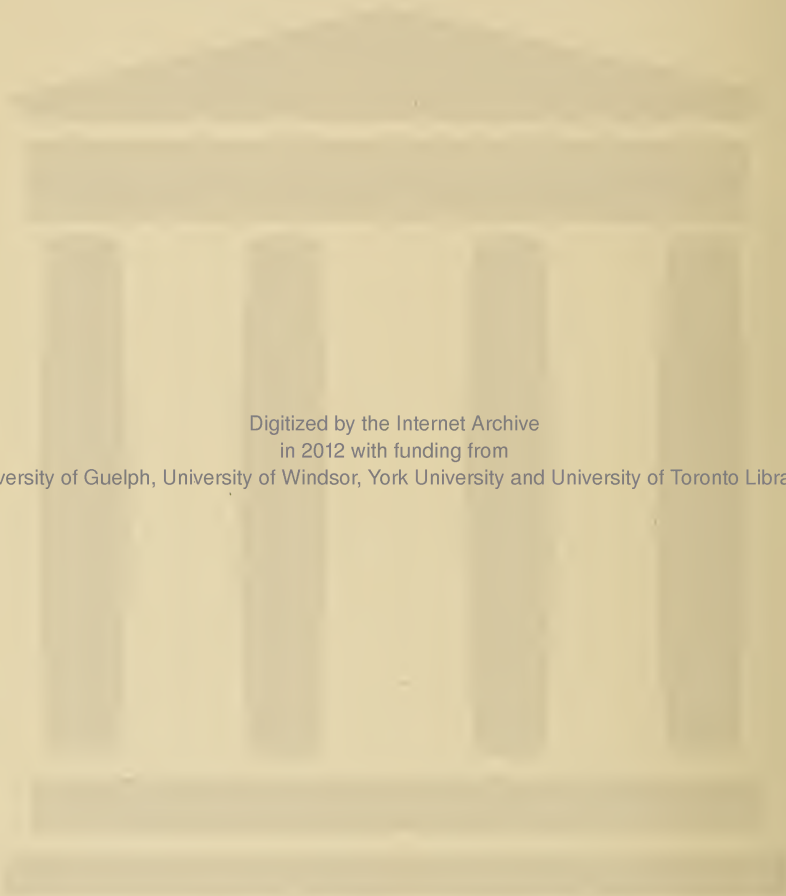


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THE
**LABOUR
GAZETTE**

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JULY-DEC 1953
VOL. LIII⁻² No. 7-12

IN THIS ISSUE:

82nd Annual Meeting,
Canadian Manufacturers'
Association

Effects of
Plant Expansion in
Ontario, 1948-53

Minister of Labour
Addresses ILO

Highlights of Provincial
Labour Legislation, 1953

Wage Rates for Labourers



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Vol. LIII, No. 7	CONTENTS	JULY, 1953
	Current Manpower and Labour Relations Review	967
	Notes of Current Interest	983
	82nd Annual Meeting, Canadian Manufacturers' Association ..	996
	Effects of Plant Expansion on Employment in Ontario	1004
	Recent Annual Conventions, Provincial Labour Organizations ..	1006
	Report of N.B. Department of Labour for 1952	1011
	International Labour Organization:	
	Minister of Labour Addresses General Conference	1014
	Teamwork in Industry	1019
	Industrial Relations and Conciliation:	
	Proceedings before Canada Labour Relations Board	1020
	Conciliation Proceedings before Minister of Labour	1020
	Collective Agreements and Wage Schedules:	
	Recent Collective Agreements	1025
	Collective Agreement Act, Quebec	1030
	Labour Law:	
	Highlights of Labour Laws Enacted by Provinces, 1953 ..	1033
	1953 Labour Legislation in British Columbia and Quebec ..	1040
	Legal Decisions Affecting Labour	1043
	Unemployment Insurance:	
	Monthly Report on Operations	1046
	Decision of the Umpire	1047
	Labour Conditions in Federal Government Contracts	1049
	Wages, Hours and Working Conditions:	
	Wage Rates for Male Labourers in Manufacturing	1052
	Prices and the Cost of Living	1054
	Strikes and Lockouts	1056
	Publications Recently Received in Department's Library	1057
	Labour Statistics	1062

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Vol. LIII, No. 8	CONTENTS	AUGUST 1953
	Current Manpower and Labour Relations Review	1099
	Notes of Current Interest	1115
	Labour Day Messages	1125
	Two Systems of Forced Labour Found to Exist in World.....	1131
	Job Counselling for Older Workers.....	1137
	Causes of Industrial Peace:	
	10—"Scanlon Plan" Helps Maintain Harmonious Relationship	1138
	11—Mature, Productive Relationship Follows Long Unrest.	1141
	Two States Enact Laws to Curb Waterfront Racketeering....	1143
	International Labour Organization:	
	36th General Conference Approves Two Recommendations.	1145
	122nd Session of Governing Body	1151
	Teamwork in Industry	1153
	Industrial Relations and Conciliation:	
	Proceedings before Canada Labour Relations Board.....	1154
	Conciliation Proceedings before Minister of Labour.....	1155
	Collective Agreements and Wage Schedules:	
	Recent Collective Agreements	1160
	Collective Agreement Act, Quebec.....	1165
	Industrial Standards Acts, etc.	1168
	Labour Law:	
	Legal Decisions Affecting Labour	1170
	Recent Regulations, Federal and Provincial.....	1179
	Unemployment Insurance:	
	Monthly Report on Operations.....	1193
	Decisions of the Umpire.....	1194
	Labour Conditions in Federal Government Contracts.....	1196
	Prices and the Cost of Living	1199
	Strikes and Lockouts.....	1201
	Publications Recently Received in Department's Library....	1202
	Labour Statistics	1206

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AUGUST 1953

VOL. LIII No. 8

IN THIS ISSUE:

Labour Day Messages

Forced Labour
Found to Exist

Job Counselling
for Older Workers

Causes of Industrial
Peace, Studies 10 and 11

36th General Conference
of ILO Approves
Two Recommendations

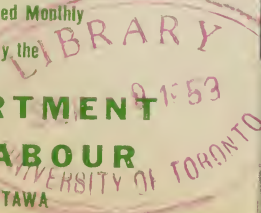


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Vol. LIII, No. 9	CONTENTS	SEPTEMBER 1953
	Current Manpower and Labour Relations Review	1241
	Notes of Current Interest	1257
	Guaranteed Wage Plans in Collective Agreements	1269
	68th Annual Convention of the Trades and Labour Congress ..	1273
	Number of Workers Affected by Collective Agreements	1294
	Fatal Industrial Accidents during First Quarter, 1953	1301
	Immigration Target Charted	1302
	Factory Inspection in the United Kingdom	1304
	Teamwork in Industry	1313
	Industrial Relations and Conciliation:	
	Proceedings before Canada Labour Relations Board.....	1314
	Conciliation Proceedings before Minister of Labour.....	1314
	Collective Agreements and Wage Schedules:	
	Recent Collective Agreements.....	1322
	Collective Agreement Act, Quebec.....	1326
	Labour Law:	
	Labour Legislation in Manitoba, 1953.....	1330
	Legal Decisions Affecting Labour.....	1336
	Recent Regulations, Federal and Provincial.....	1342
	Unemployment Insurance:	
	Monthly Report on Operations.....	1351
	Decisions of the Umpire.....	1352
	Labour Conditions in Federal Government Contracts	1355
	Prices and the Cost of Living	1358
	Strikes and Lockouts	1361
	Publications Recently Received in Department's Library	1362
	Labour Statistics	1366

SUBSCRIPTIONS—Canada: \$1.50 per year, single copies 25 cents each, students, \$1 per year; all other countries: \$3 per year, single copies 25 cents each; special offer to trade unionists: 5 or more annual subscriptions, 50 cents per subscription. Send remittance by cheque, postal note or money order, payable to Receiver-General of Canada, to Circulation Manager, Department of Labour, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—available at \$5 per copy (delivered in Canada) and \$7 per copy (other countries). CHANGE OF ADDRESS—please give both old and new addresses.

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VOL. LIII No. 9

IN THIS ISSUE:

Guaranteed Wage Plans
in Collective Agreements

68th Annual Convention
of Trades and Labour
Congress

Number of Workers
Affected by
Collective Agreements

Labour Legislation
in Manitoba, 1953



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OTTAWA

Toward removal of

discrimination

in employment


The federal government has recently introduced three measures intended to safeguard the right of equality of opportunity in employment.

The CANADA FAIR EMPLOYMENT PRACTICES ACT, which came into effect on July 1, 1953, is designed "to prevent and eliminate practices of discrimination against persons in regard to employment and in regard to membership in a trade union because of race, national origin, colour or religion."

It applies to employers engaged in undertakings under federal jurisdiction and to unions representing persons employed in such undertakings.

The UNEMPLOYMENT INSURANCE ACT was amended in July, 1952, to provide that the National Employment Service shall ensure that there is no discrimination in referring workers to jobs.

FEDERAL GOVERNMENT CONTRACTS for work of construction, repair, remodelling and demolition, and for the manufacture of equipment and supplies must now, by an Order-in-Council of October, 1952, include a provision prohibiting discrimination in employment by the contractor.



FEDERAL DEPARTMENT OF LABOUR

Display board explaining federal government moves aimed at the removal of discrimination in employment that was produced for the Department of Labour for exhibit at labour conventions. A similar board in the French language has also been prepared.

