

PROVINCE OF BRITISH COLUMBIA
DEPARTMENT OF LABOUR

LABOUR RELATIONS BOARD
(British Columbia)

ANNUAL REPORT

For the Year Ended December 31st

1951



VICTORIA, B.C.
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1952

GOVERNMENT OF BRITISH COLUMBIA

DEPARTMENT OF LABOUR

LABOUR RELATIONS BOARD

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Printed and Published by the Government of British Columbia
at the Department of Labour, Victoria, B.C.

*To Colonel the Honourable CLARENCE WALLACE, C.B.E.,
Lieutenant-Governor of the Province of British Columbia.*

MAY IT PLEASE YOUR HONOUR:

The Annual Report of the Labour Relations Board (British Columbia) for the year 1951 is herewith respectfully submitted.

JOHN H. CATES,
Minister of Labour.

*Office of the Minister of Labour,
January, 1952.*

*To the Honourable John Cates,
Minister of Labour.*

SIR,—I have the honour to submit herewith the Fourth Annual Report of the work of the Labour Relations Board (British Columbia) for the year ended December 31st, 1951.

I have the honour to be,

Sir,

Your obedient servant,

D'ARCY J. BALDWIN,
*Chairman, Labour Relations Board
(British Columbia).*

Victoria, B.C., January, 1952.

LABOUR RELATIONS BOARD (BRITISH COLUMBIA)

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

Members of the Board

D'Arcy J. Baldwin, Chairman - - - Parliament Buildings, Victoria.
Lieut.-Col. Macgregor F. Macintosh - - Parliament Buildings, Victoria.
F. W. Smelts, M.B.E. - - - - - 570 Seymour Street, Vancouver.
Harry Strange - - - - - 570 Seymour Street, Vancouver.
George A. Wilkinson - - - - - Parliament Buildings, Victoria.

Secretary

Edward A. Jamieson - - - - - 570 Seymour Street, Vancouver.

Chief Executive Officer

B. H. E. Gault - - - - - 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.

LABORERS' UNION BOARD (BRITISH COLUMBIA)

Head Office: 1000 Burrard Street, Vancouver
Branch Office: 1000 Burrard Street, Vancouver

Went to the Board

1. Mr. J. T. Boddy, Chairman
2. Mr. C. J. Boddy, Secretary
3. Mr. J. T. Boddy, Treasurer
4. Mr. J. T. Boddy, Auditor
5. Mr. J. T. Boddy, Member
6. Mr. J. T. Boddy, Member
7. Mr. J. T. Boddy, Member
8. Mr. J. T. Boddy, Member
9. Mr. J. T. Boddy, Member
10. Mr. J. T. Boddy, Member

11. Mr. J. T. Boddy, Member

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16. Mr. J. T. Boddy, Member

17. Mr. J. T. Boddy, Member

18. Mr. J. T. Boddy, Member

19. Mr. J. T. Boddy, Member

20. Mr. J. T. Boddy, Member

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Report of the Labour Relations Board (British Columbia) for 1951

*The Honourable John H. Cates,
Minister of Labour,
Parliament Buildings, Victoria, B.C.*

SIR,—We have the honour to present the Fourth Annual Report of the Labour Relations Board (British Columbia) for the year ended December 31st, 1951.

The main object of the "Industrial Conciliation and Arbitration Act" being the maintenance and continuance of industrial peace in British Columbia, the Board has at all times kept the objects of this legislation before it. The Board has consistently adhered to the practice, established in 1948, of giving the fullest opportunity to all parties interested in appearing before it in person, and of making representations, to do so. That full advantage has been taken of the opportunity thus presented is evidenced by the fact that seventy-four delegations have appeared before the full Board, and that 770 delegations have appeared before Committees of the Board. Fifty-four meetings of the full Board were held during the year.

The Board has, as occasion permitted, held Board or Committee meetings not only in Vancouver and Victoria but at Nanaimo, Duncan, Sardis, Penticton, Prince George, Williams Lake, Quesnel, Wells, Courtenay, Kamloops, and Osoyoos. Four hundred and seventy-seven Committee meetings have been held.

Due to increased industrial activity throughout the Province, the year under review has been extremely busy, both for the Board and its staff. There has been a sharp increase in the number of disputes which have come before the Board; in the number of Conciliation Officers instructed; Boards of Conciliation established; and representation votes supervised.

During this period the Board has again devoted a great deal of time to the mediation of industrial disputes where all other means had failed.

In 185 disputes in the wooden-ship building, food, fertilizer, hardware, brewing, baking, building, transportation, building supplies, hotel, lumber, ice, and fuel industries, last-minute settlements were reached through the good offices of the Board after a strike vote had been taken.

Forty-nine strikes were brought to conclusion and a satisfactory agreement reached in the following industries: Mining, transportation, veneer, furniture, oil, building, construction, paper converting, battery building, brewing, and automobile.

The Weekly Summary issued by the Board, which is descriptive of appointments of Conciliation Officers, Conciliation Boards, and the issuance of certificates of bargaining authority, continues to prove popular, and has a mailing list of 260. The distribution of news releases to the press, a service begun in 1949, was continued during the year.

The Board has continued its practice of familiarizing the general public with the "Industrial Conciliation and Arbitration Act," and in that and related connections its members have addressed meetings of the following organizations during the year: Annual Foremen's Conferences, Forest Industrial Relations, Vancouver, Victoria, Duncan, Courtenay, Nanaimo, New Westminster; B.C. Personnel Association, Vancouver, Victoria; International Woodworkers of America, B.C. District Council No. 1, Victoria; Federation of Fruit and Vegetable Workers' Unions Convention, Vernon, Penticton; Okanagan District Trades and Labour Council, Kelowna; British Columbia Federation of Labour Convention, Vancouver; Vancouver Island Joint Council of Workers, Nanaimo; Kiwanis Club, Victoria, Duncan; Canadian Manufacturers Association, Vancouver and Victoria; Business and Professional Women's Club, Victoria; Rotary Clubs,

Mission City and Chilliwack; Metal Trades Association of B.C., Vancouver; North Okanagan Trades and Labour Council Picnic, Winfield; United Packinghouse Workers of America, Osoyoos, Penticton; United Brotherhood of Carpenters and Joiners of America, Local 2493, Williams Lake; Summer School, Victoria; Eleventh Annual Convention, United Cement, Lime and Gypsum Workers District Council No. 2, Seattle; Victoria Building Industries Exchange Semi-annual Dinner, Victoria; Ninth Annual Convention of the Joint Council of Public Employees (B.C. Division), New Westminster; Manufacturing and Converting Group of the Pulp and Paper Industry of B.C., Second Labour-Management Safety Conference, Vancouver; Provincial Trades and Labour Congress of Canada Convention, Penticton; Retail Merchants Association, Vancouver; Gravel Pit and Quarry Workers' Union, Victoria; additionally, a radio address on "Education" was given over station CKDA, Victoria.

During the year, the Board dealt with a total of 1,694 cases. There were 961 applications for certification, of which 727 were granted, 142 rejected, and 92 withdrawn. Thirty-six others were being investigated at December 31st.

In addition, there were 173 strike votes supervised, 78 representation votes conducted, 357 Conciliation Officers instructed, 120 Conciliation Boards appointed, 4 permissions to prosecute granted, and 1 grievance procedure provided.

The 357 references to Conciliation Officers resulted in the settlement of 149 disputes.

In three instances, instructions to a Conciliation Officer were cancelled, and in two instances negotiations were discontinued. Four disputes in which a Conciliation Officer was appointed were referred back to the parties for settlement.

One case was referred to an Arbitration Board in conformity with the grievance procedure contained in the collective agreement between the parties.

One hundred and sixty-nine cases were referred to Boards of Conciliation, but only 120 Boards were appointed. This discrepancy is explained by the fact that eleven references did not result in the appointment of Conciliation Boards in 1951; forty-seven references resulted in the appointment of but fourteen Boards. Four Conciliation Boards established in the year under review resulted from recommendations by Conciliation Officers made in 1950. Four Boards were established without prior referral to Conciliation Officers, and in fourteen cases where Conciliation Officers recommended a Board of Conciliation, disputes were settled by the parties before Boards were appointed. In one instance where a Conciliation Officer recommended a Board of Conciliation, the reference resulted in the appointment of two Boards.

Summaries of (I) Cases Dealt with in 1951, (II) Conciliation, (III) Boards of Conciliation, (IV) Industrial Disputes, (V) Analysis of Industrial Disputes in British Columbia, 1935-51 (with graph), and (VI) Analysis of Disputes by Industries in British Columbia, 1951, follows:—

TABLE I.—SUMMARY OF CASES DEALT WITH IN 1951, SHOWING COMPARISON FOR 1950

	1950	1951
Number of applications dealt with	765	961
Certifications granted	540	727
Applications—		
Rejected	117	142
Withdrawn	108	92
Representative votes conducted	45	78
Conciliation Officers appointed	241	357
Conciliation Boards established	110 ¹	120 ¹
Prosecutions instituted by Board	—	—
Grievance procedures provided	3	1
Strike votes supervised	322	173
Permissions to prosecute granted	5	4
Industrial Inquiry Commissions appointed	—	—
	1,491	1,694

¹ In 1950 there were twelve arbitral tribunals (*see* section 26, "Industrial Conciliation and Arbitration Act") and two mediation committees (*see* section 27, "Industrial Conciliation and Arbitration Act"). In 1951 there were eleven arbitral tribunals and two mediation committees.

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	Building-service employees	Vancouver	January 2	5	1	Wages, statutory holidays, and vacations	Settled.
2	Building-service employees	Richmond	January 4	20	1	Union security, annual vacations, seniority, wages, pay day, overtime, and medical scheme	Settled.
3	Truck-drivers	Chilliwack	January 6	17	1	Wages	Referred to Board of Conciliation
4	Steel-workers	Vancouver	January 6	30	1	Union security, annual vacations, statutory holidays, and wages	Referred to Board of Conciliation
5	Engineers	Vancouver	January 6	5	1	Wages for statutory holidays and vacation with pay	Settled.
6	Carpenters	New Westminster	January 10	12	1	Wages	Settled.
7	Building-service employees	Vancouver	January 10	7	1	Wages and medical scheme	Settled.
8	Civic workers	Alberni	January 11	26	1	Union shop, annual vacations, sick-leave, hours of work, and wages	Settled.
9	Shoe, leather, and tannery workers	Vancouver	January 13	6	1	The employer refused to sign the agreement	Referred to Board of Conciliation
10	Glass-workers	Vancouver	January 16	150	(5) 1	Wages, union shop, retroactive pay, and termination date of agreement	Referred to Board of Conciliation
11	Painters	Victoria	January 17	24	(3) 1	Union security vacations, overtime, and termination date of agreement	Referred to Board of Conciliation
12	Department-store workers	Vancouver	January 17	140	1	Job classifications and wages	Settled
13	Electricians	Trail	January 18	120	1	Pensions, statutory holidays, annual vacations, wages, hours of work, and other terms and conditions of employment	Referred to Board of Conciliation
14	Teamsters	Victoria	January 19	15	1	Wages	Referred to Board of Conciliation
15	Newspaper-workers	Victoria	January 19	22	1	Wages and annual vacations	Commission replaced.
16	Electricians	Victoria	January 20	4	1	Refusal to sign the agreement as negotiated with the Victoria Electrical Contractors' Association	Settled.
17	Auto-workers	Vancouver	January 22	500	(17) 1	Union shop, forty-hour work-week, wages, and annual vacations	Referred to Board of Conciliation
18	Moulders	Victoria	January 25	6	1	Wages, payment for nine statutory holidays, annual vacations, and union security	Settled.
19	Butchers	Vancouver	February 1	2	1	Union shop, check-off, wages, statutory holidays, and other terms and conditions of employment	Referred to Board of Conciliation
20	Automotive-maintenance workers	Victoria	February 2	8	1	Wages	Settled.
21	Fire-fighters	Victoria	February 5	92	1	Wages, statutory holidays, dues check-off, and increase in wages if required to perform duties superior to position held	Referred to Board of Conciliation
22	Brewery-workers	Princeton	February 6	50	1	Work-week hours, wages, night-work premium, and compulsory check-off	Referred to Board of Conciliation
23	Bakery salesmen	Vancouver	February 6	245	(5) 1	Wages	Referred to Board of Conciliation
24	City Hall employees	Victoria	February 9	163	1	Wages	Referred to Board of Conciliation

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25	Hod-carriers	Vancouver	February 10	25	1	Wages	Referred to Board of Conciliation
26	Milk-drivers	Vancouver	February 10	320	1	Wages	Referred to Board of Arbitration
27	Hospital employees	Nanaimo	February 13	40	1	Wages, hours of work, statutory holidays, and unemployment insurance	Settled.
28	Marine workers	Vancouver	February 15	5	1	Wages	Referred to Board of Conciliation
29	Plumbers	Prince Rupert	February 17	200	1	Travel time during hours of work, free board, wages, and retroactivity of wages	Referred to Board of Conciliation
30	Milk-drivers	Vancouver	February 19	50	1	Wages and minor grievances	Settled.
31	Wood-workers	Vancouver	February 19	30	1	Union security, wages, vacations with pay, special holidays, and rest periods	Referred to Board of Conciliation
32	Civic employees	New Westminster	February 19	155	1	Wages	Settled.
33	Civic employees	North Vancouver	February 20	109	1	Wages and working conditions	Settled.
34	Civic employees	Trail	February 20	65	1	Wages and union security	Settled.
35	Civic employees	Rossland	February 21	11	1	Union security and statutory holidays	Settled.
36	Sugar-workers	Vancouver	February 24	400	1	Union recognition, union security, hours of work, wages, seniority, vacations, and duration of agreement	Settled.
37	Furniture-workers	Burnaby	February 26	35	1	Wages, union-shop clause, rest-periods, and hours of work	Referred to Board of Conciliation
38	Tailors	Vancouver	February 27	80	1	Statutory holidays, sick-leave plan, and wages	Settled.
39	Grocery and food clerks	Victoria	February 28	15	1	Wages and union security	Settled.
40	Civic employees	Vancouver	February 28	1,250	1	Wages, Medical Services Association coverage, and improved shelters	Settled.
41	Fire-fighters	New Westminster	March 1	60	1	Wages	Settled.
42	Fire-fighters	Kelowna	March 1	4	1	Wages	Settled.
43	Civic workers	Vancouver	March 3	19	1	Wages	Settled.
44	Civic employees	Burnaby	March 3	206	1	Wages	Settled.
45	Civic workers	Vancouver	March 3	121	1	Wages	Settled.
46	Wood-workers	Vancouver	March 5	13	1	Union security, wages, seniority, vacations with pay, hours of work, statutory holidays with pay, and rest periods	Referred to Board of Conciliation
47	Fire-fighters	Trail	March 5	8	1	Wages and sick-time deductions	Referred to Board of Conciliation
48	Fire-fighters	Oak Bay	March 6	19	1	Wages, statutory holidays, and concessions	Referred to Board of Conciliation
49	Civic employees	Prince George	March 7	22	1	Wages, retroactive pay, holiday pay, and sick-leave	Settled.
50	Civic employees	Victoria	March 12	260	1	Wages, hours of work, and clothing allowance	Referred to Board of Conciliation
51	Plumbers	Vancouver	March 12	150	(5) 1	Wages	Referred to Board of Conciliation
52	Plumbers	Vancouver	March 12	600	(54) 1	Wages	Referred to Board of Conciliation
53	Fishermen	Vancouver and Victoria	March 14	2,800	(12) 1	Hours of work, wages, and special provisions	Referred to Board of Conciliation
54	Fire-fighters	Prince Rupert	March 14	10	1	Wages, supplementary pension plan, and senior firemen	Referred to Board of Conciliation
55	Civic employees	Nanaimo	March 14	60	1	Wages, medical plan, and restoration of the compensation clause as in the 1948 agreement	Settled.

Figures in parentheses show number of employers involved in one 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
56	Painters	Kelowna	March 14	1	1	Wages and union security	Referred to Board of Conciliation
57	Painters	Kelowna	March 14	7	1	Wages and union security	Referred to Board of Conciliation
58	Painters	Kelowna	March 14	2	1	Wages and union security	Referred to Board of Conciliation
59	Painters	Kelowna	March 14	6	1	Wages and union security	Referred to Board of Conciliation
60	Miners	Hedley	March 16	150	1	Hours of work, union security, wages, and statutory holidays	Referred to Board of Conciliation
61	Street-railway men	Victoria	March 16	9	1	Wages	Referred to Board of Conciliation
62	Carpenters	Vernon	March 17	155	(5) 1	Wages, overtime, out-of-town jobs, union security, working conditions, apprentices, vacation with pay, and duration of agreement	Referred to Board of Conciliation
63	Carpenters	Penticton	March 17	5	1	Wages, overtime, out-of-town jobs, union security, working conditions, apprentices, vacation with pay, and duration of agreement	Referred to Board of Conciliation
64	Carpenters	Penticton	March 17	120	(4) 1	Wages, overtime, out-of-town jobs, union security, working conditions, apprentices, vacation with pay, and duration of agreement	Referred to Board of Conciliation
65	Carpenters	Kelowna	March 17	165	(5) 1	Wages, overtime, out-of-town jobs, union security, working conditions, apprentices, vacation with pay, and duration of agreement	Referred to Board of Conciliation
66	Carpenters	Kelowna	March 17	4	1	Wages, overtime, out-of-town jobs, union security, working conditions, apprentices, vacation with pay, and duration of agreement	Referred to Board of Conciliation
67	Carpenters	Vernon	March 17	6	1	Wages, overtime, out-of-town jobs, union security, working conditions, apprentices, vacation with pay, and duration of agreement	Referred to Board of Conciliation
68	Carpenters	Kamloops	March 17	175	(7) 1	Wages, overtime, out-of-town jobs, union security, working conditions, apprentices, vacation with pay, and duration of agreement	Referred to Board of Conciliation
69	Painters	Victoria	March 19	200	(13) 1	Wages, hours of work, union shop, apprentices, duration of agreement, and retroactive clause	Referred to Board of Conciliation
70	Electricians	Prince Rupert	March 19	30	1	Wages and hours of work	Referred to Board of Conciliation
71	Civic employees	Prince Rupert	March 19	43	1	Wages	Referred to Board of Conciliation
72	Wood-workers	Barriere	March 20	15	1	The employer would not negotiate or sign an agreement	Referred to Board of Conciliation
73	Automotive-workers	Victoria	March 21	12	1	Wages	Referred to Board of Conciliation
74	Upholsterers	Vancouver	March 22	65	1	Union-shop clause, statutory holidays, vacations, wages, and minor working conditions	Referred to Board of Conciliation Settled.

