B. McLeod (E.)	October 28	(1) Wages (2) Daily guarantee (3) Annual vacation (4) Statutory holidays (5) Pension plan (6) Hours of work (7) Union security	November 16	Majority report, employees' nominee dissenting. The Board recommended no changes in the provisions in the agreement covering the matters in dispute. It recommended continuance of existing agreement until June 15, 1950.
69	Famous Players (Canadian) Corporation, Ltd., Vancouver, and British Columbia Projectionists' Society, Local No. 348	Percy Gomery (C.) R. K. Gervin (L.) J. Hart (E.)	November 2	Wages	December 2	Majority report, employees' nominee dissenting. The Board recommended a general wage increase of 19 cents an hour across the board. The Board also recommended the usual two-year agreement.
70	Canadian Bonar and Bemis, Ltd., Vancouver, and Pulp, Sulphite and Paper Mill Workers, Local No. 433	A. A. Clarke (C.) H. Foster (L.) J. McKenzie (E.)	November 5	(1) Wages (2) Union security (3) Hours of work	November 15	Unanimous report. The Board recommended an increase in scale of wages; present status regarding union security be not changed; forty-four-hour week be reduced to forty-two-hour week; agreement be effective as of August 1, 1949, to August 1, 1950.
71	Wallach & Brail, Vancouver, and Vancouver Fur Workers' Union, Local No. 197	M. H. McGeough (C.) W. A. Stewart (L.) E. Orr (E.)	November 5	(1) Wages (2) Grievance procedure	December 5	Majority report, employer's nominee dissenting. The Board recommended that the agreement submitted by the union be entered into for a period of one year, with changes in the clauses dealing with grievance procedure and wages.

72	Faulkner Furs, Vancouver, and Vancouver Fur Workers' Union, Local No. 197	M. H. McGeough (C.) W. A. Stewart (L.) E. Orr (E.)	November 5	(1) Wages (2) Grievance procedure	December 5	Majority report, employer's nominee dissenting. The Board recommended that the agreement submitted by the union be entered into for a period of one year, with changes in the clauses dealing with grievance procedure and wages.
73	Motor Transport Labour Relations Council, representing thirty-eight employers in Vancouver, Burnaby, New Westminster, and Victoria, and General Truck Drivers' and Helpers' Union, Local No. 31	M. H. McGeough (C.) R. K. Gervin (L.) R. W. Underhill (E.)	November 9	(1) Overtime (2) Wages (3) Statutory holidays (4) Annual holidays	November 25	Majority report, employer's nominee dissenting. The Board recommended: (1) Request for double time for work Sundays and certain statutory holidays is declined; (2) request for overtime after eight hours per day instead of after eight and one-half hours per day, and after forty-four hours per week instead of forty-seven hours per week, is declined; (3) general increase in minimum wage rates for experienced employees; (4) pay for statutory holidays when not worked; (5) alteration in hiring methods declined; (6) request for extension of annual holidays declined.
74	Skyline Manufacturing Co., Vancouver, and International Woodworkers of America, Local No. 1-217	J. E. Eades (C.) P. Lawson (L.) Hugh Gordon (E.)	November 12	Wages	December 7	Majority report, employer's nominee dissenting. The Board recommended: (1) Basic wage rate be increased to $1.05 per hour; (2) when employees of Skyline are employed exclusively on the work of the Hammond Company that they be paid at the Hammond rate; (3) that the increase be retroactive to September 16, 1949; (4) that the parties having consented thereto, the expiry date of the agreement be fixed at August 16, 1950.
75	Industrial Engineering, Ltd., Vancouver, and United Steelworkers of America, Local No. 3376	M. H. McGeough (C.) P. Baskin (L.) T. R. Watt (E.)	November 16	All terms of collective agreement	December 29	Unanimous report. The Board reported a satisfactory settlement of the dispute was reached by both parties, without further reference to the Board.
76	Hudson's Bay Co., Victoria, and Retail Clerks' Union, Local No. 279	Percy Gomery (C.) P. Rayment (L.) A. B. Paterson (E.)	November 23	Wages	December 3	Unanimous report. The Board recommended that the company proceed to work out with the union a plan to include at least a nominal improvement for employees presently paid $22 per week. Meantime, recommended acceptance of the company's offer to continue for current year on the basis of the existing wage schedules and also agree to renew the clauses providing 3-per-cent automatic increase every six months for each job through the 25-per-cent ranges. The Board did not formally recommend union security.
77	General Steel Wares, Ltd., Vancouver, and United Steelworkers of America, Local No. 3452	C. R. Twining (C.) P. Baskin (L.) N. A. McLean (E.)	November 25	All terms of collective agreement	January 28	In a unanimous report the Board recommended a scale of wage-rates and classifications to be substituted into the agreement then in effect.*

* The proceedings of this Board had not been terminated at the end of the period under review. This table has been amended in the light of later information to bring it up to date.

TABLE III.—BOARDS OF CONCILIATION, 1949—*Continued*

No.	Disputant Parties	Members of Board	Date of Appointment of Board	Matters in Dispute	Board Reported	Details of Recommendations of Board
78	Superior Food Stores, Ltd., Victoria, Vancouver, Burnaby, New Westminster, North Vancouver, and West Vancouver, and Amalgamated Meat Cutters and Butcher Workmen of North America, Local No. 212	M. H. McGeough (C.) A. T. Dyer (L.) D. B. McLeod (E.)	November 28	(1) Wages (2) Preferential hiring (3) Vacations (4) Grievance procedure	December 19	Majority report, employees' nominee dissenting. The Board recommended changes covering preferential hiring, vacations, and grievance procedure. The Board also recommended that the present wage-scale remain in effect from October 25, 1949, to June 20, 1950. Effective June 20, 1950, until October 25, 1950, an increase in the wage-scale.
79	Twentieth Century-Fox Corporation, Ltd.; Empire-Universal Films, Ltd.; R.K.O. Distributing Corporation, Ltd.; Paramount Film Service, Ltd.; Columbia Pictures of Canada, Ltd.; Eagle-Lion Films of Canada, Ltd.; Metro Goldwyn Mayer Pictures of Canada, Ltd.; Warner Bros. Pictures Distributing Co., Ltd., and Film Exchange Employees' Union, Local No. B-71	Percy Gomery (C.) J. R. Foster (L.) J. F. Davie (E.)	December 2	Wages	December 19	Majority report, employers' nominee dissenting. The Board recommended an increase in wage-scale to be retroactive to August 5, 1949. The Board also recommended that the new agreement become effective from the date of signing and terminate February 28, 1951.
80	Barr & Kennelly, Ltd.; Columbia Contracting Co., Ltd.; Cranbrook Cartage and Transfer Co., Ltd.; Crow's Nest Pass Lumber Co., Ltd.; Kootenay Spruce Mills, Ltd.; Knight Lumber Co., Ltd.; J. S. B. Timber & Fuel Products, and Woodworkers' Industrial Union of Canada, Local No. 405	E. P. Dawson (C.) H. Pritchett (L.) J. C. Munro (E.)	December 5	(1) Wages (2) Hours of work (3) Board and lodging	December 16	Majority report, employers' nominee dissenting. The Board recommended a 2½-cent increase per hour for all job categories, retroactive from September 1, 1949. The Board also made recommendations regarding hours of work and rates for board and lodging. The Board recommended that with amendments the 1948 contract should remain in full force and effect till September 1, 1950.
81	Belkin Paper Box, Ltd., Vancouver, and Vancouver Printing Pressmen and Assistants' Union, Local No. 69	M. H. McGeough (C.) Alex Gordon (L.) A. MacQuarrie (E.)	December 6	Wages	January 16	Unanimous report. The Board recommended an agreement to which the parties should subscribe, the wage-scale and statutory-holiday provisions of which to be effective as and from January 3, 1950.*
82	Active Trading Co., Vancouver, and Marine Workers' and Boilermakers' Industrial Union, Local No. 1	George Street (C.) E. E. Leary (L.) David Berman (E.)	December 7	(1) Hours of work (2) Wages (3) Annual holidays (4) Statutory holidays	January 31	Majority report, employer's nominee dissenting. The Board recommended (1) increase of 3½ cents per hour, this increase to include 3½ cents per hour cost-of-living bonus now due or being paid, (2) elimination of cost-of-living bonus clause, (3) three additional statutory holidays with pay, and (4) two additional days' vacation with pay.*
83	Atlas Iron and Metal Co., Vancouver, and Marine Workers' and Boilermakers' Industrial Union, Local No. 1	George Street (C.) E. E. Leary (L.) G. S. Miller (E.)	December 7	(1) Hours of work (2) Wages (3) Annual holidays (4) Statutory holidays	January 31	Majority report, employer's nominee dissenting. The Board recommended (1) increase of 3½ cents per hour, this increase to include 3½ cents per hour cost-of-living bonus now due or being paid, (2) elimination of cost-of-living bonus clause, (3) three additional statutory holidays with pay, and (4) two additional days' vacation with pay.*

84	Pacific Junk Co., Vancouver, and Marine Workers' and Boilermakers' Industrial Union, Local No. 1	George Street (C.) E. E. Leary (L.) B. Lotzkar (E.)	December 7	(1) Hours of work (2) Wages (3) Annual holidays (4) Statutory holidays	January 31	Majority report, employer's nominee dissenting. The Board recommended (1) increase of 3½ cents per hour, this increase to include 3½ cents per hour cost-of-living bonus now due or being paid, (2) elimination of cost-of-living bonus clause, (3) three additional statutory holidays with pay, and (4) two additional days' vacation with pay.*
85	Gordon Young (B.C.), Ltd., Vancouver, and General Truck Drivers' and Helpers' Union, Local No. 31	A. J. Cowan (C.) I. Cawker (L.) R. Tupper (E.)	December 7	All terms of collective agreement	January 10	In view of allegations by the employer, evidenced by a letter from four of the employees in the bargaining unit, that the union no longer represented the majority of the employees of this employer, the majority of the Board, consisting of the chairman and employer's nominee, were of the opinion that it was impossible to bring about an agreement between the parties.*
86	Dobney Foundry Co., New Westminster, and United Steelworkers of America, Local No. 3495	M. H. McGeough (C.) P. Baskin (L.) J. C. Munro (E.)	December 7	(1) Statutory holidays (2) Annual holidays (3) Wages (4) Medical and hospital plan	February 22	Three separate reports were filed. The chairman recommended extension of present agreement without change until July 31, 1950. The employer's nominee recommended its renewal effective February 1, 1950, to expire January 31, 1951. The employees' nominee recommended an agreement retroactive to August 1, 1949, containing provision for (1) payment for nine statutory holidays, (2) two weeks' vacation with pay after five years, (3) 7-cent per hour wage increase, and (4) medical health and accident group insurance plan.*
87	New Westminster Foundry Co., Ltd., and United Steelworkers of America, Local No. 3495	M. H. McGeough (C.) P. Baskin (L.) J. C. Munro (E.)	December 7	(1) Statutory holidays (2) Annual holidays (3) Wages (4) Medical and hospital plan	March 22	The chairman and members of this Board submitted separate reports outlining their recommendations for the settlement of the matters in dispute between the parties.*
88	Canadian Bakeries, Ltd.; McGavin Bakeries, Ltd.; Western Bakeries, Ltd., Victoria, and Bakery and Confectionery Workers of America, Local No. 267	K. L. Sandercock (C.) T. C. Gooderham (L.) I. Cameron (E.)	December 8	(1) Wages (2) Union security	December 16	Majority report, employees' nominee dissenting. The Board recommended a change in union-security clause. The Board also recommended a wage increase be granted retroactive to November 1, 1949.
89	Aristocratic Restaurant (1947) Ltd., and Hotel and Restaurant Employees' Union Local No. 28	J. E. Eades (C.) R. K. Gervin (L.) L. Collins (E.)	December 13	Wages	February 8	Majority report, employees' nominee dissenting. The Board recommended (1) a preferential hiring clause and (2) payment of time-and-one-half for work performed on six statutory holidays.*
90	Canada Packers, Ltd., South Sumas, and United Packinghouse Workers of America, Local No. 430	D. Baldwin (C.) H. Gargrave (L.) W. L. Macken (E.)	December 14	All terms of collective agreement	January 5	Unanimous report. The Board recommended a scale of wages to be included in the agreement and to be made retroactive to July 25, 1949.*

* The proceedings of this Board had not been terminated at the end of the period under review. This table has been amended in the light of later information to bring it up to date.

TABLE III.—BOARDS OF CONCILIATION, 1949—*Continued*

No.	Disputant Parties	Members of Board	Date of Appointment of Board	Matters in Dispute	Board Reported	Details of Recommendations of Board
91	Western Foundry Co.; Ray's Pattern Works; Associated Foundries, Ltd.; West Coast Pattern Works; Letson & Burpee, Ltd.; Canadian Sumner Iron Works, Ltd.; Terminal City Iron Works, Ltd.; Maple Leaf Pattern Works, and Pattern-makers' Association of Vancouver and Vicinity, District No. 9	Percy Gomery (C.) W. A. Brown (L.) J. D. Ross (E.)	December 15	(1) Wages (2) Vacations	December 29	Unanimous report. The Board recommended a wage increase of 2 cents per hour retroactive to November 1, 1949. The Board also recommended an additional week's paid vacation for employees of five years' standing.
92	Vancouver Trunk and Bag, Ltd., and Vancouver Trunk and Bag Industrial Workers' Union, Local No. 1	M. H. McGeough (C.) D. Radford (L.) J. H. Ruddock (E.)	December 16	(1) Wages (2) Bonuses	February 23	Majority report, employer's nominee dissenting. The Board recommended the signing of an agreement on the same terms as set out in the agreement dated November 24, 1948, with an increase of not less than 5 cents per hour covering all employees, the new agreement to be effective from October 6, 1949.*
93	Brackman-Ker Milling Co., Ltd., Vancouver, and United Packinghouse Workers of America, Local No. 412	F. J. Lynn (C.) H. Gargrave (L.) J. H. Ruddock (E.)	December 20	(1) Union security (2) Forty-hour week (3) Statutory holidays (4) Probationary period (5) Job classifications	January 14	Majority report, employees' nominee dissenting. The Board recommended that no change be made regarding (1) union shop, (2) hours of work, (3) wages, (4) probationary period, and (5) statutory holidays.*
94	Wilfred Hill, New Westminster, and United Steelworkers of America, Local No. 3495	M. H. McGeough (C.) P. Baskin (L.) W. Hill (E.)	December 20	(1) Statutory holidays (2) Annual holidays (3) Wages (4) Medical and hospital plan	April 5	The Board reported that the parties had reached a mutual settlement on all matters referred to the Board.*
95	Canada Safeway, Ltd., Vancouver, and Amalgamated Meat Cutters and Butcher Workmen of North America, Local No. 212	Percy Gomery (C.) J. Y. Henderson (L.) C. J. White (E.)	December 23	All terms of collective agreement	January 17	Majority report, employees' nominee dissenting. The Board recommended that the agreement provide that an employee should not, against his wishes, be required to have a mid-day break of more than one hour. Also, that the wage-rate for head cutters, in other than home stores, requested by the union be granted.*
96	Cleland-Kent Engraving Co., Ltd., and Vancouver Engravers, Ltd., Vancouver, and Vancouver and Victoria Stereotypers' and Electrotypers' Union, Local No. 88	George Street (C.) Alex Bevis (L.) H. Graves (E.)	December 28	Wages	January 27	Majority report of the Board, employer's nominee dissenting. The Board recommended a wage increase of $10 per week, retroactive to August 1, 1949.*
97	Reeves MacDonald Mines, Ltd., Salmo, and Trail and District Smelter Workers' Union, Local No. 480	F. M. Clement (C.) H. Murphy (L.) J. P. Mackenzie (E.)	December 29	All terms of collective agreement	February 4	Three separate reports were filed by members of the Board. The chairman made recommendations with respect to (1) hours of work, (2) paid statutory holidays, (3) vacations with pay, (4) welfare plan, (5) shift differential, and (6) wage increases. The employees' nominee concurred in all recommendations of the chairman except that relating to wage increases. The employer's nominee dissented on all matters.*

* The proceedings of this Board had not been terminated at the end of the period under review. This table has been amended in the light of later information to bring it up to date.

Analysis of Disputes before Conciliation Boards by Predominant Cause

Wages	80
Statutory holidays	22
Union security	21
Annual holidays	20
All terms of agreement	16
Hours of work	15
Medical and hospital insurance plans	4
Grievance procedure	4
Overtime regulation, board and lodging, bonus plans, pension plans	2
Shift differentials, apprenticeship ratio, bonding, show-up guarantee, seniority, daily guarantee, probationary period, job classifications	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 1, 1949			
Electricians, Victoria	Commenced October 25, 1948, involving six contractors, extended to eight additional contractors on November 25, 1948; for increased wages; terminated January 14, 1949; negotiations; compromise	14	65	650*
Cleaners and dyers, Vancouver	Commenced December 6, 1948; for increased wages as recommended by Conciliation Board; terminated January 14, 1949; negotiations; in favour of workers	1	17	170*
	Summary of Disputes Commencing in 1949			
Upholsterers, Vancouver	Commenced March 10; refused to accept reduced piece-work rates on newly designed furniture; replacement of workers; employment situation no longer affected after March 12	1	5	10
Truck-drivers, Courtenay, Duncan, Nanaimo, Port Alberni, and Victoria	Commenced March 21; for a new agreement providing for increased wages; two weeks' vacation with pay and contributory medical hospitalization plan, following reference to Conciliation Board; terminated April 21; negotiations in favour of workers	1	50	1,400
Jewellery-workers, Vancouver	Commenced March 26; for a new agreement providing for increased wages and reduced hours following reference to Conciliation Board; terminated July 22; indefinite	1	14	1,300
Gold-miners, Tulsequah	Commenced April 27; for a new agreement providing for increased wages; terminated April 30; negotiations; compromise	1	143	572
Department-store clerks, New Westminster	Commenced August 27; for a union agreement providing for increased wages and other changes, as recommended by majority report of Conciliation Board; unterminated as of December 31	1	80	7,600
Wood-products factory workers, New Westminster	Commenced August 30; for a new agreement providing for increased wages as recommended by Conciliation Board; terminated September 23; negotiations; compromise	1	48	840
Salmon fishermen, tendermen, etc., British Columbia	Commenced September 26; for increased prices for fish; terminated October 3; negotiations; compromise	14	2,300	16,100
Sign and pictorial painters, Vancouver	Commenced October 5; for increased wages; terminated October 31; in favour of workers	8	119	2,137
Gold-miners, Hedley	Commenced October 24; for increased wages and reduced hours; terminated October 31; negotiations; compromise	1	166	913
Totals		44	3,007	31,692

* Indicates time-loss in man-days during 1949.