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Vol. LIII, No. 10	CONTENTS	October 1953
	Current Manpower and Labour Relations Review	1405
	Notes of Current Interest	1421
	Effects of Plant Expansion on Employment, 1948-53	1431
	13th Annual Convention of Canadian Congress of Labour ...	1434
	32nd Convention of C. and C. C. of Labour	1458
	International Labour Organization:	
	ILO Defines Functions of National Labour Department....	1471
	Teamwork in Industry	1472
	Industrial Relations and Conciliation:	
	Proceedings before Canada Labour Relations Board.....	1473
	Conciliation Proceedings before Minister of Labour....	1475
	Canadian Railway Board of Adjustment No. 1.....	1494
	Collective Agreements and Wage Schedules:	
	Recent Collective Agreements.....	1498
	Collective Agreement Act, Quebec.....	1502
	Industrial Standards Acts, etc.....	1506
	Labour Law:	
	Legislation Enacted by 21st Parliament, 7th Session....	1508
	Legal Decisions Affecting Labour.....	1515
	Recent Regulations under Provincial Legislation.....	1519
	Unemployment Insurance:	
	Monthly Report on Operations.....	1521
	Decisions of the Umpire.....	1522
	Labour Conditions in Federal Government Contracts	1525
	Wages, Hours and Working Conditions:	
	Plant Employees' Working Conditions in Manufacturing..	1529
	Prices and the Cost of Living	1533
	Strikes and Lockouts	1537
	Publications Recently Received in Department's Library	1538
	Labour Statistics	1545

SUBSCRIPTIONS—Canada: \$1.50 per year, single copies 25 cents each, students, \$1 per year; all other countries: \$3 per year, single copies 25 cents each; special offer to trade unionists: 5 or more annual subscriptions, 50 cents per subscription. Send remittance by cheque, postal note or money order, payable to Receiver-General of Canada, to Circulation Manager, Department of Labour, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—available at \$5 per copy (delivered in Canada) and \$7 per copy (other countries). CHANGE OF ADDRESS—please give both old and new addresses.

THE

LABOUR GAZETTE

OCTOBER 1953

VOL. LIII No. 10

IN THIS ISSUE:

Effects of Plant Expansion
on Employment, 1948-53

Annual Conventions of
the Canadian Congress
of Labour,
Canadian and Catholic
Confederation of Labour

Legislation Enacted by
Parliament at 7th Session

Plant Employees'
Working Conditions,
Manufacturing Industry



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C. E. St. George

Vol. LIII, No. 11	CONTENTS	NOVEMBER 1953
	Current Manpower and Labour Relations Review.....	1579
	Notes of Current Interest.....	1595
	Apprenticeship Training Advisory Committee Meets.....	1608
	Fatal Industrial Accidents in Canada, 2nd Quarter.....	1609
	41st Annual Convention of N.B. Federation of Labour.....	1611
	1st Annual Convention of B.C. Trade Union Congress.....	1616
	72nd Annual Convention of American Federation of Labour..	1617
	85th Annual British Trades Union Congress.....	1620
	International Labour Organization:	
	ILO's Third Asian Regional Conference.....	1624
	Teamwork in Industry	1626
	Industrial Relations and Conciliation:	
	Proceedings before Canada Labour Relations Board....	1627
	Conciliation Proceedings before Minister of Labour....	1628
	Collective Agreements and Wage Schedules:	
	Recent Collective Agreements.....	1631
	Collective Agreement Act, Quebec.....	1635
	Labour Law:	
	Labour Legislation in 1953 in N.B., Ont., and Sask.	1638
	Recent Regulations, Federal and Provincial.....	1653
	Unemployment Insurance:	
	Monthly Report on Operations.....	1658
	Decisions of the Umpire.....	1659
	Labour Conditions in Federal Government Contracts	1661
	Wages, Hours and Working Conditions:	
	Office Employees' Working Conditions in Manufacturing..	1665
	Prices and the Cost of Living	1668
	Strikes and Lockouts	1670
	Publications Recently Received in Department's Library	1671
	Labour Statistics	1677

SUBSCRIPTIONS—Canada: \$1.50 per year, single copies 25 cents each, students, \$1 per year; all other countries: \$3 per year, single copies 25 cents each; special offer to trade unionists: 5 or more annual subscriptions, 50 cents per subscription. Send remittance by cheque, postal note or money order, payable to Receiver-General of Canada, to Circulation Manager, Department of Labour, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—available at \$5 per copy (delivered in Canada) and \$7 per copy (other countries). CHANGE OF ADDRESS—please give both old and new addresses.

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VOL. LIII No. 11

IN THIS ISSUE:

Fatal Industrial
Accidents during
Second Quarter

Annual Conventions of
N.B. Federation of Labour,
B.C. Trade Union Congress,
American Federation of
Labour and British Trades
Union Congress

Office Employees'
Working Conditions,
Manufacturing Industry



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Vol. LIII, No. 12	CONTENTS	DECEMBER 1953
	Current Manpower and Labour Relations Review.....	1715
	Notes of Current Interest.....	1731
	Extracts from Hansard of Interest to Labour.....	1741
	Advisory Committee on Rehabilitation of Disabled.....	1746
	Vocational Training Advisory Council Meeting.....	1749
	Chamber of Commerce Presents Annual Brief to Cabinet... ..	1753
	Annual Conventions:	
	Industrial Federation of Labour of Alberta (CCL).....	1755
	New Brunswick Council of Labour (CCL).....	1755
	Saskatchewan Provincial Federation of Labour (TLC)....	1756
	New Year's Messages.....	1757
	International Labour Organization:	
	Building, Civil Engineering and Public Works Committee..	1764
	Teamwork in Industry.....	1767
	Industrial Relations and Conciliation:	
	Proceedings before Canada Labour Relations Board.....	1768
	Conciliation Proceedings before Minister of Labour....	1770
	Canadian Railway Board of Adjustment No. 1.....	1790
	Collective Agreements and Wage Schedules:	
	Recent Collective Agreements.....	1792
	Collective Agreement Act, Quebec.....	1797
	Labour Law:	
	Labour Legislation in Alta., Nfld., N.S. and P.E.I. in 1953..	1799
	Legal Decisions Affecting Labour.....	1808
	Recent Regulations, Federal and Provincial.....	1814
	Unemployment Insurance:	
	Report of Unemployment Insurance Advisory Committee..	1819
	Monthly Report on Operations.....	1821
	Decisions of the Umpire.....	1822
	Labour Conditions in Federal Government Contracts.....	1825
	Prices and the Cost of Living.....	1829
	Strikes and Lockouts.....	1831
	Publications Recently Received in Department's Library....	1832
	Labour Statistics	1835

SUBSCRIPTIONS—Canada: \$1.50 per year, single copies 25 cents each, students, \$1 per year; all other countries: \$3 per year, single copies 25 cents each; special offer to trade unionists: 5 or more annual subscriptions, 50 cents per subscription. Send remittance by cheque, postal note or money order, payable to Receiver-General of Canada, to Circulation Manager, Department of Labour, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—available at \$5 per copy (delivered in Canada) and \$7 per copy (other countries). CHANGE OF ADDRESS—please give both old and new addresses.

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VOL. LIII No. 12

IN THIS ISSUE:

Advisory Committee on
Rehabilitation of Disabled

Vocational Training
Advisory Committee

Chamber of Commerce
Brief to Cabinet

1953 Report of the
Unemployment Insurance
Advisory Committee

New Year's Messages



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manpower and labour relations

REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

THE usual yearly influx of students into the labour market occurred in June. This increase in labour supplies was more than matched by the further expansion of seasonal employment activities and hiring by employers to replace an increasing number of workers on vacation. The expansion of construction work continued to maintain employment levels in that industry well above last year's levels. By the first of July, work on most construction projects in the country was nearing peak seasonal levels.

The demand for labour continued to be more evenly distributed than last year; 85 local labour markets out of a total of 115 in were approximate balance by the first of July, compared with 80 at the beginning of June and only 75 at July 1, 1952. At the same date last year, 26 local areas had labour surpluses and 15 labour shortages, compared with only 22 and 8 respectively this year.

The monthly Labour Force Survey, which provides an over-all picture of current manpower utilization patterns, estimates that for the week ending June 20, 1953, there were 5,387,000 persons in the civilian labour force, an increase of 66,000 from the week ending May 16. Of this total, 4,888,000 were at work for 35 hours or more during the week, an increase of 168,000 from May 16; 284,000 were at work for fewer than 35 hours, a decrease of 104,000; and 125,000 had jobs but were not at work, an increase of 26,000.

The number of persons without jobs and seeking work dropped to 90,000, a decrease of 24,000 or 21 per cent during the month. This, together with the expansion in the size of the labour force noted above, accounts for the monthly increase of 90,000 in the number of persons with jobs, which reached a total of 5,297,000 by June 20.

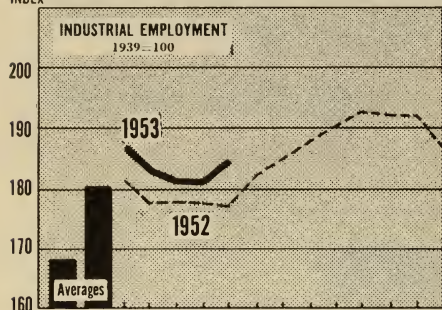
Of the 284,000 persons who were working fewer than 35 hours during the week, about 195,000 were reported as usually working part time. The remaining 89,000 represented a considerable drop from the previous month because the observance of a religious holiday in May had reduced total working hours for 59,000 workers.