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75	Upholsterers	Vancouver	March 22	150	(8)	1	Union shop, statutory holidays, vacations, wages, and minor working conditions	Settled.
76	Carpenters	Victoria	March 27	8	1	1	Wages	Settled.
77	Carpenters	Victoria	March 27	6	1	1	Wages	Settled.
78	Carpenters	Victoria	March 27	6	1	1	Wages	Settled.
79	Carpenters	Victoria	March 27	10	1	1	Wages	Settled.
80	Brick and clay workers	Kilgard	March 28	84	1	1	Wages, hours of work, seniority, job classifications, duration of agreement for wages, and retroactive pay	Settled.
81	Civic employees	North Vancouver	March 28	35	1	1	Wages and working conditions	Settled.
82	Fire-fighters	Tadanac	March 28	32	1	1	Union security, hours of work, and wages	Settled.
83	Tailors	Vancouver	March 29	35	1	1	Overtime and rest periods, wages, statutory holidays with pay, annual vacations, sick-leave plan, and seniority	Referred to Board of Conciliation
84	Oil-workers	Ioco	March 29	225	1	1	Wages, union security, and general working conditions	Referred to Board of Conciliation
85	Carpenters	Vancouver and New Westminster	March 30	3,000	(24)	1	All terms of agreement except wages	Referred to Board of Conciliation
86	Carpenters	New Westminster	March 30	98	(5)	1	All terms of agreement	Referred to parties for settlement.
87	Carpenters	Mission	March 30	20	1	1	The employer would not sign any agreement	Referred to parties for settlement.
88	Carpenters	Mission	March 30	70	1	1	The employer would not sign any agreement	Referred to parties for settlement.
89	Carpenters	Chilliwack and Mission	March 30	50	1	1	The employer was unwilling to sign a new agreement	Referred to parties for settlement.
90	Carpenters	Chilliwack	March 30	26	(7)	1	The employers were unwilling to sign a new agreement	Referred to Board of Conciliation
91	Carpenters	Vancouver	March 30	2,543	(75)	1	The employers were unwilling to sign a new agreement	Referred to Board of Conciliation
92	Department-store employees	Vancouver	April 2	32	1	1	Union recognition, management, hours of work, and vacations	Settled.
93	Trunk and bag workers	Vancouver	April 2	60	1	1	Annual vacations, statutory holidays, wages, grievance procedure, and elimination of job requirements	Referred to Board of Conciliation
94	Oil-workers	Vancouver	April 3	70	1	1	Wages, union security, annual vacations, and hours of work	Referred to Board of Conciliation
95	Bakery employees	Kelowna	April 5	29	1	1	Wages	Referred to Board of Conciliation
96	Pile-drivers	Vancouver	April 7	300	(13)	1	Wages and room and board	Referred to Board of Conciliation
97	Wood-workers	Vancouver	April 7	25	1	1	Wages	Referred to Board of Conciliation
98	Oil-workers	New Westminster	April 7	212	1	1	Wages, special living allowance, annual vacations, and Medical Service Plan	Referred to Board of Conciliation
99	Electricians	Vancouver	April 7	35	1	1	Statutory holidays, annual vacations, wages, and seniority	Settled.
100	Bakery employees	Penticton	April 11	7	1	1	Wages	Referred to Board of Conciliation
101	Bakery employees	Vancouver	April 12	500	(13)	1	Wages, hours of work, overtime, public holidays, vacations, and rest periods	Referred to Board of Conciliation
102	Bridge, structural, and ornamental iron-workers	Vancouver	April 14	175	(3)	1	Wages	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
103	Bridge, structural, and ornamental iron-workers	Vancouver	April 14	100	(7) 1	Wages	Settled.
104	Carpenters	Vancouver	April 14	40	(4) 1	Wages and statutory holidays	Referred to Board of Conciliation
105	Oil-workers	Port Moody	April 14	85	1	Wages, adjustments in classifications, union security, and bargemen	Referred to Board of Conciliation
106	Carpenters	New Westminster	April 14	40	1	Wages and statutory holidays	Referred to Board of Conciliation
107	Engineers	Vancouver	April 14	20	1	Wages	Unterminated as at December 31st.
108	Plumbers	Kelowna	April 16	27	(2) 1	Wages and vacations	Settled.
109	Newspaper-men	Victoria	April 16	22	1	Wages and annual vacations	Settled.
110	Bakery employees	Nanaimo	April 18	8	1	Wages	Referred to Board of Conciliation
111	Bakery employees	Nanaimo	April 18	12	1	Wages	Referred to Board of Conciliation
112	Carpenters	Courtenay	April 18	12	1	Wages	Settled.
113	Carpenters	Courtenay	April 18	6	1	Wages	Settled.
114	Wood-workers	Prince Rupert	April 19	150	1	Wages and form of contract	Referred to Board of Conciliation
115	Photo-engravers	Vancouver	April 19	5	1	Wages, overtime, and vacations with pay	Settled.
116	Hod-carriers	Vancouver	April 19	400	(8) 1	Wages, out-of-town room and board, scaffold work, and holiday pay	Settled.
117	Electricians	Revelstoke	April 19	11	1	Wages and hours of work	Settled.
118	Civic employees	Trail	April 20	20	1	Wages	Settled.
119	Building-service employees	Vancouver	April 21	30	1	Overtime pay, classifications, and wages	Settled.
120	Auto-workers	Vancouver	April 21	12	1	Union security, annual vacations, statutory holidays, and wages	Referred to Board of Conciliation
121	Bakery employees	Vancouver	April 23	28	1	Wages, public holidays, vacations, and rest periods	Referred to Board of Conciliation
122	Electricians	Kelowna	April 24	7	(3) 1	Wages	Settled.
123	Beverage-dispensers	Vancouver	April 25	730	(64) 1	Hours of work, union security, and wages	Referred to Board of Conciliation
124	Street-railway men	Vancouver	April 26	206	1	Termination date of agreement	Referred to Board of Conciliation
125	Photo-engravers	Vancouver	April 26	36	(6) 1	Wages, sick-leave, overtime, and statutory holidays	Settled.
126	Carpenters	Courtenay	May 1	80	(8) 1	Wages	Settled.
127	Bridge, structural, and ornamental iron-workers	Victoria	May 1	15	1	Wages	Referred to Board of Conciliation
128	Wood-workers	Vananda	May 2	20	1	The employer was unwilling to sign an agreement	Settled.
129	Wood-workers	Quesnel	May 2	100	1	All terms of agreement	Referred to Board of Conciliation
130	Civic employees	Prince Rupert	May 2	43	1	Union security, hours of work, and wages	Settled.
131	Hotel and restaurant employees	Vancouver	May 3	350	(13) 1	Wages and statutory holidays	Settled.

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132	Teamsters	Victoria	May 5	15	1	Wages	Settled.
133	Hospital employees	Duncan	May 7	35	1	Wages and working conditions	Referred to Board of Conciliation
134	Carpenters	Vancouver	May 7	40	1	Wages and statutory holidays	Referred to Board of Conciliation
135	Carpenters	Vancouver	May 7	24	1	Wages and statutory holidays	Referred to Board of Conciliation
136	Grocery and food clerks	Vancouver, North Vancouver, West Vancouver, and New Westminster	May 9	29	1	Wages	Settled.
137	Laundry-workers	Prince Rupert	May 11	50	1	Wages	Settled.
138	Laundry-workers	Prince Rupert	May 11	16	1	Wages	Settled.
139	Typographers	Victoria	May 14	22	(6)	Wages, holidays, apprentice rate, sick-leave, and pension plan	Settled.
140	Printing pressmen	Victoria	May 14	16	(5)	Wages, holidays, apprentice rate, sick-leave, and pension plan	Settled.
141	Bookbinders	Victoria	May 14	15	(4)	Wages, holidays, apprentice rate, sick-leave, and pension plan	Settled.
142	Typographers	Trail	May 15	14	1	Wages and statutory holidays	Settled.
143	Hotel and restaurant employees	Vancouver	May 17	13	1	Wages, holidays, membership, and shop stewards	Referred to Board of Conciliation
144	Oil-workers	North Vancouver	May 19	42	1	Union security, wages, and payment for meals when working overtime	Referred to Board of Conciliation
145	Metal and chemical workers	Haney	May 21	65	1	Hours of work, wages, vacations, and other terms of agreement	Settled.
146	Beverage-dispensers	New Westminster, Haney, Hammond, Port Coquitlam, Cloverdale, Vancouver, Langley Prairie, Aldergrove, Chilliwack, Hope, Revelstoke, and Lymmour	May 22	96	(23)	Hours of work-week and statutory holidays	Settled.
147	Drivers	Victoria	May 23	9	1	Wages and five-day week	Settled.
148	Engineers	Vancouver	May 28	45	(3)	Wages	Settled.
149	Engineers	Vancouver	May 28	400	(19)	Wages	Settled.
150	Gypsum-workers	South Westminster	May 30	130	1	Wages, Rand Formula, revisions of classifications, statutory holidays, and paid vacations	Referred to Board of Conciliation
151	Engineers	Nanaimo	May 30	5	1	Wages, reduction of work-week, sick-leave, and rest period	Settled.
152	Plumbers	Victoria	June 2	150	(4)	Wages, annual-holiday pay, and medical aid	Settled.
153	Fishermen	Vancouver	June 5	100	1	Wages and working conditions	Referred to Board of Conciliation
154	Fishermen	Vancouver	June 5	75	1	Wages and working conditions	Referred to Board of Conciliation
155	Building-service employees	Vancouver	June 8	6	1	Wages and holidays	Commission cancelled.

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
156	Mine and mill workers	Alice Arm	June 8	54	1	Wages, transportation, annual and statutory holidays, shift differentials, medical-service plan, and working conditions	Referred to Board of Conciliation
157	Hospital employees	Trail	June 11	73	1	Statutory holidays, seniority, and pay for part-time employees	Referred to Board of Conciliation
158	Street-railway men	Nelson	June 11	5	1	Wages and hours of work per week	Commission revoked.
159	Carpenters	Victoria	June 13	6	1	The employer was unwilling to sign agreement	Referred to Board of Conciliation
160	Garage employees	Cranbrook	June 13	30	(5) 1	Union shop, annual and statutory holidays, sick-leave, and wages	Referred to Board of Conciliation
161	Carpenters	Vancouver	June 13	144	(13) 1	Wages	Settled.
162	Engineers	Vancouver	June 15	22	1	Union security, hours of work, and overtime	Referred to Board of Conciliation
163	Pulp and sulphite workers	Vancouver	June 15	200	1	Wages, overtime, cost of living, and statutory holidays	Referred to Board of Conciliation
164	Pulp and sulphite workers	Vancouver	June 15	100	1	Wages, overtime, cost of living, and statutory holidays	Referred to Board of Conciliation
165	Street-railway men	West Vancouver	June 15	40	1	The employer unwilling to sign contract	Referred to Board of Conciliation
166	Department-store employees	Vancouver	June 15	20	1	Terms of agreement	Settled.
167	Wood-workers	Duncan	June 15	20	1	Terms of agreement	Referred to Board of Conciliation
168	Laundry-workers	Nanaimo	June 25	9	1	Wages and union security	Settled.
169	Engineers	Vancouver	June 26	2	1	Wages	Settled.
170	Hospital employees	New Westminster	June 26	25	1	Wages, working conditions, and effective date of agreement	Referred to Board of Conciliation
171	Wood-workers	Mission	June 26	20	1	Wages and cost-of-living bonus	Referred to Board of Conciliation
172	Taxicab-drivers	Vancouver	June 26	12	1	The parties could not agree on terms for a collective agreement	Settled.
173	Taxicab-drivers	Vancouver	June 26	8	1	Wages	Settled.
174	Taxicab-drivers	Vancouver	June 26	7	1	Wages	Settled.
175	Steel-workers	Vancouver	June 26	15	1	Wage rates, union security, statutory holidays, vacations, hours of work, and coffee periods	Referred to Board of Conciliation
176	Wood-workers	Vancouver	June 26	9	1	Wages	Referred to Board of Conciliation
177	Plasterers	Vancouver	June 27	225	(13) 1	Wages, holidays, and working conditions	Settled.
178	Sheet-metal workers	Vancouver	July 3	17	1	Wages	Settled.
179	Steel-workers	Vancouver	July 3	11	1	Wages	Settled.
180	Civic employees	Vancouver	July 3	30	1	Pension scheme	Settled.
181	Building-construction workers	Vancouver	July 4	30	1	All points of proposed agreement at issue	Referred to Board of Conciliation
182	Truck-drivers	Nanaimo	July 5	8	1	The employer unwilling to negotiate an agreement	Referred to Board of Conciliation
183	Department-store workers	Vancouver	July 6	45	1	Wages	Settled.

184	Auto-workers	Vancouver	July 6	43	1	Union-security clause	Settled.
185	Engineers	Vancouver	July 7	4	1	Wages and overtime rates for Sunday work	Referred to Board of Con-
186	Fur-workers	Vancouver	July 7	65	(16)	Union representatives, vacations with pay, and wages	ciliation
187	Restaurant employees	Victoria	July 9	12	1	Statutory holidays	Settled.
188	Machinists	Victoria	July 9	5	1	Wages, hours of work, and union security	Settled.
189	Machinists	Victoria	July 9	9	1	Wages, hours of work, and union security	Settled.
190	Hospital employees	Vancouver	July 13	20	1	Wages	Referred to Board of Con-
191	Lithographers	Victoria	July 14	4	1	Wages, fringe benefits, and retroactive pay	ciliation
192	Lithographers	Victoria	July 14	8	1	Wages, fringe benefits, and retroactive pay	Settled.
193	Pulp and sulphite workers	Powell River, Port Mellon, Ocean Falls, Woodfibre, Port Alice, Port Alberni, Harmac, and Watson Island	July 14	4,000	(7)	Wages, hours of work, and overtime	Referred to Board of Con-
194	Printing pressmen	Vancouver	July 16	14	1	Wages	ciliation
195	Bakery employees	Vancouver	July 16	100	1	Wages	Referred to Board of Con-
196	Carpenters	Vancouver	July 17	35	1	Wages, statutory holidays with pay, and calls-to-work clause	ciliation
197	Shipyard-workers	Victoria	July 20	210	1	Wages	Referred to Board of Con-
198	Fruit and vegetable workers	Kelowna	July 23	150	1	Hours of work, holidays with pay, seniority, duration of agreement, and wages	ciliation
199	Packing-house workers	Vancouver	July 24	35	1	Wages and check-off of union dues	Settled.
200	Department-store employees	Vancouver	July 24	125	1	All terms of agreement	Referred to Board of Con-
201	Laundry-workers	Vancouver	July 24	60	1	Wages and union-security clause	ciliation
202	Projectionists	Vancouver	July 24	71	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Con-
203	Projectionists	Vancouver	July 24	54	1	Wages, statutory holidays, seniority, and overtime	ciliation
204	Engineers	Vancouver	July 24	20	1	All terms of agreement	Referred to Board of Con-
205	Engineers	Vancouver	July 24	10	1	All terms of agreement	ciliation
206	Shipyard-workers	Victoria	July 27	190	1	Wages	Referred to Board of Con-
207	Projectionists	Steveston	July 27	1	1	All terms of agreement	ciliation
208	Projectionists	Vancouver	July 27	4	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Con-
209	Projectionists	Vancouver	July 27	1	1	Wages, statutory holidays, seniority, and overtime	ciliation
210	Projectionists	Vancouver	July 27	4	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Con-

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
211	Projectionists	Vancouver	July 27	2	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
212	Projectionists	Vancouver	July 27	2	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
213	Projectionists	Vancouver	July 27	4	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
214	Projectionists	Vancouver	July 27	1	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
215	Projectionists	Port Coquitlam	July 27	1	1	Wages, statutory holidays, seniority, and overtime	Settled.
216	Projectionists	Port Moody	July 27	1	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
217	Projectionists	Cloverdale	July 27	2	1	Wages, statutory holidays, seniority, and overtime	Settled.
218	Projectionists	Ladner	July 27	2	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
219	Projectionists	Castlegar	July 27	1	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
220	Projectionists	Maillardville	July 27	1	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
221	Wood-workers	Vancouver	July 27	10	1	Wages, cost-of-living bonus clause, and termination date of agreement	Negotiations discontinued.
222	Projectionists	Burnaby	July 30	2	1	Wages and seniority	Referred to Board of Conciliation
223	Projectionists	Kamloops	July 30	4	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
224	Projectionists	Burnaby	July 30	2	1	Wages and working conditions	Referred to Board of Conciliation
225	Projectionists	Kelowna	July 30	2	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
226	Projectionists	Penticton	July 30	2	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
227	Projectionists	New Westminster	July 30	2	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
228	Projectionists	Chilliwack	July 30	2	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
229	Hospital employees	Vancouver	July 30	50	1	All terms of agreement	Settled.
230	Drivers	Vancouver	July 31	10	1	Union security, wages, and commission	Settled.
231	Milk-drivers and dairy employees	Vancouver	July 31	10	1	Hours of work, wages, and holidays	Settled.
232	Brewery-workers	Victoria	July 31	78	1	Wages, sickness-and-accident plan, vacations with pay, and night premiums	Referred to Board of Conciliation
233	Brewery-workers	New Westminster	July 31	82	1	Wages, sickness-and-accident plan, vacations with pay, and night premiums	Referred to Board of Conciliation
234	Brewery-workers	Vancouver	July 31	51	1	Wages, sickness-and-accident plan, vacations with pay, and night premiums	Referred to Board of Conciliation
235	Brewery-workers	Vancouver	July 31	161	1	Wages, sickness-and-accident plan, vacations with pay, and night premiums	Referred to Board of Conciliation

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236	Wood-workers	Vancouver	August 1	135	1	Wages	Negotiations discontinued.
237	Wood-workers	Vancouver	August 1	170	1	Wages	Referred to Board of Conciliation
238	Projectionists	Vernon	August 1	2	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
239	Projectionists	North Vancouver	August 1	2	1	Wages, statutory holidays, seniority, and overtime	Referred to Board of Conciliation
240	Carpenters	Nelson	August 3	60	(4)	Wages and working conditions	Settled.
241	Machinists	Vancouver	August 4	80	1	Wages, union security, and annual vacations	Settled.
242	Machinists	Vancouver	August 4	101	1	Wages, union security, and annual vacations	Settled.
243	Machinists	Vancouver	August 4	100	1	Wages, union security, and annual vacations	Settled.
244	Machinists	Vancouver	August 4	30	1	Wages, union security, and annual vacations	Settled.
245	Machinists	Vancouver	August 4	7	1	Wages, union security, and annual vacations	Settled.
246	Machinists	Vancouver	August 4	26	1	Wages, union security, and annual vacations	Settled.
247	Machinists	Vancouver	August 4	48	1	Wages, union security, and annual vacations	Settled.
248	Machinists	Vancouver	August 4	124	1	Wages, union security, and annual vacations	Settled.
249	Machinists	Vancouver	August 4	33	1	Wages, union security, and annual vacations	Settled.
250	Wood-workers	Kamloops, Kelowna, and Cranbrook	August 4	4,000	(29)	Wages	Referred to Board of Conciliation
251	Fruit and vegetable workers	Vernon	August 6	200	1	All terms of agreement	Referred to Board of Conciliation
252	Truck-drivers	Victoria	August 9	15	1	Wages, annual holidays, and statutory holidays	Settled.
253	Miners	Wasa Lake	August 9	40	1	All terms of contract	Referred to Board of Conciliation
254	Wood-workers	Prince George	August 9	5,000	(36)	Wages and working conditions	Referred to Board of Conciliation
255	Wood-workers	Cranbrook	August 10	700	(11)	Wages, night-shift differential, statutory holidays, and union shop	Referred to Board of Conciliation
256	Automotive-maintenance workers	Courtenay	August 10	55	(8)	All terms of contract	Settled.
257	Wood-workers	Terrace	August 10	80	1	The employer refused to sign the Coast agreement	Referred to Board of Conciliation
258	Engineers	North Vancouver	August 11	5	1	Wages	Referred to Board of Conciliation
259	Window-cleaners	Vancouver	August 11	40	(6)	Wages	Settled.
260	Department-store employees	New Westminster	August 11	3	1	Union security, union recognition, management, hours of work, wages, and paid sick-leave	Referred to Board of Conciliation
261	Terrazzo-workers	Vancouver	August 14	14	(3)	Terms of agreement	Settled.
262	Electricians	Victoria, Vancouver, Fraser Valley, and Pemberton Valley	August 16	550	1	Wages and working conditions	Referred to Board of Conciliation
263	Wood-workers	Cowichan Lake	August 16	9	1	Wages and termination date of agreement	Referred to Board of Conciliation
264	Department-store employees	Vancouver	August 21	100	1	Amendments to renewal of agreement	Referred to Board of Conciliation
265	Carpenters	Qualicum	August 29	6	1	The employer would not sign agreement	Settled.
266	Carpenters	Qualicum	August 29	16	1	Wages	Referred to Board of Conciliation
267	Carpenters	Parksville	August 30	6	1	Wages	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
268	Department-store employees	New Westminster	August 30	25	1	All terms of agreement	Referred to Board of Conciliation
269	Auto-workers	New Westminster	August 30	7	1	Wages, annual vacations, pay for statutory holidays, employer's contribution to Medical Services Association, hours of work, and premium for shift work	Referred to Board of Conciliation
270	Packing-house workers	Vancouver	August 30	15	1	Hours of work, wages, insurance, and clothes allowance	Settled.
271	Construction-workers	Vancouver	August 30	70	(20)	Wages	Settled.
272	Shipwrights	Victoria	August 31	18	1	Overtime, counter-man, and statutory holidays	Settled.
273	Building and construction workers	Vancouver	September 1	50	1	Union security, wages, holidays, and cost-of-living index	Settled.
274	Electricians	New Westminster	September 5	4	1	Terms of agreement	Settled.
275	Fur-workers	Vancouver	September 5	4	(3)	Terms of agreement	Settled.
276	Wood-workers	New Westminster	September 5	45	1	Wages	Settled.
277	Laundry-workers	Victoria	September 8	50	1	Union security, holidays, vacations, and wages	Referred to Board of Conciliation
278	Miners	Field	September 10	60	1	Wages, holidays, statutory holidays, union security, and overtime	Settled.
279	Hospital employees	Vancouver	September 10	1,200	1	Wages and working conditions	Referred to Board of Conciliation
280	Engineers	Vancouver	September 10	4	1	Wages, hours of work, holidays, and statutory holidays	Referred to Board of Conciliation
281	Packing-house workers	Vancouver	September 14	30	1	Statutory holidays, wages, and insurance	Referred to Board of Conciliation
282	Marine-workers	Vancouver	September 14	25	1	Wages and holidays	Referred to Board of Conciliation
283	Marine-workers	Vancouver	September 14	20	1	Wages and holidays	Referred to Board of Conciliation
284	Auto-workers	Vancouver	September 18	9	1	Union security, union activities, washing facilities, and reservations to management	Referred to Board of Conciliation
285	Laundry-workers	Nanaimo	September 19	50	1	Union shop and wages	Settled.
286	Bridge, structural, and ornamental iron-workers	North Vancouver	September 20	120	1	Wages, union security, holidays, and seniority	Settled.
287	Wood-workers	Port Kells	September 24	20	1	Wages and contract date	Referred to Board of Conciliation
288	Hospital employees	Chilliwack	September 26	60	1	Wages and working conditions	Referred to Board of Conciliation
289	Carpenters	West Summerland	October 4	55	1	Wages, union security, and hours of labour	Settled.
290	Building-service employees	Victoria	October 6	5	1	Wages	Settled.
291	Department-store employees	Vancouver	October 6	27	1	Conditions of employment	Undetermined as at December 31st.
292	Hospital employees	Nanaimo	October 9	35	1	Wages and working conditions	Referred to Board of Conciliation
293	Hospital employees	Port Alberni	October 9	27	1	Wages and working conditions	Referred to Board of Conciliation