TABLE V.—ANALYSIS OF DISPUTES IN BRITISH COLUMBIA, 1935–49

Year	Number of Disputes Beginning During Year*	Number of Disputes During Year	Number of Employers Affected	Number of Employees Affected	Time-loss in Working-days	Time-loss as Percentage of Estimated Total Working-time of Wage and Salary Earners†
1935	23	23	‡	7,321	140,706	0.278
1936	16	16	‡	5,741	75,311	0.142
1937	16	16	‡	1,188	30,022	0.054
1938	11	11	32	837	8,236	0.015
1939	4	4	4	822	13,803	0.024
1940	1	2	2	204	8,510	0.014
1941	7	8	8	1,408	7,594	0.011
1942	50	50	82	18,804	35,024	0.040
1943	43	43	43	21,704	75,129	0.076
1944	15	15	15	6,379	4,510	0.048
1945	18	18	18	6,810	69,595	0.079
1946	21	21	524	40,014	1,294,202	1.589
1947	25	25	65	6,386	153,168	0.170
1948	8	10	63	3,216	106,230	0.113
1949	9	11	44	3,007	31,692	0.034

* In this table, figures for disputes extending over the year are counted more than once.
† Chart shown below.
‡ Not available.
Source: British Columbia Department of Labour Annual Reports.

CHART SHOWING PERCENTAGE OF TOTAL WORKING-TIME LOST THROUGH STRIKES, 1935–49

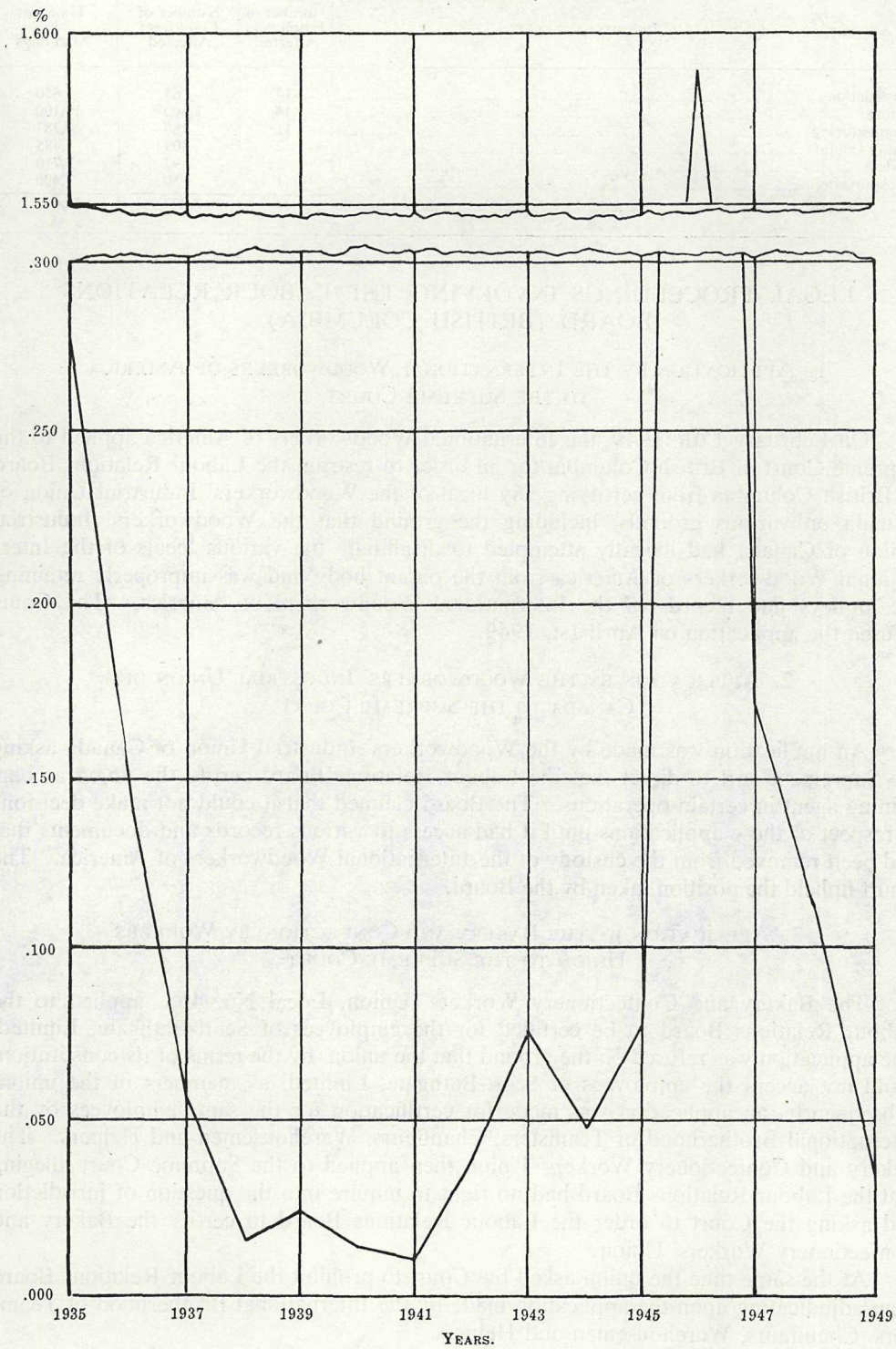


TABLE VI.—ANALYSIS OF DISPUTES BY INDUSTRIES IN BRITISH COLUMBIA, 1949

Industry	Number of Employers Affected	Number of Employees Affected	Time lost in Man-days
Construction	14	65	650
Fishing	14	2,300	16,100
Manufacturing	11	186	4,287
Mining (metal)	2	309	1,485
Services	2	97	7,770
Transportation	1	50	1,400
Totals	44	3,007	31,692

LEGAL PROCEEDINGS INVOLVING THE LABOUR RELATIONS BOARD (BRITISH COLUMBIA)

1. APPLICATION BY THE INTERNATIONAL WOODWORKERS OF AMERICA TO THE SUPREME COURT

On February 17th, 1949, the International Woodworkers of America applied to the Supreme Court of British Columbia for an order to restrain the Labour Relations Board of British Columbia from certifying any local of the Woodworkers' Industrial Union of Canada on various grounds, including the ground that the Woodworkers' Industrial Union of Canada had illegally attempted to disaffiliate the various locals of the International Woodworkers of America from the parent body and was improperly retaining the moneys and records of the International Woodworkers of America. The Court refused the application on April 1st, 1949.

2. APPLICATION BY THE WOODWORKERS' INDUSTRIAL UNION OF CANADA TO THE SUPREME COURT

An application was made by the Woodworkers' Industrial Union of Canada asking the Supreme Court to direct that the Labour Relations Board certify the union as bargaining agent in certain operations. The Board claimed that it could not make decisions in respect of these applications until it had access to various records and documents that had been removed from the custody of the International Woodworkers of America. The Court upheld the position taken by the Board.

3. APPLICATION BY THE BAKERY AND CONFECTIONERY WORKERS' UNION TO THE SUPREME COURT

The Bakery and Confectionery Workers' Union, Local No. 468, applied to the Labour Relations Board to be certified for the employees of Scott-Bathgate, Limited. The application was refused on the ground that the union, by the terms of its constitution, could not accept the employees of Scott-Bathgate, Limited, as members of the union. Subsequently, an application was made for certification for the same employees by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers. The Bakery and Confectionery Workers' Union then applied to the Supreme Court alleging that the Labour Relations Board had no right to inquire into the question of jurisdiction and asking the Court to order the Labour Relations Board to certify the Bakery and Confectionery Workers' Union.

At the same time the union asked the Court to prohibit the Labour Relations Board from adjudicating upon the application made by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers.

The Court upheld the Labour Relations Board in its rejection of the Bakery and Confectionery Workers' Union as bargaining authority for the employees of Scott-

Bathgate, Limited, and the Bakery and Confectionery Workers' Union withdrew its application to prohibit adjudication by the Board of the application by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers for certification.

4. Application by the Vancouver Island Drivers' Division (C.B.R.E. and O.T.W.) to the Supreme Court

The Vancouver Island Drivers' Division, No. 234, of the Canadian Brotherhood of Railway Employees and Other Transport Workers applied to the Supreme Court on August 17th, 1949, for an order to compel the Labour Relations Board to cancel its certificate of the General Truck Drivers' and Helpers' Union, Local No. 31, as bargaining authority for employees of Schofield & Malpass, Limited, Nanaimo, on the ground that there was in existence a collective agreement of which ten months had not expired. The Board claimed that the action of the Board could not be reviewed by way of a mandamus. The position taken by the Board was upheld by the Court.

SUMMARY OF PROSECUTIONS FOR 1949

There were no charges laid during the year by the Labour Relations Board (British Columbia). However, the Board gave consents to the prosecution of eleven charges. Nine of these charges were not proceeded with; one charge was dismissed in Police Court; and one charge has not been reported upon.

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, 1949. 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.

Organizations which have been established since December 31st, 1949, are not included in this report, but will be shown in 1950.

Table VII shows that organized labour membership has continued to grow during 1949, from 142,989 in 1948 to 146,259 in 1949. This represents an increase of 2.29 per cent over the 1948 membership. Since December 31st, 1939, the reported membership was increased by 225.98 per cent, the membership in that year being 44,867 compared with 146,259 in 1949. In 1949 the reported membership of labour organizations represents 32.94 per cent of the estimated total labour force in British Columbia.

Chart I is an attempt to portray the distribution of trade-union membership by major industrial groups. The various locals have been classified into the category in which the majority of their members are employed. It indicates what industrial fields have the greatest number of union members. It does not, however, show which groups are the most highly organized, as total employment data were not available for each category. The following indicate the most important unions in the leading categories:—

The "services" group, consisting largely of municipal and Provincial employees, is the largest category, containing 23.35 per cent of the total membership. Two of the largest organizations represented are the British Columbia Provincial Government Employees' Association and the British Columbia Teachers' Federation. Another organization of considerable size included in this category is the Hotel and Restaurant Employees and Bartenders' International Union.

Closely following the "services" group in size is the "wood and wood products" group, with 20.96 per cent of the total membership. The International Woodworkers of America is the largest union in this group. Others are the International Brotherhood of Pulp, Sulphite and Paper-mill workers, the Woodworkers' Industrial Union of Canada, and the International Brotherhood of Paper Makers.

The "other transportation" group consists of all trades and occupations connected with transportation other than railway unions. Seamen, longshoremen, electric and motor coach employees, teamsters, chauffeurs, and warehousemen are represented in this category.

The largest union in the "construction" group is the Carpenters and Joiners of America. The remainder includes other "craft" organizations whose members are chiefly or solely engaged in the building or construction industries.

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

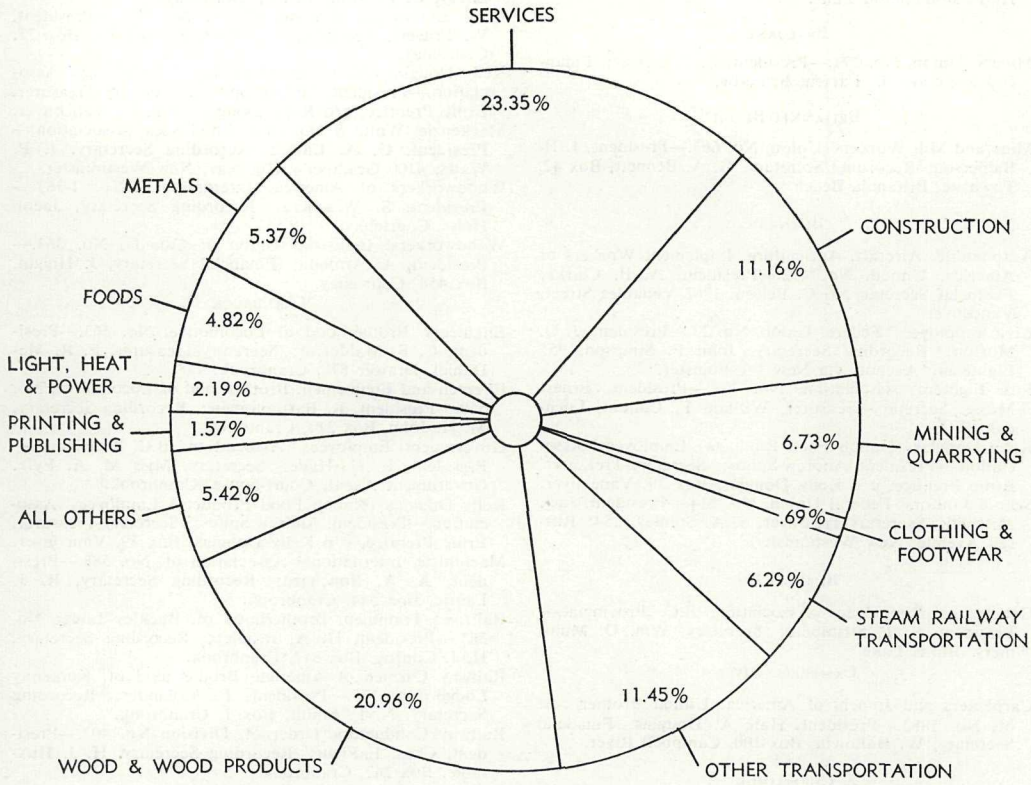
The "steam-railway transportation" group includes the four large independent railway unions, as well as the large membership of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

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

TABLE VII.—NUMBER OF LABOUR ORGANIZATIONS MAKING RETURNS, MEMBERSHIP, AND PERCENTAGE INCREASE IN MEMBERSHIP, 1939–49.

Year	Number of Organizations	Total Membership	Percentage Increase Over 1939	Percentage Yearly Increase
1939	380	44,867	.....	.....
1940	404	50,360	12.24	12.24
1941	402	61,292	36.61	21.71
1942	415	91,618	104.20	49.47
1943	473	107,402	139.38	17.22
1944	617	110,045	145.27	2.46
1945	636	108,125	140.99	1.75
1946	642	119,258	165.80	10.30
1947	715	135,320	201.60	13.47
1948	745	142,989	218.70	5.67
1949	761	146,259	225.98	2.29

CHART I.—DISTRIBUTION OF TRADE-UNION MEMBERSHIP BY INDUSTRIAL CLASSIFICATIONS, 1949



ORGANIZATIONS OF EMPLOYEES (LABOUR ORGANIZATIONS)

This 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, 37 in 1945 to 1948 inclusive, and 48 in 1949.

The listings have been compiled by the Bureau of Economics and Statistics in conjunction with this Branch of the Department.

ABBOTSFORD

Brick and Clay Workers of America, United, No. 629.—President, Hugh D. Smith; Recording Secretary, Elgin F. Ayling, Clayburn.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, Andrew Spilos; Secretary-Treasurer, Ernie Prentice, c/o Kelly Douglas, Box 39, Vancouver.

Packinghouse Workers of America, United, No. 432.—President, J. Porter; Recording Secretary, C. Epp, Gladwin Road, R.R. 3, Abbotsford.

ALBERNI

Government Employees' Association, B.C. Provincial.—President, H. Stevenson; Secretary, Robert Macgregor, c/o Department of Finance, Alberni.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, Andrew Spilos; Secretary-Treasurer, Ernie Prentice, c/o Kelly Douglas, Box 39, Vancouver.

BAMBERTON

Cement, Lime and Gypsum Workers, International United, No. 277.—President, R. Dale; Financial Secretary, J. A. McCallum, R.R. 1, Cobble Hill.

BEAVERDELL

Mine and Mill Workers' Union, No. 900.—President, Everett E. Lundberg; Recording Secretary, Darrell Fisher, Beaverdell.

BLUBBER BAY

Quarry Workers' Union, No. 882.—President, J. C. Billingsley; Financial Secretary, C. Simpson, Blubber Bay.

BLUE RIVER

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

BONNINGTON FALLS

Electrical Workers, International Brotherhood of, No. 999.—President, R. Crain; Recording Secretary, T. W. Hunt, Bonnington Falls.

BRALORNE

Miners' Union, No. 271.—President, E. P. Geiger; Financial Secretary, L. Larsen, Bralorne.

BRITANNIA BEACH

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

BURNABY

Automobile, Aircraft, Agriculture, Implement Workers of America, United, No. 432.—President, A. B. Clarke; Financial Secretary, J. C. Belton, 1862 Venables Street, Vancouver.

Civic Employees' Federal Union, No. 23.—President, J. O. Murton; Recording Secretary, John P. Simpson, 955 Eighteenth Avenue, via New Westminster.

Fire Fighters' Association, No. 323.—President, Ernest Moss; Secretary-Treasurer, William F. Collum, Lochdale P.O.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, Andrew Spilos; Secretary-Treasurer, Ernie Prentice, c/o Kelly Douglas, Box 39, Vancouver.

School Janitors' Federal Union, No. 224.—President, Jack Mitchell; Secretary-Treasurer, S. A. Stanley, 2545 Russell Avenue, New Westminster.

BURNS LAKE

Government Employees' Association, B.C. Provincial.—President, S. T. Strimbold; Secretary, Wm. O. Mummery, Burns Lake.

CAMPBELL RIVER

Carpenters and Joiners of America, United Brotherhood of, No. 1882.—President, Haig A. Douglas; Financial Secretary, W. Hallowin, Box 100, Campbell River.

CHEMAINUS

Longshoremen's and Warehousemen's Union, International, No. 508.—President, Robert Rae; Secretary-Treasurer, Henry E. Irving, Box 332, 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.

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

CLEARWATER

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

COLQUITZ

Government Employees' Association, B.C. Provincial.—President, J. P. Martin; Secretary, E. V. Dye, c/o Provincial Mental Home, Colquitz.

COMOX

Government Employees' Association, B.C. Provincial.—President, L. C. Stewart; Secretary, A. H. Turner, Box 58, Comox.

COPPER MOUNTAIN

Miners' Union, No. 649.—President, Lorne Salmon; Financial Secretary, Geo. W. Anderson, Copper Mountain.

COQUITLAM

Municipal Employees' Union, Corporation of the District of Coquitlam, No. 16.—President, John Mundreon; Secretary-Treasurer, Miss Marian Frisk, 1111 Brunette Street, New Westminster.

COURTENAY

Carpenters and Joiners of America, United Brotherhood of, No. 1638.—President, Geo. Couper; Recording Secretary, C. Iverson, R.R. 2, Courtenay.

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

Kelly Douglas (Nabob Food Products) Employees' Association.—President, Andrew Spilos; Secretary-Treasurer, Ernie Prentice, c/o Kelly Douglas, Box 39, Vancouver.

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

Woodworkers of America, International, No. 1-363.—President, S. Wessberg; Recording Secretary, Jacob Holst, Courtenay.

Woodworkers' Industrial Union of Canada, No. 363.—President, A. Armella; Financial Secretary, J. Higgin, Box 458, Courtenay.

CRANBROOK

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

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

Government Employees' Association, B.C. Provincial.—President, F. G. Hyde; Secretary, Miss M. A. Fyfe, Government Agent, Court-house, Cranbrook.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, Andrew Spilos; Secretary-Treasurer, Ernie Prentice, c/o Kelly Douglas, Box 39, Vancouver.

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

Railroad Trainmen, Brotherhood of, Buckley Lodge No. 585.—President, H. A. Bradley; Recording Secretary, H. J. Conroy, Box 817, Cranbrook.

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

Railway Conductors, Order of, Division No. 407.—President, Chas. LaFleur; Recording Secretary, H. J. Huxtable, Box 262, Cranbrook.

Railway and Steamship Clerks, Freight-handlers, Express and Station Employees, Brotherhood of, Baker Mountain Lodge No. 1292.—President, Bruce A. Cameron; Secretary-Treasurer, Wm. G. P. Brunzel, Box 396, Cranbrook.

Woodworkers of America, International, No. 1-405.—President, James White; International Representative, Peter W. Berkosha, Cranbrook P.O.