Of the 120,000 persons who had jobs but did not work at all during the survey week, illness (48,000) was an important factor contributing

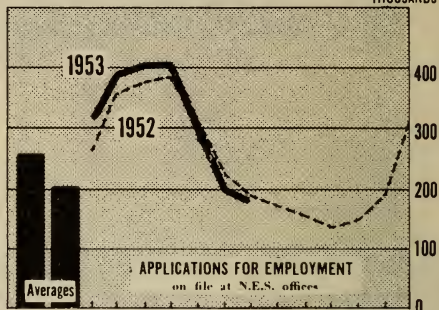
A Monthly Labour Gazette Feature

CURRENT LABOUR TRENDS

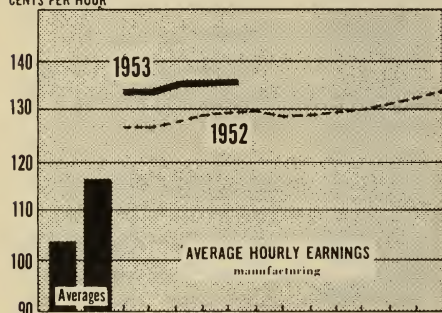
INDEX



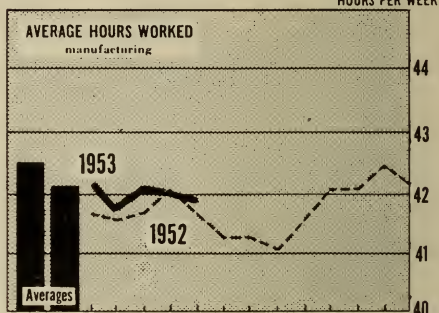
THOUSANDS



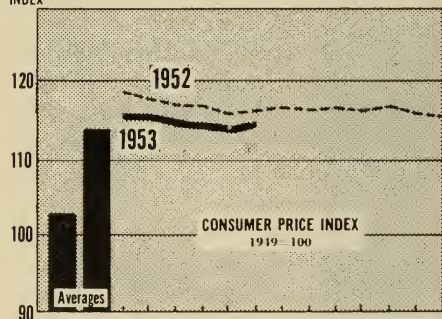
CENTS PER HOUR



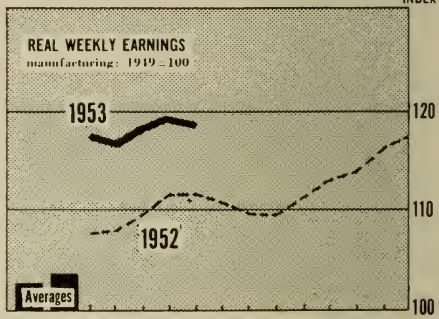
HOURS PER WEEK



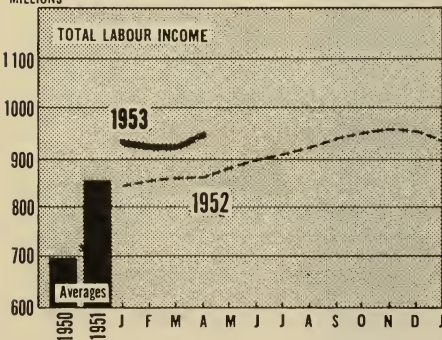
INDEX



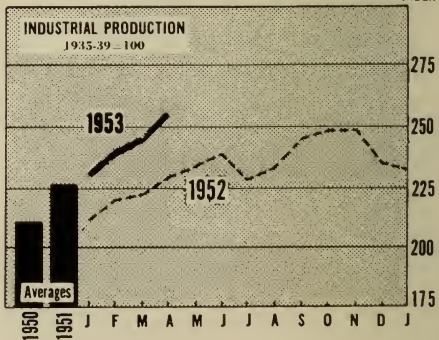
INDEX



MILLIONS



INDEX



to their absence, although the figure decreased by 6,000 from the previous month. About 50,000 persons were away because of vacations, this total being 30,000 higher than at May 16.

It was estimated that 90,000 persons were without jobs and seeking work during the survey week. Another 11,000 worked part of the survey week but were also actively seeking other work, making a total of 101,000 persons actively seeking work during the week ending June 20. This is a drop of about 23,000 from May 16, and of 75,000 during the last two months.

Supplementary information with respect to regional labour market patterns is available from data on registrations for employment collected at local National Employment Service offices. At June 18, applications on file totalled 179,282, a drop of 62,722 or more than 25 per cent from the previous month. Once again, the Quebec and Atlantic regions showed the greatest decreases, with monthly declines of 29,067 and 12,532 applicants respectively.

The Quebec total of 63,051 at June 18 was slightly below the figure a year earlier, while that for the Atlantic region (25,877) was still moderately higher than last year's. In the Ontario region, there was a smaller decline of 5,147 in applications for employment but the total at June 18 (48,151) was still well below last year's, when there were more than 59,500 applications on hand at local offices.

The figure for the Prairie region dropped by 9,500 during the month to a total of 19,064 on June 18. This was slightly higher than last year. In the Pacific region, applications on file at June 18 totalled 23,139, a decrease of 6,400 from May 14 and 6,241 from the same date in 1952. The latter figure does not permit a valid year-to-year comparison, however, since there were a good many construction and forestry workers on strike during June, 1952.

While labour surpluses declined steadily in most regions, a few areas, mainly in Eastern Canada, still reported an excess of supply over demand at the end of June. In most of the smaller areas affected, the main factors contributing to this situation were fewer job opportunities this year in the primary industries and construction. In the larger centres, on the other hand, lay-offs in the primary textiles and aircraft industries added to the available labour supply. A lay-off of about 1,200 men also occurred in a coal mining centre in Cape Breton.

Employment levels in the industrial areas of Canada, particularly in Ontario, continued to exceed last year's levels. The production of durable goods in May was nearly 15 per cent higher than last year and the output of non-durables about eight per cent higher. During the same month, the number of dwelling units begun was about 40 per cent higher than last year and the number of units actually under construction at June 1, 1953, about 34 per cent higher. The output of items such as automobiles and television and radio sets has been considerably higher than last year. This high production level is reflected in retail sales which, for the first five months of 1953, were nearly seven per cent higher than last year. Sales of appliances were more than 20 per cent higher and of automobiles nearly 15 per cent higher. To date, therefore, demand has generally kept pace with rising output which, in turn, has resulted in increased over-all employment.

Labour—Management Relations

BY early summer, the industrial relations picture for 1953 was becoming clearer. In many of the most significant bargaining situations, settlements had been reached or negotiations were well under way. Wage increases were generally smaller this year than in 1952 but the trend towards improvements in such 'fringe' items as hours, vacations and pension and welfare plans continued. Many of the wage settlements gave special consideration to skilled workers by increasing pay differentials which had tended to narrow on a percentage basis as a result of flat across-the-board increases common during the recent period of a rising cost of living.

The continued trend towards shorter hours is reflected in the Economics and Research Branch's survey of working conditions in Canadian industry as of April 1, 1953. Preliminary returns for the manufacturing industries, covering almost 800,000 plant workers in 6,100 establishments, indicate that about 42 per cent are now on a 40-hour standard work week. About 78 per cent of the plant workers surveyed are on a 5-day week. Of 180,000 office employees covered in preliminary returns, 84 per cent are on a 5-day week and about half are on a standard week of 37½ hours or less.

Negotiations for 1953 were accompanied by a minimum of strike activity, time loss so far this year being considerably below the post-war average.

Current Negotiations. Although agreements in Canada's basic steel industry remain in effect until next year, they provide for re-opening negotiations on wages this year. Accordingly, bargaining over wage rates began in the latter part of June between the United Steelworkers of America (CIO-CCL) and two companies, the Steel Company of Canada Limited at Hamilton and the Algoma Steel Corporation at Sault Ste. Marie. An 8½-cent-an-hour increase was negotiated in the United States this year under a similar wage re-opening arrangement.

Negotiations for new work contracts in sections of the pulp and paper industry were resumed in June (L.G., May, p. 644). Ontario newsprint and pulp mills failed to reach agreement after several meetings with 11 AFL-TLC unions including the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the International Brotherhood of Paper Makers. The dispute centered on wages, the unions seeking a five-per-cent increase for the 15,000 workers covered and the companies proposing a three-per-cent reduction. A conciliation board has been requested.

In Quebec, two newsprint companies signed new agreements with the National Federation of Pulp and Paper Workers (CCCL). New one-year agreements covering employees of the Consolidated Paper Corporation at Port Alfred, Grand'Mere and Shawinigan Falls provide for a general wage increase of 12 per cent, setting a base rate of \$1.41, as well as a 40-hour week and increased shift differentials. Price Bros. and Co. Limited also signed a new work contract for its Kenogami and Riverbend mills. The basic rate was increased to \$1.38 and the work week

reduced from 48 to 44 hours, effective immediately. At the request of the union, the work week can be further reduced to 40 hours with a \$1.41 basic rate between August 1 and November 1 of this year.

Negotiations are also reported to be in progress between the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the International Brotherhood of Paper Makers and pulp and paper mills in British Columbia employing about 5,500 workers.

A one-year agreement was reached between the Coal Operators' Association of Western Canada and District 18 of the United Mine Workers of America (CCL), following several months of bargaining and conciliation. Applying to more than 6,000 miners employed by 19 companies, the agreement is similar to that recommended by a conciliation board, although some of the recommended changes in the vacation plan are not incorporated in the new contract. A wage increase is not provided but employer payments to the welfare fund are to be increased by five cents per ton of coal mined.

In Nova Scotia, the other major coal mining area, agreement had not yet been reached between the Dominion Coal Company and District 26 of United Mine Workers of America. In a vote July 7, the workers turned down a conciliation board report which recommended that both parties drop their demands and renew last year's contract.

In the automobile industry, the settlement at Ford Motor Company of Canada was reported last month (L.G., June, p. 798). Since that time, the United Automobile Workers (CIO-CCL) reached agreement with the Chrysler Corporation of Canada Ltd. for a 6-cent across-the-board increase for 6,000 employees at Windsor and Chatham. Subject to ratification by the union members, agreement was reached between General Motors of Canada Limited and its subsidiaries and the United Automobile Workers on revisions to their five-year contracts covering a total of approximately 20,000 workers. These include General Motors employees at Oshawa and Windsor, workers at the McKinnon Industries in St. Catharines, at Frigidaire Products in Toronto and at the General Motors Diesel plant in London. Particulars of this development were not available at the time of writing. Some 800 office workers at Ford Motor Company of Canada in Windsor, represented by local 240 of the union, also had their salaries revised. The new wage structure represents an increase of about \$10.40 a month for each employee.