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294	Hospital employees	Chilliwack	October 10	12	1	Wages and working conditions	Unterminated as at December 31st.
295	Building-service employees	Vancouver	October 11	250	1	Wages	Settled.
296	Moulders	Vancouver	October 17	10	1	Wages, annual vacations, statutory holidays, and job classifications	Settled.
297	Moulders	Vancouver	October 17	50	1	Wages, annual vacations, statutory holidays, and job classifications	Referred to Board of Conciliation
298	Bakery employees	Vancouver	October 17	9	1	Wages	Referred to Board of Conciliation
299	Miners	Spillimacheen	October 19	60	1	Wages and union security	Unterminated as at December 31st.
300	Auto-workers	Vancouver	October 24	5	1	The employer would not sign an agreement	Settled.
301	Department-store employees	Vancouver	October 24	80	1	Wages, union shop, check-off, and vacations	Unterminated as at December 31st.
302	Department-store employees	Vancouver	October 24	80	1	Wages, union shop, check-off, and vacations	Settled.
303	Pattern-makers	North Vancouver	October 24	3	1	Wages	Unterminated as at December 31st.
304	Pattern-makers	Vancouver	October 24	8	1	Wages	Settled.
305	Engineers	Vancouver	October 29	2	1	The employer would not enter into written agreement	Unterminated as at December 31st.
306	Office-workers	Vancouver	October 30	2	1	Wages, cost-of-living bonus, and provision for arbitration in the grievance clause	Referred to Board of Conciliation
307	Steel-workers	Vancouver	October 30	75	1	Wages and classifications, union security, vacations, welfare provisions, statutory holidays, and termination date of agreement	Unterminated as at December 31st.
308	Carpenters	Prince George	November 1	6	1	Wages	Settled.
309	Carpenters	Prince George	November 1	7	1	Wages	Settled.
310	Hospital employees	Ladysmith	November 1	29	1	Wages and working conditions	Referred to Board of Conciliation
311	Bakery employees	Victoria	November 1	65	(3) 1	Wages, hours of work, vacations, statutory holidays, and rest periods	Unterminated as at December 31st.
312	Department-store employees	Vancouver	November 2	100	1	Terms of agreement	Referred to Board of Conciliation
313	Carpenters	New Westminster	November 2	12	1	Wages, statutory holidays, and second rest period	Settled.
314	Engineers	Vancouver	November 6	4	1	Hours of work, days off, wages, statutory holidays, and probationary period	Referred to Board of Conciliation
315	Restaurant employees	Vancouver	November 7	16	1	Wages	Settled.
316	Hospital employees	Rossland	November 7	23	1	Wages	Referred to Board of Conciliation
317	Restaurant employees	Vancouver	November 7	10	1	Wages	Referred to Board of Conciliation
318	Restaurant employees	Vancouver	November 7	6	1	Wages	Referred to Board of Conciliation
319	Restaurant employees	Vancouver	November 7	20	1	Wages	Settled.
320	Steel-workers	Vancouver	November 8	150	1	Wages, shift differentials, medical health plan, provision of a safety engineer, elimination of strike-vote clause, and union security	

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
321	Steel-workers	Vancouver	November 8	150	1	Wages, shift differentials, medical health plan, provision of a safety engineer, elimination of strike-vote clause, and union security	Settled.
322	Steel-workers	Vancouver	November 8	75	1	Wages, shift differentials, medical health plan, provision of a safety engineer, elimination of strike-vote clause, and union security	Settled.
323	Pulp and sulphite workers	Vancouver	November 19	78	1	Wages, cost-of-living bonus, Medical Services Association plan, hours of work, job-rate adjustments, union-shop clause, and term of agreement	Settled.
324	Restaurant employees	Powell River and Westview	November 19	35	(8) 1	Wages and union-shop conditions	Unterminated as at December 31st.
325	Drivers	Vancouver	November 19	15	1	Wages	Unterminated as at December 31st.
326	Pulp and sulphite workers	Vancouver	November 19	43	1	Wages, cost-of-living bonus, and retroactive date	Settled.
327	Pulp and sulphite workers	Vancouver	November 19	54	1	Wages, cost-of-living bonus, and retroactive date	Settled.
328	Plasterers	Victoria	November 20	25	(8) 1	Wages	Unterminated as at December 31st.
329	Electricians	Kamloops	November 21	3	1	Wages, overtime provisions, union shop, and ratio of journeymen to apprentices	Settled.
330	Beverage-dispensers	Vancouver	November 22	5	1	Terms of agreement	Settled.
331	Beverage-dispensers	Vancouver	November 22	6	1	Annual vacations, retroactivity, seniority, and promotions	Settled.
332	Beverage-dispensers	Vancouver	November 22	5	1	Wages, holidays, statutory holidays, union shop, and double time	Settled.
333	Marine-workers	Vancouver	November 22	20	1	Wages, holidays, statutory holidays, union shop, and double time	Settled.
334	Marine-workers	Vancouver	November 22	20	1	Wages, holidays, statutory holidays, union shop, and double time	Settled.
335	Beverage-dispensers	Vancouver	November 22	6	1	Annual vacations, job classifications, retroactivity, seniority, and promotions	Settled.
336	Hospital employees	Victoria	November 23	350	1	Wages	Settled.
337	Carpenters	Port Alberni	November 23	20	1	Wages	Commission rescinded.
338	Department-store employees	Vancouver	November 23	32	1	Union security, hours of work, wages, seniority, paid sick-leave, vacations, grievance procedure, safety, and health	Referred to Board of Conciliation
339	Steel-workers	Vancouver	November 23	75	1	Wages, termination date, statutory holidays, vacations, and welfare plan	Unterminated as at December 31st.
340	Stereotypers	Victoria	November 23	14	1	Wages	Referred to Board of Conciliation
341	Moulders	Vancouver	November 26	15	1	Wage rates, statutory holidays, and vacation pay	Unterminated as at December 31st.
342	Laundry-workers	Vancouver	November 26	10	1	Wage schedule and union security	Unterminated as at December 31st.
343	Auto-workers	Vancouver	November 26	8	1	Union security	Unterminated as at December 31st.

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344	Restaurant-workers	Blubber Bay	November 26	10	1	Wages	Unterminated as at December 31st.
345	Electricians	Kamloops	November 28	6	1	Wages and retroactive date of wages	Settled.
346	Office employees	Vancouver	November 28	50	1	Union security, hours of work, and rates of pay	Referred to Board of Conciliation
347	Street-railway men	Vancouver	December 3	5	1	Wages	Unterminated as at December 31st.
348	Textile-workers	Vancouver	December 5	140	1	Hours of work, overtime, statutory holidays, vacations with pay, union security, union dues check-off, and wages	Referred to Board of Conciliation
349	Engineers	Vancouver	December 12	4	1	Wages	Unterminated as at December 31st.
350	Carpenters	Port Alberni	December 14	20	1	Wages	Unterminated as at December 31st.
351	Truck-drivers	Nanaimo	December 14	21	1	Wages	Unterminated as at December 31st.
352	Pattern-makers	Vancouver	December 19	4	1	Union security	Unterminated as at December 31st.
353	Packing-house workers	Vancouver	December 19	35	1	Amendments to agreement	Unterminated as at December 31st.
354	Packing-house workers	Vancouver	December 19	15	1	Amendments to agreement	Unterminated as at December 31st.
355	Wood-workers	Vancouver	December 19	57	1	The employer refused to make an offer in writing	Unterminated as at December 31st.
356	Wood-workers	Vancouver	December 19	20	1	The employer refused to make an offer in writing	Unterminated as at December 31st.
357	Civic workers	Port Alberni	December 31	23	1	Annual holidays, sick-leave, leave of absence, uniforms, and wages	Unterminated as at December 31st.
Totals				45,137	357		

TABLE III.—BOARDS OF CONCILIATION, 1951

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
1	Buckerfields Ltd. (Vita grass) and United Packinghouse Workers of America, Local No. 432	J. B. Thomson (C.) James Bury (L.) J. P. Mackenzie (E.)	Jan. 16	(1) Union security (2) Statutory holidays	Feb. 8	Unanimous report. The Board recommended that the agreement contain clauses covering the check-off of initiation fees and dues for all the personnel for whom the union is empowered to bargain, and maintenance of membership Unanimous report. The Board recommended (1) wage increase of 9 cents per hour across the board to all employees covered by the agreement effective on or after January 15, 1951. Wages are to be reviewed once annually; (2) employees with one year's service are to be granted one week's holiday with pay, or 2 per cent, whichever is the greater; (3) time and one-half will be paid employees working statutory holidays. All employees will be paid for Christmas Day, Dominion Day, Labour Day, Good Friday, or Easter Monday who have had forty-five days' or more continuous service	Supervised strike vote; agreement signed.
2	Sweeney Cooperage Ltd. (mill operation) and International Woodworkers of America, Local No. 1-217	F. J. Lynn (C.) S. M. Hodgson (L.) R. A. Mahoney (E.)	Jan. 17	(1) Wages (2) Statutory holidays	Jan. 26	Majority report, employer's nominee dissenting. The report covered the whole range of a collective agreement	The parties accepted the report of the Board; agreement signed.
3	McLennan, McFeeley & Prior Ltd. and Retail, Wholesale and Department Store Union, Local No. 535	J. A. Crumb (C.) G. McNeil (L.) C. I. Cameron (E.)	Jan. 20	All terms of agreement	June 15	Unanimous report. The Board recommended (1) one week's annual vacation with pay and that hourly rated employees be entitled to two weeks' vacation with pay; (2) a wage increase to all classifications of employees retroactive from September 1, 1950; (3) nine statutory holidays be paid for, the qualification for statutory holidays being after ninety days' service with the Company. The majority board, employer's nominee dissenting, recommended the Company should agree to the check-off of initiation fees and dues for all personnel for whom the union is empowered to bargain and a maintenance-of-membership clause be inserted in the agreement	Supervised strike vote; agreement signed.
4	Pumps & Power Ltd. and United Steelworkers of America, Local No. 2952	J. B. Thomson (C.) James Bury (L.) F. J. R. Whitechelo (E.)	Feb. 17	(1) Wages (2) Annual vacation (3) Statutory holidays	Mar. 16	Unanimous report. The Board recommended (1) seven statutory holidays per year (such days to be chosen by the union) at the employee's daily wage at the time; (2) annual vacation—first year according to the Statute, for the second and third years eight days each year, and thereafter two weeks each year.	Employees accepted, employer rejected report of the Board; supervised strike vote; strike; settled; agreement signed.
5	A. W. Johnson Ltd. and Shoe, Leather and Tannery Workers' Union, Local No. 505	C. J. Lennox (C.) W. Stewart (L.) W. Langton (E.)	Feb. 19	(1) Annual vacation (2) Statutory holidays	Mar. 11	Unanimous report. The Board recommended (1) seven statutory holidays per year (such days to be chosen by the union) at the employee's daily wage at the time; (2) annual vacation—first year according to the Statute, for the second and third years eight days each year, and thereafter two weeks each year.	Employer accepted the Board's report; agreement signed.

6	West Kootenay Power & Light Co. Ltd. and International Brotherhood of Electrical Workers, Local No. 999	C. B. Garland (C.) H. E. Winch (L.) J. H. Salter (E.)	Feb. 23	(1) Union security (2) Wages	Mar. 20	<p>Majority report, employer's nominee dissenting. The Board recommended the insertion of a maintenance-of-membership clause for union security and a wage increase of 18 cents per hour, retroactive to November, 1950</p> <p>Unanimous report. The Board recommended a wage increase of local truck-drivers and line-haul drivers to \$1 and \$1.05 per hour respectively, to be retroactive to January 1, 1951, and effective to May 31, 1952, subject to the provision that either party be entitled to call for a review of wages on August 1, 1951, and February 1, 1952</p> <p>The Board unanimously recommended that the city increase by 7 per cent the salaries paid the inside employees represented by the City Hall Employees' Association, Local No. 4; that these salaries be varied quarterly throughout the year proportionately to the rise or fall in the cost-of-living index; and that this arrangement be effective January 1, 1951</p> <p>Unanimous award. The Board recommended a wage increase to all categories of 12½ per cent, to be retroactive to January 1, 1951, and that from October 1, 1951, for the balance of the term of the agreement, a further increase of 3 per cent be paid to raise the total of increase to 15½ per cent of the wages paid at December 31, 1950</p> <p>The Board unanimously reported that: "The parties to this dispute have settled their differences and a collective agreement has been signed"</p>	<p>Employees and employer accepted report of the Board on issues other than union security; supervised strike vote; settled; agreement signed.</p> <p>Both parties accepted report of the Board.</p>
7	O.K. Valley Freight Lines and General Truck Drivers and Helpers' Union, Local No. 31	R. Hayman (C.) W. Mahoney (L.) F. McDonald (E.)	Feb. 24	Wages	Apr. 16	<p>The employees accepted, employer rejected report, the latter giving alternative basis for an agreement an 11 per cent increase over the 1950 salary schedule as from January 1, 1951.</p> <p>This was an arbitral tribunal.</p>	
8	The Corporation of the City of Victoria and City Hall Employees' Association, Local No. 4	P. Fleming (C.) J. L. W. Price (L.) H. W. Davey (E.)	Mar. 12	Wages	Apr. 6	<p>Agreement signed.</p>	
9	The Corporation of the City of Victoria and International Association of Fire Fighters, Local No. 730	J. E. Eades (C.) H. Wilson (L.) H. W. Davey (E.)	Mar. 19	Wages	Apr. 5	<p>Employees accepted, employer rejected report of the Board; supervised strike vote.</p>	
10	Stocker's Transfer Co. Ltd. and General Teamsters' Union, Local No. 885	H. K. Bate (C.) T. Gooderham (L.) G. Randall (E.)	Mar. 19	All terms of agreement	May 30		
11	Great Western Iron & Metal Co. (J. Lemer) and Marine Workers and Boilermakers' Industrial Union, Local No. 1	G. E. Street (C.) W. Stewart (L.) S. Botting (E.)	Mar. 20	Wages	Apr. 6	<p>Majority report, employer's nominee dissenting. The Board recommended a wage rate of \$1.46½ per hour to the mechanic on the understanding his services can be utilized as a truck-driver when required or when not working as a mechanic; truck-drivers be paid \$1.29½ per hour and labourers \$1.24½; wages to be retroactive to February 1, 1951; the agreement to run from February 1 to October 15, 1951, to bring the termination date in line with similar firms</p> <p>The Board recommended a wage increase of 4 cents per hour, retroactive to September 16, 1950; retroactive pay owing to each man as of March 1, 1950, to be paid over a period of three months, preferably by making equal semi-monthly payments during that period; all other respects of the agreement in force on September 15, 1950 to be renewed</p>	
12	Chilliwack Cartage Co. Ltd. and General Truck Drivers' and Helpers' Union, Local No. 31	A. J. Cowan (C.) J. H. Irving (L.) E. Carruthers (E.)	Mar. 28	Wages	Apr. 9	<p>This was an arbitral tribunal.</p>	

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

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
13	Ocean View Development Ltd. and International Hod Carriers, Building and General Labourers' Union, Local No. 602	A. J. Cowan (C.) J. H. Irving (L.) J. A. Grimmett (E.)	Mar. 29	Wages	Apr. 10	The Board unanimously recommended the rate of pay of all workmen employed be increased by 15 cents per hour, to be retroactive to February 1, 1951	Employees accepted report of the Board; agreement signed.
14	Begg Motor Co. Ltd., Begg Brothers Ltd., Black Motors Ltd., Bowell McDonald Motor Co. Ltd., J. M. Brown Motor Co. Ltd., Curtis Motors (1950) Ltd., Empire Motors Ltd., Ferguson Truck & Equipment Co. Ltd., General Truck Sales Ltd., Johnston Motor Co. Ltd., McDermott's (Vancouver) Ltd., Dan McLean Motor Co. Ltd., Ross Baker Motors Ltd., Truck Parts & Equipment Ltd., West Coast Parts Co., White Motor Co. of Canada Ltd., Willys Distributors (B.C.) Ltd. and B.C. Auto Workers' Lodge No. 1857	P. Gomery (C.) J. McMillan (L.) J. MacDonald (E.)	Mar. 31	(1) Wages (2) Union security	Apr. 17	Three separate reports. The Chairman recommended a wage increase of 15 cents per hour for employees in the mechanical section and 11 cents per hour for other employees, effective April 1, 1951; a maintenance-of-membership clause be inserted into the agreement. The employees' nominee recommended a wage increase of from \$7 to \$9 per week on job classifications and 10 per cent to office employees; renewed agreement and wage increases effective as of April 16, 1951. The employer's nominee recommended a wage increase of 15 cents per hour, effective April 1, 1951, to certain journeymen and a wage increase of 11 cents to all other classifications	Supervised strike vote; strike in several cases; negotiations; agreements signed.
15	Princeton Brewing Co. Ltd. and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local No. 367	R. K. Gervin (C.) G. MacNeil (L.) S. W. Smith (E.)	Apr. 2	(1) Wages (2) Hours of work (3) Premium pay (4) Union goods (5) Hauling and delivery	Apr. 28	Majority report, employee's nominee dissenting. The Board recommended (1) forty-hour week, stating that the company make every effort to extend the capacity of the brew-house at the earliest possible date to meet its requirements and when this has been done that the question of the forty-hour week for employees be immediately negotiated with the union; (2) wage increase to all employees, except carpenters and general mechanic, be 13 cents per hour, retroactive* to January 1, 1951, and that further increase of 7 cents per hour be given said employees; carpenters to receive \$62 per week; maintenance assistant, \$49.61 per week, plus any increase established under a new agreement; general mechanic to receive \$300 per month; (3) premium pay of 5 cents per hour be granted workers on shifts 5 p.m. to midnight and midnight to 8 a.m. Recommendations were also made regarding use of union goods only and hauling and delivering beer	Employer accepted, union rejected report of the Board; supervised strike vote.