Woodworkers' Industrial Union of Canada, No. 405.—President, M. B. Kennedy; Recording Secretary, Roy C. Kretlow, Box 779, Cranbrook.

CRESTON VALLEY

Government Employees' Association, B.C. Provincial.—President, James Ryley; Secretary, D. O. Young, Creston.

CUMBERLAND

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

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

DUNCAN

Government Employees' Association, B.C. Provincial.—President, D. H. Barr; Secretary, Wm. R. Chester, Koksilah P.O., Vancouver Island.

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

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

Municipal Employees, Duncan Civic and North Cowichan, No. 358.—President, Alex Befus; Recording Secretary, Leslie S. Duncan, Box 1418, Duncan.

Woodworkers of America, International, No. 1-80.—President, Joseph Morris; Financial Secretary, E. Linder, Box 430, Duncan.

ESSONDALE

Government Employees' Association, B.C. Provincial.—President, G. McNiven; 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-Treasurer, Joe Wasnock, Box 1071, Fernie.

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

Firebosses, National Union of, No. 4.—President, J. Sweeney; Secretary-Treasurer, J. McIsaac, Blairmore, Alta.

Firebosses, National Union of, No. 6.—President, J. Corrigan; Secretary-Treasurer, R. A. Pasiaud, Box 77, Local 1, Michel.

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Mine Workers of America, United, No. 7310.—President, F. Dawson; Recording Secretary, E. G. Boese, Box 486, Fernie.

FIELD

Miners' Union, Field and District, No. 807.—President, J. C. McLeod; Recording Secretary, Irvin Barber, Field.

Railway Carmen of America, Brotherhood of, No. 1454.—President, J. Cookson; Recording Secretary, Wm. M. Brown, Box 943, Field.

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Government Employees' Association, B.C. Provincial.—President, J. Charles; Secretary, J. M. Oliver, 1121 Stayte Road, White Rock.

GLACIER

Maintenance-of-way Employees, Brotherhood of, No. 208.—Secretary-Treasurer, J. Watson, Glacier.

GOLDEN

Government Employees' Association, B.C. Provincial.—President, W. Fraser; Secretary, E. Rankin, Golden.

GRAND FORKS-GREENWOOD

Government Employees' Association, B.C. Provincial.—President, J. Roylance; Secretary, J. Rowlandson, P.O. Box 453, Grand Forks.

HANEY

Woodworkers of America, International, No. 1-367.—President, R. Wilson; Financial Secretary, Neil E. Shaw, General Delivery, Haney.

HAZELTON

Mine, Mill and Smelter Workers, International Union of, No. 898.—President, R. W. Willian; Secretary, J. H. McGee, Box 16, Hazelton.

HEDLEY

Mine, Mill and Smelter Workers, International Union of, No. 656.—President, D. K. Hesketh; Financial Secretary, D. B. Hendsbee, Nickel Plate, Hedley.

HOUSTON

Maintenance-of-way Employees, Brotherhood of, No. 340.—President, J. D. Denicola; Secretary-Treasurer, J. E. Middleton, Houston.

IOCO

Oil Workers' International Union, No. 614.—President, F. N. Bowering; Recording Secretary, H. M. Bedingfield, 2606 St. John's Street, Port Moody.

KALEDEN

Fruit and Vegetable Workers' Union, No. 4.—President, J. E. Carley; Secretary, Mrs. E. Nuyens, Kaleden.

KAMLOOPS

Carpenters and Joiners of America, United Brotherhood of, No. 1540.—President, Chas. W. Woolley; Recording Secretary, William E. Westerman, 1404 River Street, R.R. 1, Kamloops.

Electrical Workers, International Brotherhood of, No. 993.—President, D. Martin; Recording Secretary, F. J. Todd, 1044 Dominion Street, Kamloops.

Engineers, Brotherhood of Locomotive, No. 821.—Recording Secretary, C. H. Faulkner, 611 Columbia Street, Kamloops.

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

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

Firemen and Enginemen, Brotherhood of Locomotive, No. 258.—President, E. W. Rawson; Recording Secretary, R. S. Perry, R.R. 1, 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 B.C. Forest Service, 515 Columbia Street, Kamloops.

Hospital Employees' Association, No. 361.—President, Tom Walker; Financial Secretary, William Slater, R.R. 1, Kamloops.

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Letter Carriers, Canadian Postal Employees, Federated Association of.—President, J. H. Brown; Recording Secretary, Jos. H. Abear, 369 St. Paul Street, Kamloops.

Machinists, International Association of, No. 748.—President, J. H. Blakey; 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.

Maintenance-of-way Employees, Brotherhood of, No. 1332.—President, R. J. McMillan; Recording Secretary, C. Adcock, R.R. 1, Kamloops.

Municipal Employees' Association, No. 310.—President, Horace Barker; Secretary-Treasurer, William A. Blake, 1227 Battle Street, Kamloops.

Railroad Trainmen, Brotherhood of, No. 519.—President, G. O. Grant; Secretary-Treasurer, V. H. Mott, 521 Seymour Street, Kamloops.

Railway Carmen of America, Brotherhood of, No. 148.—President, J. Kitson; Recording Secretary, R. Emery, 33 Alexander Avenue, North Kamloops.

Railway Conductors of America, Order of, No. 611.—President, A. R. Field; Recording Secretary, H. P. Battison, 36 Nicola Street West, Kamloops.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 150.—President, J. E. Davies; Secretary, J. D. S. Robertson, Box 402, Kamloops.

Telephone Workers of B.C., Federation of (Traffic Division), No. 15.—President, Miss H. Wrenko; Secretary, Miss Dene Durand, North Kamloops.

Woodworkers of America, International, No. 1-417.—President, H. C. Hickling; Financial Secretary, W. S. Lynch, Box 217, Kamloops.

KASLO

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

KELOWNA

Bakery and Confectionery Workers' International Union of America, No. 355.—President, Robert Kosolofski; Recording Secretary, Ivan Biro, General Delivery, Kelowna.

Carpenters and Joiners of America, United Brotherhood of, No. 1370.—President, Wm. F. Mahoney; Financial Secretary, V. A. Giesinger, 1228 Richter, Kelowna.

Civic Employees' Union, No. 338.—President, R. F. Marshall; Secretary-Treasurer, Rupert Brown, 901 Bernard Avenue, Kelowna.

Electrical Workers, International Brotherhood of, No. 1409.—President, H. Hughes; Secretary, G. Arcuvi, 1330 Ethel Street, Kelowna.

Fruit and Vegetable Workers' Union, No. 5.—President, W. E. Darroch; Secretary, Mrs. G. Boyer, 558 Roanoke Avenue, Kelowna.

Government Employees' Association, B.C. Provincial.—President, Wm. N. Talbot; Secretary, Miss M. M. L. Clew, 230 Mill Avenue, Kelowna.

Hospital Employees' Federal Union, Kelowna General, No. 322.—President, Joseph P. Stapper; Secretary-Treasurer, L. L. Howatt, 596 Rowcliffe Avenue, Kelowna.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, Andrew Spilos; Secretary-Treasurer, Ernie Prentice, c/o Kelly Douglas, Box 39, Vancouver.

Packinghouse Workers of America, United, No. 339.—President, Mrs. A. McCulley; Recording Secretary, Agnes Harrison, 580 Coronation Avenue, Kelowna.

Painters, Decorators and Paperhangers of America, Brotherhood of, No. 1675.—President, W. Love; Special Organizer, J. Eaves, 307 Broadway West, Vancouver.

School Employees' Federal Union, No. 323.—President, Cecil Dodds; Secretary-Treasurer, Ralph Prior, 597 Harvey Avenue, Kelowna.

Woodworkers of America, International, No. 1-423.—President, George E. Walker; Recording Secretary, Agnes Harrison, 580 Coronation Avenue, Kelowna.

Keremeos

Fruit and Vegetable Workers' Union, No. 9.—President, Mrs. M. McDonald; Secretary, Mrs. D. Proctor, Cawston.

Kimberley

Carpenters and Joiners of America, United Brotherhood of, No. 1719.—President, John Ogbourne; Recording Secretary, B. O. Berg, Kimberley.

Hotel and Restaurant Workers' Union, No. 2.—President, Mrs. A. Ordway; Secretary-Treasurer, J. Wilson, Chapman Camp.

Mine and Mill Workers' Union, No. 651.—President, R. C. Thompson; Financial Secretary, Douglas A. Gold, Box 627, Kimberley.

Municipal Employees' Association.—President, J. W. Broadhurst; Recording Secretary, D. L. Musser, Kimberley.

Ladysmith

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

Lake Cowichan

Carpenters and Joiners of America, United Brotherhood of, No. 1812.—President, Art Lovett; Financial Secretary, A. Mancell, P.O. Box 167, Lake Cowichan.

Woodworkers' Industrial Union of Canada, No. 80.—President, H. Bergren; Recording Secretary, R. O. Gibson, Youbou.

Langford

Government Employees' Association, B.C. Provincial.—President, J. Paton; Secretary, F. Ericson, R.R. 1, Victoria.

Langley Prairie

Municipal Employees' Association, No. 10.—President, R. A. Jensen; Secretary, R. W. Terichow, 919 Hunter Road, R.R. 2, Langley Prairie.

Marguerite

Maintenance-of-way Employees, Brotherhood of, No. 221.—President, W. Hinseke; Recording Secretary, Harry Robinson, Marguerite.

McBride

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 247.—President, R. T. Clay; Secretary, T. M. McDonald, McBride.

Merritt

Government Employees' Association, B.C. Provincial.—President, Howard MacLean; Secretary, P. C. Currie, P.O. Box 65, Merritt.

Michel

Firebosses, National Union of, No. 1.—President, Reginald Taylor; Secretary-Treasurer, Roger A. Pasiaud, Box 77, Local 1, Michel.

Mission City

Carpenters and Joiners of America, United Brotherhood of, No. 2213.—President, Elmer A. Hodson; Recording Secretary, John J. Anutooshkin, R.R. 1, Mission City.

Woodworkers' Industrial Union of Canada, No. 367.—President, Ray Masse; Recording Secretary, F. O. Theiss, R.R. 2, Mission.

Nanaimo

Bakery Salesmen's Union, Nanaimo, No. 189.—President, R. M. Millar; Business Agent, E. Holmes, Room 206, 307 Broadway West, Vancouver.

Carpenters and Joiners of America, United Brotherhood of, No. 527.—President, Arthur Clark; Financial Secretary, J. E. Oddson, 253 Nicol Street, Nanaimo.

Civic Employees' and Nanaimo District School Janitors' Association, No. 14.—President, Harris Gill; Recording Secretary, Wilbur Scurr, 14 Machleary Street, Nanaimo.

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

Construction and General Labourers' Union, No. 1095.—President, Harold Haworth; Secretary-Treasurer, Kenneth Dunn, 305 Prideaux Street, Nanaimo.

Fire Fighters, International Association of, No. 905.—President, Fred Laithwaite; Secretary-Treasurer, Gordon Odgers, 106 Irwin Street, Nanaimo.

Government Employees' Association, B.C. Provincial.—President, Frank Greenfield; Secretary, Miss M. E. Booth, c/o Court-house, Nanaimo.

Hotel and Restaurant Employees' and Bartenders' International Union, No. 619.—President, Allan Watson; Financial Secretary, Richard Mangles, 330 Robson Street, Nanaimo.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, Andrew Spilos; Secretary-Treasurer, Ernie Prentice, c/o Kelly Douglas, Box 39, Vancouver.

Laundry Workers and Dry Cleaning Union, No. 1.—President, Mary Mort; Secretary, Daphne Williams, Chelsea Crescent, 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; Recording Secretary, J. P. Watts, 4100 Grandview Highway, New Westminster.

Marine Workers' and Boat Builders' Industrial Union, No. 4.—President, James Woolcott; Secretary, W. J. Bennett, 1295 Waddington Road, Nanaimo.

Mine Workers of America, United, No. 7355.—President, John Carruthers; Secretary-Treasurer, George Bryce, Union Hall, Nanaimo.

Telephone Workers of B.C., Federation of (Plant Division), No. 3.—President, T. McCormick; Secretary, C. Tallman, 507 Bradley Street, Nanaimo.

Telephone Workers of B.C., Federation of (Traffic Division), No. 12.—President, Miss D. Roberts; Secretary, Miss S. Goble, 382 Selby Street, Nanaimo.

Typographical Union, International, No. 337.—President, A. R. Glen; Secretary-Treasurer, L. C. Gilbert, P.O. Box 166, Nanaimo.

Woodworkers' Industrial Union of Canada, No. 81.—President, A. E. Lewis; Financial Secretary, J. A. Atkinson, Oddfellows' Hall, Nanaimo.

Naramata

Fruit and Vegetable Workers' Union, No. 11.—President, W. J. Lethbridge; Secretary, W. Carin-Duff, Naramata.

Natal

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

NELSON

Bakery and Confectionery Workers' International Union of America, No. 373.—President, Miss M. Niven; Secretary-Treasurer, Miss R. Rixen, Box 244, Nelson.

Barbers', Hairdressers', Cosmetologists' and Proprietors' International Union of America, Journeymen, No. 196. —President, Frank Defoe; Recording Secretary, George Clerihew, 536 Josephine Street, Nelson.

Bartenders' Union, International, No. 707.—President, Joseph Holland; Secretary, Bernard J. Kelly, 413 Victoria Street, Nelson.

Carpenters and Joiners of America, United Brotherhood of, No. 2458.—President, Kriss Naess; Recording Secretary, Nelson Riddoch, General Delivery, Nelson.

Civic Employees' Federal Union, No. 339.—President, J. A. Gordon; Secretary-Treasurer, D. R. Grahame, 104 Chatham Street, Nelson.

Electrical Workers, International Brotherhood of, No. 1003.—President, A. A. Pagdin; Recording Secretary, J. H. Whitfield, 414 Falls Street, Nelson.

Engineers, Brotherhood of Locomotive, No. 579.—President, F. W. Hawes; Secretary-Treasurer, E. W. Butler, 203 Victoria Street, Nelson.

Express Employees, Brotherhood of, No. 18.—President, R. F. Wallace; Recording Secretary, G. R. Norris, 920 Fall 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, E. W. Kuhn; Secretary-Treasurer, Wm. D. Morton, 507 Carbonate Street, Nelson.

Firemen and Oilers, International Brotherhood of, No. 1141.—President, A. H. Sinclair; Financial Secretary, Wm. E. Rusnack, P.O. Box 71, Nelson.

Government Employees' Association, B.C. Provincial.—President, L. A. McPhail; Secretary, Miss F. Jeffreys, P.O. Box 510, Nelson.

Hospital Employees' Federal Union, General, No. 296.—President, Ralph Brock; Secretary-Treasurer, Alfred E. H. Baker, 1119 Hall Road, Nelson.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, Andrew Spilos; Secretary-Treasurer, Ernie Prentice, c/o Kelly Douglas, Box 39, Vancouver.

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

Machinists, International Association of, No. 663.—President, A. J. Fletcher; Recording Secretary, J. E. Baldock, 300 Kerr Block, Nelson.

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Railroad Trainmen, Brotherhood of, Kootenay Lodge No. 558.—President, O. C. Higgs; Recording Secretary, C. H. Sewell, 41 High Street, Nelson.

Railway Carmen of America, Brotherhood of, Lodge No. 98.—President, Alan Smith; Recording Secretary, Harry Talbot, 30 View Street, Nelson.

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

Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Brotherhood of, No. 1291.—President, R. F. Parker; Recording Secretary, Miss Frances Jones, 514 Victoria Street, Nelson.

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Telephone Workers of B.C., Federation of (Traffic Division), No. 13.—President, Miss K. Kane; Secretary, Mrs. B. Nelson, 731 Baker Street, Nelson.

NEW DENVER

Government Employees' Association, B.C. Provincial.—President, H. R. Aalten; Secretary, Glen A. McMullen, Nakusp.

NEW WESTMINSTER

Beverage Dispensers' and Culinary Workers' Union, No. 835.—President, J. G. Flowers; Secretary, J. Dye, 3248 Clinton Street, New Westminster.

Blacksmiths, Drop Forgers and Helpers, International Brotherhood of, No. 151.—President, Thom. MacRae; Secretary-Treasurer, Peter Mitchell, 1703 Dublin Street, New Westminster.

Boilermakers, Iron-ship Builders and Helpers of America, International Brotherhood of, No. 194.—President, C. A. Bailey; Secretary-Treasurer, O. H. Porteous, 2663 Douglas Road, New Westminster.

Carpenters and Joiners of America, United Brotherhood of, No. 1251.—President, Stanley Durance; Recording Secretary, Robert Groves, 727 Fifth Avenue, New Westminster.

Carpenters and Joiners of America, United Brotherhood of, No. 2534.—President, W. V. Fedak; Financial Secretary, V. Smith, 139 Tenth Avenue East, New Westminster.

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Civil Servants of Canada, Amalgamated, New Westminster Local Council.—President, G. M. Philps; Secretary, W. F. Reed, 612 Colborne Street, New Westminster.

Cordage Industrial Rope and Twine Workers' Union, No. 1.—President, J. Duggan; Secretary-Treasurer, A. Pepin, 219 Columbia Street East, New Westminster.

Distillery Workers' Union, No. 69.—President, A. W. Harris; 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. E. Olund, 816 Chestnut Street, New Westminster.

Gypsum Workers' Union, No. 578.—President, Fred Cormier; Financial Secretary, Jack Beattie, 204 Fourteenth Avenue, New Westminster.

Hod Carriers and Common Labourers of America, No. 1070.—President, Howard Manhard; Recording Secretary, Thomas Porter, 1505 Sixth Street, New Westminster.

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Machinists, International Association of, No. 131.—President, Robert Spencer; Recording Secretary, F. M. Benson, 466 Graham Avenue, New Westminster.

Machinists, International Association of, No. 151.—President, D. A. Bradley; Recording Secretary, B. J. Bradley, 331 King George Highway, R.R. 4, New Westminster.

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McLennan, McFeely & Prior, Limited, Employees' Association.—President, K. H. Burnett; Recording Secretary, S. G. McDonald, 769 Sixty-third Avenue West, Vancouver.

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Newspaper Guild, New Westminster, No. 3.—President, Elmer McLennan; Recording Secretary, Madeline Strange, 1206 Nanaimo Street, New Westminster.

Oil Workers' International Union, No. 596.—President, Walter A. McCallum; Recording Secretary, George Kirk, No. 33, 1708 Charles Street, Vancouver.

Pacific Coast Packers, Ltd., Employees' Association.—President, Harry Gilhorn; Secretary-Treasurer, Lois W. Downie, 1454 Davie Street, New Westminster.

Pacific Coast Terminals Independent Employees' Union, No. 76.—President, T. R. Cosh; Secretary-Treasurer, J. Walker, 116 McInnes Street, New Westminster.

Packinghouse Workers of America, United, No. 180.—President, James McKnight; 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, Douglas Jack; Recording Secretary, Raymond Frank Thompson, 734 Thirteenth Street, New Westminster.

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Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 226.—President, R. E. Arduini; Secretary, N. Jahannes, Roeberry Road, R.R. 3, New Westminster.

School Maintenance Union, No. 14.—President, W. Barnes; Secretary-Treasurer, E. C. Grasby, 412 Eleventh Street, New Westminster.

Stone Cutters of North America, Journeymen.—President, F. H. Lowe; Secretary-Treasurer, F. Hall, 2148 Randolph Avenue, New Westminster.