Negotiations have been in progress for some time in important areas of the metal-mining industry. In Northern Ontario and Quebec, the United Steelworkers of America (CIO-CCL) are still in negotiation with two of the largest mines. At Timmins, Ont., bargaining and conciliation of McIntyre Porcupine Mines Limited so far failed to produce a settlement. A board of conciliation recommended an increase of seven cents an hour, check-off of union dues and other benefits. When this was rejected by the company the union members voted in favour of strike action. The main item of dispute there appears to be union security, which the union has been seeking for some time. Differences between the same union and Noranda Mines in Quebec are being dealt with by a board of conciliation. Negotiations have also been in progress for some time

in several of the smaller mines in the Timmins area. During mid-July work stoppages occurred at four mines.

A conciliation board is dealing with a dispute between the Consolidated Mining and Smelting Company and Trail, Kimberley and Calgary locals of the International Union of Mine, Mill and Smelter Workers (independent). The pension plan is the major item still unsettled.

Contract negotiations were in progress or will begin shortly in several large Quebec and Ontario textile firms. The United Textile Workers of America (AFL-TLC) took advantage of the re-opening provision in its two-year agreements with Dominion Textile Limited of Montreal and Montreal Cottons Limited of Valleyfield, on the question of wages. The union requested a 10-cent-an-hour wage increase; the companies proposed a 5-cent-an-hour decrease. In Ontario, the Textile Workers Union of America (CIO-CCL) reached an agreement with Courtauld's, Cornwall, for a 5½-cent wage increase plus incorporation of a 14½-cent cost-of-living bonus into wage rates. The same union is negotiating at the mills of the Monarch Knitting Company in Toronto, Dunnville and St. Catharines and bargaining is expected to begin soon at Canadian Cottons Limited in Cornwall and Hamilton. Agreements were recently re-negotiated in a number of the smaller textile plants in Quebec and Ontario. In many others, bargaining will begin shortly.

In addition to settlements reported in this Review over the last two months, further agreements were reached in many areas across Canada for the building trades. Wage increases for the most part ranged from five to twelve cents an hour. Important bargaining in this industry is continuing, particularly in the Maritimes and in Alberta. The Toronto Builders' Exchange settled with the carpenters and electricians, providing increases of 10 and 12 cents an hour respectively.

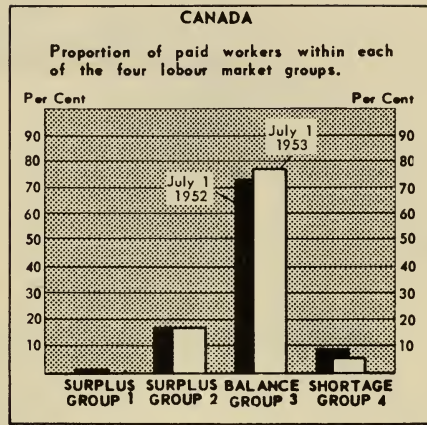
A wage increase of five cents an hour, plus incorporation into basic rates of nine cents of a cost-of-living bonus, was unanimously recommended by a conciliation board in the dispute between the International Woodworkers of America (CIO-CCL) and Forest Industrial Relations Limited, representing British Columbia coastal logging operators. Some 32,000 B.C. lumber workers are affected.

Agreement was reached between the Canadian Merchant Service Guild and several west coast shipping firms operating in British Columbia. The two-year agreement provides a 6-per-cent wage increase, a type of 'Rand Formula' and other benefits. Wage rate negotiations may be re-opened after one year. Three boards of conciliation dealing with differences between the Canadian National Newfoundland Steamship Service, the Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) and the Canadian Merchant Service Guild reported. The major recommendations are a 5-per-cent wage increase effective January 1, 1953, and certain changes in stand-by wages.

In the hotel industry, a significant agreement was reached between 31 Vancouver hotels and the Hotel and Restaurant Employees' and Bartenders' International Union (AFL-TLC), providing for a 40-hour week and other benefits. Negotiations for a 40-hour week and other matters were also in progress between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Hotel Vancouver. Bargaining between the same union and other railway hotels across the country is also beginning.

Manpower Situation in Local Areas

LABOUR surpluses in local areas continued to decline during June as labour requirements in such seasonal activities as construction continued to increase. The seasonal increase in activity, though not as great as that which occurred in the previous month, was large enough to produce a substantial change in labour market classifications. By the beginning of July, labour surplus areas had decreased to 22 from 28 a month earlier, areas of balanced labour supply and demand had increased from 80 to 85 and areas of labour shortage from four to eight.



The demand for labour continued to be more evenly distributed than it was last year. Eighty-five labour markets covering 77 per cent of all paid workers were in balance by the first of July, compared with 75 areas and 73 per cent of all paid workers at July 1, 1952. The increase was spread fairly evenly over all types of areas except the metropolitan centres. In this classification St. John's, Nfld., failed to move into the balanced group as quickly as it did last year owing to a less rapid expansion of construction activity.

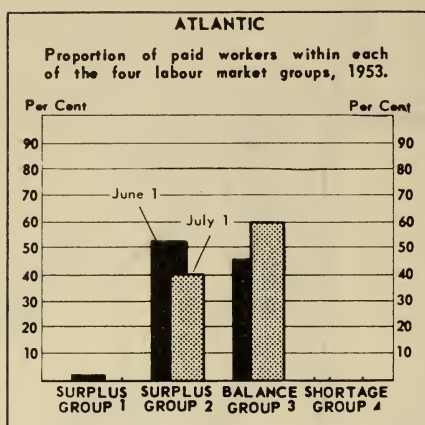
Labour demand was not, however, evenly balanced with supply in all parts of the country. Eighteen of the 22 surplus areas were located in the Quebec and the Atlantic regions. On the other hand, the Prairie region contained six of the eight shortage areas. Almost all areas in Ontario and the Pacific region were in balance, the most notable exception being Vancouver—New Westminster where moderate surpluses continued.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	July 1 1953	July 1 1952	July 1 1953	July 1 1952	July 1 1953	July 1 1952	July 1 1953	July 1 1952
Metropolitan	—	—	2	1	7	8	1	1
Major Industrial	—	—	10	12	20	16	1	3
Major Agricultural	—	—	—	—	12	10	5	7
Minor	—	1	10	12	46	41	1	3
Total	—	1	22	25	85	75	8	14

*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, JULY 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		St. John's Vancouver - New Westminster	Calgary Hamilton Montreal Ottawa - Hull Quebec - Levis Toronto Winnipeg	Edmonton
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000: 60 per cent or more in non-agricultural industry)		Brantford Cornwall Lac St. Jean Moncton New Glasgow Rouyn - Val d'Gr Saint John Showinigon Falls Trois Rivières Valleyfield - L'Éouhorois	Corner Brook Farnham - Granby Fort William - Port Arthur Guelph Halifax Kingston London Niagara Falls Oshawa Peterborough Sarnia Sherbrooke St. Catharines St. Hyacinthe Sudbury Sydney Timmins - Kirkland Lake Victoria Welland Windsor	Kitchener
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000: 40 per cent or more in agriculture)			Dorrie Charlottetown Chatham, Ont. Joliette Kentville Lethbridge Moose Jaw North Dattleford Prince Albert Rivière du Loup Saskatoon Thetford Mines	Brandon Red Deer Regina Swift Current Yorkton
MINOR AREAS (labour force 10,000 - 25,000)		Bathurst Buckingham Drummondville Gaspé La Malboie Newcastle Prince George Rimouski St. Georges Est Sorel	Belleville - Trenton Eracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Cronbrook Dauphin Dawson Creek Drumheller Edmundston Fort Erie - Port Colborne Fredericton Galt Gaderich Grand Falls Ingersoll Kamloops Kenora - Sioux Lookout Lachute - Ste. Thérèse Leamington Lindsay Listowel Medicine Hat Montmagny North Bay Okanagon Valley Owen Sound Pembroke Portage la Prouie Prince Rupert Sault Ste. Marie Simcoe Ste. Agathe - St. Jerome St. Jean Stratford Summerside St. Thomas Trail - Nelson Truro Victoriaville Walkerton Weyburn Woodstock, Ont. Woodstock, N.E. Yarmouth	Drompton



EMPLOYMENT increased seasonally in all parts of the Atlantic region in June. During the four weeks ending June 20, full-time workers increased by 18,000 to a total of 468,000. Part of this increase resulted from further seasonal additions to the labour force and part from a reduction in the number of persons without jobs and seeking work.

Seasonal industries such as construction, sawmilling, agriculture and mining exploration were chiefly responsible for increased employment in the region.

Construction, after starting slowly this spring, became quite active during June and it is anticipated that the demand for construction workers will further increase in the months ahead as work advances on large projects such as the expansion of naval facilities in Halifax, the improvement of Newfoundland's transportation system and the extension of the pier at Saint John, N.B. While the employment total for the region is about the same as a year ago, some of the industrial areas reported shortages of skilled workers. Most of the existing shortages were in the metalworking, electrical and skilled construction occupations.

The general increase in activity in the region brought five additional labour market into balance during June. By the beginning of July, 14 of the 20 areas had balanced labour markets compared with 13 a year earlier and nine at the beginning of May. However, since the areas that moved into balance were relatively small, the number of wage earners in the surplus category declined only slightly during the month (see bar chart).