16	The Corporation of the District of Oak Bay and International Association of Fire Fighters, Local No. 730	A. A. Clark (C.) H. Wilson (L.) W. M. Walker (E.)	Apr. 2	Wages	Apr. 7	The Board unanimously recommended that the monthly wages of all employees covered by this agreement in all categories should be increased by 15 per cent, such increase to be retroactive to January 1, 1951, and that from July 1, 1951, for the balance of the term of the agreement a further increase of 3 per cent be paid to raise the total increase to 18 per cent of the wages paid at December 31, 1950. Unanimous report. The Board recommended (1) maintenance-of-membership clause be inserted in the agreement; (2) four statutory holidays be paid for; (3) general wage increase, said increase to be retroactive to February 1, 1951; (4) cost-of-living bonus to be paid all employees covered by this agreement, effective July 31, 1951, and January 31, 1952, based on the rise of the Dominion Bureau of Statistics, Canada, cost-of-living index at 175.2 as of February 1, 1951. The Board unanimously recommended a wage-scale increase starting probationer \$200 per month to lieutenant at \$270, pay rates to be retroactive to January 1, 1951.	This was an arbitral tribunal.
17	Hardwood Chair Co. Ltd. and International Woodworkers of America, Local No. 1-217	C. R. M. Gale (C.) S. M. Hodgson (L.) J. J. McRae (E.)	Apr. 3	(1) Union security (2) Wages (3) Statutory holidays	Apr. 11	Unanimous report. The Board recommended (1) increase in all wage classifications retroactive to January 1, 1951; (2) city give further consideration to application by Fire Fighters' Union for four qualified first-class firemen to be responsible for the operations and equipment in the absence of brigade officers; (3) city give consideration for a supplementary pension. Unanimous report. The Board recommended (1) a committee be set up to adjudicate all complaints against job classifications with respect to pay grades; (2) wage increase of 12 cents per hour across the board, retroactive to January 2, 1951. Unanimous report. The Board recommended (1) wage increase to all categories, retroactive from January 1, 1951, to April 30, 1951, at one-half the new increase; new wage rate effective May 1, 1951; the contract to run for one year from March 1, 1951, to March 1, 1952; (2) maintenance-of-membership clause to remain unchanged; (3) travelling-time clause be amended. The chairman and employees' nominee recommended a basic rate of \$1 per hour for males and \$0.80 for female employees; the chairman recommended retroactive date be April 1, 1951; the employees' nominee recommended retroactive date be March 1, 1951. The Board was unanimous in its decision to incorporate seniority in	Employees accepted report of the Board.
18	Corporation of the City of Trail and International Association of Fire Fighters, Trail and Rossland, Local No. 941	H. K. Bate (C.) H. Foster (L.) C. H. Clegg (E.)	Apr. 4	Wages	Apr. 11	Unanimous report. The Board recommended (1) increase in all wage classifications retroactive to January 1, 1951; (2) city give further consideration to application by Fire Fighters' Union for four qualified first-class firemen to be responsible for the operations and equipment in the absence of brigade officers; (3) city give consideration for a supplementary pension. Unanimous report. The Board recommended (1) a committee be set up to adjudicate all complaints against job classifications with respect to pay grades; (2) wage increase of 12 cents per hour across the board, retroactive to January 2, 1951. Unanimous report. The Board recommended (1) wage increase to all categories, retroactive from January 1, 1951, to April 30, 1951, at one-half the new increase; new wage rate effective May 1, 1951; the contract to run for one year from March 1, 1951, to March 1, 1952; (2) maintenance-of-membership clause to remain unchanged; (3) travelling-time clause be amended. The chairman and employees' nominee recommended a basic rate of \$1 per hour for males and \$0.80 for female employees; the chairman recommended retroactive date be April 1, 1951; the employees' nominee recommended retroactive date be March 1, 1951. The Board was unanimous in its decision to incorporate seniority in	This was an arbitral tribunal.
19	City of Prince Rupert and Prince Rupert Fire Fighters' Association, Local No. 559	H. MacLaren (C.) T. Elliott (L.) T. W. Brown (E.)	Apr. 5	Wages	Apr. 11	Unanimous report. The Board recommended (1) increase in all wage classifications retroactive to January 1, 1951; (2) city give further consideration to application by Fire Fighters' Union for four qualified first-class firemen to be responsible for the operations and equipment in the absence of brigade officers; (3) city give consideration for a supplementary pension. Unanimous report. The Board recommended (1) a committee be set up to adjudicate all complaints against job classifications with respect to pay grades; (2) wage increase of 12 cents per hour across the board, retroactive to January 2, 1951. Unanimous report. The Board recommended (1) wage increase to all categories, retroactive from January 1, 1951, to April 30, 1951, at one-half the new increase; new wage rate effective May 1, 1951; the contract to run for one year from March 1, 1951, to March 1, 1952; (2) maintenance-of-membership clause to remain unchanged; (3) travelling-time clause be amended. The chairman and employees' nominee recommended a basic rate of \$1 per hour for males and \$0.80 for female employees; the chairman recommended retroactive date be April 1, 1951; the employees' nominee recommended retroactive date be March 1, 1951. The Board was unanimous in its decision to incorporate seniority in	This was an arbitral tribunal.
20	The Corporation of the City of Victoria and Civic Employees' Protective Association, Local No. 50	P. Gomery (C.) R. J. Whittle (L.) H. W. Davey (E.)	Apr. 9	(1) Job classifications (2) Wages	Apr. 17	Unanimous report. The Board recommended (1) a committee be set up to adjudicate all complaints against job classifications with respect to pay grades; (2) wage increase of 12 cents per hour across the board, retroactive to January 2, 1951. Unanimous report. The Board recommended (1) wage increase to all categories, retroactive from January 1, 1951, to April 30, 1951, at one-half the new increase; new wage rate effective May 1, 1951; the contract to run for one year from March 1, 1951, to March 1, 1952; (2) maintenance-of-membership clause to remain unchanged; (3) travelling-time clause be amended. The chairman and employees' nominee recommended a basic rate of \$1 per hour for males and \$0.80 for female employees; the chairman recommended retroactive date be April 1, 1951; the employees' nominee recommended retroactive date be March 1, 1951. The Board was unanimous in its decision to incorporate seniority in	Employer and employees accepted report of the Board.
21	Bogardus Wilson Ltd., Western Glass Co. Ltd., W. Holt & Son, Pilkington Glass Ltd., Hobbs Glass Ltd. and Glaziers and Glassworkers' Union, Local No. 1527	H. F. Liggins (C.) H. W. Watts (L.) C. G. Robson (E.)	Apr. 14	(1) Wages (2) Union security	May 1	Unanimous report. The Board recommended (1) wage increase to all categories, retroactive from January 1, 1951, to April 30, 1951, at one-half the new increase; new wage rate effective May 1, 1951; the contract to run for one year from March 1, 1951, to March 1, 1952; (2) maintenance-of-membership clause to remain unchanged; (3) travelling-time clause be amended. The chairman and employees' nominee recommended a basic rate of \$1 per hour for males and \$0.80 for female employees; the chairman recommended retroactive date be April 1, 1951; the employees' nominee recommended retroactive date be March 1, 1951. The Board was unanimous in its decision to incorporate seniority in	Both parties accepted the Board's report.
22	Chrom-O-Craft Ltd. and International Woodworkers of America, Local No. 1-217	T. E. Robertson (C.) H. Bardsley (L.) W. E. Verrier (E.)	Apr. 16	(1) Wages (2) Union security (3) Seniority	Apr. 30	Unanimous report. The Board recommended (1) wage increase to all categories, retroactive from January 1, 1951, to April 30, 1951, at one-half the new increase; new wage rate effective May 1, 1951; the contract to run for one year from March 1, 1951, to March 1, 1952; (2) maintenance-of-membership clause to remain unchanged; (3) travelling-time clause be amended. The chairman and employees' nominee recommended a basic rate of \$1 per hour for males and \$0.80 for female employees; the chairman recommended retroactive date be April 1, 1951; the employees' nominee recommended retroactive date be March 1, 1951. The Board was unanimous in its decision to incorporate seniority in	Supervised strike vote; strike; further negotiations; agreement signed.

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
23	Tru-Fit Millwork (Canada) Ltd. and United Brotherhood of Carpenters and Joiners of America, Local No. 2534	J. B. Thompson (C.) R. E. Guthrie (L.) A. W. Chappel (E.)	Apr. 20.	(1) Union security. (2) Wages	Apr. 27.	agreement. The employer's nominee dissented on the recommendation of two weeks' holiday with pay after three years' service. Majority report, employer's nominee dissenting. The Board recommended a maintenance-of-membership clause with check-off of initiation fees and dues for all employees for whom the union is empowered to bargain. The chairman recommended 10 cents per hour increase, retroactive to January 1, 1951, with cost-of-living review every three months, with every 1.3 increase in cost of living 1 cent per hour be granted, also retroactive to January 1, 1951. The employees' nominee recommended a wage-scale review April 1st, July 1st, October 1st, and December 31st, 1951, where the final wage increase will amount to 32 cents per hour on October 31, 1951.	Employer rejected report; negotiations; agreement signed.
24	Veteran Stages Ltd. and Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, Division No. 109	R. B. Longridge (C.) C. A. Peck (L.) F. Ramsdale (E.)	Apr. 20.	(1) Wages (2) Medical Service Aid benefits (3) Hospital insurance	May 1.	Majority report, employer's nominee dissenting. The Board recommended (1) wage increase of 15 cents per hour; (2) the employer pay one-half the cost of the Medical Service Aid benefits; (3) one-half the cost of hospital insurance premium; (4) one-half the cost of weekly indemnity of \$20 per week. Changes effective May 1, 1951. The Board reported that the parties had signed agreements terminating the disputes.	Employees accepted, employer rejected majority report of the Board; supervised strike vote; agreement signed.
25	B.C. Packers Ltd., Canadian Fishing Co. Ltd., Anglo-B.C. Packing Co. Ltd., Atlin Fisheries, Edmunds & Walker Ltd., Francis Miller & Co. Ltd., Nelson Bros. Fisheries Ltd., North Shore Packing Co. Ltd., Northern Fishermen's Cold Storage Ltd., Queen Charlotte Fisheries Ltd., T. H. Todd & Sons Ltd. and United Fishermen and Allied Workers' Union	C. J. Lennox (C.) E. Bjarnason (L.) M. M. McFarlane (E.)	Apr. 21.	Hours of work	Apr. 30		Agreements signed.
26	O'Neill Glass & Paint Ltd., Pacific Glass Ltd., Hobbs Glass and Brotherhood of Painters, Decorators and Paperhangers of America, Local No. 1163	H. F. Liggins (C.) J. Eaves (L.) C. G. Robson (E.)	Apr. 23	(1) Wages (2) Overtime (3) Holidays	May 17.	Unanimous report. The Board recommended a wage classification and scale covering unskilled and semi-skilled glass-workers at 95 cents per hour for six months, next twelve months \$1.14, next additional twelve months \$1.18, and next additional twelve months \$1.20 per hour, to journey-men at \$1.39 per hour. Retroactive pay will be from January 1, 1951, to April 30, 1951, at one-	The Board reported that terms of settlement had been approved by parties.

27	Charles E. Holmes, Smith Bros. & Wilson Ltd., Dominion Construction Co. Ltd., W. J. Mackie, David Howrie Ltd., Dairymple Construction Co., Interior Contracting Co. Ltd., Kenyon & Co. Ltd., T. C. Robertson, S. Scherle, A. L. Patterson, W. J. Allan, G. Briese, James Moebes, Wilson & Dalgleish Contracting Co. Ltd., J. C. Taylor, Striegler & Knight Ltd., H. Matter, R. W. Regoliss, Henry Kleefeld, J. Cooper and United Brotherhood of Carpenters and Joiners of America, Locals 1346, 1370, 1540, and 1696	H. K. Bate (C.) W. H. Sands (L.) E. J. Chambers (E.)	Apr. 25	Wages	May 9	<p>half of new increase in wage rates granted to employees under the new agreement. The new wage rate will be effective May 1, 1951. The contract to run one year from March 1, 1951, to February 29, 1952. One week's holidays with pay will be granted all employees who have been in the employ of the employer for one year. Nine statutory holidays are to be recognized. Overtime at time and one-half shall be paid for all hours worked in excess of eight hours and in excess of forty hours per week.</p> <p>The Board unanimously recommended a wage increase to \$1.70 per hour; the majority Board, employer's nominee dissenting, recommended the \$1.70 be increased by any amount by which Vancouver carpenters obtain a wage increase exceeding \$1.85. It is further recommended the agreement date from the expiry date of the 1950 agreement, with the exception of wages, which date is from May 7, 1951</p>	Report rejected; supervised strike vote; strike; negotiations with assistance of the Labour Relations Board; agreements signed.
28	Acme Plumbing & Heating Service, Barr & Anderson Ltd., B. Boe Ltd., B.C. Plumbing & Heating, Ben's Plumbing, Stand Code, H. S. Crombie Ltd., DeBrincat Plumbing & Sheet Metal Ltd., Dillabough Plumbing Co. Ltd., F. Errington Ltd., Frank Fenk, Filbey's Plumbing & Heating, Fourth Avenue Heating & Plumbing, General Plumbing & Heating Co. Ltd., Gosse Plumbing & Heating, F. N. Hamilton, Hodgson Ltd., Irvine & Reeves Plumbing & Heating Ltd., Gordon Latham Ltd., Lockerbie & Hole (B.C.) Ltd., Leek & Co. Ltd., Mallory Plumbing & Heating, H. E. McConaghy Ltd., D. A. McDonald Co. Ltd., Mitchell Bros. Ltd., H. C. Orre & Son,	H. Wilson (C.) J. N. Ross (L.) J. F. Sigardson (E.)	Apr. 26	(1) Wages (2) Hours of work	May 18	<p>Majority report, employers' nominee dissenting. The Board recommended that the wage rate be increased by 25 cents per hour from \$1.75 per hour to \$2 per hour, effective April 1, 1951, and that a further increase of 10 cents per hour from \$2 per hour to \$2.10 per hour become effective October 1, 1951. The Board recommended further negotiations be given to the employers' requests for elimination of the requirements of the business agent's sanction for a forty-hour week for out-of-town work; extension of "city limits" as defined in Clause 4 of the present agreement; wages be paid every two weeks where desired by employer; request that the union hereafter supply men only to those firms who are legitimately engaged in the plumbing and heating industry, and have a signed agreement</p>	Supervised strike vote; strike; negotiations; agreement signed.

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
29	San-O-Heat Ltd., Vancouver Pipe Works Ltd., Weeks & Co. Ltd., Fred Welsh & Son, Geo. J. Wilkie, A. H. Bourdon Plumbing & Heating Co., Johnson Temperature Regulating Co. of Canada Ltd., Keith Plumbing & Heating Co. Ltd., Kislano General Repair & Hardware, Page & Harper, H. W. Scott Plumbing & Heating, Vancouver Plumbing Co., Henry Wilson Plumbing, Minneapolis-Honeywell Regulator Co. Ltd., B.C. Radiant Ltd., Charles Crawford Ltd., R. Fitzgerald, Follis Plumbing & Heating, J. G. Musgrave Jr., Premium Oilburner Sales & Service Ltd., Grinnell Co. of Canada Ltd., Viking Automatic Sprinkler Co. (B.C.) Ltd., Walsh Construction Ltd. and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 170	F. J. Lynn (C.) Percy Horne (L.) R. A. Mahoney (E.)	Apr. 27	(1) Wages (2) Union security	May 4	Unanimous report. The Board recommended (1) wage increase of 19 cents per hour across the board, to date from March 1, 1951; casual labour helper "C" class rate of pay to be \$1 per hour, effective March 1, 1951; casual labour helper "B" class rate to be \$1.10 per hour, retroactive to March 1, 1951; rates in respect to casual labour would be effective in addition to the 19 cents per hour across the board; (2) a cost-of-living clause be incorporated into the agreement; (3) maintenance-of-membership clause be inserted in the agreement	Supervised strike vote; agreement signed.
30	M. H. Mooney (Mooney's Body Shop) and Automotive Maintenance Workers' Federal Union, Local No. 151	H. K. Bate (C.) T. C. Gooderham (L.) P. A. Gibbs (E.)	May 5	(1) Wages (2) Holidays	June 1	The Board unanimously recommended the employer enter into an agreement such as is signed by the union with other employers in this area, with the following modifications: (1) Cost-of-living bonus	When parties were unable to agree following the report of the Board, further negotiations took place with

31	Drapeshire Clothes Ltd. and Journymen Tailors' Union, Local No. 178	H. MacLaren (C.) James Bury (L.) S. Julius (E.)	May 10	(1) Overtime (2) Rest periods (3) Holidays	May 18	be paid on the cost of living as of February; (2) one week's holiday with pay. The majority Board, employees' nominee dissenting, recom- mended the employer should not be limited or restricted to negotiating with union agents or representatives only, but free to deal directly with the employees for negotiations The Board unanimously recommended clauses re- garding overtime, rest periods, two weeks' vaca- tion with pay after two years, and seniority pro- visions be written into the agreement; clause regarding sick-leave and statutory holidays be rewritten. The majority Board, employees' nomi- nee dissenting, recommended a wage scale from \$38 per week for second baster to \$78.50 per week to head cutters, and a further increase of 5 cents per hour be paid every member of the bargaining unit over and above prevailing rates, retroactive to May 1, and an additional 5 cents per hour be paid the same employees six months thereafter. Apprentices are to be paid not less than 50 cents per hour, to be increased 5 cents per hour after the first three months and 5 cents per hour every three months thereafter until the regular classification scale is reached The Board unanimously recommended a weekly guarantee of \$50, effective June 4, 1951; guaran- tee for spare salesmen and servicemen shall be \$52.50, retroactive to April 30, 1951; inexperi- enced new men to receive \$44 for first four weeks' employment; new rates of commission to be established on cakes and sweet dough, retro- active to April 2, 1951 Majority report, employer's nominee dissenting. The Board recommended wage scale from \$1.29½ per hour basic rate, male and female, to \$1.66 per hour for millwrights; new wage rates to be retroactive to April 15, 1951; the agreement to continue in operation until June 14, 1952, to bring its termination in line with those of the plywood industries Majority report, employees' nominee dissenting. The Board recommended (1) wage increase of 17 cents per hour from April 1, 1951, to May 31, 1951; commencing June 1, 1951, a further 3 cents an hour raise be made, making a total increase of 20 cents per hour; (2) employers to assume the cost of out-of-town room and board over the sum of \$2 per day	The Company accepted, em- ployees rejected the Board report; supervised strike vote; strike; negotiations; agreement signed.
32	Weston Bakeries Ltd., Mother Hubbard Bakery Ltd., Cana- dian Bakeries Ltd., General Bakeries Ltd. and Bakery Sales- men's Union, Local No. 189	P. Gomery (C.) R. McCulloch (L.) I. Cameron (E.)	May 10	Wages	June 5	Agreements signed.	
33	Lama Wood Products Ltd. and International Woodworkers of America, Local No. 1217	G. E. Street (C.) L. Whalen (L.) J. P. Edwards (E.)	May 10	Wages	May 28	Employer rejected, employees accepted report of Board; supervised strike vote; strike; negotiations; agree- ment signed.	
34	Allport Building Co. Ltd., Amundson Construction Co. Ltd., Armstrong & Monteith Construction Co. Ltd., B.C. Bridge & Dredging Co. Ltd., Bennett & White Construction Co. Ltd., E. M. & J. D. Craig Ltd., Dawson, Wade & Co. Ltd., Dawson & Hall Ltd., Dominion Construction Co.	A. J. Cowan (C.) G. Bengough (L.) C. G. Robson (E.)	May 10	Wages	May 25	Supervised strike vote; agree- ment signed.	

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
35	Ltd., Halse-Martin Construction Co. Ltd., Hodgson, King & Marble, Marwell Construction Co. and J. W. Stewart Ltd., Thor M. Peterson Ltd., E. H. Shockley & Son Ltd., Sinclair Homesites Ltd., Smith Bros. & Wilson Ltd., Todd Construction Co. Ltd., General Construction Co. Ltd., C. J. Oliver Ltd., Doyle Construction Co. Ltd., Hastings Construction Co. Ltd., Kennett Construction Co. Ltd., Moncrieff Construction Co. Ltd., A. Sullivan Ltd. and United Brotherhood of Carpenters and Joiners of America, Locals 452 and 1251 Imperial Oil Ltd. and Oil Workers' International Union, Ioco Local No. 614	F. J. Lynn (C.) P. Horne (L.) A. C. DesBrisay (E.)	May 11	(1) Union security (2) Wages (3) Seniority (4) Hours of work	June 8	The Board unanimously recommended changes in the agreement regarding union security, union members of bargaining committee, seniority, hours of work, absence on union business, turn-around work. The majority Board, employees' nominee dissenting, recommended a wage increase of 15 cents across the board, effective March 1, 1951; 6-per-cent bonus to be incorporated into basic wage rate Majority report, employees' nominee dissenting. The Board recommended (1) wage increase of 12½ cents, making a wage of \$1.57½ per hour; (2) Rand Formula to be used in the case of present employees who are not members of the union; (3) agreement should end March 31, 1952, and increase in pay to start May 15, 1951	Supervised strike vote; negotiations; agreement signed.
36	G. Winjack, J. McPherson, S. F. Hancock, and C. E. Parsons, Seaboard Advertising Co. Ltd., A. Wildie, Charles Mullins (Mullins Painting & Decorating), C. Shattenkirk, Heal & McAllister, George Kaiser (Island Decorators), Don Riome, Frank Clarkson, Martine & Rawnsley, J. R. Bradshaw and Brotherhood of Painters, Decorators and Paperhangers of America, Local No. 1163	R. B. Longridge (C.) V. Midgley (L.) H. Heal (E.)	May 11	(1) Wages (2) Union security	May 19		Both parties rejected report of Board; supervised strike vote; negotiations; agreement signed.
37	Canadian Bakeries Ltd., McGavin Ltd., Westons Bakeries Ltd., Old World Bakeries Ltd., Mother Hubbard Bakery Ltd.,	J. B. Thomson (C.) R. K. Gervin (L.) I. Cameron (E.)	May 11	Wages	June 1	Majority report, employees' nominee dissenting. The Board recommended (1) wage increase of 13 cents per hour commencing June 1, 1951; (2) cost of living be reviewed every three months,	Employees rejected report; employers requested intervention of the Board; supervised strike vote; agree-

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38	General Bakeries Ltd. (Vancouver Division), Fairfax Bread Co. and Bakery and Confectionery Workers' International Union of America, Local No. 468	A. A. Clarke (C.) J. Hayes (L.) A. J. Treadgold (E.)	May 12	Wages	May 25	and that for every 1.3 rise 1 cent be granted; (3) wages be paid every week; (4) jobbers receive 10 cents per hour above the weekly rates in present agreement, checkers' wage to be raised to same as assistant shippers, bread and cake wrappers be raised to bench and machine men; (5) jobbers working full week in which holiday falls be paid for holiday Majority report, employers' nominee dissenting. The Board recommended "brush men" receive \$1.30 per hour to June 1, 1951; \$1.35 per hour to August 1, 1951; and \$1.40 per hour from August 1, 1951, on; and all reference to cost-of-living bonus dropped Majority report, employer's nominee dissenting. The Board recommended the operations of the employer be governed by the Coast contract conditions and wage of the union Unanimous report. The Board recommended (1) present weekly guarantee of \$44 be increased to \$50, effective June 4, 1951; (2) guarantee for spare salesmen and servicemen be increased to \$52.50, retroactive to April 30, 1951; (3) commission on cakes and sweet doughs be raised on wholesale sales to 7½ per cent and on retail sales to 15 per cent, retroactive to April 2, 1951; (4) inexperienced new men be paid \$44 per week for first four weeks of their employment Majority report, employer's nominee dissenting. The Committee recommended that "The company shall during the life of this agreement deduct, as a condition of each employee's continued employment, the sum of \$2 from the first pay cheque due in each calendar month to each such employee and remit same prior to the 10th day of the month following the month in which such deduction is made to the financial secretary of the union. The company will, at the time of making each such payment to the financial secretary of the union, name the employees from whose pay such payment has been deducted. The said deductions shall commence, in the case of each employee who is in the employment of the company at the effective dates of these sections, with the month of June, 1951, and in the case of each employee entering the employment of the company subsequent to the effective date of these sections with the calendar month in which his first pay cheque from the company is received by him. Each and every employee of the company bound by the terms of this collec-	ments signed between certain employees and the union. The employers rejected, employees accepted report; agreements signed by several employers and the union. The parties accepted the report of the Board; agreement signed. This was an arbitral tribunal.
39	E. L. Bouchard, A. T. Treadgold, H. E. McCormick, Dentier's Painting & Decorating and Brotherhood of Painters, Decorators and Paperhangers of America, Local No. 1675	P. B. Paine (C.) J. Morris (L.) J. A. Macdonald (E.)	May 18	Wages	June 4		
40	Columbia Cellulose Co. Ltd. and International Woodworkers of America, Local No. 1-71	P. Gomery (C.) R. McCulloch (L.) I. Cameron (E.)	May 19	Wages	June 12		
41	McGavin Ltd. and Bakery Salesmen's Union, Local No. 189						
	Consolidated Mining & Smelting Co. of Canada Ltd. and International Union of Mine, Mill and Smelterworkers, Locals Nos. 480 and 651	Hon. Gordon M. Sloan (C.) Harvey Murphy (L.) R. D. Perry (E.)	May 22	Union security	June 12	This was a Mediation Committee set up pursuant to section 27 of the "Industrial Conciliation and Arbitration Act." The parties agreed to be bound by the majority report of the Committee.	