Street, Electric Railway and Motor Coach Employees of America, The Amalgamated Association of, No. 134.—President, D. L. Bryce; Financial Secretary, K. M. Armstrong, 912 Tenth Street, New Westminster.

Typographical Union, International, No. 632.—President, W. J. Calhoun; Secretary-Treasurer, R. A. Stoney, P.O. Box 754, New Westminster.

Wire, Wood and Metal Lathers' International Union, No. 356.—President, A. H. Burton; Financial Secretary, W. C. Walls, 1752 Edmonds Street, New Westminster.

Woodworkers of America, International, No. 1-357.—President, A. D. Smith; Financial Secretary, L. E. Vandale, 533 Clarkson Street, New Westminster.

Woodworkers' Industrial Union of Canada, No. 357.—President, T. Noakes; National President, H. Pritchett, 505 Holden Building, Vancouver.

Ocean Falls

Paper-makers, International Brotherhood of, No. 360.—President, G. Pembleton; Recording Secretary, P. Martin, Box 450, Ocean Falls.

Pulp, Sulphite and Paper Mill Workers, International Brotherhood of, No. 312.—President, W. S. Holgate; Recording Secretary, J. W. Terry, Box 287, Ocean Falls.

Okanagan Centre

Fruit and Vegetable Workers' Union, No. 8.—President, Geo. Snowdon; Secretary, Mrs. L. Walker, R.R. 1, Kelowna.

Oliver

Fruit and Vegetable Workers' Union, No. 2.—President, H. C. Carlson; Secretary, Mrs. A. Geddes, Box 606, Oliver.

Sawmill Employees' Association.—President, J. J. Kelley; Secretary-Treasurer, N. M. Boult, Box 82 Oliver.

Osoyoos

Fruit and Vegetable Workers' Union, No. 3.—President, G. P. Kabatoff; Secretary, D. G. McCrae, Osoyoos.

Packinghouse Workers of America, United, No. 344.—President, Howard Wilson; Recording Secretary, Miss T. Petrin, Osoyoos.

Parson

Maintenance-of-way Employees, Brotherhood of, No. 165.—Secretary-Treasurer, C. Collins, Parson.

Peace River

Government Employees' Association, B.C. Provincial.—President, J. Barford; Secretary, L. P. Lean, Pouce Coupe.

Penticton

Carpenters and Joiners of America, United Brotherhood of, No. 1696.—President, E. G. Olsson; Recording Secretary, C. L. Beagle, 372 Van Horne Street, Penticton.

Civic Employees' Federal Union, No. 308.—President, R. J. Dirks; Secretary-Treasurer, C. L. Stokes, 536 Gahan Avenue, Penticton.

Electrical Workers, International Brotherhood of, No. 1382.—President, G. Blewett; Financial Secretary, J. F. Giroix, 747 Government Street, Penticton.

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Fire Fighters, B.C. Provincial Association of, No. 10.—President, J. 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, Kettle Valley Lodge, No. 884.—President, P. H. Coulter; Recording Secretary, D. Raincock, 448 Orchard Avenue, Penticton.

Fruit and Vegetable Workers' Union, No. 1.—President, C. Vincent; Secretary, Mrs. E. Wilkison, 96 Nelson Avenue, Penticton.

Government Employees' Association, B.C. Provincial.—President, Neil Fraser; Secretary, Miss R. M. Adams, 597 Burns Street, Penticton.

Hospital Employees' Federal Union, Penticton General, No. 362.—President, W. F. N. Foreman; Secretary, Miss B. Ellder, 448 Penticton Avenue, Penticton.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, A. Spilos; Secretary-Treasurer, E. Prentice, Box 39, Vancouver.

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

Maintenance-of-way Employees, Brotherhood of, No. 1023.—Secretary-Treasurer, W. M. Thompson, 194 Edna Avenue, Penticton.

Railway Conductors of America, Order of, Division No. 179.—President, A. G. Peterson; Recording Secretary, H. Johnston, 469 Woodruff Avenue, Penticton.

Railroad Trainmen, Brotherhood of, No. 914.—President, N. E. McCallum; Secretary, G. M. Clark, 341 Scott Avenue, Penticton.

Telephone Workers of B.C., Federation of (Traffic Division), No. 16.—President, Miss W. Corner; Secretary, Miss L. DeGiovanni, 573 Van Horne Street, Penticton.

Typographical Union, Vernon, No. 541.—President, C. E. Shaw; Secretary-Treasurer, W. B. Hilliard, 304 Norton Street, Penticton.

Pioneer

Mine, Mill and Smelter Workers, International Union of, No. 693.—President, George Miller; Financial Secretary, Wm. Parkinson, Pioneer.

Port Alberni

Automotive Maintenance Workers' Federal Union, No. 345.—President, C. R. Nash; Secretary-Treasurer, P. Iftody, 509 Tenth Avenue North, Port Alberni.

Carpenters and Joiners of America, United Brotherhood of, No. 513.—President, J. G. Trebett; Secretary-Treasurer, Gordon Buick, Box 26, Port Alberni.

Civic Workers' Union, Alberni and District.—President, W. K. Evans; Secretary-Treasurer, J. Stanley Wilson, 905 Bute Street, Port Alberni.

Hospital Employees' Union, West Coast General, No. 180.—President, L. Mumford; Secretary-Treasurer, Mrs. D. Goddard, 919 Eighth Avenue North, Port Alberni.

Hotel, Restaurant and Beverage Employees' Union, No. 697.—President, Angello Stello; Secretary-Treasurer, K. F. A. Wright, 710 Bute Street, Port Alberni.

Longshoremen's and Warehousemen's Union, International, No. 503.—President, A. LeBlanc; Secretary-Treasurer, Cal Cook, 100 Ninth Avenue South, Port Alberni.

Painters, Decorators and Paperhangers of America, Brotherhood of, No. 1642.—President, J. Stewart; Recording Secretary, D. E. McIntosh, 211 Seventh Avenue North, Port Alberni.

Pulp, Sulphite and Paper Mill Workers, International Brotherhood of, No. 592.—President, E. Pennington; Recording Secretary, L. A. Priestley, No. 7, 404 Redford Road, Port Alberni.

Woodworkers of America, International, No. 1-85.—President, A. G. Ingram; Financial Secretary, S. J. Squire, 108 Second Avenue North, Port Alberni.

Woodworkers' Industrial Union of Canada, No. 85.—President, M. Praisley; Financial Secretary, M. F. Mosher, 121 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. A. Grisack, Box 123, Port Alice.

PORT MELLON

Pulp and Paper Mill Workers, International Brotherhood of, No. 297.—International Representative, H. L. Hansen, No. 304, 413 Granville Street, Vancouver.

POWELL RIVER

Carpenters and Joiners of America, United Brotherhood of, No. 2068.—President, J. Staniforth; Recording Secretary, L. R. Pierce, Box 700, Powell River.
Fire Fighters, B.C. Provincial Association of, No. 8.—President, Neil Clark; Secretary, F. J. Fishleigh, Box 715, Westview.
Government Employees' Association, B.C. Provincial.—President, S. R. McGregor; Secretary, Miss Ethel Cook, Powell River.
Paper-makers, International Brotherhood of, No. 142.—President, W. M. Hill; Recording Secretary, T. H. H. Marrion, Box 845, Powell River.
Pulp, Sulphite and Paper Mill Workers, International Brotherhood of, No. 76.—President, C. M. Mouat; Recording Secretary, R. Bryce, Box 77, Powell River.

PRINCE GEORGE

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Electrical Workers, International Brotherhood of, No. 242.—President, L. Poole; Recording Secretary, J. L. Campbell, Commodore Hotel, Prince George.
Engineers, Brotherhood of Locomotive, Division 843.—President, E. Kirkpatrick; Recording Secretary, G. A. Hodson, P.O. 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, F. Nelson; Secretary, Mrs. I. V. Strandberg, Box 213, Prince George.
Kelly Douglas (Nabob Food Products) Employees' Association.—President, A. Spilos; Secretary-Treasurer, E. Prentice, Box 39, Vancouver.
Mackenzie, White & Dunsmuir Employees' Association.—President, G. A. Cahill; Recording Secretary, J. P. Watts, 4100 Grandview Highway, New Westminster.
Maintenance-of-way Employees, Brotherhood of, No. 202.—President, S. Fedonik; Secretary-Treasurer, W. Haws, Sinclair Mills.
Railway Conductors of America, Order of, Division 620.—President, J. Williams; Recording Secretary, J. Williams, Box 30, Smithers.
Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 28.—President, P. Annan; Secretary, R. E. Lonsdale, Box 56, Prince George.
Woodworkers of America, International, No. 1-424.—President, J. Farenhurst; Financial Secretary, D. E. McShane, Prudente Block, Prince George.

PRINCE RUPERT

Beverage Dispensers' Union, No. 636.—President, Ted Johnson; Secretary-Treasurer, A. J. Turcotte, Box 1549, Prince Rupert.
Carpenters and Joiners, Piledrivers and Bridge Builders, United Brotherhood of, No. 1549.—President, J. N. McLeod; Business Agent, J. S. Black, Box 694, Prince Rupert.
Carpenters and Joiners of America, United Brotherhood of, No. 1735.—President, A. Wallin; Business Agent, J. S. Black, Box 694, Prince Rupert.
Civic Employees' Federal Union, No. 5.—President, E. A. Evans; Recording Secretary, E. A. Keehn, Box 1783, Prince Rupert.
Construction and General Labourers' Union, No. 1427.—President, J. Taylor; Secretary-Treasurer, F. Abbott, Box 1838, Prince Rupert.
Electrical Workers, International Brotherhood of, No. 344.—President, G. P. Phillipson; Financial Secretary, J. N. Forman, Box 457, Prince Rupert.
Engineers, International Union of Operating, No. 510.—President, L. 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, H. Mork; Secretary-Treasurer, G. Anderson, Box 249, Prince Rupert.
Government Employees' Association, B.C. Provincial.—President, W. H. Murray; Secretary, C. V. Smith, Box 759, Prince Rupert.
Industrial Workers' Union.—President, H. E. Faure; Recording Secretary, C. F. Bartlett, Postal Station "B," Prince Rupert. (Disbanded.)
Kelly Douglas (Nabob Food Products) Employees' Association.—President, A. Spilos; Secretary-Treasurer, E. Prentice, Box 39, Vancouver.
Laundry Workers' International Union, No. 336.—President, Mrs. Lillian Doane; Recording Secretary, Miss D. A. Ballinger, Box 406, Prince Rupert.
Longshoremen's and Warehousemen's Union, International, No. 505.—President, M. G. Arbelya; Recording Secretary, G. Alderson, Box 531, Prince Rupert.
Maintenance-of-way Employees, Brotherhood of, No. 335.—President, H. Long; Secretary-Treasurer, P. Le Ross, Box 1191, Prince Rupert.
Marine Workers' and Boilermakers' Industrial Union, No. 2.—President, W. D. Griffiths; Recording Secretary, J. W. Prusky, Box 1456, Prince Rupert.
Plumbing and Pipefitting Industry of the United States and Canada, United Association of Journeymen and Apprentices, No. 180.—President, R. Wilson; Secretary-Treasurer, G. S. Weatherly, 2040 Atlin Avenue, Prince Rupert.
Railway Carmen of America, Brotherhood of, No. 426.—President, D. T. Elder; Recording Secretary, R. Pollock, 252 Eighth Avenue West, Box 496, Prince Rupert.
Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 154.—President, J. Rhodes; Secretary, P. Jones, Box 676, Prince Rupert.
Typographical Union, International, No. 413.—President, H. Morgan; Secretary-Treasurer, C. H. Collins, Box 552, Prince Rupert.

PRINCETON

Brewery, Flour, Cereal, and Soft Drink Workers of America, International Union of, No. 367.—President, P. H. Mitchell; Recording Secretary, A. Kowal, Box 467, Princeton.
Government Employees' Association, B.C. Provincial.—President, A. Pringel; Secretary, T. H. Gunliffe, c/o Department of Public Works, Princeton.
Mine Workers of America, United, No. 7875.—President, A. Samuel; Secretary-Treasurer, Thos. Foley, Box 38, Princeton.

QUESNEL

Carpenters and Joiners of America, United Brotherhood of, No. 2493.—President, J. Petty; Recording Secretary, E. Hickling, Box 111, Quesnel.
Government Employees' Association, B.C. Provincial.—President, A. Colby; Secretary, A. Limacher, Quesnel.
Kelly Douglas (Nabob Food Products) Employees' Association.—President, A. Spilos; Secretary-Treasurer, E. Prentice, Box 39, Vancouver.

REVELSTOKE

Blacksmiths, Drop Forgers and Helpers, International Brotherhood of, No. 407.—President, A. Robinson; Secretary, A. Olsson, Box 141, Revelstoke.
Civic Employees' Federal Union, Revelstoke, No. 363.—President, J. Ludwig; Recording Secretary, E. Coueffin, Box 154, Revelstoke.
Engineers, Brotherhood of Locomotive, Division No. 657.—President, H. W. Keegan; Recording Secretary, S. G. Bronsdon, Box 698, 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, L. Wiedenman; Secretary-Treasurer, D. A. Rix, Revelstoke.
Fruit and Vegetable Workers' Union, No. 10.—President, H. J. Crich; Secretary, I. Clough, Box 536, Revelstoke.
Government Employees' Association, B.C. Provincial.—President, J. G. Ritchie; Secretary, Mrs. M. Geoghegan, c/o Government Agent's Office, Revelstoke.

Machinists, International Association of, No. 258.—President, R. S. Watson; Financial Secretary, J. R. Motta, Box 517, Revelstoke.

Railroad Trainmen, Brotherhood of, Glacier Lodge, No. 51.—President, H. A. Mulholland; Recording Secretary, G. Patrick, Revelstoke.

Railway Carmen of America, Brotherhood of, Mount Begbie Lodge No. 481.—President, A. E. Parker; Recording Secretary, F. L. Henderson, 503 East Fifth Street, Revelstoke.

Railway Conductors, Order of, No. 487.—President, B. C. Calder; Secretary-Treasurer, D. L. Hooley, Box 434, Revelstoke.

ROSSLAND-TRAIL

Government Employees' Association, B.C. Provincial.—President, R. K. Dunlop; Secretary, B. I. Dudley, P.O. Box 2024, Rossland.

RUTLAND

Lumber and Sawmill Workers' Union, No. 2771.—President, W. A. Krogel; Recording Secretary, G. Keehn, R.R. 2, Kelowna.

SALMON ARM

Government Employees' Association, B.C. Provincial.—President, L. M. Johnson; Secretary, W. J. Bird, P.O. Box 331, Salmon Arm.

SKEENA-OMINECA

Government Employees' Association, B.C. Provincial.—President, C. L. Gibson; Secretary, A. E. Davis, Smithers.

SMITHERS

Engineers, Brotherhood of Locomotive, Babine Division, No. 111.—President, J. R. McIntyre; Recording Secretary, C. A. Thurston, Box 240, Smithers.

Railroad Trainmen, Brotherhood of, No. 869.—President, E. V. Glass; Secretary-Treasurer, S. W. Gould, Box 86, Smithers.

Railway Carmen of America, Brotherhood of, Bulkley Lodge, No. 1415.—President, E. S. E. Abrahamson; Recording Secretary, J. H. Trew, Box 129, Smithers.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 93.—President, J. R. Nicholson; Secretary, P. B. Emerson, Box 51, Smithers.

SQUAMISH

Firemen and Enginemen, Brotherhood of Locomotive, No. 972.—President, A. L. Munro; Treasurer, J. Playart, Lillooet.

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

Railway Carmen of America, Brotherhood of, No. 1419.—President, R. J. Lamport; Recording Secretary, A. Fraser, Squamish.

Railway Trainmen, Brotherhood of, No. 1080.—President, D. D. Morrison; Secretary, J. W. Robinson, Squamish.

STEVESTON

Municipal Employees' Union, Richmond, No. 19.—President, E. Turner; Secretary-Treasurer, A. R. Riddell, 1042 No. 2 Road, R.R. 1, Steveston.

STEWART

Mine and Mill Workers, Portland Canal, No. 694.—President, R. J. Carter; Financial Secretary, A. Anderson, Box 145, Stewart.

SURREY

Municipal Employees' Association, Surrey, No. 6.—President, G. S. Goldstone; Secretary, G. A. Patterson, Siddons Road, Cloverdale.

TADANAC

Fire Fighters Association, Tadanac, No. 871.—President, J. Briggeman; Secretary-Treasurer, G. B. Cady, 2245 Seventh Avenue, Trail.

TERRACE

Government Employees' Association, B.C. Provincial.—President, D. Bains; Secretary, A. C. Calder, Terrace.

Woodworkers' Industrial Union of Canada, No. 469.—President, E. Llewellyn; Recording Secretary, W. H. McConnell, Box 56, Terrace.

TRAIL

Carpenters and Joiners of America, United Brotherhood of, No. 2474.—President, W. Timms; Recording Secretary, F. Tough, Box 154, Trail.

Civic Employees' Federal Union, No. 343.—President, X. Dupeyron; Secretary-Treasurer, T. R. Piccolo, 750 Binns Street, Trail.

Electrical Workers, International Brotherhood of, No. 287.—President, E. J. Wright; Business Manager, A. Currier, 1460 Bay Avenue, Trail.

Federal Union, No. 302.—President, Mrs. M. Booth, Secretary-Treasurer, Irma I. Ashe, 2126 Topping Street, Trail.

Fire Fighters, International Association of (Trail-Rossland), No. 941.—President, W. Holmes; Secretary-Treasurer, A. L. Blaine, 1390 Pine Avenue, Trail.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, A. Spilos; Secretary-Treasurer, E. Prentice, Box 39, Vancouver.

Letter Carriers, Federated Association of, No. 76.—President, R. H. Hilder; Secretary-Treasurer, S. T. Spooner, 2017 Second Avenue, Trail.

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

Maintenance-of-way Employees, Brotherhood of, Lodge No. 181.—Secretary-Treasurer, P. Shankaruk, 1932 Third Avenue, Trail.

Smelter Workers' Union, Trail and District, International Union of Mine, Mill and Smelter Workers, No. 480.—President, A. King; Recording Secretary, C. B. McMartin, 973 Eldorado Street, Trail.

Typographical Union, International, No. 340.—President, J. A. Boleth; Secretary-Treasurer, D. H. Strachan, 1537 Second Avenue, Trail.

TRANQUILLE

Government Employees' Association, B.C. Provincial.—President, G. Grey; Secretary, W. Thomson, c/o Sanatorium (staff), Tranquille.

TULSEQUAH

Mine, Mill and Smelter Workers, International Union of, No. 858.—President, J. Loftus; Financial Secretary, H. Adams, Tulsequah.

VANANDA

Mine, Mill, Quarry and Smelter Workers, International Union of, No. 816.—President, A. McCormack; Financial Secretary, J. H. Johnson, Vananda.

VANCOUVER

Acme Asbestos Cement, Ltd., Employees' Organization of.—President, H. Parker; Recording Secretary, J. E. Henderson, 1030½ Harwood Street, Vancouver.

Auto Workers' Lodge, B.C., Lodge No. 1857.—President, Nicholas G. Wilson; Financial Secretary, A. R. Thompson, Room 111, 307 Broadway West, Vancouver.