Metropolitan and Major Industrial Areas. Although the labour supply in St. John's, Nfld., diminished both as a result of increasing activity and because workers took employment outside the area, the decrease was not sufficient to bring the area's labour market into balance. Manufacturing employment continued at stable levels except for a small lay-off of steel workers following a mechanical failure at a plant. The fishing industry experienced a contraction of its working force this year as workers found more lucrative employment in logging and construction.

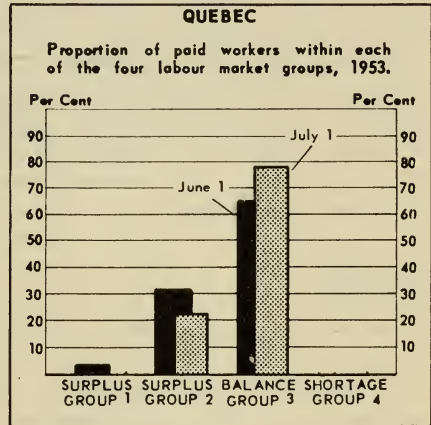
The continuing high levels of manufacturing and logging employment and the increasing demands for construction workers brought the Corner Brook labour market into balance. Sydney remained in the balanced labour market category, though 1,100 coal miners were laid off at the Glace Bay colliery. Increased activity in fishing, construction and logging and the re-hiring of steel workers who had been on an indefinite lay-off since last winter offset the decline in coal mining in this area. In Halifax there was a fairly heavy influx of tradesmen from other areas, including immigrants from the United Kingdom, and although most of them found

employment a shortage of certain skills continued. Requests for aircraft inspectors, aircraft fitters and mechanics were forwarded to other areas. Surpluses continued in Moncton despite a fairly heavy demand for nearly all types of skilled workers. This situation was the result of below-normal activity in trucking, and reduced lumber and pulp cutting.

Major Agricultural and Minor Areas. Labour supplies in almost all these areas declined rapidly during the month. Moderate labour surpluses existed only in Bathurst and Newcastle.

QUEBEC

EMPLOYMENT in construction and other seasonal industries continued to increase in Quebec during June but decreased in some manufacturing industries. The primary textile industry reported lay-offs and a good deal of short time. In addition, a considerable number of workers were released in the aircraft and ancillary industries. On the whole, however, employment in the region increased. Persons at work at June 20, totalling 1,447,000, exceeded the number reported both a month and a year earlier.



The labour market situation in the major industrial areas remained unchanged during the month. Of the minor and agricultural areas, however, two reduced their surpluses sufficiently to be classified in the moderate surplus group and three eliminated them, thus bringing their labour markets into balance. By the end of June, 13 areas covering 78 per cent of the wage and salary earners in the province were in the balanced group. The 12 remaining areas still had some surplus labour.

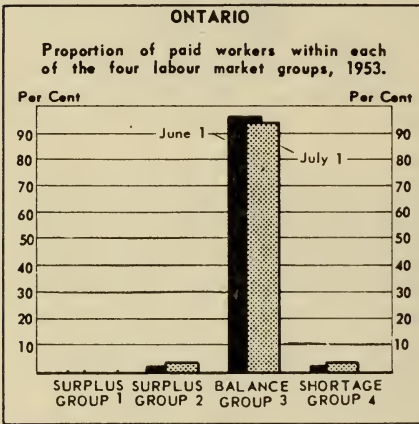
Metropolitan Areas. More than 1,500 workers were laid off in the aircraft industry in Montreal during June and several hundred more were released from sub-contracting firms as a result of the cancellation of a \$100 million order for aircraft by the United States Government. Although other orders have been placed, it was not considered likely that employment in the industry would regain its former high levels. Labour supplies were further increased by seasonally unemployed clothing workers and by high school students registering for work. Stable employment conditions in most industries, however, kept the area in the balanced category.

The labour market in Quebec city was balanced during June as labour requirements for the construction industry increased both locally and in northern areas. Manufacturing employment continued at a higher level than in the same period last year and seasonal lay-offs in the boot and shoe industry were at a minimum.

Major Industrial Areas. Very little change occurred in the industrial centres in Quebec during June, five out of eight continuing to have moderate labour surpluses. The heavier surpluses of the winter months had greatly diminished and further reductions were anticipated in most areas. Job opportunities, however, were fewer than last year in the Lac St. Jean and Rouyn-Val d'Or areas. Employment was lower in logging and mining in these districts and fewer alternative jobs were available in construction. While decreasing employment in the primary textile industry added to the labour supply, it did not change the general labour market situation in the four areas in the Eastern Townships.

Major Agricultural and Minor Areas. Labour surpluses declined in most of the 15 major agricultural and minor areas during the month. Areas with balanced labour markets increased from five to eight and those with moderate surpluses decreased from eight to seven. Further improvement was expected as more workers leave for employment at resource development sites. Labour surpluses of considerable size continued, however, in smaller manufacturing centres such as Drummondville and Sorel, where workers were released from textile and defence-connected industries.

ONTARIO



EMPLOYMENT levels in Ontario continued to rise during June, bringing the total number of full-time workers to 1,763,000 by June 20, an increase of 45,000 from the previous month. Labour supply and demand, however, continued in approximate balance, since an addition of 43,000 to the labour force accounted for almost all the employment increase.

Seasonal demand for labour continued strong in the farming, construction, lake shipping, fishing, summer resort, and food processing industries during June. The begin-

ning of the hay harvest accelerated the demand for harvest help but the arrival of more than 300 German farm workers and about 350 harvesters from the Maritimes helped to meet the demand. Residential construction also continued above last year's level and, since building activity is more evenly distributed this year than last, the market for construction labour was more nearly balanced throughout the region. Most manufacturing plants operated at near capacity but some lay-offs and short-time occurred in the farm machinery, textiles, clothing, fur, rubber, automobile and truck assembly industries. Although labour was in tight supply in most areas of Ontario, there was not much unfilled demand except for engineers, electronic and electrical technicians, automobile mechanics and repairmen, some types of draughtsmen and farm hands. Students seeking summer employment filled many unskilled jobs but there was still a surplus of unskilled female workers in some areas.

During June, there was little change in local labour market situations; one area moved from balance into shortage and another moved from balance back into moderate surplus. At the beginning of July, 35 areas had approximately balanced labour markets, two had a general shortage of labour and two some labour surplus. Although there were fewer people unemployed in Ontario than a year ago, only two areas had labour shortages compared with five last year. This indicates that activity, especially construction, is more evenly distributed this summer.

Metropolitan Areas. The strong demand for engineers, qualified stenographers and experienced construction workers continued in Ottawa and Toronto but much of this demand was filled by recent graduates and by immigrants from the United Kingdom. All three metropolitan areas, Toronto, Ottawa-Hull and Hamilton, still had approximately balanced labour markets. However, there was a substantial increase in labour supply in Hamilton during June and early July as high school students looked for summer jobs and as temporary lay-offs occurred in some manufacturing industries.

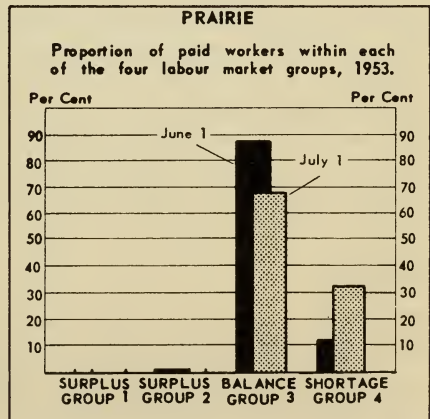
Major Industrial Areas. Employment in most industrial areas in Ontario continued at near-capacity levels, suitable labour being very scarce. All but three of the major industrial areas, however, still had approximately balanced labour markets. Kitchener still experienced some shortage of farm hands, construction workers and automobile mechanics but most of the demand for skilled workers and professional people was met. The labour surplus in Brantford continued but was gradually being reduced as workers obtained jobs in nearby areas. Cornwall moved back into the surplus category owing to the influx of students into the labour force and a number of temporary industrial lay-offs.

Major Agricultural and Minor Areas. The heavy demand for farm labour brought Brampton into the labour shortage category. The labour supply was also becoming tight in most of the other major industrial and minor areas but most requirements continued to be filled locally.

PRAIRIE

DURING June, labour requirements in the Prairie region continued to expand seasonally although the emphasis in activity shifted from agriculture to construction. By the week ending June 20, full-time workers numbered 877,000, an increase of 4,000 from the previous month. At the same time, the agricultural labour force decreased by 5,000.

Crop prospects worsened during May and early June as a result of heavy rainfall, which delayed planting and reduced the acreage seeded to grain. With the exception of



agriculture, however, activities in the region continued to expand. At the beginning of May, non-agricultural employment showed a year-to-year increase of five and one-half per cent, compared with three and one-half per cent for the country as a whole. Two-thirds of this increase occurred in trade, manufacturing and construction. One-half of the increase occurred in Alberta which, in terms of industrial employment, is now almost as large as Manitoba.

The rising level of construction activity during June was accompanied by a tightening labour supply in urban centres which was only partially relieved by the steady influx of workers from other parts of the country. The flow of workers to the larger cities created, in turn, a rather tight labour situation in many of the smaller areas. During the month, labour shortages developed in Edmonton, Yorkton and Red Deer, bringing the number of areas in the shortage category to six. With the elimination of the labour surplus in Drumheller, labour demand and supply in the remaining areas of the region were in balance.

Metropolitan and Major Industrial Areas. The large volume of defence, industrial and residential construction in Edmonton made strong demands on the labour force in spite of its rapid growth. Welders, plumbers and motor mechanics were particularly scarce, as were female workers for a variety of sales and clerical occupations. About 2,600 construction workers will be released gradually during the summer as the new Canadian Chemical Company plant in Edmonton is completed but it is expected that they will easily find employment in housing construction and on defence and industrial sites in Edmonton, Fort Saskatchewan and Cold Lake. Several hundred workers were being recruited for the new Edmonton chemical plant which will have an initial complement of 750 employees.