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
42	McGavin Bakeries Ltd., Canadian Bakeries Ltd. and Bakery and Confectionery Workers' Union, Local No. 355	J. B. Thomson (C.) W. H. Sands (L.) I. Cameron (E.)	May 23	(1) Annual holidays (2) Wages	June 12	<p>tive agreement and from whose pay cheque the company is obligated to deduct the sum of \$2 under the immediately preceding section hereof shall have the right to vote as if a member of the union in good standing at any election of all local officers of Locals 480 and 651 of the union held during the life of this agreement."</p> <p>Majority report, employees' nominee dissenting. The Board recommended (1) one week's vacation after one year's service and two weeks' vacation after two years' service; (2) wage increase of 15 cents per hour as at June 1, 1951, and review of cost-of-living index every three months, and that for every 1.3 points advance in cost of living 1 cent per hour be granted employees, from June 1, 1951; (3) shift rates for employees employed between 9 p.m. and 6 a.m. be increased to read 15 cents</p>	Application for strike vote in case of McGavin Bakeries Ltd.; strike vote taken; strike; negotiations; agreement signed.
43	Shell Oil Co. of Canada Ltd. and Oil Workers' International Union, Local No. 596	J. B. Thomson (C.) George Gee (L.) Sherwood Lett (E.)	May 23	(1) Wages (2) Cost of living	June 4	<p>Majority report, employees' nominee dissenting. The Board recommended (1) a general wage increase of 20 per cent; (2) the employees' request that \$10 per month cost-of-living allowance be included in the basic wage; (3) three days' leave with pay be granted employees who suffer bereavement in their immediate family.</p>	Supervised strike vote; strike; negotiations; agreement signed.
44	Quality Woodworks Ltd., David Mitchell, Bell Craft Ltd., Imperial Manufacturers, B.C. Millworks Products Ltd., Aristocratic Plywoods Ltd. and United Brotherhood of Carpenters and Joiners of America, Local No. 1928	H. MacLaren (C.) R. E. Guthrie (L.) C. G. Robson (E.)	June 5	(1) Wages (2) Annual vacation	June 14	<p>The Board unanimously recommended (1) general wage increase of 17 cents per hour, effective April 1, 1951, with a further increase of 2 cents per hour to benchmen, in Class A only, on and after June 1, 1951; (2) six statutory holidays with pay be granted—to qualify an employee must have three months' service with the employer; (3) two weeks' vacation be granted employees after five years' service and three weeks after ten years</p>	The parties accepted the report of the board; agreements signed.
45	Canadian Bakeries Ltd., McGavin Bakeries Ltd. and Bakery and Confectionery Workers' Union, Local No. 468	J. B. Thomson (C.) H. W. Watt (L.) I. Cameron (E.)	June 5	Wages	June 19	<p>Majority report, employees' nominee dissenting. The Board recommended an increase of 13 cents per hour, retroactive to June 1, 1951; cost-of-living index to be reviewed every three months and for every 1.3 advance in the cost of living 1 cent per hour be granted to the employees; jobbers be paid 15 cents higher than bench-hands and machine-men; checkers' wages be paid at the same rate as assistant shipper, and bread and</p>	Employers accepted, employees rejected report of the Board.

46	A. C. Cleavelly and International Woodworkers of America, Local No. 1-417	R. H. Carson (C.) G. Miller (L.) R. W. Kennedy (E.)	June 8	All terms of agreement	June 27	cake wrappers' wages be raised to the same rate as the bench and machine men The Chairman of the Board reported a full discussion of tentative proposals submitted by the employer took place, which concluded in an agreement being reached and signed by the parties	Settled.
47	Western Plywood (Cariboo) Ltd. and International Woodworkers of America, Local No. 1-424	W. T. Moodie (C.) A. S. Alsbury (L.) T. E. H. Ellis (E.)	June 12	(1) Wages (2) Union security (3) Hours of work	July 10	Majority report, employees' nominee dissenting. The Board recommended (1) the employer pay, as an interim arrangement until the master agreement for 1951-52 is agreed upon by Forest Products Industries, Interior Region B.C. (North-ern), a wage rate of \$1.19 per hour for common labour (as a basic rate); in addition, the company pay an increase in the basic rates and adjustments finally agreed to in the master agreement retroactive to July 1, 1951, together with any cost-of-living bonus if and as agreed to; (2) union security to remain as in present agreement until September 1, 1951, and thereafter form be adopted as in the master agreement to be effective September 1, 1951; (3) forty-four-hour week to continue until master agreement signed and then to adopt whatever arrangement is arrived at, retroactive to September 1, 1951	Supervised strike vote; strike; negotiations; settled.
48	B.C. Motor Transportation Ltd. (Pacific Stage Lines) and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local No. 101	F. J. Lynn (C.) A. Jennings (L.) J. A. Macdonald (E.)	June 12	Wages	July 11	Majority report, employees' nominee dissenting. The Board recommended a 12-cents-per-hour increase to all employees, retroactive to date of expired agreement, April 1, 1951; a further increase of 4 cents per hour to all employees effective April 1, 1952; the agreement to run for two years and expire April 1, 1953	Supervised strike vote.
49	Cowichan and District Hospital Assn., King's Daughters' Hospital and Hospital Employees' Federal Union, Local No. 180	P. Fleming (C.) W. J. Scribbens (L.) E. W. Neil (E.)	June 20	Wages	July 4	The Board unanimously recommended an across-the-board raise in salary of 10 per cent from April 30, 1951, and a 12-per-cent increase from January 1, 1952, to December 31, 1952, provided, however, that as at January 1, 1952, the cost-of-living index, as furnished by the Dominion Bureau of Statistics, is 3 points lower than was the case as at May 1, 1951, then the salaries paid in 1952 shall be the same as those paid in 1951. If, however, the cost-of-living index as at January 1, 1952, has not dropped 3 points between the figure obtained at May 1, 1951, to above proviso shall be null and void. The Board further recommended a union shop be granted employees affected; a job-classification scheme; agreement, to be retroactive to April 30, 1951, to be in force until December 31, 1952	This was an arbitral tribunal.

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
50	Canadian Window Bakeries (Division of Picardy) Ltd. and Bakery and Confectionery Workers' International Union of America, Local No. 468	C. R. M. Gale (C.) H. W. Watt (L.) J. A. Macdonald (E.)	June 22	(1) Wages (2) Hours of work (3) Holidays	July 18	Majority report, employees' nominee dissenting. The Board recommended (1) wage increase of \$7.50 per week, effective June 1, 1951, said wages of regular employees and apprentices to be paid weekly; (2) jobbers' rate be 75 cents higher than bench-hands and machine-men; (3) five-day week for all employees; (4) jobbers working full week in which holiday falls be paid for holiday; (5) holidays be started not earlier than May 1, not later than October 1, except by mutual consent; (6) break of 12½ hours between end of one shift and beginning of next	Supervised strike vote; agreement signed.
51	Peter Pulos (Black Cat Coffee Shop) and Hotel and Restaurant Employees' Union, Local No. 28	A. A. Clarke (C.) H. L. Hansen (L.) F. M. Clement (E.)	June 26	(1) Wages (2) Hours of work (3) Vacations	July 5	Majority report, employer's nominee dissenting. The Board recommended (1) wage scale covering cooks, waitresses, and dish-washers, effective July 1, 1951; (2) closed-shop provisions; (3) one week's annual vacation with pay after one year's continuous service; (4) forty-hour week within six days. In cases of emergency the employees may work longer hours at time and one-half; (5) the employer at all reasonable times accord a hearing to the shop steward for settlement of disputes and grievances	Employer rejected, employees accepted report of the Board.
52	Home Oil Distributors Ltd. and Oil Workers' International Union, North Vancouver Local No. 615	F. J. Lynn (C.) A. McKenzie (L.) R. A. Mahoney (E.)	July 6	(1) Union security (2) Wages	July 20	The Board was informed that a settlement had been reached between the company and the union, making it unnecessary to hold a Conciliation Board meeting	Settled.
53	Abbotsford Hotel Co. Ltd., Ambassador (Vancouver) Ltd., American Hotel Ltd., New Anchor Hotel Ltd., Angelus Holding Co. Ltd., Astoria Hotels Ltd., Austin Hotel (1949) Ltd., Vintners Ltd., Belmont Hotel Co. Ltd., Broadway Hotel Co. Ltd., Midway Hotel Co. Ltd., Midvan Hotel Ltd., Selkirk (B.C.) Ltd., Castle Hotel Ltd., Cecil Holdings Ltd., Clarence (Vancouver) Ltd., Cobalt Hotel Co. Ltd., Columbus Hotel (1947) Ltd., Midtown Holdings Ltd., Devonshire Ltd., New Dodson Hotel Ltd., Dominion Holdings	D. R. Blair (C.) J. R. Barton (L.) C. G. Robson (E.)	July 6	(1) Hours of work (2) Union security (3) Wages	Aug. 9	Majority report, employees' nominee dissenting. The Board recommended a wage increase of 19 cents across the board, one additional statutory holiday, and the agreement to run for a two-year period from April 1, 1951. The Board was unanimous in its recommendations respecting shareholders and partners; business agent's access to licensed premises; policing of contract; appointment of impartial arbitrator; hours of work; a clause dealing with statutory holidays, hiring hall, vacations with pay; steady part-time employees	Employees rejected report of the Board; supervised strike vote; negotiations held, assisted by the Labour Relations Board; agreement signed.

<p>Ltd., Smythe Hotels Ltd., British Columbia Hotel Ltd., Hastings Hotels Ltd., Europe Hotel (1949) Ltd., Georgia Concession Ltd., Grand Union Holdings Ltd., Grandview Hotel Ltd., Haddon Hotel Co. Ltd., Invermay Holdings Ltd., Official Administrator Ivanhoe, Kingston Hotel Co. Ltd., London Hotel Co. Ltd., Lotus Beer Parlour Ltd., Main Hotel Ltd., Manitoba Hotel Ltd., Marble Arch (Vancouver) Ltd., Marshall Hotel Co. Ltd., Melbourne Hotel, Metropole Holdings Ltd., Marr Hotel Ltd., New Fountain Hotel (1945) Ltd., Nestor Stoyko (Niagara Hotel), Palace Hotel (1938) Ltd., Patricia Hotel Ltd., Roger Hotel Ltd., Pender Hotel Ltd., Princeton Hotel (1945) Ltd., Rainier Hotel Ltd., Regent Hotel Ltd., Royal Holdings Ltd., Savoy Hotel Ltd., St. Helens Hotel Co. Ltd., St. Regis Hotel (1944) Ltd., Stanley Holdings Ltd., Strand Hotel Ltd., L. Kaplan and J. Sanderson (Stratford), Travellers Hotel Ltd., Hotel West Ltd., Mills Holdings Ltd., Yale Holdings Ltd., York (Vancouver) Ltd., Olympic Estates Ltd., Clelia Gallia (St. Alice) and Beverage Dispensers Union, Local No. 676</p>	<p>C. B. Garland (C.) I. Patton (L.) J. H. Hargrave (E.)</p>	<p>July 17</p>	<p>(1) Wages (2) Statutory holidays</p>	<p>July 27</p>	<p>The Board unanimously recommended (1) wage increase of \$10, commencing from June 1, 1951, continuing to December 31, 1951, the employer to increase wages \$8 per month from January 1, 1952, to December 31, 1952; (2) time and one-half to be paid for statutory holidays worked; (3) agreement to remain in force to December 31, 1952</p>	<p>Agreement signed.</p>
<p>54 Trail Tadanac Hospital and Trail Federal Union, Local No. 302</p>	<p>C. R. M. Gale (C.) G. Bengough (L.) J. F. Sigurdson (E.)</p>	<p>July 18</p>	<p>Terms of agreement</p>	<p>July 24</p>	<p>The Board unanimously recommended that the terms and conditions of the agreement, dated April 2, 1951, between the General Contractors' Association and The United Brotherhood of Carpenters and Joiners of America, Local No. 452, be accepted as applicable to this dispute</p>	<p>Supervised strike vote; settled.</p>

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
	ters, Clifton Construction Co. Ltd., Coast Construction Co. Ltd., Commercial Construction Co., R. E. Cox, DeLuxe Home Builders, Ralph H. Fulton, G.I. Builders, V. J. Gamble, M. E. Giddings, Gostik Construction Co. Ltd., Alfred Horie Construction Co. Ltd., Norman W. Hullah (N. W. Hullah Construction Ltd.), L. L. Johnson Ltd., Jubilee Construction, Kaiser-Kampferer Ltd., L. B. Leask, Lickley Construction Co. Ltd., L. O. McCarter, McCleery & Weston Ltd., Geo. D. McLean & Associates Ltd., Major Homes Ltd., Maranda Construction Co. Ltd., Maritime Construction Co. Ltd., Marpole Construction Co. Ltd., James F. Miller, Moase Construction Co. Ltd., Morgan Construction Co. Ltd., G. W. Morris Co., L. H. Negus, A. C. Orr, Pacific Coast Contractors Co. Ltd., Helge Pearson, W. P. Perkins, Quality Homes Corp., A. L. Ramage, W. J. Read, R. W. Simmons and J. E. Jarvie, J. K. Sinclair, J. W. Souther, Southern Construction Co. Ltd., Superior Estates Ltd., Thomas Construction Co., Turnbull Brothers Ltd., Universal Box Co. Ltd., Vancouver Board of School Trustees, Vancouver Construction Co. Ltd., Leon Walach, Wel-Don Designers & Builders, Fred White, Claude Whitsell, Louis Yellowlees, York Construction Ltd., Jas. Young and Raymond						

56	Phillip, Allan & Viner Construction Co. Ltd., John Abuhl, Armstrong Construction Co. Ltd., Associated Construction Co. Ltd., James Auld, J. S. Baird Ltd., C. B. Balfour Jr., Basiren Bros. Ltd., G. E. Baynes (Baynes Manning Ltd.), Bedford Davidson and United Brotherhood of Carpenters and Joiners of America, Local No. 452	A. Webster (C.) A. Jennings (L.) J. H. Fletcher (E.)	July 19	Wages	Aug. 2	Majority report, employer's nominee dissenting. The Board recommended wage increase of 18¼ cents per hour across the board for all employees covered by the agreement, retroactive to April 1, 1951. It was recommended the present take-home-pay bonus be eliminated as such and be added to the general wage rate, thus making the hourly rate for bus operators \$1.51. All other hourly wage categories be increased by 18¼ cents per hour with equivalent increase to all monthly employees	Employer rejected, employees accepted report of the Board.
57	Canadian Boxes Ltd., Pacific Mills Ltd. and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local No. 433	F. J. Lynn (C.) H. Foster (L.) G. Robson (E.)	July 21	(1) Wages (2) Overtime	Aug. 10	Majority report, employees' nominee dissenting. The Board recommended (1) a general wage increase to all categories; cost-of-living bonus be paid all employees covered by the agreement, effective September 1, 1951, to January 1, 1952, based on cost of living as compiled by the Dominion Bureau of Statistics; (2) elimination of Saturday work for production workers. If a solution to the problem cannot be arrived at prior to January 1, 1952, overtime rates shall be paid	Employers accepted, employees rejected Board's report; supervised strike vote; strike; negotiations; settled.
58	Gypsum, Lime & Alabastine, Canada, Ltd. and Gypsum Workers' Union, Local No. 578	W. T. Moodie (C.) Harvey Murphy (L.) J. C. Munro (E.)	July 27	(1) Wages (2) Statutory holidays	Aug. 10	Majority report, employees' nominee dissenting. The Board recommended (1) wage increase of 18 cents per hour, bringing the new basic rate to \$1.29 per hour. It is further recommended that a cost-of-living bonus of 6 cents per hour be paid employees working between January 16, 1951, and June 15, 1951 (inclusive). Millwrights to receive an additional wage increase of 10 cents per hour while maintenance-men are to receive 5 cents per hour additional retroactive to June 16, 1951. Paper-men with a rate of \$1.13 to receive 2 cents per hour extra effective from June 16, 1951; (2) two additional statutory holidays a year, bringing total to seven per annum; (3) union security in the form of a maintenance-of-membership clause. With reference to employees of the company's operation at Falkland, it is	Employer accepted, union rejected report of Board; supervised strike vote; interim agreement signed.

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Re-ported	Details of Recommendations of Board	Disposition
59	Torbritt Silver Mines Ltd. and Portland Canal Mine and Mill Workers' Union, Local No. 694	J. A. Grimmer (C.) W. Stewart (L.) T. E. H. Ellis (E.)	July 27	(1) Wages (2) Compulsory check-off of union dues	Sept. 12	recommended they enjoy the same privileges as the employees at South Westminster The report of the Board was signed by all members of the Board. The Board recommended a wage increase of 12½ cents and the voluntary bonus paid by employer continue (employees' nominee dissenting); compulsory check-off of union dues (employer's nominee dissenting) Unanimous report. The Board recommended (1) unskilled labour be paid 90 cents per hour; (2) skilled labour be paid the rate of \$1.15 per hour; skilled journeymen be paid \$16 per month in excess of the rate paid on May 7, 1951; (3) expiration of agreement entered into by the parties be June 1, 1952	Supervised strike vote; strike; negotiations; settled.
60	Estate of B. J. Knight (East Kootenay Equipment Co.), William Epp (Van Horne Service), Haddad & Gartside Motors Ltd., H. E. Wheeler (Wheeler Motors), Harry Dorris Motor Co. and Cranbrook Garage Workers' Union, Local No. 244	C. B. Garland (C.) P. Berkosha (L.) A. Dickinson (E.)	July 27	Wages	Aug. 3	Unanimous report. The Board recommended (1) unskilled labour be paid 90 cents per hour; (2) skilled labour be paid the rate of \$1.15 per hour; skilled journeymen be paid \$16 per month in excess of the rate paid on May 7, 1951; (3) expiration of agreement entered into by the parties be June 1, 1952	Agreements signed.
61	British American Oil Co. Ltd. and Oil Workers' International Union, Local No. 606	F. J. Lynn (C.) L. D. Whalen (L.) J. A. Macdonald (E.)	July 31	Wages	Aug. 8	The Board was informed by representatives of the company and union that a satisfactory agreement was arrived at. It was, therefore, unnecessary for the Board to hold hearings in this dispute	Settled.
62	Eddy Match Co. Ltd. and International Woodworkers of America, Local No. 1-367	F. J. Lynn (C.) G. H. Mitchell (L.) J. C. Munro (E.)	July 31	Wages	Aug. 10	The Board unanimously recommended a wage increase of 12½ cents per hour to all employees except office staff, to be effective July 1, 1951; also a cost-of-living bonus to all employees covered by the agreement, effective January 1, 1952	The employees accepted the report of the Board.
63	Nanaimo Transfer and General Truck Drivers and Helpers' Union, Local No. 31	P. Fleming (C.) C. E. Jones (L.) E. Butcher (E.)	July 31	All terms of agreement	Aug. 8	Unanimous report. The Board recommended the standard forms of agreement, as presented by the union, be accepted, to be effective January 1, 1951, to December 31, 1951	Settled.
64	Globelette Batteries (B.C.) Ltd. and B.C. Auto Workers' Lodge No. 1857	J. A. Crumb (C.) R. K. Gervin (L.) J. A. Macdonald (E.)	Aug. 1	(1) Wages (2) Union security	Aug. 30	Majority report, employer's nominee dissenting. The Board recommended (1) wage increase of 22½ cents per hour across the board on the 1950-51 contract wage structure or 17½ cents on the rate now paid, 12½ cents of this award be made retroactive to May 1, 15 cents of the award to June 1, and that the full award of 17½ cents be made effective as of July 1, 1951; (2) maintenance of membership in agreement; (3) qualification period for two weeks' paid vacation be reduced to two years	The employer rejected, employees accepted the report of the Board; supervised strike vote; strike; negotiations; agreement signed.