Bakery and Confectionery Workers' International Union of America, No. 468.—President, William Martin; Secretary, Melvin J. Kemmis, Room 5, 307 Broadway West, Vancouver.

Bakery Salesmen's Union, Vancouver, No. 189.—President, R. M. Millar; Business Agent, E. Holmes, Room 206, 307 Broadway West, Vancouver.

Barbers' Association of British Columbia.—President, N. Mervyn Comba; Recording Secretary, Thomas McIntosh, 3355 Manor Street, Burnaby.

Barbers', Hairdressers', Cosmetologists', and Proprietors' International Union of America, Journeymen, No. 120.—President, Joshua L. Murray; Secretary-Treasurer, C. E. Herrett, No. 115, 307 Broadway West, Vancouver.

B.C. Electric Office Employees' Association.—President, T. Collins; Business Secretary, Miss A. Martin, 425 Carrall Street, Vancouver.

Birks Building Employees' Association.—Bargaining Agent, T. L. Barker, No. 931, 718 Granville Street, Vancouver.

Blacksmiths' and Helpers' Union of Canada, No. 1.—President, John Moffat; Recording Secretary, Gilbert G. Cavill, 849 Churchill Crescent, North Vancouver.

Boilermakers, Iron-ship Builders and Helpers of America, International Brotherhood of, No. 359.—President, J. Downie; Recording Secretary, F. E. Cardwell, 4657 Slocan Street, Vancouver.

Bookbinders, International Brotherhood of, No. 105.—President, Frank S. Allen; Secretary-Treasurer, Francis J. Milne, 977 Broughton Street, Vancouver.

Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, International Union of, No. 300.—President, William Hackett Jackson; Recording Secretary, Henry George Bennett, 4014 Seventeenth Avenue West, Vancouver.

Brewery, Flour, Cereal, and Soft Drink and Distillery Workers of America, International Union of United, No. 363.—International Representative, E. C. Sims, No. 614, 193 Hastings Street East, Vancouver.

Bricklayers' and Masons' International Union, No. 1.—President, J. Baker; Recording Secretary, L. Padgett, 3393 Thirty-first Avenue West, Vancouver.

Bridge, Structural and Ornamental Iron Workers, International Association of, No. 97.—President, Alex McPherson; Business Agent, E. G. Cook, No. 110, 307 Broadway West, Vancouver.

Bridge, Structural and Ornamental Iron Workers, International Association of, No. 712.—President, J. McStay; Financial Secretary, V. E. Steers, 559 Nineteenth Avenue West, Vancouver.

Building and Construction Workers of Canada, Amalgamated, No. 1.—President, John Patrick Lucas; Recording Secretary, Stanley Crago, 1661 Tenth Avenue East, Vancouver.

Building and Construction Workers of Canada, Amalgamated, No. 16.—President, Patrick Thibault; Secretary-Treasurer, J. C. Barrett, Room 1, 712 Robson Street, Vancouver.

Building Material, Construction and Fuel Truck Drivers, No. 213.—President, J. A. King; Secretary, H. Bonnell, 307 Broadway West, Vancouver.

Building Service Employees' Union, No. 244.—President, V. Galbraith; Recording Secretary, A. J. Wybrew, 339 Pender Street West, Vancouver.

Building Service Workers' Industrial Union, No. 204.—President, Thos. Green; General Representative, Percy Lawson, 501 Vancouver Block, Vancouver.

Cafeteria and Coffee Shop Employees' Association.—President, Robert G. R. Ball; Recording Secretary, Dorothy E. Stricker, 160 Fifty-seventh Avenue East, Vancouver.

Carpenters and Joiners of America, United Brotherhood of, No. 452.—President, Stanley Garrett, Financial Secretary, James G. Smith, No. 100, 307 Broadway West, Vancouver.

Checkers' and Weighers' Association, Marine, No. 506.—President, W. Wright; Dispatcher, A. G. Smith, 61 Cordova Street West, Vancouver.

City Hall Employees' Association, Vancouver City, No. 15.—President, R. Skinner; Recording Secretary, T. 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 Labor Union, No. 28.—President, T. Anderson; Business Agent, D. Guise, 1229 Franklin Street, Vancouver.

Civil Servants of Canada, Amalgamated.—President, M. B. Whitehead; Recording Secretary, Harold Baker, 3680 Collingwood Street, Vancouver.

CKWX Employees' Association.—President, John Ansell; Secretary, Mrs. Leah Campbell, 2263 Forty-first Avenue West, Vancouver.

Clerks' and Warehousemen's Union, No. 10.—President, M. Jolley; Secretary-Treasurer, S. Nuttall, 1035 Eleventh Avenue West, Vancouver.

Club and Cabaret, Culinary and Service Employees' Union, No. 740.—President, Joseph P. Downey; Financial Secretary, W. McDermont, No. 304, 413 Granville Street, Vancouver.

Communications Association, No. 4.—President, John Sugden; Secretary-Treasurer, Kenneth E. Jackson, 1266 Thirteenth Avenue, New Westminster.

Crone Storage Warehousemen's and Packers' Association.—President, William McKenzie; Payroll Clerk, Miss Burl Hansen, 4317 Knight Road, Vancouver.

Distillery, Rectifying and Wine Workers' International Union of America, No. 92.—President, R. H. Millar; Secretary, George Guy, 545 Forty-seventh Avenue East, Vancouver.

Electrical Trades' Union, No. 1.—President, J. H. Bushfield; Recording Secretary, R. Adair, No. 208, 16 Hastings Street East, Vancouver.

Electrical Workers, International Brotherhood of, No. 213.—President, C. C. Moore; Business Manager, George Gee, 111 Dunsmuir Street, Vancouver.

Elevator Constructors, International Union of, No. 82.—President, R. Holmes; Recording Secretary, H. C. MacKichan, 2057 Seventh Avenue East, Vancouver.

Enamel Workers' Federal Union, Vancouver, No. 291.—President, G. Holden; Recording Secretary, H. Hannah, 2817 Euclid Avenue, Vancouver.

Engineers, Brotherhood of Locomotive, Division No. 320.—President, T. M. Rae; Recording Secretary, W. Perfonic, 1450 Cypress Street, Vancouver.

Engineers, Brotherhood of Locomotive, Division No. 907.—President, Chas. Glibbery; Secretary-Treasurer, A. F. McGuire, 2931 McKay Avenue, Burnaby.

Engineers of Canada, Inc., National Association of Marine, No. 7.—President, J. Grieve; Business Agent, H. B. McKie, Room 201–2, 319 Pender Street West, Vancouver.

Engineers, International Union of Operating, No. 115.—President, F. L. Hunt; Business Representative, A. W. Scott, No. 217, 193 Hastings Street East, Vancouver.

Engineers, International Union of Operating, No. 882.—President, J. Kolbus; Business Representative, H. Berger, No. 217, 193 Hastings Street East, Vancouver.

Engineers, International Union of Operating, No. 963.—President, William Paul; Recording Secretary, George Zailo, 380 Fifteenth Avenue East, Vancouver.

Express Employees, Brotherhood of, No. 15.—President, E. J. Ainsworth; Recording Secretary, J. E. Battye, c/o Canadian Pacific Express, foot of Seymour Street, Vancouver.

Federal Union, Vancouver, No. 278.—President, T. R. Bartholomew; Recording Secretary, David W. Pepper, 205 Fifteenth Avenue West, Vancouver.

Film Exchange Employees' Union, No. B 71.—President, Lucene Doucette; Secretary-Treasurer, G. Hislop, 2549 Charles Street, Vancouver.

Film Exchange Employees' Union, No. F 71.—President, Douglas White; Secretary-Treasurer, V. Yates, 1435 Cypress Street, Vancouver.

Fire Fighters, International Association of, No. 901.—President, A. G. Grant; Recording Secretary, F. E. Reid, 3 Acadia Circle, University Hill, Vancouver.

Fire Fighters' Union, Vancouver, No. 18.—President, Hector Wright; Recording Secretary, Harry Foster, 4495 Nanaimo Street, Vancouver.

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, No. 939.—President, J. A. Rennie; Recording Secretary, J. Livingstone, 2721 Twenty-sixth Avenue West, Vancouver.

Firemen and Oilers, International Brotherhood of, No. 134.—President, G. P. Pattyn; Financial Secretary, S. E. A. Schofield, 3248 Grant Street, Vancouver.

Firemen and Oilers, International Brotherhood of, No. 289.—President, W. F. Sutton; Recording Secretary, James E. Fairburn, 3520 Pioneer Avenue, Burnaby, New Westminster.

First Aid Attendants' Association of B.C., Industrial.—President, N. D. Walcroft; Secretary, H. W. Mahler, No. 101, 603 Hastings Street West, Vancouver.

Fishermen and Allied Workers' Union, United.—President, George Miller; Recording Secretary, H. Stevens, 138, Cordova Street East, Vancouver.

Floorlayers' Union, No. 1541.—President, Ben B. Sochasky; Recording Secretary, John Soderman, 5650 Balaclava Street, Vancouver.

Fur Workers' Union, Vancouver, No. 197.—President, Mervin Rogelstad; District Organizer, Pearl Wedro, No. 5, 339 Pender Street West, Vancouver.

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

Garment Workers of America, United, No. 232.—President, Ada Halloran; Secretary, Eileen Schular, 1322 Beach Avenue, Vancouver.

Garment Workers' Union, International Ladies, No. 276.—President, C. P. Rivers; Business Agent, Anne Marshall, 3138 Pender Street East, Vancouver.

Gasworkers' Union, Vancouver and Victoria, No. 225.—President, William H. Thomas; Secretary-Treasurer, Ernest Rees, 2045 Seventh Avenue West, Vancouver.

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Government Employees' Association, B.C. Provincial.—President, W. H. Stewart; Secretary, Miss H. A. Hall, Room 8, 407 Hastings Street West, Vancouver.

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Hotel and Restaurant Employees' Union, No. 28.—President, R. E. Williams; Office Assistant, D. Brown, No. 304, 413 Granville Street, Vancouver.

Hotel and Restaurant Employees' and Bartenders' International Union, No. 676. — President, J. S. Jackson; Secretary, F. W. Mills, 68 Hastings Street West, Vancouver.

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Lathers' International Union, Wood, Wire, and Metal, No. 207.—President, T. Vaughan; Secretary, M. G. Finlayson, 4848 Dumfries Street, Vancouver.

Laundry Workers' International Union, No. 292.—President, Thomas Basham; Financial Secretary, J. H. Irving, Room 112, 307 Broadway West, Vancouver.

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

Library Staff Association, Vancouver Public, No. 7.—President, Mrs. Olive St. Clair Raymond; Secretary, Mrs. Ruth Lemon, c/o Vancouver Public Library, Vancouver.

Lithographers of America, Amalgamated, No. 44.—President, Frank Phipps; Treasurer, James Lovatt, 1574 Sowden Street, North Vancouver.

Longshoremen's Association, International, No. 38-163.—President, A. Duncan; Secretary, James Darwood, 2049 Kitchener Street, Vancouver.

Longshoremen's and Warehousemen's Union, International, No. 501.—President, H. Weaver; Recording Secretary, R. H. Clewley, 660 Jackson Avenue, Vancouver.

Longshoremen's and Warehousemen's Union, International, No. 507.—President, Charles McKendrick; Secretary, D. C. Mackenzie, 4810 Culloden Street, Vancouver.

Lumber Inspector's Union (B.C. Division), No. 1.—President, T. A. Brown; Recording Secretary, J. O. Simpson, 1887 Fifty-eighth Avenue West, Vancouver.

Lumber and Sawmill Workers' Union, No. 2968.—President, Alfred A. Taylor; Secretary-Treasurer, H. Wood, 3255 Norfolk Street, via New Westminster.

McLennan, McFeely & Prior, Limited, Employees' Association.—President, K. H. Burnett; Recording Secretary, S. G. McDonald, 769 Sixty-third Avenue West, Vancouver.

Machinists, International Association of, No. 182.—President, H. L. Thomas; Section Vice-President, A. M. Watt, 2948 Twenty-eighth Avenue West, Vancouver.

Machinists, International Association of, No. 692.—President, Harold D. Foster; Recording Secretary, H. Fishman, 2633 Fourth Avenue East, Vancouver.

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

Mailers' Union, No. 70.—President, W. E. Campbell; Secretary-Treasurer, D. R. Durno, 3624 Fourteenth Avenue West, Vancouver.

Maintenance-of-way Employees, Brotherhood of, No. 167.—Secretary-Treasurer, P. J. Doyle, 2638 Twenty-first Avenue West, Vancouver.

Maintenance-of-way Employees, Brotherhood of, No. 210.—Secretary-Treasurer, R. Halliday, 3383 Pender Street East, Vancouver.

Malkin, W. H., Co.'s Warehouse Employees' and Truckdrivers' Association.—President, J. E. Fowler; Secretary-Treasurer, F. H. Calhoun, Hotel Stirling, Vancouver.

Marble, Stone and Slate Polishers, Rubbers and Sawyers, Tile and Marble Setters' Helpers and Terrazzo Workers' Helpers, International Association of, No. 78.—President, James Urquhart; Business Agent, K. S. Kennedy, 570 Rupert Street, Vancouver.

Marine Workers'' and Boilermakers' Industrial Union, No. 1.—President, William L. White; Secretary-Treasurer, W. Stewart, 815 Tobruk Street, North Vancouver.

Meat Cutters and Butcher Workmen of North America, Amalgamated, No. 212.—President, Frank Rutledge; Recording Secretary, George Johnston, No. 203, 307 Broadway West, Vancouver.

Mechanics' Union, Terrazzo, No. 4.—President, J. Stradiski; Secretary, G. R. Chappell, 4849 Hastings Street East, Vancouver.

Merchant Service Guild, Canadian.—President, Captain W. A. Gosse; Secretary, G. F. Bullick, 675 Dunsmuir Street, Vancouver.

Metal and Chemical Workers' Union, Vancouver District, No. 289.—President, William John Douglas; Recording Secretary, Keith Brown, 2790 Eighteenth Avenue West, Vancouver.

Milk Wagon Drivers' and Dairy Employees' Union, No. 464.—President, R. McCulloch; Secretary-Treasurer, Birt Showler, 307 Ninth Avenue West, Vancouver.

Monsanto (Canada), Ltd., Employees' Committee.—President, James Thomson; Secretary, A. L. MacMaster, 1154 Haywood Avenue, West Vancouver.

Moulders' and Foundry Workers' Union of North America, International, No. 281.—President, Frank Bird; Business Agent, Louis J. Herzeg, No. 102, 2625 Alberta Street, Vancouver.

Municipal Foremen, Vancouver and District, No. 349.—President, J. Sheridan; Recording Secretary, G. E. Rea, 4411 Venables Street, Vancouver.

Municipal Employees' Association, West Vancouver, No. 13.—President, Walter Best; Secretary, H. T. Thomas, 1508 Duchess Avenue, West Vancouver.

Musicians' Mutual Protective Union, No. 145.—President, Wm. Pilling; Secretary, George E. Leach, No. 51, 553 Granville Street, Vancouver.

Native Brotherhood of B.C.—President, Chief William Scow; General Secretary, Frank Calder, General Delivery, Prince Rupert.

Nelson's Sales and Service Club.—President, H. V. Nisbett; Secretary, A. R. Race, 5507 Kings Road, Vancouver.

Newspaper Guild, Vancouver, No. 1.—President, James Gardiner; Recording Secretary, Lila Melbye, 5237 Marguerite Street, Vancouver.

Newspaper Guild, Vancouver, No. 2.—President, Lionel H. Salt; Recording Secretary, Ed Simons, 417 Twenty-fourth Avenue West, North Vancouver.

Newspaper Guild, Vancouver, No. 207. — President, Arthur P. McKenzie; Organizer, H. Gargrave, 501 Vancouver Block, 736 Granville Street, Vancouver.

Newspaper Printing Pressmen's Union, Vancouver, No. 25.—President, Clarence Poulter; Secretary-Treasurer, G. Carter, 3885 Tupper Street, Vancouver.

Nurses' Association, Registered, of British Columbia.—President, Sister Columkille; Executive Secretary, Alice L. Wright, 1101-5 Vancouver Block, Vancouver.

Office Employees' International Union, No. 15.—President, Vera Hughes; Secretary-Treasurer, Bernadette Gomtin, 307 Broadway West, Vancouver.

Office and Professional Workers' Organizing Committee, No. 8.—President, Mrs. Jean Mohart; Secretary-Treasurer, Miss Marie LeBrun, 905 Dominion Bank Building, Vancouver.

Oil Workers' International Union, No. 606.—President, Frank Lowe; Recording Secretary, S. Adamson, 530 Ash Street, New Westminster.

Oil Workers' International Union, No. 610.—President, O. Boucher; Financial Secretary, W. Harker, 4001 Pender Street East, Vancouver.

Oil Workers' International Union, No. 615.—President, A. McLeod; Secretary-Treasurer, A. Duncan, 509 Keith Road East, North Vancouver.

Packinghouse Workers of America, United, No. 162.—President, Robert Johnson; Recording Secretary, O. S. Eakin, 4547 Fleming Street, Vancouver.

Packinghouse Workers of America, United, No. 249.—President, A. Janovick; Recording Secretary, J. G. Atkinson, 3335 Windsor Street, Vancouver.

Packinghouse Workers of America, United, No. 283.—President, Thomas Marshall; Secretary, May Harvey, 4245 Beatrice Street, Vancouver.

Packinghouse Workers of America, United, No. 341.—President, J. McEachern; Financial Secretary, J. Lutgert, 3614 Tanner Street, Vancouver.

Packinghouse Workers of America, United, No. 350.—President, Wm. Quirk; Financial Secretary, Andrew A. Menzies, 905 Dominion Bank Building, Vancouver.

Packinghouse Workers of America, United, No. 412.—President, G. H. Hall; Recording Secretary, W. J. Boyce, c/o Fred Clarke, R.R. 7, New Westminster.

Packinghouse Workers of America, United, No. 430.—President, Wm. M. Campbell; Field Representative, Wm. Symington, 905 Dominion Building, Vancouver.

Painters, Decorators and Paperhangers of America, Brotherhood of, No. 138.—President, Bruce Mitchell; Financial Secretary, J. Eaves, 307 Broadway 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.

Pattern Makers' Association, No. 1260.—President, D. A. Merkley; Secretary-Treasurer, Leo J. Wiles, Suite 3, 1584 Marine Drive, Hollyburn.

Photo-engravers' Union, Vancouver, No. 54.—President, Joseph Hinke; Recording Secretary, Robert John Taylor, 2133 Fifty-seventh Avenue West, Vancouver.

Pile Drivers', Bridge, Dock and Wharf Builders' Union, No. 2404.—President, C. Anderson; Business Agent, S. C. Allan, Box 369, Vancouver.

Plasterers' and Cement Finishers' International Association, Operative, No. 779.—President, Jack McCandless; Secretary-Treasurer, Harry West, 3419 Twenty-third Avenue West, Vancouver.

Plumbing and Pipefitting Industry of the United States and Canada, United Association of Journeymen and Apprentices, No. 170.—President, Jack A. Dillabaugh; Business Manager, Frank R. Carlisle, No. 109, 307 Broadway West, Vancouver.

Plumbing and Pipefitting Industry of the United States and Canada, United Association of Journeymen and Apprentices, No. 571.—President, Thos. H. Poulton; Secretary, Lloyd Elrick, 1877 Haro Street, Vancouver.