Apart from the seasonal increase in construction, conditions in Calgary and Winnipeg showed little change during June. In Fort William-Port Arthur, however, available labour supplies dwindled further as summer woods work increased. Employment in aircraft and motor vehicle manufacturing and in shipbuilding continued at a high and stable level.

Major Agricultural and Minor Areas. In these areas, the decline in labour requirements resulting from the completion of seeding operations was replaced by the increasing needs of the construction and railway maintenance activities. Aside from the usual shortages of waitresses and domestic service workers, the greatest shortages in most areas were of construction tradesmen, welders, automobile mechanics, stenographers and office and sales clerks. The shortages were most evident in Brandon, Regina, Red Deer, Swift Current and Yorkton.

PACIFIC

AFTER increasing by 14,000 in May, the number of full-time workers in the Pacific region rose by a further 2,000 to a total of 389,000 at June 20. An exact year-to-year comparison of the employment situation was difficult to make because of the forest industries' strike last year but it was estimated that the general demand for labour was still not quite as strong as at the same time in 1952.

The temporary labour requirements of berry harvesting and the rising level of construction work were mainly responsible for the increased employment during the month. Expansion of construction employment in the region was particularly rapid as work proceeded on 26 major projects which are expected to employ 17,000 men during the August peak period.

Production increased moderately in logging, fishing and mining, industries that had been mainly responsible for halting the rising trend of employment in the region

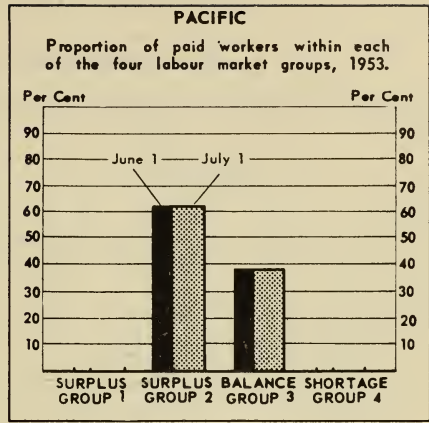
this spring. After a price settlement covering the summer fishing operations, fishing and fish-canning activity increased; employment in these sectors is expected to rise by a further substantial amount in the coming months. Additional logging camps re-opened during the month and those already in operation continued unhindered by the fire hazard that usually develops at this time. Crews in nearly all camps were still smaller, however, than in previous years. This was partly attributed to the uncertain outcome of wage negotiations now in progress. In base metal mining, the outlook improved as world lead and zinc prices recovered and some of the workers released last fall were rehired. No immediate return to the high employment levels of a year ago, however, was generally expected.

Increasing labour requirements cut into local labour surpluses but the reductions were not large enough to warrant any changes in classification of the areas in the region. By July 1, two areas still had slight labour surpluses and eight had balanced labour markets.

Metropolitan and Major Industrial Areas. Although a slight labour surplus persisted in Vancouver—New Westminster, increasing activity was evident in most industries by the end of June. The labour requirements of an exceptionally large residential construction program, together with the continuing demand from projects outside the area, reduced the number of idle construction workers to its lowest point in years. The workers in greatest demand were trowel tradesmen, welders and carpenters with experience in heavy construction work.

Employment levels in Victoria, with the exception of shipbuilding, remained virtually unchanged during June. At one yard 200 men were released during the past two months and further lay-offs are in prospect unless the firm receives more repair work. There was also a reduction in the staff of the naval dockyard.

Minor Areas. The increase in construction and other seasonal activity steadily absorbed the available labour in most minor areas. Demand for berry pickers and fruit thinners was heavy during the month, particularly in the Okanagan Valley. In Prince George, the lumber industry swung into full production after a lapse of six weeks. On Vancouver Island, surplus loggers were being steadily rehired.



Current Labour Statistics

(Latest available statistics as of July 10, 1953)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	June 20	5,387,000	+ 1.2	—
Persons with jobs (a).....	June 20	5,297,000	+ 1.7	—
Persons without jobs & seeking work (a).....	June 20	90,000	-21.1	—
Registered for work, NES (b)				
Atlantic	June 18	25,877	-26.6	+ 2.3
Quebec	June 18	63,051	-23.7	- 4.5
Ontario	June 18	48,151	- 5.2	-19.2
Prairie	June 18	19,064	-26.4	+ 1.4
Pacific	June 18	23,139	-17.2	-21.3
Total, all regions	June 18	179,282	-19.4	-10.0
Ordinary claims for Unemployment				
Insurance benefit.....	June 1	143,083	-33.5	- 0.3
Amount of benefit payments	May	\$12,195,255	-25.6	+17.6
Index of employment (1939=100).....	May 1	184.1	+ 1.1	+ 3.8
Immigration.....	May	20,905	+29.7	-27.0(c)*
<i>Industrial Relations</i>				
Strikes and lockouts—days lost	June	57,346	—	-84.2(c)
No. of workers involved.....	June	6,452	—	-78.1(c)
No. of strikes	June	31	—	-29.8(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	May 1	\$57.54	+ 0.4	+ 5.9
Average hourly earnings (mfg.).....	May 1	\$1.36	+ 0.5	+ 4.8
Average hours worked per week (mfg.).....	May 1	41.9	- 0.5	+ 0.5
Average weekly earnings (mfg.)	May 1	\$56.82	+ 0.1	+ 5.3
Cost-of-living index (av. 1935-39=100)	June 1	184.8	+ 0.7	- 1.3
Consumer price index (av. 1949=100).....	June 1	114.9	+ 0.4	- 1.0
Real weekly earnings (mfg. av. 1949=100)	May 1	118.5	- 0.5	+ 6.2
Total labour income	April	\$000,000	+ 2.7	+11.4
<i>Industrial Production</i>				
Total (Average 1935-39=100)	April	256.1	+ 3.9	+11.0
Manufacturing.....	April	272.6	+ 2.8	+11.4
Durables	April	339.6	+ 1.8	+14.8
Non-Durables	April	229.8	+ 3.7	+ 8.3

(a) Estimated by DBS on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs. Labour force estimates are based on a sample survey of 30,000 households chosen by area sampling methods in more than 100 different areas in Canada. They are subject to sampling error. In general the smaller the estimate, the larger the relative sampling error. The estimates, however, do show the numbers in the various labour force categories with sufficient accuracy for practical purposes.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*In the table for June, 1953, this figure should read -37.3.

Notes of Current Interest

Federal FEP Act In Effect July 1

The Canada Fair Employment Practices Act, passed at the recent session of Parliament (L.G., June, p. 832), came into effect July 1.

Like other federal labour legislation, the Act applies only to works and businesses within federal jurisdiction; but the hope was expressed by Parliament that the legislation would have far-reaching influence all across the country.

Specifically, the Act applies to such employments as navigation and shipping, railways, canals, telegraphs, aerodromes, aircraft and lines of air transportation, radio broadcasting stations, and banks, as well as to works or undertakings declared by Parliament to be for the general advantage of Canada. It applies also to federal crown corporations.

New Immigration Act Proclaimed in Force

The new Immigration Act and amendments to the Canadian Citizenship Act were proclaimed in force June 1.

The new Immigration Act clarifies and simplifies procedures; the changes in the Citizenship Act bring citizenship provisions in line with the Immigration Act. The new legislation does away with certain anomalies brought to light and standardizes the procedures in connection with immigration and with the acquisition of Canadian citizenship.

One-Fifth of Households Overcrowded in 1951

Nearly one-fifth of Canadian households were overcrowded in 1951, according to the Dominion Bureau of Statistics.

The Bureau, reporting in a 1951 Census bulletin on housing* that some 641,820 households (18.8 per cent of the total) were overcrowded, defines a crowded household as one in which the number of

persons exceeds the number of rooms in the dwelling. The definition does not take into account the ages of the persons or the sizes of the rooms.

Among urban centres, places with populations of fewer than 10,000 were found to have the largest proportion of crowded households, averaging 18.4 per cent, followed by localities of 10,000 to 29,999 with 16.8 per cent, cities of 100,000 or more with 15.7 per cent and centres of 30,000 to 99,999 with 15.4 per cent.

Sixty per cent of the crowded households and 67 per cent of the uncrowded were owner households. About 22 per cent of Canada's tenant households were crowded, compared with 17 per cent of the owner households.

The median rent was lower for crowded tenant households at \$28 a month than for uncrowded tenant households at \$36.

Housing Increase Continued in April

The upswing of new residential construction continued in all parts of Canada in April with both starts and completions substantially outnumbering those of a year earlier.

The Dominion Bureau of Statistics reported that 9,902 new dwelling units were started during the month, a gain of 39 per cent over the 7,127 started in April last year, and that completions were up 19 per cent to 6,325 from 5,325. The average length of time under construction was down nearly two months to 7.0 from 8.9 months in April, 1952.

Both starts and completions were higher than a year earlier in each of the first four months of this year, with starts up 52 per cent to 21,832 from 14,395 and completions up 34 per cent to 24,717 from 18,391 in the January-April period.

March Housing Total in U.K. Highest Since War

The number of permanent houses completed in Great Britain during March was 28,729 compared with 21,754 in March 1952. This is the highest month's total since the war.

In the first three months of 1953, 69,431 permanent houses were completed, compared with 53,609 in the same period of 1952.

*1951 Census Bulletin 3-13: *Crowded and Uncrowded Households* (50 cents).

May Housing Starts Down Slightly in U.S.

Housing starts in the United States totalled 107,000 in May, a decrease of about 3,000 units from April, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. Although the decline was slight, it was rather general throughout the country and represented the first April-May downward movement since the Second World War. A rise in housing activity had been expected in May after interest rates were increased for Federal Housing Administration and Veterans Administration mortgage loans.