65	William Greenless, Fraser River Pile Driving Co. Ltd., Todd Construction Co. Ltd., Horie Latimer Construction Co. Ltd., Northern Construction Co. and J. W. Stewart Ltd., British Columbia Bridge & Dredging Co. Ltd., North Western Dredging Co. Ltd., Vancouver Pile Driving & Contracting Co. Ltd., James McDonald Construction Co. Ltd., T. H. Bell Construction Co. Ltd., Campbell Construction Co. Ltd., Jamieson Construction Co. Ltd., Commonwealth Construction Co. Ltd. and Pile Drivers, Bridge, Dock and Wharf Builders, Local No. 2404	F. W. Taylor (C.) W. Scribbens (L.) W. D. Lee (E.)	Aug. 1	Wages	Aug. 6	Majority report, employers' nominee dissenting. The Board recommended (1) twenty cents per hour increase over existing rates from April 1, 1951, to June 30th, 1951, and 32 cents over existing rates from July 1, 1951, to August 6, 1951; (2) with exception of Clause 2 (wages), the existing agreement be continued for one year as provided in Clause 14	The parties accepted report of the Board and agreement was signed.
66	Jones Tent & Awning Ltd. and International Woodworkers of America, Local No. 1-217	H. F. Liggins (C.) L. Whalen (L.)	Aug. 7	Wages	Aug. 10	Majority report, employer's nominee dissenting. The Board recommended female employees be granted an increase of 15 per cent in wage rates	Employer rejected Board report; negotiations; agreement signed.
67	Hollywood Sanitarium Ltd. and Hospital Employees' Federal Union, Local No. 180	R. M. Foster (E.) H. MacLaren (C.) W. J. Scribbens (L.)	Aug. 8	Wages	Aug. 16	The Board unanimously recommended (1) a general wage increase to various categories; (2) agreement be made retroactive to June 1, 1951, to remain in force until December 31, 1952	This was an arbitral tribunal.
68	Powell River Co. Ltd., Howe Sound Pulp Co. Ltd., Pacific Mills Ltd., Alaska Pine & Cellulose Ltd., Bloedel, Stewart & Welch Ltd., Nanaimo Sulphate Pulp Ltd., Columbia Cellulose Co. Ltd. and International Brotherhood of Pulp, Sulphite and Paper Mill Workers' Union, Locals 76, 297, 312, 494, 514, 592, 695, and 786	L. Feltham (E.) D. R. Blair (C.) F. Carlisle (L.) C. G. Robson (E.)	Aug. 9	(1) Wages (2) Hours of work	Aug. 24	The Board unanimously recommended (1) wages of all employees covered by the existing agreement be increased by 16½ per cent, with a minimum of 22 cents, giving a basic rate of \$1.40 per hour; Grade A mechanics to receive an additional 1 cent per hour over general wage increase; (2) forty-hour basic work-week be put into effect as soon as practicable during contract year; said contract be amended accordingly on July 1, 1952, without further negotiations; hours worked in excess of forty per week be paid overtime	Parties accepted the report of the Board.
69	George McKenzie and Daniel James McKenzie (McKenzie Bros.), Bennett & White Construction Co. Ltd. and United Brotherhood of Carpenters and Joiners of America, Local No. 1843	C. R. M. Gale (C.) Geo. Bengough (L.) J. Sigurdson (E.)	Aug. 15	Wages	Aug. 22	The Board unanimously recommended a wage increase to \$1.90 effective July 1, 1951, and to \$2 effective from the date of the report of the Board, August 22, 1951	Supervised strike vote; negotiations; settled.
70	Pacific Coast Insulating & Roofing Co. Ltd. and United Brotherhood of Carpenters and Joiners of America, Local 786	H. K. Bate (C.) R. Denny (L.) J. T. MacGregor (E.)	Aug. 17	Terms of agreement	Aug. 29	The Board unanimously recommended that the parties enter into an agreement such as that signed by the union and other employers in the area, with the addition of an addenda to the agreement, which has been agreed upon	Agreement signed.

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
71	Yarrows Ltd., Victoria Machinery Depot Co. Ltd. and Victoria Shipyard Workers' Federal Union, Local 238	C. J. Lennox (C.) J. G. Meadley (L.) J. W. Thompson (E.)	Aug. 17	(1) Wages (2) Statutory holidays (3) Annual vacation (4) Outside help (5) Date of agreement	Aug. 30	Majority report, employees' nominee dissenting. The Board recommended (1) eight statutory holidays be paid for at straight time; (2) four per cent of straight-time earnings be granted for annual vacations; (3) adequate locker or hook facilities be taken up by management and union; (4) adequate help to be supplied on outside work, said help employed by the company to receive helpers rates stipulated in the agreement; (5) renewed agreement be made retroactive to July 1, 1951. Majority report, employees' nominee dissenting. The Board recommended a wage rate of \$1.70 per hour, such rate to be retroactive to July 1, 1951	The employers accepted, union rejected report of the Board; supervised strike vote; strike; parties assisted by Labour Relations Board in negotiations; agreement signed.
72	A. W. Luney and International Association of Bridge, Structural and Ornamental Ironworkers of America, Local No. 97	W. McIntyre (C.) I. C. Range (L.) E. McKinty (E.)	Aug. 17	Wages	Sept. 6	Majority report, employees' nominee dissenting. The Board recommended a wage rate of \$1.70 per hour, such rate to be retroactive to July 1, 1951	Supervised strike vote; negotiations; settled.
73	National Biscuit & Confection Co. Ltd. and Bakery and Confectionery Workers International Union of America, Local 468	F. W. Taylor (C.) C. G. MacNeil (L.) J. A. Macdonald (E.)	Aug. 21	(1) Wages (2) Seniority	Oct. 24	Majority report, employer's nominee dissenting. The Board recommended (1) 25 cents per hour increase across the board effective from the date of agreement and also that piece-rates be raised to conform to the 25 cents hourly increase; (2) seniority shall prevail in lay-offs, rehiring, promotions, etc., subject to merit and ability; seniority lists shall be kept by the union and revised every three months; senior employees will be given a reasonable opportunity to qualify to do the job of a junior employee before being laid off	Employees accepted, employer rejected report of the Board; supervised strike vote; strike.
74	Lubin Furs, E. Anderson, Yukon Furriers, Speiser Furs Ltd., H. Toft, Viking Fur Co. Ltd. Canadian Fur Enterprises, Wal-lach & Brail, Foster's Fine Fur Store Ltd., Lando's Ltd., T. Pappas Furs Ltd., Dodek Bros. Ltd., Faulkners Furs and Vancouver Fur Workers' Union, Local No. 197	C. R. M. Gale (C.) E. Bjarnason (L.) W. Paul (E.)	Aug. 24	(1) Wages (2) Annual vacation	Sept. 7	Unanimous report. The Board unanimously recommended (1) two weeks' vacation with pay after two years to all employees; (2) wage increase of 12½ cents per hour across the board; (3) wage increase to also apply to apprentices with quarterly increases of \$2 per week the first year; (4) all employees, who at July 15, 1951, were in receipt of a wage in excess of the minimum provided in the 1950 agreement, shall receive an increase of not less than 10 cents per hour on their existing rate; (5) employers and union appoint a committee to investigate the possibility of an insurance scheme; (6) upon receipt of written request from the union, the employers shall arrange for examination of any payroll by the union representative	Agreements signed.
75	Garvin Ice & Fuel Co. Ltd. and United Packinghouse Workers of America, Local No. 162	R. Twining (C.) J. Bury (L.) F. D. Pratt (E.)	Aug. 25	(1) Wages (2) Check-off of union dues	Sept. 12	Majority report, employees' nominee dissenting. The Board recommended (1) a general wage increase to various classifications; (2) the employer be	Employer accepted, employees rejected report of the Board; supervised strike

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76	Mérose Park Private Hospital and Hospital Employees' Federal Union, Local No. 180	J. N. Finlayson (C.) W. J. Scribbens (L.) M. Meyer (E.)	Aug. 25	(3) Statutory holidays (1) Wages (2) Vacations	Sept. 13	obliged to arrange a check-off of union dues for employees belonging to the union; (3) pay for five statutory holidays; (4) provisions for union security; (5) any agreement signed be retroactive to September 1, 1951, and not earlier The Board unanimously recommended (1) wage increase of—housekeepers, \$115 per month without meals; tray-girls, \$90 to \$100 per month with three meals daily; nurses' aids (practical nurses), \$115 per month with meals, after six months' service \$130 per month with meals; (2) annual vacations for a period of calendar week (five and one-half working-days) will be granted to regular employees who have worked twelve consecutive months; annual vacation for a period of two calendar weeks (eleven days) will be granted to regular employees who have worked thirty-six consecutive months; employees who have been continuously employed one year prior to July 1 will be granted five and one-half working-days' vacation The Board unanimously recommend the parties sign the master agreement with provisions: (1) wage scale to be known as Supplementary No. 1 to the agreement be in conformity with accepted coast industry rates; (2) cost-of-living date of Article 7 of the master agreement for payment of cost-of-living bonus be determined by this article be date of signing of the master agreement The Board unanimously recommended wage increase of 12½ cents per hour, plus 4 cents for the second year; increase for the first year retroactive to June 1, 1951. Further, there be a cost-of-living bonus paid employees. Employees with four years' continuous service, after the first year of this agreement, two weeks' vacation, and after the first year the qualifying period to obtain two weeks' vacation shall be reduced to three years. Union security in the forms of maintenance of membership. The company to furnish the union with the names of the employees for whom deductions were made and the amount of each deduction at the end of each month Majority report, employees' nominee dissenting. The Board recommended (1) 28 cents per hour wage increase as cost-of-living bonus, said bonus to be increased or decreased by 77 cents for every point rise or fall in the cost-of-living index to be computed quarterly from September 1, 1951; (2) in lieu of overtime rate for seven statutory holidays	vote; settled between the parties; agreement signed. Employer rejected, employees accepted report of the Board.
77	Phil H. Whitaker and International Woodworkers of America, Local No. 1-80	P. Fleming (C.) R. J. Whittle (L.) G. Whitaker (E.)	Aug. 25	Wages	Aug. 31	The employees accepted the report of the Board.	
78	The Barrett Co. Ltd. and Building and Construction Workers' Union, Local No. 1	J. McLaren (C.) G. Home (L.) D. K. Macrae (E.)	Aug. 27	(1) Wages (2) Annual vacation (3) Union security	Sept. 8	The employees accepted report of the Board; negotiations; agreement signed.	
79	Famous Players Canadian Corp. Ltd. and B.C. Projectionists' Local Union No. 348	H. P. Wyness (C.) D. Calladine (L.) R. R. Holland (E.)	Aug. 30	(1) Wages (2) Annual vacation (3) Seniority	Sept. 18	Union applied for supervised strike vote; strike vote taken; negotiations; settled.	

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
80	Odeon Theatres (British Columbia) Ltd. and B.C. Projectionists' Local Union No. 348	H. P. Wyness (C.) D. Calladine (L.) R. R. Holland (E.)	Aug. 30	(1) Wages (2) Vacations (3) Seniority	Sept. 24	days all down-town, suburban, and drive-in theatres of the company shall pay \$1.45 per week per man by way of bonus; (3) changes have been recommended also regarding vacation pay; notice of closure; and seniority. Special mention is given to Starlite Drive-In Theatre, Nanaimo. It is recommended that in addition to the 28 cents per hour bonus that another 8 cents per hour be granted the employees because of the work in this theatre, which is seasonal. Majority report, employees' nominee dissenting. The Board recommended (1) wage increase of 28 cents per hour cost-of-living bonus; (2) bonus should be increased or decreased by .77 cent for every point rise or fall in the cost-of-living index computed and paid quarterly as from September 1, 1951; (3) contract to be dated September 1, 1951; (4) certain clause changes dealing with vacation pay; overtime; notice of closure; seniority; and statutory holidays were recommended.	Union applied for supervised strike vote; strike vote taken; negotiations; settled.
81	Meeker Cedar Products Ltd. and United Brotherhood of Carpenters and Joiners of America, Local No. 2802	P. Gomery (C.) T. Dumma (L.) G. Miller (E.)	Aug. 31	Wages	Oct. 16	Majority report, employees' nominee dissenting. The Board recommended (1) wage increase of 15 cents per hour across the board or \$1.20 per day, retroactive to June 16, 1951; (2) pay-days be every alternate Friday evening, instead of semi-monthly; (3) agreement to cover a period June 16, 1951, to June 15, 1952.	The employer accepted, employees rejected report; supervised strike vote; negotiations; settled.
82	MacKenzie, White & Dunsmuir Ltd. and Retail, Wholesale and Department Store Union, Local No. 535	F. W. Taylor (C.) G. MacNeil (L.) H. J. Ayling (E.)	Sept. 6	Terms of agreement	Nov. 7	The Board made unanimous recommendations regarding union security, union recognition, management, check-off, the acceptance of a forty-hour week, supper money to those working two hours' overtime, two ten-minute rest periods during the day, wages covering forty-one classifications, seniority, ten days' paid sick-leave a year after six months' continuous service, two weeks' annual vacation with pay. Effective date of agreement shall be September 15, 1951.	The parties accepted the report of the Board.
83	Restmore Manufacturing Co. Ltd. and International Woodworkers of America, Local No. 1-217	P. Gomery (C.) R. G. Waters (L.) J. B. Ewing (E.)	Sept. 10	Wages	Sept. 17	Majority report, employees' nominee dissenting. The Board recommended (1) wage increase to \$1.14 per hour; (2) cost-of-living bonus of 1 cent for each 1.3-point rise in cost of living based on 181.8 as of April 1, 1951, payment to be retroactive to August 15, 1951. The union's request that the 2 per centum paid-holiday clause be altered to read "two and one-half per centum"	Employees requested supervised strike vote; strike vote taken; rejected by employees; negotiations; agreement signed.

84	Westminster Brewing Ltd., Sick's Capilano Brewing Ltd., Vancouver Breweries Ltd., Victoria Phoenix Brewing Co. (1920) Ltd. and Brewery and Soft Drink Workers' Union, Locals Nos. 280 and 300	W. T. Moodie (C.) G. MacNeil (L.) B. M. Bremner (E.)	Sept. 10.	(1) Wages----- (2) Vacations	Sept. 28	Unanimous recommendations for increase in "graveyard" (between midnight and 8 a.m.) shift differential to 10 cents per hour. Majority recommendation, employees' nominee dissenting, cost-of-living bonus of 1 cent per hour for each 1.3-point rise above 187.6 in the cost-of-living index. Unanimous recommendation that a wage rate equalization between mechanical maintenance classification in the miscellaneous employees department with that of bottling mechanic classification in the bottling department be instituted immediately prior to any across-the-board increase. Majority recommendation, employees' nominee dissenting, wage increase of 25 cents per hour or \$10 per week as being the maximum increase. Unanimous recommendation of three weeks' vacation after ten years' service.	Supervised strike vote; strike; negotiations between parties; settlement reached.
85	B.C. Interior Sawmills Ltd., Bell Lumber & Pole Co., Boundary Sawmills Ltd., Columbia Contracting Co. Ltd., Cranbrook Sash & Door Co. Ltd., Cranbrook Sawmills Ltd., Creston Sawmills Ltd., Crow's Nest Pass Coal Co. Ltd., Galloway Lumber Co. Ltd., Gantzeveld Bros., Grand Forks Sawmill Ltd., East Kootenay Lumber Co. Ltd., Interior Poles Ltd., Kettle Valley Lumber Co., Kamloops Lumber Co. Ltd., Knight Lumber Co. Ltd., D.B. Merry Lumber Co. Ltd., Nicola Valley Sawmill Ltd., Osoyoos Sawmills Ltd., Peachland Sawmill and Peachland Box Factory, Ponderosa Pine Lumber Co. Ltd., Portable Sawmills Ltd., Simon Ronacher, Selkirk Spruce Mills Ltd., S. M. Simpson Co. Ltd., Thompson Valley Lumber Co. Ltd., Timber Sales & Distributors Ltd., William Walde & Sons Ltd., Crow's Nest Pass Lumber Co. Ltd., Clearwater Timber Products Ltd., Frank Capostinsky and International Woodworkers of America, Locals Nos. 1-405, 1-417, and 1-423	S. J. Gilmour (C.) R. J. Whittle (L.) H. A. McDiarmid (E.)	Sept. 13.	(1) Wages----- (2) Hours of work (3) Overtime rates (4) Date of agreement (5) Union security (6) Grievance procedure	Sept. 25	Board recommended (1) basic rate for common labour shall be \$1.29½ per hour and shall be effective September 1, 1951; categories where the 1950-51 rate was less than the rate established for common labour, the 1951-52 category rate shall be established at 19½ cents per hour higher than rate set out in 1950-51 contract; (2) first shift recognized day shift; hours worked outside recognized shift shall be second and third shifts; premium rate of 5 cents per hour will be paid second and third shifts; day shift will be paid rate and one-half without differential for overtime worked; cost-of-living bonus to be paid; regular hours to be nine per day Monday through Thursday and eight on Friday; 44-hour work-week; day and one-half for all work performed in excess of daily or weekly limitations; (3) as a condition of continued employment, all present employees must pay dues to the certified bargaining agency; all new employees must pay dues to the certified bargaining authority after thirty days of employment. Recommendations were also made regarding category revisions; grievance procedure; and vacations with pay. Agreement to date from September 1, 1951	Supervised strike vote; negotiations; agreements signed.

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
86	Colonial Theatre, Rex Theatre, Studio Theatres Ltd., Ridge Theatre, Mayer Enterprises Ltd. and B.C. Projectionists Union, Local No. 348	H. P. Wyness (C.) D. Calladine (L.) A. C. Sharp (E.)	Sept. 14	(1) Wages (2) Vacation pay (3) Seniority	Sept. 28	Majority report, employees' nominee dissenting. The Board recommended a wage increase of 27 cents cost-of-living bonus; Studio Theatre employees to receive 28 cents cost-of-living bonus; further cost-of-living bonus of .77 cent increase or decrease for every point rise or fall of cost of living. In lieu of overtime rate for seven statutory holidays the employers shall pay \$1.45 per week per man by way of bonus. Recommendations were also made regarding vacation pay, notice of closure, and seniority	Union rejected Board report; supervised strike vote taken; negotiations; settled.
87	Cozart & Boyd Shows Ltd., Skyway Drive-In, Stan Creech, Okanagan Drive-In Theatres Ltd., Chilliwack Drive-In Theatre, Gayland Amusement Co. Ltd., Lions Drive-In Theatre Co. Ltd. and B.C. Projectionists Union, Local No. 348	P. Gomery (C.) D. Calladine (L.) W. C. Boyd (E.)	Sept. 15	Terms of agreement	Sept. 23	The Board advised the Labour Relations Board that the dispute between the parties was settled without recourse to a Conciliation Board	Settled.
88	Theatre Agencies (B.C.) Ltd. and B.C. Projectionists Union, Local No. 348	H. P. Wyness (C.) D. Calladine (L.) L. L. Plotell (E.)	Sept. 15	(1) Wages (2) Working conditions	Sept. 25	Majority report, employees' nominee dissenting. The Board recommended (1) wage increase of 28 cents in the form of a cost-of-living bonus; (2) 8 cents per hour by way of differential to compensate the employees in the drive-in theatre for the short work-year; (3) .77 cent increase or decrease for each point rise or fall in the cost-of-living index or three points increase or decrease; (4) contract to be dated September 1, 1951; (5) changes to be made in certain clauses of the contract pertaining to working conditions	Union requested a supervised strike vote; negotiations; settled.
89	Allen Lumber Co., B.C. Spruce Sales Ltd., Babine Lumber Co. Ltd., Cale Creek Sawmills, Cornel Sawmills, Eagle Lake Sawmills Ltd., Decker Lake Lumber Co., Ferndale Lumber Co., Geddes Lumber & Contracting Co. Ltd., Guilford Sawmills Ltd., Nielsens Sawmills, Swede Creek Sawmill, Quesnel Sawmills Ltd., Pacific Western Planing Mills Ltd., Prince George Sawmills, Prince George Planing Mills Ltd., Shelley Sawmills Ltd., Sinclair Spruce Lumber Co. Ltd., Six	S. J. Gilmour (C.) R. J. Whittle (L.) H. A. McDiarmid (E.)	Sept. 15	(1) Wages (2) Hours of work (3) Vacations (4) Union security	Sept. 25	Majority report, employers' nominee dissenting. The Board recommended wage of \$1.29½ for common labour, effective September 1, 1951. In categories where 1950-51 contract rate was less than established for common labour, the 1951-52 category rate shall be established 19½ cents per hour higher than rate set out in 1950-51 contract. Premium rate of 5 cents per hour will be paid for second and third shifts. Day-shift employees will be paid rate and one-half without the differential. Cost-of-living bonus will be paid all employees covered by this agreement effective January 1, 1952, and July 1, 1952, based on the rise in Dominion Bureau of Statistics, Canada, cost-of-living index from September 1, 1951. Forty-four hours will be the work-week. Vacation with pay	Supervised strike vote; negotiations; agreement signed.

	as in accordance with the provisions of the "Annual Holidays Act"				Unterminated as at December 31.
90	Mile Lake Sawmills Ltd., Standard Tie & Timber Western Ltd., George Stauble, Strom Lumber Co., S. B. Trick Lumber Co., Upper Fraser Spruce Mills Ltd., Ventures Sawmills, Western Plywood Co. Ltd., North Western Interior Lumber Co. Ltd., Harstad Sawmills Ltd., Albert Stekl Lumber Co., Grieve O'Brien Lumber Co. Ltd., Hales H. Ross & Sons Ltd., Northern Spruce Co. Ltd., Westlake Sawmills, A. L. Patchett & Sons Ltd., Western Plywood (Cariboo) Ltd., International Sawmills, Shelley Sawmills Ltd. and International Woodworkers of America, Local No. 1424	(1) Wages (2) Holidays (3) Clothing (4) Call time	Sept. 20	P. B. Paine (C.) V. L. Dryer (L.) J. G. Gould (E.)	The Board unanimously recommended (1) agreement for a term from August 1, 1951; (2) company maintain cook hours in cases where there are more than three men living in single men's quarters at any particular location; (3) board charged by the company be \$2 per day; (4) three weeks' holiday with pay after ten years' service; (5) Boxing Day be added to statutory holidays; (6) journeymen meter-men be given 5 cents per hour increase prior to giving effect to the pay increase herein recommended; (7) general wage increase to all employees of 22 per cent, retro-active to August 1, 1951. Recommendations were also made regarding the posting of employees, the use of hot-line tools, call time, and clothing
91	Estella Mines Ltd. and Kimberley Mine and Mill Workers' Union, Local No. 651	Terms of agreement	Sept. 22	J. A. Grimmett (C.) W. Booth (L.) J. P. Mackenzie (E.)	Nov. 7 The Board meeting was adjourned sine die when the Chairman was advised parties had reached settlement
92	Rock Creek Tie & Lumber Co., Columbia Contracting Co. Ltd., George McInnes, Glacier Lumber Co. Ltd., Simon Ronacher, Bannister & Taplin, Kootenay Spruce Mills Ltd., Kennelly Lumber Co. Ltd., Cranbrook Cartage & Transfer Co. Ltd., J.S.B. Timber & Fuel Products, Crow's Nest Pass Lumber	(1) Wages (2) Holidays (3) Union shop	Sept. 24	S. J. Gilmour (C.) A. F. Dunn (L.) H. A. McDiarmid (E.)	Oct. 1 By telegram the employers and union informed the Chairman agreement had been reached and it was therefore unnecessary for the Board to sit

Agreement signed.