Policemen's Federal Labour Union, City, No. 12.—President, F. F. Dougherty; Recording Secretary, Daniel Brown, 6171 Fraser Street, Vancouver.

Printing Pressmen and Assistants' Union, Vancouver, No. 69.—President, R. A. Scott; Secretary-Treasurer, Thos. S. Ezart, 5407 Commercial Drive, Vancouver.

Pulp, Sulphite and Paper Mill Workers, International Brotherhood of, No. 433.—President, A. K. Stelp; Business Agent, O. Braaten, 339 Pender Street West, Vancouver.

Pulp, Sulphite and Paper Mill Workers, International Brotherhood of, No. 655.—President, M. H. Snelling; Recording Secretary, Frank J. Fieber, 5443 Culloden Street, Vancouver.

Railroad Trainmen, Brotherhood of, Vancouver Lodge No. 144.—President, J. A. Montgomery; Secretary, E. S. West, 4197 Eleventh Avenue West, Vancouver.

Railroad Trainmen, Brotherhood of, Lions Gate Lodge No. 987.—President, E. F. Marsden; Secretary, J. B. A. Peladeau, 6129 St. Catherines Street, Vancouver.

Railroad Trainmen, Brotherhood of, Lodge, No. 1040.—President, V. Upton; Secretary, W. F. Doyle, 2525 Marlborough Avenue, New Westminster.

Railway Carmen of America, Brotherhood of, Vancouver Lodge No. 58.—President, Harold Holmes; Recording Secretary, A. J. Carlson, 1228 Pendrell Street, Vancouver.

Railway Carmen of America, Brotherhood of, No. 773.—President, C. L. G. Love; Recording Secretary, F. W. Wood, 1973 Twelfth Avenue East, Vancouver.

Railway Conductors of America, Order of (International), No. 267.—President, A. S. Emms; Secretary-Treasurer, J. B. Physick, 4054 Fourteenth Avenue West, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 59.—President, A. Hadesbeck; Secretary, Miss K. Hartkoorn, 40 Forty-fifth Avenue East, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 82.—President, W. E. Craig; Secretary, A. P. Smith, 2283 Eighth Avenue West, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 162.—President, L. Doherty; Secretary, C. D. Webb, 3655 Wellington Avenue, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 221.—President, Percy Jones; Secretary, Arthur E. Galbraith, 3537 Thirty-fourth Avenue West, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 223.—President, H. Magee; Secretary, R. V. Gillis, 2965 Tenth Avenue West, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 275.—President, Wm. Kreut; Secretary, Earnest Hughes, 145 MacDonald Avenue South, Vancouver.

Railway Mail Clerks' Association. — President, F. W. Hitchcock; Secretary-Treasurer, H. I. Hamilton, 1851 Fifteenth Street West, North Vancouver.

Railway and Motor Coach Employees of America, Amalgamated Association of Street, Electric, No. 1374.—President, N. M. Chalmers; Executive Secretary-Treasurer, J. W. Graham, 1942 Broad Street, Regina, Sask.

Railwaymen, Canadian Association of, No. 74.—President, James S. Wilkes; Recording Secretary, D. B. Roberts, 216 Avenue Building, Winnipeg, Man.

Railway and Steamship Clerks, Freight-handlers, Express and Station Employees, Brotherhood of, Progress Lodge No. 46.—President, W. J. Smith; Secretary-Treasurer, C. H. Alexander, 978 Alberta Road, Lulu Island, Vancouver.

Railway and Steamship Clerks, Freight-handlers, Express and Station Employees, Brotherhood of, Pacific Lodge No. 630.—President, F. L. MacDonald; Recording Secretary, T. W. Kirby, 3566 Triumph Street, Vancouver.

Refrigeration Workers' Union, No. 516.—President, William Thomas; Secretary-Treasurer, L. R. Wintle, 137 Fortieth Avenue West, Vancouver.

Retail, Wholesale and Department Store Union of America, No. 535.—President, Wellington Parrish; International Representative, G. C. Emary, 905 Dominion Bank Building, Vancouver.

School Service Employees, No. 20.—President, J. Sinclair; Secretary, A. Wallis, 2753 Adanac Street, Vancouver.

Seafarers' Association, Canadian, No. 1.—President, H. H. Taylor; Recording Secretary, G. Smillie, 139 Dunlevy Avenue, Vancouver.

Seafarers' International Union of North America, Canadian.—President, Harry Lundeberg; Administrator, Hal C. Banks, 463 McGill Street, Montreal, Que.

Seamen's Union, West Coast (Canada), No. 1.—President, J. S. Thompson; Secretary, J. M. Smith, 53 Powell Street, Vancouver.

Sewerage and Drainage Board Employees' Union, Greater Vancouver Water District and Joint, No. 2.—President, P. D. Stewart; Secretary, J. M. Morrison, 4573 First Avenue West, Vancouver.

Sheet Metal Workers, International Association of, No. 280.—President, Albert Crighton; Business Representative, James Walker, 307 Broadway West, Vancouver.

Sheet Metal Workers, International Association of, No. 314.—President, G. Watson; Recording Secretary, T. R. Owen, 920 Fifty-fifth Avenue East, Vancouver.

Shinglers' and Roofers' Union, No. 2346.—President, W. C. Harris; Recording Secretary, J. A. Gildemeister, 2053 Cypress Street, Vancouver.

Shingle Weavers' Union, No. 2802.—President, Thomas Dumma; Recording Secretary, Alex Low, 1184 Seventy-third Avenue West, Vancouver.

Shoe Leather and Tannery Workers' Union, No. 505.—President, George Wood; Secretary-Treasurer, Joseph O'Connor, 339 Pender Street West, Vancouver.

Shoe Workers' Union of Vancouver, No. 510.—President, G. Shipley; Secretary, H. J. Harris, 6100 Aubrey Street, Capital Hill, Vancouver.

Sign and Pictorial Painters' Union, No. 726.—President, James B. Collin; Recording Secretary, J. A. Middleton, 5881 Dundas Street, Vancouver.

Slade, A. P., & Associated Companies Employees' Association, No. 78.—President, J. R. Kelly; Secretary, A. A. de Kerizec, 3028 Fifth Avenue East, Vancouver.

Spear & Jackson's Employees' Association.—President, M. Wilson; Secretary, D. R. Alexander, 4055 Dundas Street, Vancouver.

Steelworkers of America, United, No. 2655.—President, T. Carter; International Representative, P. Baskin, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 2765.—President, C. Kemp; International Representative, P. Baskin, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 2821.—President, George Sowden; International Representative, P. Baskin, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 2952.—President, E. Meglaughlin; International Representative, P. Baskin, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3229.—President, F. Rowland; International Representative, P. Baskin, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3253.—President, G. Curley; International Representative, P. Baskin, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3302.—President, G. A. Bray; International Representative, P. Baskin, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3376.—President, Guy Cosh; International Representative, P. Baskin, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3452.—President, J. R. Kilby; International Representative, P. Baskin, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3495.—President, A. Nordenmark; International Representative, P. Baskin, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3546.—President, E. M. Orr; International Representative, P. Baskin, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3910.—President, J. Kinnear; International Representative, P. Baskin, 905 Dominion Bank Building, Vancouver.

Stereotypers' and Electrotypers' Union, International, No. 88.—President, R. N. Myles; Secretary, J. Gibbons, 3280 Graveley Street, Vancouver.

St. Paul's Hospital Employees' Organization.—President, John S. Johnston; Recording Secretary, Mary Kathleen McKay, 4659 Beatrice Street, Vancouver.

Street Railwaymen's Union, No. 101.—President, Thomas Dunlop; Business Manager, Lloyd Easler, 611 Seventh Avenue East, Vancouver.

Sugar Workers, Industrial Union of, No. 517.—President, H. Webster; International Representative, G. C. Emary, 905 Dominion Bank Building, Vancouver.

Switchmen's Union of North America, No. 111.—President, F. M. Barlow; Treasurer, A. S. Crosson, 3925 Fourteenth Avenue West, Vancouver.

Tailors' Union of America, Journeymen, No. 178.—President, Chas. Black; Financial Secretary, Gus C. Leonidas, 820 Ninth Avenue West, Vancouver.

Taxicab, Stage and Bus Drivers' Union, No. 151.—President, Albert Blais; Secretary-Treasurer, Chas. A. Gower, 307 Broadway West, Vancouver.

Teachers' Federation, British Columbia.—President, H. Drummond Dee; Recording Secretary, C. D. Ovans, 1300 Robson Street, Vancouver.

Telegraphers' Union, Commercial (C.P.R. Division), No. 1.—President, W. Stewart; Secretary-Treasurer, W. C. Pye, Box 432, Vancouver.

Telephone Workers of B.C., Federation of (Plant Division), No. 1.—President, H. Gordon-Findlay; Secretary, L. Leiper, 3475 Ash Street, Vancouver.

Telephone Workers of B.C., Federation of (Plant Division), No. 5.—President, D. Corrins; Secretary, C. Card, 1569 Graveley Street, Vancouver.

Telephone Workers of B.C., Federation of (Traffic Division), No. 10.—President, Miss Jean Wilson; Secretary, Mrs. Sybil Reid, 2849 Second Avenue East, Vancouver.

Telephone Workers of B.C., Federation of (Traffic Division), No. 14.—President, Mrs. J. Lepkey; Secretary, Miss L. Asher, 326 Fifty-sixth Avenue East, Vancouver.

Telephone Workers of B.C., Federation of (Clerical Division), No. 20.—President, T. Baird; Secretary, Miss M. Baird, 2636 Burns Street, Vancouver.

Textile Workers' Union, Federal, No. 12.—President, Miss I. Amolician; Secretary, A. J. Laity, 97 Twenty-fifth Avenue East, Vancouver.

Theatre Employees' Union, No. B 72.—President, John R. Foster; Business Manager, J. R. Foster, 1004 Wolfe Avenue, Vancouver.

Theatrical Stage Employees of the United States and Canada, No. 118.—President, Earl Sidsworth; Recording Secretary, Walter Blake, P.O. Box 711, Vancouver.

Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, International Alliance of, No. 348.—President, Will Tenney; Secretary, F. M. Smith, 4395 Williams Street, Vancouver.

Tile Layers' Union, No. 3.—President, T. Anderson; Secretary *pro tem.*, J. Neville, 3231 School Road, Vancouver.

Truck Drivers' and Helpers' Union, General, No. 31.—President, D. King; Recording Secretary, R. A. Lenfesty, Room 208, 307 Broadway West, Vancouver.

Trunk and Bag Industrial Workers' Union, No. 1.—President, W. Rutherford; Secretary-Treasurer, E. Stark, 2516 Sixth Avenue West, Vancouver.

Typographical Union, Vancouver, No. 226.—President, Alexander Bevis; Secretary-Treasurer, R. H. Neelands, Room 212, Labor Temple, 307 Broadway West, Vancouver.

University of British Columbia Employees' Federal Union, No. 116.—President, Andrew Leathem; Acting Business Agent, P. E. Canavan, 339 Pender Street West, Vancouver.

Upholsterers' Industrial Union, No. 1.—President, George Karleen; Secretary-Treasurer, T. S. Paterson, 5889 Fraser Street, Vancouver.

Vancouver Ice and Cold Storage, Limited, Association.—President, R. H. Harvey; Recording Secretary, Wm. Ferbey, 186 Twentieth Avenue West, Vancouver.

Woodworkers of America, International, No. 1-71.—President, Frank Howard; Financial Secretary, Fred Fieber, 9 Hastings Street East, Vancouver.

Woodworkers of America, International, No. 1-217.—President, Lloyd Whalen; Financial Secretary, S. M. Hodgson, 6936 Culloden Street, Vancouver.

Woodworkers' Industrial Union of Canada, No. 71.—President, Emil Job; National President, Harold Pritchett, 505 Holden Building, Vancouver.

Woodworkers' Industrial Union of Canada, No. 217.—President, R. Jackson; Recording Secretary, Alex Russell, 1289 Burgess Street, Burnaby, via New Westminster.

Woodworkers' Union, British Columbia, No. 2.—President, Dave E. Baston; Business Agent, Charles E. Roughsedge, 501 Vancouver Block, Vancouver.

VANDERHOOF.

Government Employees' Association, B.C. Provincial.—Secretary, Murray Page, c/o Public Works Department, Vanderhoof.

Maintenance-of-way Employees, Brotherhood of, Nechako Lodge No. 1870.—President, G. P. Whitfield; Recording Secretary, J. Wall, Engen.

VERNON

Carpenters and Joiners of America, United Brotherhood of, No. 1346.—President, B. Sauder; Financial Secretary, F. C. Tulloch, 2203 Thirtieth Avenue, Vernon.

Civic Employees' Federal Union, No. 326.—President, N. L. Kozoris; Secretary, R. S. Colley, 3304 Fifteenth Street, Vernon.

Electrical Workers, International Brotherhood of, No. 821.—President, W. S. Cawsey; Recording Secretary, A. J. East, 3005 Langille Avenue, Vernon.

Fire Fighters, International Association of, No. 953.—President, W. W. Gray; Secretary, N. J. Redman, 3408 Eighteenth Avenue, Vernon.

Fruit and Vegetable Workers' Union, No. 6.—President, J. E. Chadwick; Secretary, Mrs. M. M. Atwood, 3105 Thirty-fifth Avenue, Vernon.

Government Employees' Association, B.C. Provincial.—President, J. U. Holt; Secretary, F. V. Sargent, Home for the Aged, Vernon.

Jubilee Hospital Employees' Federal Union, Vernon, No. 346.—President, W. H. Phelps; Secretary-Treasurer, A. Tetz, 1501 Thirty-ninth Avenue, Vernon.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, A. Spilos; Secretary-Treasurer, E. Prentice, Box 39, Vancouver.

Lumber and Sawmill Workers' Union, No. 2861.—President, L. F. Gallichan; Financial Secretary, I. T. Davis, 1815 Thirty-fourth Street, Vernon.

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

Telephone Workers of B.C., Federation of (Plant Division), No. 6.—President, W. Smith; Secretary, B. Hubbard, 3500 Seventeenth Street, Vernon.

VICTORIA

Automotive Workers' Maintenance Union, No. 151.—President, S. Hoffman; Recording Secretary, F. A. Irvine, 1127 Fort Street, Victoria.

Bakery and Confectionery Workers' International Union, No. 267.—President, J. McPherson; Secretary-Treasurer, J. F. Litster, 25 Hampton Road, Victoria.

Bakery Salesmen's Union, Victoria, No. 189.—President, R. M. Millar; Business Agent, E. Holmes, No. 206, 307 Broadway West, Vancouver.

Barbers', Hairdressers' and Cosmetologists' International Union of America, Journeymen, No. 372.—President, G. Turner; Secretary-Treasurer, B. G. Frankling, 1217 Broad Street, Victoria.

Barbers' Union, Canadian, No. 2.—President, S. Temple; Secretary-Treasurer, J. Macrimmon, 2006 Oak Bay Avenue, Victoria.

B.C. Electric Office Employees' Association (Victoria and Island Branch).—President, M. I. Hague; Corresponding Secretary, Miss M. Cavin, 241 Montreal Street, Victoria.

Beverage Dispensers' Union, No. 513.—President, V. Edgelow; Secretary, J. Thirlwall, 1044 Burdett Avenue, Victoria.

Blacksmiths, Drop Forgers, and Helpers, International Brotherhood of, Sunshine Local No. 520.—President, T. Hammond; Recording Secretary, H. Hatcher, 2607 Scott Street, Victoria.

Bookbinders, International Brotherhood of, No. 147.—President, A. R. Barnes; Secretary, R. Foster, 1542 Hampshire Road, Victoria.

Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, International Union of United, No. 280.—President, J. O'Hara; Recording Secretary, Wm. Harding, 1132 Johnson Street, Victoria.

Bricklayers' and Masons' International Union, No. 2.—President, E. W. Merton; Secretary-Treasurer, J. Beckerley, 3965 Saanich Road, Victoria.

Building Service Employees' International Union, No. 379.—President, Helen Reeves; Recording Secretary, W. Heard, 808 Humboldt Street, Victoria.

Carpenters and Joiners of America, United Brotherhood of, No. 1598.—President, E. H. Oliver; Recording Secretary, J. L. Finnerty, 1842 Holland Avenue, Victoria.

Chemical and Explosive Workers' Industrial Union, Canadian, No. 128.—President, G. Taylor; Secretary-Treasurer, A. D. McMillin, 1572 Athlone Drive, Victoria.

City Hall Employees' Association, No. 4.—President, J. H. Ozard; Recording Secretary, Mrs. Marjorie Koski, No. 205, 1319 Government Street, Victoria.

Civic Employees' Protective Association, No. 50.—President, T. Fanthorpe; Secretary, G. A. Fletcher, 1035 Hillside Avenue, Victoria.

Civil Servants of Canada, Amalgamated.—President, A. E. Pendray; Secretary-Treasurer, W. Hole, 1228 Johnson Street, Victoria.

Clerks' Union, Retail, No. 279.—President, Mrs. Anna Sanders; Secretary-Treasurer, J. L. Aubry, 3060 Donald Street, Victoria.

Construction and General Labourers' Union, No. 1093.—President, F. Williams; Trustee, A. P. Rayment, 1526 Fell Street, Victoria.

Electrical Workers, International Brotherhood of, No. 230.—President, W. A. Noel; Financial Secretary, C. A. Peck, 602 Broughton Street, Victoria.

Engineers, International Union of Operating, No. 918.—President, J. McCormick; Business Representative, E. Callan, 927 Linkleas Avenue, Victoria.

Engineers of Canada, Incorporated, National Association of Marine, Council No. 6.—President, J. Ascroft; Secretary-Treasurer, G. W. Brown, 53 Lewis Street, Victoria.

Express Employees, Brotherhood of, No. 20.—President, J. W. Rawlinson; Recording Secretary, D. E. Gillis, 62 Linden Avenue, Victoria.

Fire Fighters' Association, Canadian Naval Federal (Western Division), No. F.F.F.—President, W. H. Boothroyd; Secretary-Treasurer, P. W. Rawlyck, 410 Walter Avenue, Victoria.

Fire Fighters' Association, Greater Victoria, No. 730.—President, D. M. Pye; Secretary-Treasurer, J. D. Stewart, 356 Richmond Road, Victoria.

Fire Fighters' Association, Saanich, No. 967.—President, H. McNeill; Secretary, J. R. Mortimer, 3160 Service Street, Victoria.

Firemen and Enginemen, Brotherhood of Locomotive, No. 690.—President, E. O. Sommerville; Financial Secretary, E. W. Collins, 636 Raynor Avenue, Victoria.

Fishermen and Allied Workers' Union, United, Victoria Local—President, E. Neish; Secretary-Treasurer, T. A. Carrington, 451 Chester Street, Victoria.

Furniture Workers' and Lino Layers' Union, No. 2527.—President, G. A. Rogers; Recording Secretary, F. G. Hall, 203 Menzies Street, Victoria.

Garage Employees, V.I.C.L. Association.—President, E. Crawford; Secretary, F. A. Hebden, 3345 Doncaster Drive, Victoria.

Government Employees, American Federation of, No. 59.—President, T. F. Monaghan, 205 Campbell Building, Victoria.

Government Employees' Association, B.C. Provincial.—President, W. S. Oliver; Secretary, H. A. Carney, Parliament Buildings, Victoria.

Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 459.—President, A. Stacey; Recording Secretary, Margaret Burgoyne, 212 St. Lawrence Street, Victoria.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, A. Spilos; Secretary-Treasurer, E. Prentice, Box 39, Vancouver.

Lathers' International Union, Wood, Wire and Metal, No. 332.—President, E. C. Day; Financial Secretary, A. J. Ferguson, 2751 Roseberry Avenue, Victoria.

Laundry Workers' Union, No. 1.—President, W. Edwards; Secretary-Treasurer, M. C. Milley, 2639 Fernwood Road, Victoria.

Letter Carriers, Federated Association of, Branch No. 11.—President, H. W. Rivers; Secretary, F. C. Hurry, 898 Front Street, Victoria.

Library Staff Association, Victoria Public, No. 9.—President, Miss P. E. Pepper; Secretary, Miss M. V. Gray, 1774 Carrick Street, Victoria.

Longshoremen's Association, International, No. 38/162.—President, G. C. Richards; Secretary-Treasurer, W. N. Scott, 602 Broughton Street, Victoria.

McLennan, McFeely & Prior, Limited, Employees' Association.—President, K. H. Burnett; Recording Secretary, S. G. McDonald, 769 Sixty-third Avenue West, Vancouver.

Machinists, International Association of, No. 456.—President, H. E. Thayer; Financial Secretary, T. C. May, 560 Selkirk Avenue, Victoria.

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

Mailers' Union, No. 121.—President, A. M. Watson; Recording Secretary, J. A. McCague, 3106 Glasgow Avenue, Victoria.

Marine Workers', Machinists', and Boilermakers' Industrial Union, No. 3.—President, J. A. Cornthwaite; Secretary-Treasurer, Wm. A. S. Ashworth, 1389 Vista Heights, Victoria.

Moulders' and Foundry Workers' Union, International, No. 144.—President, Wm. Bohne; Recording Secretary, S. Emery, 846 Old Esquimalt Road, Victoria.

Municipal Employees' Federal Union, Esquimalt, No. 333.—President, W. J. Edgington; Recording Secretary, J. R. Findlay, 1188 Wychbury Avenue, Esquimalt.

Municipal Employees' Association, Oak Bay, Nos. 17 and 311.—President, H. Thomson; Treasurer, S. Bell, 2120 McLaren Avenue, Victoria.

Municipal Employees' Association, Saanich, No. 5.—President, R. H. Wootten; Secretary, Miss Teresa Webb, 3957 Glanford Avenue, Victoria.

Musicians' Mutual Protective Union, No. 247.—President, C. W. Hunt; Secretary, Wm. F. Tickle, 1460 Hampshire Road, Victoria.

National Defence Civilian Workers' Union, No. 129.—President, J. Marshall; Recording Secretary, G. S. Portingale, 810 Hereward Road, Victoria.

Newspaper Guild Federal Union, No. 219.—President, L. M. Sallaway; Recording Secretary, D. Stock, c/o Victoria Daily Times, Victoria.

Painters, Decorators and Paperhangers of America, Brotherhood of, No. 1163.—President, W. B. Brigden; Recording Secretary, T. E. Newton, 2396 Florence Street, Victoria.

Paper-makers, International Brotherhood of, No. 367.—President, A. Coates; Financial Secretary, E. A. Stott, 1126 Pandora Avenue, Victoria.

Pile Drivers', Bridge and Dock Builders' Union, No. 2415.—President, S. Berrow; Recording Secretary, E. Hovey, 2511 Empire Street, Victoria.

Plasterers' and Cement Finishers' International Association, Operative, No. 450.—President, H. Leslie Calvert; Recording Secretary, F. C. Townsend, 2020 Oak Bay Avenue, Victoria.

Plumbing and Pipefitting Industry, United Association of Journeymen and Apprentices, No. 324.—President, E. R. Irvine; Recording Secretary, W. B. Caird, 215 Kingston Street, Victoria.

Police Federal Union, Victoria City, No. 251.—President, W. Andrews; Recording Secretary, B. H. Ferguson, 3190 Douglas Street, Victoria.

Police Mutual Benefit Association, Victoria.—President, S. T. Holmes; Secretary, D. Donaldson, 2537 Vancouver Street, Victoria.

Postal Employees, Canadian, Victoria Branch.—President, J. Hedley; Secretary, H. H. Webber, 2932 Shelbourne Street, Victoria.

Printing Pressmen and Assistants' Union, Victoria, No. 79.—President, G. Langley; Secretary-Treasurer, F. H. Larssen, 1236 McKenzie Street, Victoria.

Railroad Trainmen, Brotherhood of, No. 613.—President, W. T. Campbell; Member, H. C. Horner, 255 Robert Street, Victoria.

Railway Carmen of America, Brotherhood of, Lodge No. 50.—President, F. Willey; Recording Secretary, J. W. Jenkins, 1084 Marigold Road, Victoria.

Railway Conductors, Order of, No. 289.—President, J. W. Thompson; Secretary-Treasurer, J. N. Forde, 707 Wilson Street, Victoria.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 222.—President, T. V. Wilband; Secretary, J. C. Hilton, 2886 Parkview Drive, Victoria.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 234.—President, C. W. Wilkinson; Secretary, J. S. Ready, 1512 Jubilee Avenue, Victoria.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 276.—President, H. Rawnsley; Secretary, Mrs. D. M. Bean, 541 Dupplin Road, Victoria.

Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Brotherhood of, No. 526.—President, A. R. Davie; Secretary-Treasurer, H. S. Hughes, 1022 Chamberlain Street, Victoria.

Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Brotherhood of, Island Lodge No. 1137.—President, R. L. Fletcher; Recording Secretary, C. H. Ormiston, 1883 Taylor Street, Victoria.

School Board Employees' Association, No. 11.—President, W. R. Mail; Secretary-Treasurer, Shirley J. Ross, 1036 Burdett Avenue, Victoria.

Sheet Metal Workers, International Association of, No. 276.—President, M. A. Scott; Recording Secretary, J. W. Quissy, 770 Hill Street, Victoria.

Shinglers' Union, No. 786.—President, R. Webb; Financial Secretary, R. McLennan, 151 Michigan Street, Victoria.

Shipyard Riggers', Benchmen and Helpers' Union, No. 643.—President, A. Manson; Secretary-Treasurer, E. R. Poole, 1151 Pandora Avenue, Victoria.

Shipwrights', Joiners' and Caulkers' Industrial Union, No. 9.—President, T. Vickers; Secretary-Treasurer, D. Douglas, 710 Cormorant Street, Victoria.

Shipyard Workers' Federal Union, No. 238.—President, J. G. Meadley; Secretary-Treasurer, A. Clyde, Fairfield Hotel, Victoria.

Street, Electric Railway and Motor Coach Employees of America, Amalgamated Association of, Division 109.—President, F. P. French; Secretary-Treasurer, R. W. Nunn, 636 Dunedin Street, Victoria.

Telephone Workers of B.C., Federation of (Clerical Division), No. 21.—President, G. Robbins; Secretary, F. Holmes, 1619 Denman Street, Victoria.

Telephone Workers of B.C., Federation of (Plant Division), No. 2.—President, F. Pomerov; Secretary, K. John, 263 Beachwood Avenue, Victoria.

Telephone Workers of B.C., Federation of (Traffic Division), No. 11.—President, Miss S. McKinnon; Secretary, Miss T. Asel, 1002 Johnson Street, Victoria.

Theatrical Stage Employees and Motion Picture Machine Operators, International Alliance of, No. 168.—President, S. V. Henn; Recording Secretary, R. A. Jones, 1020 Empress Avenue, Victoria.

Typographical Union, No. 201.—President, J. F. Hough; Secretary-Treasurer, H. Warren, 2218 Beach Drive, Victoria.

Victoria Bed and Mattress Co., Ltd., and Parkers Mfg. Co., Ltd., Employees', Association of.—President, R. W. Wilson; Secretary-Treasurer, A. R. Edwards, 780 Topaz Avenue, Victoria.

Woodworkers of America, International, No. 1-118.—President, E. Sudhues; Financial Secretary, R. J. Whittle, 715 Johnson Street, Victoria.

Woodworkers' Industrial Union, No. 118. — President, J. C. Peace; Recording Secretary, J. Cutting, 1046 View Street, Victoria.

WARDNER

Maintenance-of-way Employees, Brotherhood of, Lodge No. 229.—Secretary-Treasurer, G. Marra, Wardner.

WELLS

Miners Union, Wells, No. 685.—President, Nicholas Bird, Box 230, Wells; Recording Secretary, Norman Abrahams; Financial Secretary, Harold Alton, Wells.

WEST SUMMERLAND

Fruit and Vegetable Workers' Union, West Summerland, No. 12.—President, L. Burnell; Secretary, C. B. Hankins, Summerland.

Lumber and Sawmill Workers' Union, No. 2742.—President, C. Hadrel; Recording Secretary, H. A. Knippelberg, R.R. 1, Summerland.

WHITE ROCK

Fibre Flax Workers' Union, No. 1.—President, H. Maxfield; Secretary, D. Lawson, White Rock.

WILLIAMS LAKE

Government Employees' Association, B.C. Provincial.—President, J. M. Walsh; Secretary, Miss C. E. Wrightson, Williams Lake.

WOODFIBRE

Pulp, Sulphite and Paper Mill Workers, International Brotherhood, of, No. 494.—President, S. G. Green; Recording Secretary, C. A. Harding, Woodfibre.

ORGANIZATIONS OF EMPLOYERS

CALGARY

Bituminous Coal Operators' Association, The Western Canada.—President, T. G. Ewart; Secretary, W. C. Whittaker, 204 Alberta Block, Calgary, Alta.

KELOWNA

Shippers' Association, Inc., Okanagan Federated.—President, F. L. Fitzpatrick; Secretary, L. R. Stephens, 1485 Water Street, Kelowna.

NELSON

Hotelmen's Association, Nelson.—President, H. Wassick; Secretary, J. Maddon, Maddon Hotel, Nelson.

PENTICTON

Co-operative Growers, Penticton.—President, John Coe; Secretary, D. G. Penny, No. 2, 249 Main Street, Penticton.

PRINCE GEORGE

Lumbermen's Association, Northern Interior (Prince George, C.M.A.).—President, Hans Roine; Secretary, Wm. E. Kirschke, Box 396, Prince George.

PRINCE RUPERT

Fishing Vessel Owners' Association, Prince Rupert.—President, Barny Roald; Secretary, Ole Stegavig, P.O. Box 1025, Station B, Prince Rupert.

VANCOUVER

Automotive Transport Association of B.C. — President, J. A. Loney; Secretary-Manager, G. L. Buckman, No. 810, 207 Hastings Street West, Vancouver.

Bakers' Allied Trades Association.—President, Geo. A. Jones; Secretary, W. G. Welsford, 199 Eighth Avenue East, Vancouver.

Bakers' Association, B.C.—President, B. M. Colwell; Secretary, W. G. Welsford, 199 Eighth Avenue East, Vancouver.

Bakery Employees, Society of.—President, B. M. Colwell; Secretary, W. G. Welsford, 199 Eighth Avenue East, Vancouver.

Box Manufacturers' Section, Interior (C.M.A.).—President, S. M. Simpson; Secretary, Hugh Dalton, 608 Marine Building, 355 Burrard Street, Vancouver.

Building and Construction Industries Exchange of British Columbia.—President, R. C. Pybus; Secretary, R. J. Lecky, 342 Pender Street West, Vancouver.

Building Contractors' Association, B.C.—President, L. O. McCarter; Secretary, L. O. McCarter, 4684 Eighth Avenue 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, Capt. D. Larsen; Secretary, H. A. Christenson, 2705 Fourth Avenue East, Vancouver.

Hotels' Association, British Columbia.—President, A. H. Harrison; Secretary, E. V. Ely, 1366 Fourteenth Avenue West, Vancouver.

Industrial Association of British Columbia.—President, W. L. Macken; Secretary, M. M. Riley, 1024 Marine Building, Vancouver.

Jewellers' Association, Canadian (B.C. Section).—President, D. Firbank, Jr.; Secretary, R. B. Deacon, 520 Shelly Building, 199 Pender Street West, Vancouver.

Laundry, Dry Cleaners and Linen Supply Association, Vancouver. — President, T. D. O'Brien; Secretary-Treasurer, J. R. Taylor, 572 Howe Street, Vancouver.

Loggers' Association, Inc., British Columbia.—Chairman, Wm. McMahan; Secretary-Manager, J. N. Burke, No. 1518, 510 Hastings Street West, Vancouver.

Lumber Manufacturers' Association, British Columbia.—Executive Vice-President, L. R. Andrews; Secretary, E. C. King, No. 904, 850 Hastings Street West, Vancouver.

Lumber Manufacturers' Association, Interior (C.M.A.).—Chairman, James White; Secretary, Hugh Dalton, No. 608, 355 Burrard Street, Vancouver.

Marine Insurance Company, Pacific Coast Fishermen's Mutual.—President, H. W. Brown; Secretary-Manager, L. T. Wylie, 3895 Twenty-first Avenue West, Vancouver.

Merchants' Exchange, Limited, The Vancouver.—President, R. D. Baker; Secretary-Manager, H. W. Cameron, Marine Building, Vancouver.

Metal Trades' Section (C.M.A.). — Chairman, M. M. Frazer; Secretary, R. V. Robinson, No. 608, 355 Burrard Street, Vancouver.

Milk Distributors' Association, Vancouver.—President, D. F. Farris; Secretary, W. G. Welsford, 199 Eighth Avenue East, Vancouver.

Milk Producers' Association, Fraser Valley.—President, D. R. Nicholson; Secretary, J. J. Brown, Surrey Centre.

Morticians, B.C. Society of.—President, J. T. Edwards; Secretary, F. J. Harding, 2216 Fifteenth Avenue West, Vancouver.

Plastering and Lathing Contractors' Association, Greater Vancouver. — President, D. H. Kissack; Secretary-Treasurer, G. A. Skinner, 4865 Fairmont Street, Vancouver.

Printers and Stationers Guild of British Columbia.—President, J. M. Forsyth; Secretary-Treasurer, Mrs. Audrey Andrew, No. 608, 355 Burrard Street, Vancouver.

Restaurant Association, Canadian. — President, F. D. Paterson; Secretary, N. Bailey, 8216 Granville Street, Vancouver.

Retail Hardware Association, B.C.—President, D. S. McDiarmid; Secretary, P. B. La Trobe, 441 Seymour Street, Vancouver.

Retail Merchants' Association of Canada, Inc., B.C. Division.—President, W. S. Charlton; Secretary-Manager, G. R. Matthews, 744 Hastings Street West, Vancouver.

Road Builders and Heavy Construction Association.—President, John Boyd; Secretary, J. P. Mackenzie, The Vancouver Club, Vancouver.

Salmon Canners' Operating Committee.—Chairman, S. M. Rosenberg; Secretary, J. Macdonald, 5092 Dunbar Street, Vancouver.

Sheet Metal Association of B.C.—President, D. P. Moir; Secretary-Manager, M. L. Tucker, 2455 Fifteenth Avenue West, Vancouver.

Shingle Association of B.C., Consolidated, Red Cedar.—President, H. V. Whittall; Secretary-Manager, G. S. Raphael, No. 509, 837 Hastings Street West, Vancouver.

Shipping Federation of British Columbia.—President, H. F. Jones; Secretary, R. F. Watts, 45 Dunlevy Avenue, Vancouver.

Taxi-cab Owners' Association, Vancouver.—President, Horace Kerr; Secretary, F. Slingerland, 339 Forty-ninth Avenue West, Vancouver.

Truck Loggers' Association, The.—President, G. H. Clarke; Secretary, F. H. Adames, 4243 Fourteenth Avenue West, Vancouver.

Truck Owners and Operators Association, Independent.—President, E. L. Blackburn; Secretary-Manager, C. F. W. Vagg, 1745 Oxford Street, Lynnmour.

Upholstered Furniture Manufacturers Association of B.C.—President, H. E. Tynan; Secretary, J. M. Richardson, 207 Hastings Street West, Vancouver.

VICTORIA

Bakers' Association, Victoria Master.—President, J. P. Land; Secretary, T. P. McConnell, 826 Wharf Street, Victoria.

Beer Licensees Employers' Association.—President, Stanley Guile; Secretary, W. L. Gouge, 533 Admirals Road, Esquimalt.

Builders' Exchange, Ltd., Victoria.—President, Walter Luney; Secretary, R. T. Lougheed, 816 Wharf Street, Victoria.

Dairymen's Association, Vancouver Island.—President, A. G. Lambrick; Secretary, C. H. Williams, 543 Monterey Avenue, Victoria.

Electrical Association, Victoria (B.C.).—President, G. Langdon; Secretary, S. E. Jarvis, 1501 Douglas Street, Victoria.

Taxi Operators' Association of Greater Victoria.—President, J. Carlow; Secretary, A. N. Westwood, Gray Line Cab Company, Broughton Street, Victoria.

FACTORIES INSPECTION BRANCH

Administrative Office ..... 789 Pender Street West, Vancouver.
Administrative Official of the Branch ..... Robert D. Lemmax, Chief Inspector of Factories.

Mr. James Thomson,
Deputy Minister of Labour,
Parliament Buildings, Victoria, B.C.

SIR,—I have the honour to submit the annual report of the Factories Inspection Branch for the year 1949.

During the calendar year, industrial plants have continued to increase in number in British Columbia. There has been a gradual but quite noticeable improvement in working conditions, both in health and safety. Also many conveniences of general welfare affecting the morale of industrial workers are becoming accepted as a part of industrial equipment.

The Factories Inspection Branch continued its policy of encouraging improvement in working conditions, with a view to providing improved services within the broad scope of factory inspections, which includes such matters as proper heating, lighting, ventilation, sanitation, guarding of machinery, elimination of dust, fumes, and gases; rest-rooms, lunch-rooms, showers, toilet facilities, general housekeeping, and the rigid inspection of all elevator equipment, in a widely diversified group of industries coming within the meaning of " factory," as defined in the British Columbia " Factories Act."

This has been a difficult process, partly because much equipment became obsolete or fell into disrepair during war years and partly because the Factories Inspection Branch has been gradually raising the standard in effect in the Province. Nevertheless, co-operation from owners has been excellent in all but a few cases.

Difficulties continue to be encountered in securing replacement parts and skilled labour, though these difficulties were much less acute than in previous years. Accepted modern standards of safe operation are gradually being obtained throughout the Province.

Good plants and convenient conditions improve morale, and in the majority of cases improve the quality and quantity of production.

Much of the improvement is the result of natural development, but a large part of it is due to the work of the staff of the Factories Inspection Branch.

ACCIDENT-PREVENTION

The " Factories Act " is designed to establish and promote better working conditions for employees in industry and trades, as laid down in Schedule A and the various sections mentioned in the Act, to govern conditions of health, comfort, and welfare of employees in industry, and the safety of individual citizens, as well as the public at large.

The inspection of passenger and freight elevators, which is a very important part of our duties, is becoming more exacting each succeeding year. As the rapid skyward growth continues, the importance of the elevator, in comparison with other fixtures of the building equipment, will become even more marked, as many thousands of persons use this form of conveyance daily, and the enormous amount of freight which must be moved sets a new pace for efficient, fast, and economical flow of materials or merchandise from one building level to another.