May was marked by very heavy rainfall, and floods in a number of states, which may have prompted builders in some places to delay obtaining permits and starting construction.

On a seasonally-adjusted basis, preliminary estimates indicate that total housing starts were at an annual rate of 1,067,000 in May.

Supreme Court Rules On 4 Labour Cases

On June 8 the Supreme Court of Canada handed down four judgments dealing with decisions of Labour Relations Boards in four provinces.

The judgments upheld the British Columbia Labour Relations Board's decision that comptometer operators were not "confidential" employees, agreed with the Nova Scotia Supreme Court that the province's Labour Relations Board could not refuse to certify a union because one of the union officers was a Communist, rejected a Quebec court decision that upheld the decertification of a Montreal teachers' union for participation in an illegal strike and upheld the setting aside by an Ontario court of a certification order issued by the provincial Labour Relations Board to the Toronto Newspaper Guild.

In the *Safeway* case, the Court allowed the appeal of the British Columbia Labour Relations Board and the Retail, Wholesale, and Department Store Union, Local 580, against the decision of the British Columbia Court of Appeal (L.G., Feb., p. 284). That decision held that the Board exceeded its powers in ruling that comptometer and Powers machine operators were not "employed in a confidential capacity" within the meaning of the Industrial Conciliation and Arbitration Act. The Supreme Court of Canada restored the judgment of the British Columbia trial court which

upheld the Labour Relations Board's order including such operators in the bargaining unit for which it certified Local 580 as bargaining agent.

An appeal from the judgment of the Supreme Court of Nova Scotia in the case involving the application of the Industrial Union of Marine and Shipbuilding Workers of Canada, Local 18, for certification as bargaining agent for employees of Smith & Rhuland Limited was dismissed. The Nova Scotia Supreme Court had quashed the order of the Labour Relations Board dismissing the union's application on the grounds that one of its officers was a Communist (L.G., 1952, p. 937). The Supreme Court of Canada upheld the Nova Scotia Court's ruling that the Board lacked authority to dismiss the application on these grounds.

L'Alliance des Professeurs Catholiques de Montréal won its appeal against the judgment of the Quebec Court of King's Bench (Appeal Side) upholding the decertification by the Quebec Labour Relations Board of *L'Alliance* as the bargaining agent for teachers in the French Catholic schools of Montreal following an illegal strike (L.G., 1952, p. 301). The Supreme Court of Canada, with no dissenting opinion, set aside the judgment of the Quebec Appeal Court and restored the order of the trial court making the decertification order null and void.

In the *Globe Printing Company* case, the Toronto Newspaper Guild lost its appeal against the decision of the Ontario Court of Appeal (L.G., 1952, p. 615). The Supreme Court of Canada held that the Ontario High Court of Justice did not exceed its authority in setting aside a certification order issued by the Ontario Labour Relations Board to the Guild in respect of *Globe* employees.

Reasons for judgment in these cases will be reported in the Labour Law section next month.

\$137.50 Monthly Pension Now Paid by G.M., Too

Following the lead of Ford and Chrysler (L.G., June, p. 809), General Motors has also agreed to raise maximum pension benefits to \$137.50 a month under its contract with the United Automobile Workers (CIO).

All three United States automobile manufacturers now pay the difference between the worker's primary social security benefit of \$85 a month, up to the maximum of \$137.50.

March Labour Income Up in Canada and U.S.

Canadian labour income rose to an estimated \$928,000 in March, compared with \$862,000 in March last year, the Dominion Bureau of Statistics has reported.

Labour income in the United States also increased during March. The Bureau of Labor Statistics has reported that hourly earnings of factory workers producing durable goods rose 6.3 per cent between March 1952, and March this year. In the production of non-durable goods, average hourly earnings increased 3.9 per cent during the year.

In Canada, the cumulative total of labour income for the first quarter of 1953 was \$2,785,000,000, an increase of 8.5 per cent over last year's first-quarter total of \$2,566,000,000.

In the quarter, labour income was higher in manufacturing, utilities, transportation, communication, storage, trade, finance and services, and construction but lower in agriculture, logging, fishing, trapping and mining.

Ontario Accident Claims Increased Last Year

An increase in 1952 in claims for workmen's compensation is noted in the annual report of the Ontario Industrial Accident Prevention Associations.

A total of 94,349 claims was registered in 1952, compared with 87,867 in 1951, for injuries in the manufacturing industries represented by the Associations. Fatalities increased from 51 to 68.

The IAPA embraces 17 out of the 25 classes of industries covered under Schedule 1 of the Ontario Workmen's Compensation Act.

The increase in the number of compensation cases was probably the result of the addition of an estimated 40,000 new employees in the manufacturing industries and of the reduction in the waiting period—from seven to five days—which is required before an injured worker qualifies for compensation, the report pointed out.

Of the 94,349 accident claims filed, 1,137 were for permanent disability compared with 973 in 1951, 20,343 were for temporary disability, compared with 17,231, and 72,801 were for medical aid only, compared with 69,612.

In the annual report, R. G. D. Anderson,* IAPA General Manager, stated: "Had the rate of fatal and permanent disability

*Mr. Anderson was incorrectly quoted in the May issue (p. 663).

accidents in effect in 1921 continued through the years to 1951, we estimate that 1,621 workers now enjoying their full regular livelihood would have been killed and nearly 28,000 more people would have suffered injuries causing permanent disability."

Great progress in the prevention of industrial accidents has been made in the past 30 years, the report points out. "Between 1921 and 1951," it states, "death cases in IAPA classes have been reduced from 1 in every 3,000 employees to 1 in every 10,000 employees; permanent disabilities have likewise been reduced from five per thousand employees to 1.5 per thousand."

Que. Compensation Claims Highest Ever in 1952

According to the 1952 report of the Quebec Workmen's Compensation Commission, 97,177 claims for benefit were made during the year, compared with 95,930 in 1951, an increase of 1,257. The report points out that the 1952 total is the largest since the establishment of the Commission in 1931.

The increase for all industry over 1951 was 1.3 per cent while the 17,429 employers who comprise the Commission's 20 categories registered 63,836 claims, an increase of 3,214, or 5.3 per cent, over the previous year. It is reported that the increased number of accidents was largely due to the increase in the number of hours worked in 1952.

During the year, the Commission made 17,145 visits to employers in order to carry out inspections, interviews, inquiries into more serious accidents and to assist in safety and accident prevention programs. The Commission participated in 360 accident prevention committees, investigated 5,324 accidents and issued 18,829 recommendations concerning dangerous conditions of employment in factories and construction projects. During the year the Commission organized safety courses in 21 industrial firms and held regional conferences in 31 different areas.

During the month of June, which was designated as a period in which a special effort was to be made to reduce accidents, some 1,930 special certificates were issued to as many firms which had succeeded in avoiding a single compensable accident.

The report concludes by noting that despite the protective devices that are erected to shield the worker from dangerous machinery, approximately 85 per cent of accidents are due to the human factor.

U.S. Work Injuries Declined in 1952

Preliminary estimates of the United States Bureau of Labor Statistics indicate that injuries sustained by American workers on the job during 1952 numbered 2,031,000, a decrease of 3.3 per cent from the 1951 total of 2,100,000.

Injuries in manufacturing showed the most significant decrease, the total of 450,000 being 60,000 below the 1951 figure. Minor reductions were registered in all other industrial groups with the exception of mining and quarrying and public utilities, which remained the same, and transportation, which showed a slight increase.

Despite the continued rise of employment in manufacturing, injury frequency declined during the year, the average rate being 13.5, the lowest rate on record for any year. This was 7 per cent under the previous low of 14.5 for 1949 and 13 per cent lower than the 15.5 rate established in 1951.

During 1952, approximately 15,000 deaths resulted while 64,000 injuries were sustained which resulted in some form of permanent disability. The balance of the estimated injuries consisted of those which disabled a worker for a full day or more but from which the injured person recovered without any permanent disability.

Approximately 41,000,000 man-days were lost in 1952 as a result of injuries, the equivalent of a loss to the labour force of 137,000 full-time workers.

U.S. Manpower Council Urges More Highly-Skilled

Recommendations urging an increase in the number of highly-trained, university-educated men and women highlighted the report of the National Manpower Council recently presented to President Eisenhower. The Council, established at Columbia University in the spring of 1951, is studying manpower problems during the present rearmament period.*

The Council, composed of 20 prominent educators, business leaders and laymen, pointed out the necessity for the nation to keep abreast of the latest developments by relying upon the "brain power" of its scientists, physicists and engineers and through improved and expanded research programs. With regard to the need for an increased number of professional workers, the Council report states that "great care must be taken to ensure that the universities can continue to meet their major responsibilities of discovering new knowledge and training tomorrow's scientists and scholars. Only if this is done will the nation be able to reap the full benefits of science and technology for defence and for its expanding welfare."

Among the more important recommendations of the Council were the following:—

1. That the President appoint a commission composed of representatives of government, universities and industry to review the impact of governmental research and development contracts upon the primary responsibilities of the colleges and universities to advance fundamental knowledge and to train future scholars and scientists.

2. That the public continue to support the present program of deferring qualified students in order to enable them to complete their education before induction into the armed services.

3. That scholarship and fellowship programs, supported by private and public funds, be maintained and expanded to help more young people of ability to acquire a higher education.

4. That management intensify its efforts to determine the most effective balance among the different types of manpower it employs—scientific and professional, technical, skilled, and semi-skilled—in order to provide for efficient and economical operations and to provide for the further training of the manpower for which it is responsible.

*The Council will be able to carry on its work for two more years as a result of a \$280,000 grant from the Ford Foundation, announced June 18.