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
93	Co. Ltd. and Woodworkers' Industrial Union, Local No. 405 Jogindar Lumber Co. Ltd. and International Woodworkers of America, Local No. 1-80	P. Fleming (C.)--- G. MacNeil (L.) P. Bateman (E.)	Sept. 26	Wages	Oct. 12	Unanimous report. The Board recommended (1) truck-drivers be paid \$1.50 per hour; (2) should a trailer be used, drivers be paid \$1.70 per hour; (3) boys under sixteen years be paid \$1.29½ per hour for thirty days, after which time they would go into category under which they were employed; (4) no retroactive pay be claimed; (5) cost-of-living bonus be paid in addition to wages set out, such being, at this date, 11 cents; (6) contract to terminate June 15, 1952 The Board unanimously recommended (1) projectionists employed for fifteen continuous seasons with the same theatre be given a vacation of 6 per cent of his earnings and after twenty-five continuous seasons vacation allowance of 8 per cent; (2) employer recognize the seniority system employed by the union in placing men on jobs in accordance with their seniority rank; (3) wages be increased to \$2.53 per hour, to be adjusted up or down to conform with such rate as shall be established for the Starlite Drive-In Theatre, Nanaimo, B.C., such adjustment to date from September 1, 1951; (4) cost-of-living bonus of 77 cents for each one point rise in the official cost-of-living figure; (5) wages and cost of living effective from September 1, 1951 Majority report, employer's nominee dissenting. The Board recommended (1) a general wage increase to job classifications; (2) two weeks' vacation with pay after one year's continuous service; (3) recognition of and payment for nine legal statutory holidays; (4) company and employees to share the cost on a half-and-half basis for a medical service plan; (5) special clause for hours of work for a twenty-four-hour operation by the employer; (6) work on a second shift to be paid for at one-eighth more than the regular shift	The employees accepted report of the Board.
94	National Drive-In Theatres Ltd. and B.C. Projectionists, Local No. 348	P. Gomery (C.)--- D. Calladine (L.) S. S. Tufts (E.)	Oct. 4	(1) Seniority (2) Wages	Oct. 13	Unanimous report, employer's nominee dissenting. The Board recommended (1) a general wage increase to job classifications; (2) two weeks' vacation with pay after one year's continuous service; (3) recognition of and payment for nine legal statutory holidays; (4) company and employees to share the cost on a half-and-half basis for a medical service plan; (5) special clause for hours of work for a twenty-four-hour operation by the employer; (6) work on a second shift to be paid for at one-eighth more than the regular shift The Board was unanimous in its finds of new terms for collective agreement, except on the question of union security. The Chairman and employer's nominee recommended the section dealing with union security should be deleted	Employees accepted, employer rejected report of the Board; negotiations; settled.
95	Gateway Motors Ltd. and B.C. Auto Workers' Lodge No. 1857	H. F. Liggins (C.) R. Osman (L.) Eva Buski (E.)	Oct. 6	(1) Wages (2) Annual holidays (3) Statutory holidays (4) Hours of work	Oct. 24	Unanimous report, employer's nominee dissenting. The Board recommended (1) a general wage increase to job classifications; (2) two weeks' vacation with pay after one year's continuous service; (3) recognition of and payment for nine legal statutory holidays; (4) company and employees to share the cost on a half-and-half basis for a medical service plan; (5) special clause for hours of work for a twenty-four-hour operation by the employer; (6) work on a second shift to be paid for at one-eighth more than the regular shift The Board was unanimous in its finds of new terms for collective agreement, except on the question of union security. The Chairman and employer's nominee recommended the section dealing with union security should be deleted	Employer rejected, employees accepted report of the Board; supervised strike vote; strike; negotiations; agreement signed.
96	Highland Sand & Gravel Co. Ltd. and Operating Engineers, Local No. 16	C. J. Lennox (C.) J. Bury (L.) D. F. Spankie (E.)	Oct. 9	Terms of agreement	Nov. 6	Unanimous report, employer's nominee dissenting. The Board recommended (1) a general wage increase to job classifications; (2) two weeks' vacation with pay after one year's continuous service; (3) recognition of and payment for nine legal statutory holidays; (4) company and employees to share the cost on a half-and-half basis for a medical service plan; (5) special clause for hours of work for a twenty-four-hour operation by the employer; (6) work on a second shift to be paid for at one-eighth more than the regular shift The Board was unanimous in its finds of new terms for collective agreement, except on the question of union security. The Chairman and employer's nominee recommended the section dealing with union security should be deleted	Unterminated as at December 31.

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97	L. V. Campbell (Castle Theatre) and B.C. Projectionists, Local No. 348	C. B. Garland (C.) A. E. McManus (L.) L. V. Campbell (E.)	Oct. 11	Terms of agreement	Nov. 14	Majority report. The union nominee did not attend Board meetings. The Chairman reported it was not possible to bring about agreement between the parties	As a result of the judgment of Chief Justice Farris of the Supreme Court of British Columbia dated October 10th, 1951, which holds that one man does not constitute a group, these proceedings were terminated.
98	Westminster Supply Co. Ltd. and Retail, Wholesale and Department Store Union, Local No. 580	R. Hewitt (C.) J. Bury (L.) T. R. Watt (E.)	Oct. 11	(1) Union security (2) Wages	Oct. 20	The Board submitted a majority report, employees' nominee dissenting. The Board recommended (1) union security in the form of a maintenance-of-membership clause; (2) wage increase of \$19.06 per month above the old rate, effective immediately; (3) the effective date of the agreement to be the date upon which the agreement is reached by the parties	The employer rejected report of the Board; supervised strike vote.
99	Atlas Iron & Metals Ltd. and Marine Workers and Boilermakers' Industrial Union, Local No. 1	J. A. Crumb (C.) W. Stewart (L.) H. Freeman (E.)	Oct. 19	(1) Annual holidays (2) Statutory holidays (3) Wages	Nov. 19	The Board unanimously recommended (1) all employees with two and more years of service be given two weeks' or ten working days' vacation; (2) Boxing Day to be made a paid statutory holiday; (3) wage increase of 15 cents per hour; (4) Board's report to be made retroactive to date of expiration of 1950-51 agreement	Employer accepted report of the Board; agreement signed.
100	Active Trading Co. Ltd. and Marine Workers and Boilermakers' Industrial Union, Local No. 1	J. A. Crumb (C.) W. Stewart (L.) H. Freeman (E.)	Oct. 19	(1) Annual holidays (2) Statutory holidays (3) Wages	Nov. 19	The Board unanimously recommended (1) all employees with two and more years of service be given two weeks' or ten working days' vacation; (2) Boxing Day to be made a paid statutory holiday; (3) wage increase of 15 cents per hour; (4) Board's report to be made retroactive to date of expiration of 1950-51 agreement	Employer accepted report of the Board; agreement signed.
101	The Vancouver General Hospital and Vancouver Hospital Employees' Federal Union, Local No. 180	W. T. Moodie (C.) H. Bird (L.) T. E. H. Ellis (E.)	Oct. 23	(1) Wages (2) Hours of work (3) Annual vacation (4) Union security	Nov. 14	The Board unanimously recommended (1) an across-the-board increase of 20 per cent for all male employees and all nurses and an across-the-board increase of 15 per cent for all employees other than nurses, craftsmen to receive same rate of increase as other employees; (2) five-day week for employees now working less than forty hours per week wherever this can be arranged by skeleton staff, or similar procedures; (3) three calendar weeks' vacation after ten years' service; (4) maintenance-of-membership clause be inserted into agreement	This was an arbitral tribunal.
102	North Vancouver General Hospital and International Union of Operating Engineers, Local No. 882	H. L. Harkley (C.) T. Dunlop (L.) W. P. Lanyon (E.)	Oct. 23	(1) Wages (2) Annual vacation	Nov. 22	Unanimous report. The Board recommended (1) chief engineer be paid \$1.50 per hour and shift engineer \$1.36 per hour; (2) 7 per cent addition to wages in lieu of superannuation; (3) two weeks' vacation with pay after one year's service and three weeks' vacation with pay after fifteen years' service; (4) agreement to be retroactive to September 31, 1951	Agreement signed.

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Re-reported	Details of Recommendations of Board	Disposition
103	West Coast General Hospital and Hospital Employees' Federal Union, Local No. 180	H. K. Bate (C.) W. J. Scribbens (L.) A. G. McCulloch (E.)	Oct. 25	Wages	Nov. 15	The Board unanimously recommended that the employees receive a 16½ per cent wage increase for the calendar year	This was an arbitral tribunal.
104	Qualicum Construction Co. Ltd., Parksville Building Supplies Ltd. and United Brotherhood of Carpenters and Joiners of America, Local No. 2412	P. Fleming (C.) E. Kenniston (L.) D. M. Beaton (E.)	Oct. 26	Wages	Nov. 2	The Board unanimously recommended the contract rate of \$1.75 per hour be paid forthwith	Qualicum Construction Co. Ltd. signed agreement; Parksville Building Supplies Ltd. accepted report of the Board.
105	Corporation Nanaimo Hospital and Hospital Employees' Federal Union, Local No. 180	H. K. Bate (C.) W. J. Scribbens (L.) A. J. H. Swecisky (E.)	Oct. 26	(1) Wages (2) Union security	Nov. 16	The Board unanimously recommended (1) male employees of the hospital receive a 16½ per cent increase for the calendar year 1952 and female employees 12½ per cent wage increase for the same year; (2) employees shall become members of the union after thirty days	This was an arbitral tribunal.
106	Chilliwack General Hospital and Hospital Employees' Federal Union, Local No. 180	J. F. Liggins (C.) T. Dunlop (L.) W. L. Macken (E.)	Nov. 2	(1) Wages (2) Union security (3) Annual holiday	Nov. 23	Majority report, employer's nominee dissenting. The Board recommended an 18 per cent across-the-board increase for those employees covered by the union agreement. The following recommendations were by mutual agreement of the interested parties: (1) employees be granted three weeks' vacation after seven years' continuous service; (2) maintenance-of-membership clause be inserted in the agreement; (3) provision whereby an employee promoted or transferred to another position and later found unsatisfactory in that new position may be returned to his former position; (4) employees being given notice of termination may have recourse to have case reviewed by grievance committee	The parties reached agreement.
107	Tidewater Forest Products Ltd. and International Woodworkers of America, Local No. 1-357	J. B. Thomson (C.) J. S. Alsbury (L.) H. Morrison (E.)	Nov. 2	(1) Wages (2) Union security	Nov. 20	The Board unanimously recommended (1) general wage increase in job classifications from mill sawyers at \$1.29 per hour to millwright at \$1.66 per hour; (2) cost-of-living bonus, retroactive to September 1, 1951, of 11 cents per hour. The majority Board, employer's nominee dissenting, recommended that a clause for union security in the form of maintenance of membership be adopted	The employer rejected the report of the Board.
108	Wells Ltd. and United Packing-house Workers of America, Local No. 341	B. M. Isman (C.) J. Bury (L.) B. Sangster (E.)	Nov. 2	(1) Wages (2) Vacations (3) Statutory holidays	Nov. 15	Unanimous report. The Board recommended (1) forty-hour week to commence March 1, 1952; (2) employees with a seniority standing of four years be granted two weeks' vacation instead of	The parties accepted the report of the Board.

109	Standard Steam Laundry Ltd. and Laundry Workers' Union Local No. 1	H. K. Bate (C.) E. Haw (L.) S. W. Brock (E.)	Nov. 5	Terms of agreement	Nov. 22	<p>after five years, and that wherever "1,500 hours" is used in the last contract this be changed to "1,200 hours"; (3) July 1 to be added to the list of holidays referred to in the last contract making six statutory holidays instead of five to be paid for; (4) hourly rates of wages shown in Schedule A of the last contract to be increased by 15 cents per hour, except for male Grades 4, 5, and 6, in which three grades shall be increased by 20 cents per hour, all increases to be retro-active to October 17, 1951; (5) cost-of-living bonus of 1 cent per hour for each 1.3-point rise in the cost-of-living index with an adjustment to be made every six months, and that the contract be for two years. If the parties are unable to agree on a two-year contract, no provision is to be made in the new contract with regard to cost-of-living bonus</p> <p>The Board unanimously recommended (1) the parties enter into agreement on similar terms as that existing between the union and New Method Laundry Ltd.; (2) a Labour-Management Committee be set up, composed of representatives of both the employees and the management of the employer, to investigate ways and means of increasing efficiency and economizing the operations. Majority report, employer's nominee dissenting. The Committee recommended that the "Sloan Formula" be applied to the employees employed at the H.B. Mine, Salmo, B.C., and that the following be written into the collective bargaining agreement in substitution of Section F of Article 18 thereof: (F) "The Company shall during the life of this Agreement, deduct, as a condition of each employee's continued employment, the sum of two dollars and fifty cents (\$2.50) from the first pay cheque due in each calendar month to each such employee and remit the same prior to the 10th day of the month following the month in which such deduction is made, to the Financial Secretary of the Union. The Company will, at the time of making each such payment to the Financial Secretary of the Union, name the employees from whose pay such payment has been deducted." (G) "The said deductions shall commence, in the case of each employee who is in the employment of the Company at the effective date of these sections, but not later than the 1st day of December, 1951, and, in the case of each employee entering the employment of the Com-</p>	<p>The employees accepted the report of the Board.</p> <p>This was a Mediation Committee. The parties to the dispute agreed to accept the report of the Mediation Committee as binding upon them.</p>
110	The Consolidated Mining & Smelting Co. of Canada Ltd. and Nelson and District Mine and Mill Workers' Union, Local No. 901	E. P. Dawson (C.) J. E. Gordon (L.) E. Benson (E.)	Nov. 7	Whether or not the "Sloan Formula" should apply to employees of the employer at the H.B. Mine at Salmo, B.C.	Nov. 15	<p>after five years, and that wherever "1,500 hours" is used in the last contract this be changed to "1,200 hours"; (3) July 1 to be added to the list of holidays referred to in the last contract making six statutory holidays instead of five to be paid for; (4) hourly rates of wages shown in Schedule A of the last contract to be increased by 15 cents per hour, except for male Grades 4, 5, and 6, in which three grades shall be increased by 20 cents per hour, all increases to be retro-active to October 17, 1951; (5) cost-of-living bonus of 1 cent per hour for each 1.3-point rise in the cost-of-living index with an adjustment to be made every six months, and that the contract be for two years. If the parties are unable to agree on a two-year contract, no provision is to be made in the new contract with regard to cost-of-living bonus</p> <p>The Board unanimously recommended (1) the parties enter into agreement on similar terms as that existing between the union and New Method Laundry Ltd.; (2) a Labour-Management Committee be set up, composed of representatives of both the employees and the management of the employer, to investigate ways and means of increasing efficiency and economizing the operations. Majority report, employer's nominee dissenting. The Committee recommended that the "Sloan Formula" be applied to the employees employed at the H.B. Mine, Salmo, B.C., and that the following be written into the collective bargaining agreement in substitution of Section F of Article 18 thereof: (F) "The Company shall during the life of this Agreement, deduct, as a condition of each employee's continued employment, the sum of two dollars and fifty cents (\$2.50) from the first pay cheque due in each calendar month to each such employee and remit the same prior to the 10th day of the month following the month in which such deduction is made, to the Financial Secretary of the Union. The Company will, at the time of making each such payment to the Financial Secretary of the Union, name the employees from whose pay such payment has been deducted." (G) "The said deductions shall commence, in the case of each employee who is in the employment of the Company at the effective date of these sections, but not later than the 1st day of December, 1951, and, in the case of each employee entering the employment of the Com-</p>	<p>The employees accepted the report of the Board.</p> <p>This was a Mediation Committee. The parties to the dispute agreed to accept the report of the Mediation Committee as binding upon them.</p>

TABLE III.—BOARDS OF CONCILIATION, 1951—*Continued*

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
111	North West Motor Corp. Ltd. and B.C. Auto Workers' Lodge No. 1857	P. Gomery (C.) F. H. Maltby (L.) F. W. Walsh (E.)	Nov. 14	(1) Union security (2) Wages	Nov. 23	<p>pany subsequent to the effective date of these sections, with the calendar month in which first pay cheque from the Company is received by him."</p> <p>(H) "Each and every employee of the Company bound by the term of this collective agreement and from whose pay cheque the Company is obligated to deduct the sum of two dollars and fifty cents (\$2.50) under the immediately preceding section hereof shall have the right to vote as if a member of the Union in good standing at any election of all local officers of Local 901 of the Union held during the life of this agreement."</p> <p>Majority report, employer's nominee dissenting. Section 1 (a) of the agreement provides that all employees covered by it "who are members of the Union, or who may during the term of this Agreement become members shall retain membership in the Union." To that clause the Board recommended the addition of the following: "Except that any Union member shall have the right to resign from the Union during the final 30 days the Agreement has to run." It was finally recommended that the agreement be retroactive to November 15, 1951, "with the privilege to the Employer or to the Union to re-open the wage question in event that Agreements generally in this trade shall meantime provide for a general change in wages"</p> <p>Majority report, employees' nominee dissenting. The Board recommended a flat 15 cents per hour increase on the present wage schedules, retroactive to December 2, 1951, and that 1 cent be added to existing wage schedule for every 1.3 point advance in the cost of living, and should the cost of living decrease that the decrease be based on the same ratio. This clause to be retroactive to December 2, 1951, and be reviewed every three months</p>	<p>Un-terminated as at December 31.</p>
112	Associated Foundry Ltd. and International Moulders and Foundry Workers' Union of North America, Local No. 281	J. B. Thomson (C.) J. Smith (L.) J. Kingsbury (E.)	Nov. 28	Wages	Dec. 15		<p>Un-terminated as at December 31.</p>
113	Dad's Cookie Co. (B.C.) Ltd. and Bakery and Confectionery Workers' International Union, Local No. 468	F. W. Taylor (C.) C. G. MacNeil (L.) J. C. Ralston (E.)	Dec. 1	Wages			<p>Un-terminated as at December 31.</p>

1114	Marshall-Wells B.C. Ltd. and Retail, Wholesale and Departmental Store Union, Local No. 535	F. J. Lynn (C.) C. G. MacNeil (L.) C. G. Robson (E.) P. Fleming (C.) P. Ravment (L.) W. G. Welsford (E.)	Dec. 1 Dec. 8	Terms of agreement (1) Wages (2) Shifts (3) Annual holidays (4) Statutory holidays (5) Rest periods	Dec. 14	The Board unanimously recommended (1) a general wage increase of \$10 per week in all classifications; all wages to be paid weekly; bread wrappers and checkers and cake-machine wrappers, if fully automatic, to be paid same weekly rate as bench and machine hands; employees not classified as oven-men, doing work of same for not less than one hour in any one shift, shall be paid his rate for time so employed; new classification of pan-dumper be set up to be paid \$3 weekly in excess of the rate for experienced male helpers; (2) all employees to have a 12½-hour break between end of one and beginning of next shift; (3) employees to receive vacations between May 15 and September 15 each year unless changed by mutual agreement; (4) jobbers working five full days in any week in which a statutory holiday occurs shall receive wages for holiday; (5) employees be given a ten-minute rest period approximately midway in each half-shift; (6) changes in scale of wages from the present joint agreement between the parties as recommended above to apply from the work-week commencing November 26, 1951	Unterminated as at December 31. All parties accepted the report of the Board.
1115	Canadian Bakeries Ltd., McGavin Bakeries Ltd., Westons Bakeries Ltd. and Bakery and Confectionery Workers' International Union of America, Local No. 267						
1116	Marshall-Wells (Westminster) Ltd. and Retail, Wholesale and Department Store Union, Local No. 581	F. J. Lynn (C.) C. G. MacNeil (L.) P. L. Bunker (E.) N. T. Brown (C.) G. R. Bengough (L.) J. F. Brook (E.)	Dec. 10 Dec. 11	Terms of agreement (1) Wages (2) Statutory holidays (3) Second rest period			Unterminated as at December 31.
1117	West-Min Woodcraft Co. and United Brotherhood of Carpenters and Joiners of America, Local No. 2534						Unterminated as at December 31.
1118	Kootenay Lake General Hospital and Hospital Employees' Federal Union, Local No. 180	R. Hewitt (C.) T. Dunlop (L.) C. B. Garland (E.)	Dec. 11	(1) Wages (2) Sick-leave	Dec. 21	Unanimous report. The parties drew up a memorandum of agreement embodying the following points: (1) wage increase of 18 per cent in all existing rates; (2) sick-leave clause amended to provide for a limit of thirty-six days' accumulated credit; (3) meals provided to employees by the hospital shall be fifty cents; (4) reclassification of office-staff positions during the month of January, 1952, same to be put into effect February 1, 1952	Unterminated as at December 31.
1119	Royal Inland Hospital and Hospital Employees' Federal Union, Local No. 180	R. Hewitt (C.) T. Dunlop (L.)	Dec. 11	(1) Wages (2) Union security	Dec. 18	Unanimous report. The parties drew up a memorandum of agreement embodying the following points: (1) wage rates for engineers at site	Unterminated as at December 31.