INSPECTIONS

During the year 1949, 2,370 inspections and reinspections of factories were made.

FACTORY CONDITIONS

The year 1949 has been one of sound and steady development, industrially, throughout the Province. Many new industries have been established, bringing with them new problems of safety and hygiene. Modern industrial development has created many

hazards to which the workmen are constantly exposed, not the least of these being health hazards. In others, harmful fumes, vapours, and gases are emitted, which, if not removed, prove injurious to the health of the worker. With but a few exceptions, no great mechanical problem would be involved in their effective removal at the point of origin, if the employer would realize that the protection of the worker should begin on the draughting-board and in the design of suitable ventilation equipment.

It is also pleasing to be able to report that many of our older plants have, during the past year, adopted effective safety and health programmes in the way of improved lighting, sanitary conveniences, lunch-rooms, and the use of colour dynamics.

Ventilation and sanitation, including health factors such as light, cleanliness, and orderliness, are also a considerable part of the factory inspection work, and much progress is being made in modernizing workshops to achieve the best results in this direction.

Generally speaking, the matter of sanitary facilities is well taken care of by employers. Our chief difficulty in this connection is to keep these facilities up to the requirements in industries which are growing. Inspections are made to determine that the required sanitary conveniences are provided in ratio to the number of workers employed and according to their sex. Also that they are properly maintained, lighted, and ventilated, as well as being properly designed and located.

During the year many orders were issued, due to the large numbers employed during peak operations in some industries, which made it necessary that more facilities be provided, and that greater attention be paid to housekeeping, both by means of redecorating and by cleaning of benches and floors to ensure a more satisfactory and pleasing result.

The type of machinery used in connection with food-processing, laundry, and dry cleaning, that has been purchased and installed throughout the Province, has been greatly improved over the old type. Manufacturers are now adding safeguards on all pieces of new equipment that go into our industrial plants, and this welcome achievement is long overdue.

More and more manufacturers are depending on the Factories Branch for advice and guidance in making new installations or additions to their premises. Many calls are received in this connection, and the experience of our personnel has resulted in much valuable advice being given in order that construction and alterations may be made in accordance with the provisions of the " Factories Act."

During the year particular attention has been paid by Inspectors on the advisability of an abundant supply of good air in industrial plants.

Every effort is being made, and inspection reports reveal where necessary, that a system of ventilation be provided to ensure the presence of plenty of pure air in industrial operations by methods of a complete air-conditioning system which controls the temperature and humidity, cleanses the air, provides adequate ventilation, and maintains proper air-circulation. The correct control and distribution of air is not only conducive to better health, morale, and efficiency for most kinds of employment but is also of great importance in industrial processes themselves for a safe, healthful, and comfortable place to work.

Further progress in the provision of washing facilities is reported, and the designs of the equipment now being installed are much further advanced than in previous years.

New factories, as they are built, are providing better cloak-room and locker accommodation, and Inspectors can often ensure that it is suitable if they are able to give advice in the planning stage.

Much work was done during the year to secure improved lunch-room arrangements in factories by extensions and improvements to meet increased needs of the workers and by providing such facilities in small works or for group of process workers for whom the usual lunch-room facilities are not available or not appropriate.

We now observe that industrialists are becoming more conscious of the necessity for adequate lighting. As a result, gradual improvement is taking place and the benefits

derived are found to be twofold. Management finds increased production and decreased costs, while conditions of employment have improved for the worker through better morale, less eye-strain, and better health.

As a result of this trend, we endeavour to assist industrial concerns on the matter of industrial illumination for the benefit of all concerned.

Inspectors have as far as possible, during investigations, assisted firms by explaining use of temperature scales as an indication of atmospheric conditions, which affords a very useful index in assessing the relative comfort of the environment and also in indicating the best method of improving conditions where various degrees of activity are involved. Industrial management is becoming more conscious of the production losses sustained during the winter months in this Province due to lack of adequate heating in many factories, and it is likely that the next decade will greatly minimize this condition.

During the year, due attention was given to the regulations governing female factory workers, relative to lifting, stacking, wearing of jewellery and protective clothing, also to the provision of lunch-rooms, dressing-rooms, individual lockers, and seats or stools. When, in the opinion of the Inspector, the whole or a substantial portion of the work upon which females are employed can be sufficiently performed while such females are seated, seats or stools shall be provided, when so directed in writing by the Inspector.

INDUSTRIAL HOMEWORK

There is little of fresh interest to add to what has been stated in previous reports regarding industrial homework. Inspection of premises in which homework is authorized to be performed disclosed that while a high standard of sanitation is being maintained in those premises the volume of work given out to be performed in the home continues to decline. The principal reason for this, we believe, is that it is realized it is more advantageous to have the worker on the premises, where all work can be supervised and mistakes, if any, may be more readily corrected. During the year 1949, seven permits were issued to employers and seventeen to industrial homeworkers.

INSPECTION OF FREIGHT AND PASSENGER ELEVATORS

During the calendar year, many new features have been introduced in elevator and escalator installations in this Province. Passenger elevators in particular have advanced greatly in appearance, performance, and safety features, together with smooth and economical operation. Many modernization programmes have taken place during the year, and the old type of winding-drum elevator is gradually being discarded and being replaced with overhead traction equipment, which does not present the hazards applicable to winding-drum machines.

Building owners are becoming aware of the fact that safe and speedy vertical transportation adds greatly to the popularity of a building, and consequently, where possible, are modernizing equipment and speeding up service. This modernizing is very gratifying to the Factories Inspection Branch, because the older the equipment, the more rigid must be the inspection, and the older the elevator, the more difficult it is to maintain in a safe operating condition.

Freight elevators, too, during the past year, have improved considerably. The change from hand-cable control to push-button operation, which is rapidly taking place, has eliminated many hazards pertaining to freight elevators. The passing of an Order in Council requiring all future installations of freight elevators after June 1st, 1949, to be equipped with a contacted car door or gate was a step in the right direction to eliminate hazards that exist between the car-platform and landing-sill. The percentage of minor and serious accidents at the car-entrance on freight elevators is much higher than on passenger elevators. This indicates that increasing the safety at the car-entrance is particularly important on freight elevators.

Elevator inspection to-day is not merely a routine inspection of cables and safety devices but a thorough mechanical check of all equipment. The safety of passengers is, of course, of greatest importance, yet the repairmen and mechanics are entitled to just as much consideration in their work as the factory or industrial worker. With this in view, safe and adequate access to equipment has been stressed by the Factories Inspection Branch, and architects now are giving every consideration to this in drawing up plans and specifications of buildings to house elevators. In outlying districts the Inspector is particularly welcome, as the people here, not being in close proximity to elevator companies, depend greatly on the Inspector to solve their problems and advise them on safe practices. These talks and demonstrations have paid dividends, as the number of orders issued in outlying districts has steadily decreased in the past few years.

We are pleased to report that no serious accident or fatality occurred to any person while operating or being transported on any passenger or freight elevator during the year. Tribute must be paid to the operators of this form of conveyance and also to the owners and the men who service elevator equipment in connection with the achievement of this record.

Elevator Inspections

During the year 1949, 1,702 passenger and freight elevators were inspected, comprising:—

Passenger elevators	483	Dumb-waiters	119
Freight elevators	704	Man-lifts	18
Hand-power elevators	118	Hoists, ice-skips, etc.	62
Hydraulic elevators	49	Tests and reinspections	130
Escalators	19		

In the interest of safety, ten elevators were suspended from further use as elevators until such time as they conform to rules and regulations.

Inspectors found that nine elevators were not being used or operated at the time their inspection was made and seven elevators had been dismantled.

Elevator Operators' Licences

During the year 1949, 1,187 renewals of elevator operators' licences were issued and 451 temporary and 392 permanent licences. Elevator operators' examinations were conducted accordingly with the above figures.

New Elevator Installations

	Approved, 1949	Installed, 1949
Passenger elevators	20	8
Freight elevators	24	15
Dumb-waiters	4	3
Hoists	3	3
Escalators	9	9
	60	38

PROSECUTIONS

The proprietor of a large cleaning establishment was fined $150 and $3.75 costs for operating the said cleaning establishment, with persons working therein, before the hour of 7 a.m. without permission, in writing, from the Chief Inspector.

CONCLUSION

Due to the wide variety of the work conducted by the Factory Branch and the increase in many technical problems, it is only possible to deal with the general phases of the work involved, as described in the foregoing.

We take this opportunity to acknowledge the assistance given the Factories Branch by other Governmental Departments, the corporate effort of the inspectorate, and especially the co-operation rendered by all officials and employees of industry.

Respectfully submitted.

R. D. LEMMAX,
Chief Inspector of Factories.

APPRENTICESHIP BRANCH

Provincial Apprenticeship Committee, 789 Pender Street West, Vancouver, B.C.

J. A. Ward Bell, Chairman.
James Thomson.
H. Douglas.
J. Tucker.
J. Walker.

Administrative Officials of the Branch

Hamilton Crisford ..... Director of Apprenticeship.
E. L. Allen ..... Supervisor of Apprenticeship Technical Training.

The Honourable the Minister of Labour,
Parliament Buildings, Victoria, B.C.

SIR,—I herewith submit the annual report on the development of apprenticeship in British Columbia for the calendar year 1949.

On December 31st, 1949, 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	87	91	74	63	.....	315
Barbering	39	.....	.....	.....	.....	39
Boilermaking and steel fabrication	8	10	5	14	.....	37
Bricklaying	3	3	3	4	.....	13
Carpentry	48	34	63	52	.....	197
Electrical work	18	35	45	22	37	157
Glassworking	.....	6	6	6	.....	18
Hairdressing and beauticians	10	19	.....	.....	.....	29
Jewellery manufacture and repair	4	1	1	8	17	31
Lithography	8	3	14	13	.....	38
Machinist and fitter	25	50	40	37	58	210
Moulding	3	4	5	5	.....	17
Office-machine mechanics	6	3	3	1	.....	13
Painting and decorating	2	5	3	9	.....	19
Pattern-making	2	3	4	4	.....	13
Plastering	3	6	10	15	.....	34
Plumbing and steamfitting	27	22	21	26	.....	96
Sheet-metal work	19	45	28	30	.....	122
Ship and boat building	11	8	5	16	.....	40
Sign and pictorial painting	7	2	2	.....	.....	11
Miscellaneous trades	13	11	8	1	.....	33
Total apprenticeships	343	361	340	326	112	1,482

These apprentices were distributed in the following areas: Vancouver and Lower Mainland, 852; Victoria and Vancouver Island, 362; and Interior points, 268.

The occupational distribution of those apprenticeships successfully completed under the provisions of the "Apprenticeship Act" or the "Male Minimum Wage Act" and the "Female Minimum Wage Act" stood at the end of the year as follows:—

Occupation Covered	Number Fully Trained to Date	
Building and construction trades—		
Brick and tile laying	11	
Carpentry	313	
Electrical work	208	
Painting and decorating	60	
Plastering	17	
Plumbing and steamfitting	142	
Reinforcing-iron work	14	
Sheet-metal work	126	
	—	891
Metal trades—		
Boiler and tank making	62	
Lead-burning	9	
Machinists	528	
Moulding	113	
Pattern-making	43	
	—	755
Aviation mechanics	11	
Automotive mechanics	312	
Barbering	253	
Boat-building	52	
Catering, cooking, and baking	16	
Dress and apparel making	27	
Glassworking and glazing	7	
Hairdressing	214	
Horticulture and florists	9	
Jewellery manufacture and repair	48	
Mechanical dentistry	14	
Office-machine mechanics	15	
Pharmaceutical chemistry	242	
Printing and lithography	52	
Ship-building (steel and iron)	11	
Sign and pictorial painting	4	
Upholstering	10	
Miscellaneous trades	17	
	—	1,314
Total		2,960

The year 1949, while showing a decrease in the actual number of apprentices serving under contract, which was expected as the balance of ex-servicemen completed their training, showed a great advance in the standard of training facilities in general use.

A careful survey of the industrial labour force does not indicate any shortage in numbers but a distinct weakness in the higher brackets of skilled tradesmen. Apprenticeship, therefore, is being geared to eliminate this weakness, both by endeavouring to improve training on the job and, in addition, by establishment of technical-trade classes with up-to-date training facilities.

Trade apprenticeship classes work on a syllabus approved by trade committees, the members of which are from both employer and employee groups acting in an advisory capacity to the Provincial Apprenticeship Committee, not only on training itself but as to the numbers to be admitted to such training, teaching staff, educational entrance standards, attendance, etc., and all other matters in regard to apprenticeship affecting their trades.

The list of trades designated under the "Apprenticeship Act" is at present as follows:—

Automobile maintenance.
Aviation mechanic.
Bricklaying.
Carpentry, joinery, and bench work.
Electrical work.
Glassworking.
Jewellery manufacture and repair.
Lithography.
Machinist.
Metal trades—
(*a*) Boilermaking.
(*b*) Pattern-maker.
Moulder.
Office-machine mechanics.
Painting and decorating.
Plastering.
Plumbing and steamfitting.
Service and repair of current-consuming electrical appliances.
Sheet-metal work.
Ship and boat building industry.
Sign and pictorial painting.

Mr. E. L. Allen, the Supervisor of Apprenticeship Technical Training, reports that courses are now provided for registered apprentices under the terms of the Dominion-Provincial Apprenticeship Agreement, Schedules A and Y of the Vocational Training Co-ordination Act, in the following trades:—

Automotive mechanics (general)	Four-year course
Auto body and fender	Three-year course
Automotive electrical circuits (special)	One-year course
Automotive fluid transmission (special)	One-year course
Automotive tune-up (special)	Two-year course
Boat-building	Four-year course
Cabinet-making	Four-year course
Carpentry	Four-year course
Electrical (general)	Four-year course
Electrical (code)	One-year course
Machinist (general)	Five-year course
Machinist (heat treating)	One-year course
Machinist (grinding practice)	One-year course
Painting	Four-year course
Plastering	Four-year course
Plumbing	Four-year course
Refrigeration	Two-year course
Steamfitting	Four-year course
Sheet metal	Four-year course
Steel fabrication	Four-year course
Radio	Three-year course

Special courses were arranged for sign and pictorial painter, gardener, and tailoring apprentices. Seventy-two apprentices received correspondence courses from the Department of Education or private correspondence schools.

A number of trade extension classes were also instituted by Advisory Trade Committees during the year for tradesmen. While these courses do not come directly under the supervision of the Apprenticeship Branch, they have a bearing on apprenticeship training by increasing the number of skilled journeymen under whom the apprentice receives his training on the job.

The assistance of Trade Advisory Committees has been invaluable, as without the whole-hearted co-operation of these Committees, local School Boards, and the Provincial Department of Education such a comprehensive training programme would have been impossible.

While all such programmes come within the long-range category, results so far observed have been most encouraging, and it is now fairly well recognized that in order for an apprentice to graduate from apprenticeship to a fully skilled journeyman and meet the demands of modern industry not only must he have a practical knowledge and ability in a trade but he must also be able to absorb and retain the theoretical knowledge that can only be obtained in technical-training classes co-ordinated with training on the job.

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.

The Honourable the Minister of Labour,
Parliament Buildings, Victoria, B.C.

SIR,—I herewith submit the annual report of the Trade-Schools Regulation Branch for the calendar year 1949.

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., 263 Adelaide Street West, Toronto, Ont.: Civil, architectural, and mining engineering; hydraulics, hydraulic machinery, sanitary engineering, municipal and county engineers' course, building-construction, heating and ventilation, 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.

The School of Creative Photography, Ltd., 12522 One Hundred and Second Avenue, Edmonton, Alta.: Photography.

The Creative School of Art, Ltd., 10044 One Hundred and Second Street, Edmonton, Alta.: Show-card writing (including the art of lettering, silk-screen processing, and air-brush technique in connection with illustrative art).

Institute of Commercial Art, Canada, 106 Adelaide Street West, Toronto, Ont.: Commercial art.

International Correspondence Schools Canadian, Limited, 1517 Mountain Street, Montreal, Que.: Agriculture, air-conditioning, applied art, architecture, aviation engineering, business education, chemistry, civil engineering, domestic science, electrical engineering, general education, mining and mechanical engineering, navigation, paper manufacture, plumbing and heating, railroad operation, textile-manufacture; other courses as per prospectus.

International Accountants Society, Inc.: 209 West Jackson Boulevard, Chicago 6, Ill.: Accountancy.

La Salle Extension University, 417 South Dearborn Street, Chicago 5, Ill.: Higher accountancy, business management, traffic management, industrial management, elements of accounting, C.P.A. coaching, salesmanship, railway accounting, effective speaking, commercial law, stenotypy, business English, modern business correspondence, credit and collection correspondence, practical accounting and office practice; other courses as per prospectus.

M.C.C. Schools, Limited, 301 Enderton Building, Winnipeg, Man.: Dominion Civil Service, home kindergarten.

National Radio Institute, Inc., Sixteenth and U Streets N.W., Washington, D.C.: Practical radio and television.

National Schools, 4000 South Figueroa Street, Los Angeles 37, Calif.: Radio and television, diesel and other combustion engines, air-conditioning and 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.

The School of Accountancy, Limited, 608 Great Western Building, Winnipeg, Man.: Accountancy.

Shaw Schools, Limited, 1130 Bay Street, Toronto, Ont.: Commercial course, short-story writing, stationary engineering.

Sprott-Shaw Radio School, 812 Robson Street, Vancouver, B.C.: Wireless telegraphy combined with radio engineering.

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, 544 Powell Street, 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, No. 9, 422 Richards Street, Vancouver, B.C.: Morse telegraphy.

Brisbane Aviation Company, Limited, Vancouver International Airport, Vancouver, B.C.: Aircraft engineering, job-way 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, 450 Fifth Street, 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, 2015 Forty-first Avenue West, Vancouver, B.C.: Office occupations (commercial and governmental).

Goodman's School of Fashion, 413 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).

Les Beaux-Arts School of Designing and Dressmaking, Copper Street, Greenwood, B.C.: Dressmaking, designing, and kindred arts.

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, 1400 Broad 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.

Sprott-Shaw Schools, 812 Robson Street, Vancouver, B.C.: Office occupations (commercial and governmental), journalism, wireless telegraphy combined with radio engineering.

Sprott-shaw Victoria Business Institute, Ltd., 1012 Douglas Street, Victoria, B.C.: Office occupations (commercial and governmental), radio telegraphy.

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).

Success Business College, 1768 Williams Street, Vancouver, 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.

Trail Business College, 648 Weir Street, Trail, B.C.: Office occupations (commercial and governmental).

Vancouver Engineering Academy, 407 Hastings Street West, Vancouver, B.C.: Stationary, marine, and diesel engineering.

Victoria Hairdressing School, No. 7, 738 Fort Street, Victoria, B.C.: Hairdressing.
Voice Production and Radio Broadcasting School, 812 Robson Street, Vancouver, B.C.: Radio announcing.
Welding Construction School, 148 First Avenue East, Vancouver, B.C.: Electric welding, acetylene cutting.
Western School of Commerce, Limited, 712 Robson Street, Vancouver, B.C.: Office occupations (commercial and governmental).
Wilkinson Commercial School, 4184 Twelfth Avenue West, Vancouver, B.C.: Office occupations (commercial and governmental).

The Act continues to have whole-hearted support.

HAMILTON CRISFORD,
Secretary.

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