TABLE III.—BOARDS OF CONCILIATION, 1951—Continued

No.	Disputant Parties	Members of Board	Date of Appointment	Matters in Dispute	Board Reported	Details of Recommendations of Board	Disposition
120	Empire Cafe Ltd., Golden Gate Cafe Ltd., Zenith Cafe and Hotel and Restaurant Employees' Union, Local No. 28	J. E. Fitzwater (E.) H. F. Liggins (C.) H. L. Hansen (L.) Ann Echard (E.)	Dec. 19	(3) Sick-leave Wages		months of \$252 through the scale to utility-men and gardeners of \$180 at six months; (2) maintenance-of-membership clause for union security; (3) clause of sick-leave be inserted in the agreement. Effective date of new agreement be December 1, 1951, and same to remain in effect until December 31, 1952	Unterminated as at December 31.

Analysis of Disputes Before Conciliation Boards by Predominant Cause

Cost-of-living bonus, premium pay, union goods, hauling and delivering, job classifications, medical service aid, hospital insurance, outside help, grievance procedure, working conditions, clothing allowance, call time, shifts	1
Sick-leave, date of agreement, compulsory check-off of union dues	2
Rest periods	3
Overtime	4
Seniority	7
All terms of agreement	14
Hours of work	15
Statutory holidays and annual holidays	26
Union security	27
Wages	101

TABLE IV.—SUMMARY OF DISPUTES COMMENCING IN 1951

Industry or Occupation	Particulars	Number of Employers Affected	Number of Employees Affected	Time-loss in Man-days
Loggers, Courtenay.....	Commenced January 11; against dismissal of head loader; terminated January 15; pending referral to arbitration	1	56	112
Metal-miners, Tulsequah	Commenced January 12; against alleged "work speed-up"; terminated same day; return of workers; in favour of employer	1	36	36
Furniture and textile workers, Victoria	Commenced January 26; for an agreement providing for increased wages and shorter hours; following reference to Conciliation Board; terminated March 1; negotiations with assistance of Labour Relations Board; in favour of workers	2	41	1,066
Loggers, Bloedel.....	Commenced February 8; against discharge of faller; terminated February 10; return of workers pending referral to arbitration. Further cessation February 14; against application of sick-leave regulations; terminated February 15; certificate of bargaining authority cancelled	1	150	200
Metal-miners, Premier	Commenced February 23; for new agreement providing for increased wages; following reference to Conciliation Board; terminated March 9; negotiations with assistance of Labour Relations Board; in favour of workers	1	155	1,860
Boiler-makers, Vancouver	Commenced March 7; against employment of working-foreman; terminated March 14; replacement of workers; in favour of employer	1	14	98
Auto and truck service garage-workers, Vancouver	Commenced May 9; for new agreement providing for increased wages, union security; following reference to Conciliation Board; terminated May 10; negotiations; compromise	4	140	140
Bus-drivers, Chilliwack	Commenced May 11; against refusal of employer to commence collective bargaining; and for an agreement for increased wages, hours of work; terminated May 23; negotiations with assistance of Labour Relations Board; in favour of workers	1	6	60
Bakery-workers, Kelowna	Commenced June 9; for agreement providing for increased wages and covering hours of work; following reference to Conciliation Board; terminated June 10; negotiations; compromise	1	33	33
Clothing-factory workers, Vancouver	Commenced June 14; for new agreement providing for increased wages and reinstatement of a worker; following reference to Conciliation Board; terminated July 6; negotiations; compromise	1	29	100
Plywood-factory workers, Vancouver	Commenced June 19; for union agreement providing for increased wages; following reference to Conciliation Board; terminated August 3; negotiations with assistance of Labour Relations Board; in favour of workers	1	30	90
Chrome-furniture factory workers, Vancouver	Commenced June 19; for union agreement providing for increased wages; following reference to Conciliation Board; terminated July 3; negotiations with assistance of Labour Relations Board; compromise	1	3	27

TABLE IV.—SUMMARY OF DISPUTES COMMENCING IN 1951—*Continued*

Industry or Occupation	Particulars	Number of Employers Affected	Number of Employees Affected	Time-loss in Man-days
Bakery-workers, Kelowna	Commenced June 28; for increased night compensation; extended annual holidays after two years' service; work resumed July 2; negotiations; compromise	1	36	36
Oil-refinery workers, Vancouver	Commenced July 4; for new agreement providing for increased wages and union security; following reference to Conciliation Board; terminated July 21; negotiations with assistance of Labour Relations Board; compromise	1	250	3,500
Plumbers, steam-fitters and helpers, pipe-fitters, and welders, Vancouver and New Westminster	Commenced July 10; for amended agreement covering wages, limitation of city boundaries, and paid travelling time; following reference to Conciliation Board; work resumed in all but two establishments July 30; wholly terminated August 1; negotiations; compromise	51	450	5,850
Carpenters, Vernon, Kamloops, Penticton, and Kelowna	Commenced July 16; for collective agreement covering wages; following reference to Conciliation Board; work resumed August 13; negotiations with assistance of Labour Relations Board; in favour of workers	24	114	2,280
Plywood-factory workers, Quesnel	Commenced July 23; for agreement providing for increased wages and covering hours of work; union security; following reference to Conciliation Board; terminated September 1; negotiations; in favour of workers	1	123	3,936
Carpenters, Nanaimo	Commenced September 4; for increased wages; terminated September 17; negotiations with assistance of Labour Relations Board; in favour of workers	11	109	1,090
Paper-box factory workers, Vancouver	Commenced September 5; for collective agreement covering wages, cost-of-living bonus, and working conditions; following reference to Conciliation Board; work resumed November 28; negotiations with assistance of Labour Relations Board; agreement signed; in favour of workers	2	340	20,740
Shipyard-workers, Victoria	Commenced September 26; for increased wages; following reference to Conciliation Board; work resumed October 22; negotiations with assistance of Labour Relations Board; agreement signed; compromise	2	458	8,244
Shipyard - workers, Vancouver and New Westminster	Commenced September 27; following decertification of union for refusal of members to work overtime; replacement of workers	3	33	-----
Auto-workers, Vancouver	Commenced September 27; for amended agreement covering union security and extension of annual vacations; following reference to Conciliation Board; work resumed October 4; subsequent stoppage October 11; negotiations with assistance of Labour Relations Board; work resumed October 16; compromise	1	22	198
Brewery-workers, Victoria, Vancouver, and New Westminster	Commenced October 24; for amended agreements involving wages, cost-of-living bonus, welfare plan, vacations; following reference to Conciliation Board; work resumed December 8; negotiations with assistance of Labour Relations Board; compromise	4	430	14,190
Metal-miners, Alice Arm	Commenced October 30; for amended agreement covering wage rates and hours; following reference to Conciliation Board; work resumed December 17; compromise	1	162	6,966
Auto-workers, New Westminster	Commenced November 5; against inability to reach agreement covering wages and working conditions; following reference to Conciliation Board; work resumed November 21; negotiations with assistance of Labour Relations Board; compromise	1	5	70
Bakery-workers, Vancouver	Commenced November 9; for increased wages; following reference to Conciliation Board; unternminated as at December 31, 1951	1	101	3,800
Totals ¹		120	3,326	74,722

¹ The twenty-six disputes listed above involved forty-nine bargaining units.

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

The figures shown are inclusive of all disputes which have come to the attention of the Department. While methods taken to procure this information preclude the possibility of serious omission, revisions are sometimes made in the light of later information.

Estimates of time lost are computed by multiplying the number of days a dispute lasts by the number of employees directly affected and not replaced. The summaries include only the record of time lost by workers directly involved.

TABLE V.—ANALYSIS OF DISPUTES IN BRITISH COLUMBIA, 1935–51

Year	Number of Disputes Beginning during Year ¹	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 ²
1935	23	23	(³)	7,321	140,706	0.278
1936	16	16	(³)	5,741	75,311	0.142
1937	16	16	(³)	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
1950	22	22	46	13,579	105,792	0.113
1951	26	26	120	3,326	74,722	0.076

¹ In this table, figures for disputes extending over the year are counted more than once.

² Chart shown below.

³ Not available.

Source: British Columbia Department of Labour Annual Reports.

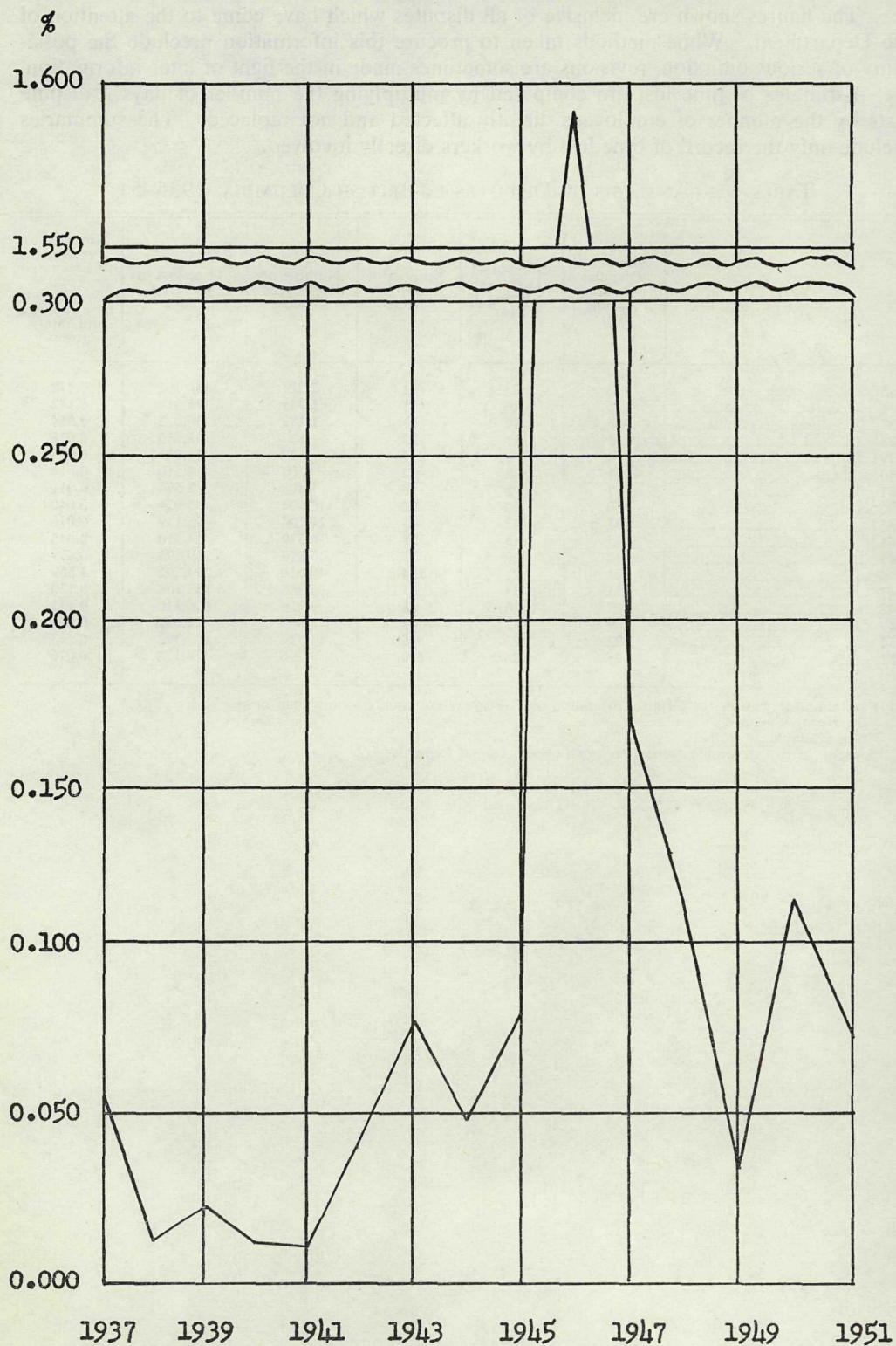
CHART SHOWING PERCENTAGE OF TOTAL WORKING-TIME
LOST THROUGH INDUSTRIAL DISPUTES, 1937-51

TABLE VI.—ANALYSIS OF TIME-LOSS BY INDUSTRY, 1951

Industry	Number of Employers Affected	Number of Employees Affected	Time-loss in Man Working-days
Miscellaneous (paper-box manufacturing)	2	340	20,740
Brewing	4	430	14,190
Construction	86	673	9,220
Mining (metal)	3	353	8,862
Ship-building	5	491	8,244
Lumber and wood products	4	359	4,338
Food products, manufacture of	3	170	3,869
Oil refining and distribution	1	250	3,500
Garment-making and house furnishings	4	73	1,193
Metal trades	7	181	506
Transportation	1	6	60
Totals	120	3,326	74,722

LEGAL PROCEEDINGS INVOLVING THE LABOUR RELATIONS BOARD (BRITISH COLUMBIA)

UNITED STEELWORKERS OF AMERICA, LOCAL No. 4281, C.I.O., C.C.L.

On March 11th, 1950, this union made an application for certification as bargaining authority for certain employees of the Consolidated Mining and Smelting Company of Canada, Limited, at Tadanac and Warfield. On May 5th, 1950, the Labour Relations Board, following several hearings with the parties present, rejected the application.

On June 1st and 14th, 1950, counsel for the union asked for reconsideration of the Board's decision on the basis of new evidence, but the Board held that such evidence took place after the date of the union's application and subsequent to the decision of the Board made May 5th, and that such an appeal could not be granted.

On November 14th, 1950, the union applied to the Supreme Court for an order directing the Board to hear and determine the original application for certification made by the union. The application came on for hearing March 16th, 1951, and the Court ordered the Board to "hear and determine on representations whether or not the Board will reconsider its decision of May 6th, 1950."

Upon hearing the representations of the applicant union on April 16th, 1951, the Board decided that it did not consider it advisable to reconsider its decision of May 5th, 1950. Complete reasons for its decision were issued by the Board with its decision.

BUILDERS SASH & DOOR LTD. AND INTERNATIONAL WOODWORKERS OF AMERICA, LOCAL 1-118, C.I.O., C.C.L.

This company had a collective agreement with the union, and negotiations were continuing with respect to changes in the wage schedule. On April 6th, 1951, the employees stated that if the company did not pay the new wages the men would quit the next day. The company accepted the men's notice.

Subsequently, the men agreed to withdraw their notice.

When the men reported for work on April 9th, the company refused to put them to work, although it agreed to employ other men the union sent.

The union sought permission to charge the company with a lockout. Reasonable factors existed to substantiate the charge, and the Labour Relations Board acceded to the union's request.

Upon investigation, the Board could only find sparse records relating to lockouts in Canada. Since it appeared that this case was the first of its kind, and since it was desirable that every aspect be examined, counsel was provided to handle the case.

The magistrate held the men were not employees of the company on April 9th, were not within the terms of the definition of a lockout contained in the "Industrial Conciliation and Arbitration Act," and dismissed the charge.

GENERAL THEATRE SUPPLY CO. LTD.

On May 31st, 1951, the Labour Relations Board determined that the employees of General Theatre Supply Company Limited, Vancouver, "employed as sound service engineer covering servicing of theatre sound equipment in British Columbia, except those excluded by the (Industrial Conciliation and Arbitration) Act are a unit of employees appropriate for collective bargaining . . ." Since the Board was satisfied that the British Columbia Projectionists Society, Local No. 348, had complied with the requirements of the Act as bargaining authority for this unit of employees, the union was certified as such by order of the Board. Other one-employee units had previously been certified.

The employer contended that the one employee involved could not be a bargaining unit within the meaning of the Act, and brought the matter into Court by way of certiorari proceedings.

The Court upheld the contention of the employer and set aside the order of the Board.

The Appeal of the Labour Relations Board was dismissed.

MARINE WORKERS AND BOILERMAKERS INDUSTRIAL UNION, LOCAL NO. 1, C.C.L.

The union was the collective bargaining agent for a number of shipyards in Vancouver, and held similar collective agreements with each of the employers, all of which were to expire November 1st, 1951. The union sought to have the collective agreements reopened prior to their expiry date. The employers refused.

Subsequently, employees in certain yards simultaneously refused to work overtime, which practice was provided for in the collective agreements, and which was shown at hearings to have been accepted custom, due to uncontrollable factors. On complaint by the employers the Board instituted inquiries and held several hearings attended by the parties. The Board revoked the certifications of the union as bargaining agent for certain of the employers on July 30th, 1951, dismissing the complaints in two cases. Complete reasons for the decision were issued, which emphasized the Board's view that the sanctity of the collective agreements and the effect on all such agreements was the important question.

The union applied to the Courts to quash the revocations of certification. The Court dismissed the application.

SUMMARY OF PROSECUTIONS FOR 1951

There were no charges laid during the year by the Labour Relations Board.

The Board consented to the prosecution of four charges. One case was not proceeded with; one case was dismissed; one case was adjourned pending the parties entering upon negotiations; and one case had not been heard at the end of the year.

Respectfully submitted.

D. J. BALDWIN, *Chairman*.
M. F. MACINTOSH.
F. W. SMELTS.
H. STRANGE.
GEO. A. WILKINSON.

APPENDIX

SYNOPSIS COMPARING ACTIVITIES OF THE RESPECTIVE PROVINCIAL LABOUR RELATIONS
BOARDS AND THE CANADA LABOUR RELATIONS BOARD

Province	Applications for Cer- fication Dealt With during Fiscal Year	Certifications Granted	Applications Rejected	Applications Withdrawn	Applications Not Completed as at End of Fiscal Year	Certifications Revoked	Conciliation Pro- ceedings—Officers and Boards	Representation Votes	Supervised Strike Votes	Strikes	Lockouts	End of Fiscal Year
Alberta.....	121	76	29	9	7	Nil	109	55	6	3	Nil	Dec. 31, 1950.
British Columbia ¹	765	540	117	108	88	Nil	365 ¹	45	322	16	Nil	Dec. 31, 1950.
Manitoba.....	95	82	3	2	9	1	83	6	Nil	1	Nil	Dec. 31, 1950.
New Brunswick.....	30	19	1	Nil	10	1	6	3	Nil	4	Nil	Oct. 31, 1951.
Newfoundland ²	19	3	Nil	Nil	16	Nil	(³)	Nil	Nil	(⁴)	-----	Dec. 31, 1950.
Nova Scotia.....	33	27	4	Nil	Nil	Nil	30	5	Nil	3	Nil	Mar. 31, 1951.
Ontario.....	685	258	101	53	172	7	(⁵)	87	Nil	(⁵)	-----	Dec. 31, 1950.
Prince Edward Island ⁶	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Quebec.....	349	233	82	24	40	70	322	39	Nil	12	4	Dec. 31, 1950.
Saskatchewan.....	58	43	5	10	Nil	5	56	5	Nil	2	Nil	Dec. 31, 1950.
Canada Labour Rela- tions Board.....	105	50	19	15	21	5	65	18	Nil	3	Nil	Mar. 31, 1951.

¹ Added are two mediation committees and twelve arbitral tribunals.

² Records date from August, 1950.

³ Not dealt with by Board.

⁴ Information not kept by Board.

⁵ No record kept.

⁶ No Labour Relations Board or Department of Labour and therefore no information available.

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