Department of Labour officials examining the Department's exhibit that will be on display at some 35 fairs and exhibitions throughout Canada this summer and fall. A. W. Crawford (left), Director, Canadian Vocational Training, explains the working of the display's animated centre panel to Hon. Milton F. Gregg, Minister of Labour, A. H. Brown, Deputy Minister, and J. G. Bisson, Chief Commissioner, Unemployment Insurance Commission. The display, in addition to its main theme, Apprenticeship Training, publicizes the various functions of the Department and of the Unemployment Insurance Commission. Members of the National Employment Service and provincial apprenticeship experts will answer queries at the site of the booth.

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A GROWING CANADA



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- MANAGEMENT PROBLEMS
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Technicians, Scientists Scarce in Canada, U.S.

Despite a striking growth since the Second World War in Canada's strength in scientific and professional personnel, such persons will continue in tight supply in the foreseeable future, according to the results of a continuing survey of Canadian professional and scientific manpower strength in relation to present and future requirements.

The survey, begun in 1951 by the Technical Personnel Section, Economics and Research Branch, Department of Labour, has reached the stage where it is beginning to provide concrete information.

In the United States, it has recently been announced, the great need for manpower with technical knowledge and specialized skills has sharply increased employment opportunities for all types of technicians and has created shortages in some fields. An acute shortage of draftsmen now exists, particularly in the aircraft and electronics industries.

Stresses Need for More Canadian Apprentices

Industry has never looked upon an apprentice as a student; it is forever using apprenticeship as a source of cheap labour, S. Blackwell of the Ontario Department of Labour told a Rotary Club at Sault Ste. Marie, according to press reports of the meeting.

He stressed the need for more young Canadians to undergo apprenticeship training so that they will be able to handle the country's top positions. Too many of Canada's good jobs are going to immigrants, he said.

"I have no argument or quarrel with the Immigration Department," he added, "but by not developing our own tradesmen we are putting our young men on the spot."

Newfoundland Names Apprenticeship Board

The members of Newfoundland's Apprenticeship Board have now been appointed, the province's Labour Minister, Hon. C. H. Ballam, has announced.

The Chairman is Dr. G. A. Frecker. Employer representatives are W. D. McCarter, J. Roland Broadbent and Arthur Rowe. Employee representative is John Gillingham.

Frank Templeman represents the Department of Education, W. J. May represents the Department of Labour and will serve as Secretary of the Board.

TLC Delegates Approve Saskatchewan Federation

The first step was taken recently in the formation of a Saskatchewan Federation of Labour when 78 delegates representing 39 unions and other organizations in the province affiliated with the Trades and Labour Congress of Canada met at a conference in Regina.

Some unions had already approved the formation of a federation and had empowered their delegates to make commitments on their behalf, while others sent delegates to obtain information. The conference went on record as approving the formation of the federation and the individual delegates pledged their support in its organization.

In compliance with the draft constitution which was adopted unanimously, election of the following officers took place: President, Andrew Tait, Moose Jaw; First Vice-President, Donald Arnold, Saskatoon; Secretary-Treasurer, Edward Osiowy, Regina. Vice-Presidents were elected on a regional basis as follows: Prince Albert, Len Sleath; Saskatoon, Ken Moore; Regina, Vern Metheral; Moose Jaw, Hugh O. Scott; Civil Service Association, William Browne.

Clarence Wyatt, TLC representative in Saskatchewan, was appointed Honorary Vice-President.

Year's Holiday with Pay Granted in U.S. Contract

A year's holiday with pay after ten years' service is provided in an agreement recently signed between Local 1031, International Brotherhood of Electrical Workers (AFL), and Hedco Manufacturing Co., Chicago.

Should the worker decide to stay on the job rather than take the year off, he will receive double pay for the full year.

As the company was founded only eight years ago and moved to Chicago only two years ago, no employee is immediately eligible for the year-long holiday.

The firm has no pension plan or bonus system and "a year's vacation with pay is a substitute," said Paul M. Davidson, President of the company.

"It will boost employee morale, reduce turnover and bring in new workers of a high calibre," he said.

The unprecedented provision was suggested by Frank Darling, President of the local, which has contracts covering 34,000 employees in 65 Chicago plants. The provision covers 158 workers.

CIO Re-organizing Staff, Reduces Regional Offices

The first major change in the CIO's current reorganization of field staff was made recently when the number of its regional offices in the United States was reduced from 50 to 13.

John V. Riffe, Executive Vice-President of the CIO, announced at the end of May that the Congress will either close or establish sub-regional offices in 37 cities where it has maintained regional offices in the past.

He also reported that a number of organizers from the national CIO have already been assigned to CIO unions in the telephone, electrical and chemical industries. A further group will be made available for an organizing drive among textile workers.

Mr. Riffe said the field staff reorganization program will not mean lay-offs or terminations but will call for considerable shifting of assignments.

"It is a long-range program," he said, "and will not be completed for perhaps 15 months or two years. By that time, we believe that the CIO will have far more men available for organizing than it has had in the past.

"Organizing offices will be set up from time to time in those areas where major organizing campaigns are being conducted. When a campaign is concluded, the offices will be closed and the organizing staff re-assigned to other organizing activities in other areas.

"It will be the policy of the CIO Department of Organization to make organizers available to the various affiliated national unions of the CIO for significant organizing activities," he said.

UAW and IAM Renew, Widen No-Raiding Pact

An agreement recently concluded between the United Auto Workers (CIO) and the International Association of Machinists (AFL) renewed a four-year no-raiding pact between the two unions and provided for co-operation in collective bargaining and strikes. The new pact further provides that both bodies will forgo any vituperation in competitive organizing campaigns.

The two union presidents, Walter P. Reuther of the UAW and Alan J. Hayes of the IAM, have called the agreement "virtually unprecedented in American labor history".

The agreement provides that in dealing with corporations that have multiple plants

organized by both unions, both organizations will exchange information concerning plants, locations, contracts and wage rates; will convoke joint conferences to be held in localities and on dates mutually agreed upon and that meetings with such corporations will be conducted when they promise to provide the "best possible results" for the members of both unions.

In addition, the agreement also provides that when one union is engaged in a strike against an employer by whom the other union is also recognized, following a joint consultation on the issues involved, each union will give the other all possible support by "joint economic action against the employer wherever possible". Picket lines are to be respected and "all lawful and moral support and assistance" is called for in the pact. The non-striking union also agrees not to make any settlement with the employer which would in any way prejudice the position of the striking union.

With regard to organization campaigns, the contract states that where either union has 50 per cent or more of the total production and maintenance employees of a multiple plant concern under contract, and the other union has none, the latter will make no attempt to organize the workers, and the union with representation will be recognized as solely responsible for completing the organizing of the company's employees. In cases where both unions are competing for exclusive bargaining rights, they agreed that their campaigns should be conducted on an ethical plane that did not bring either into disrepute.

Both unions have agreed that it will be considered a serious breach of good faith and ethical practices for either "to use, directly or indirectly, any propaganda alleging or inferring communism, racketeering, company unionism, back-door dealing, racial prejudice, unwarranted or unnecessary strikes, excessive initiation fees, dues or assessments in an effort to discredit the other party for the purpose of gaining organizational advantages".

In industries such as the aircraft industry, where both the UAW and the IAM have organized a substantial number of the workers, it was agreed that joint committees of representatives from each union should be appointed to co-ordinate collective bargaining procedures and relationships.

Thomas McBurney, organizer and first president of the Toronto Police Union, died June 15 in a Toronto hospital at the age of 66 years.

AFL and CIO Leaders Sign No-Raiding Pact

A plan designed to stop union raiding has been agreed upon by the leaders of the American Federation of Labour and the Congress of Industrial Organizations.

Described as a first step towards organic unity of the two labour groups, the plan will go into effect January 1, 1954, if ratified, and will run for two years.

The agreement will ban any transfer of or attempt to transfer a recognized group of employees from one federation to the other. Unresolved disputes will be submitted to an impartial umpire whose decision will be final. However, no disciplinary measures are provided for non-compliance.

Under the agreement, a group of employees dissatisfied with its representation can go over to a union in the other federation only by negotiating its release. Otherwise, the receiving union will be guilty of raiding.

The agreement does not deal with jurisdictional disputes or with rival claims to units of unorganized employees. Nor will it prevent an AFL and a CIO national or international union from negotiating a merger.

The no-raiding agreement was based largely on a study of inter-federation raiding in 1951 and 1952. It was found there had been 1,245 raids involving 350,000 workers during that period. Only 17 per cent of these raids were successful and the net change in membership was a gain of only 8,000 for the AFL.

At a joint press conference June 2, George Meany, President of the AFL, and Walter Reuther, President of the CIO, expressed confidence the agreement would be adopted by all member unions. It is expected that the executive bodies and the conventions of both organizations will ratify the pact when they meet separately later this year.



Col. J. G. Bisson (right), Chief Commissioner, Unemployment Insurance Commission, acting on behalf of the International Association of Personnel in Employment Security, presents to Hon. Milton F. Gregg, Minister of Labour, the Association's Citation of Merit. The IAPES, which embraces employees of the Canadian Unemployment Insurance Commission and the employment and security agencies of the United States and other countries, periodically honours a public figure who has made an outstanding contribution in the employment security field. (See citation opposite.)

—National Film Board Photo

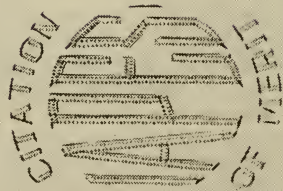
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President



INTERNATIONAL ASSOCIATION OF
PERSONNEL IN EMPLOYMENT SECURITY

AT MILWAUKEE, WISCONSIN
JUNE 11, 1953

Construction Industry Safety Code Ready Soon

The National Building Code, 1953, which will be published shortly, includes for the first time a section on construction safety measures. This section (Part 8) was made available recently in pamphlet form by the Division of Building Research of the National Research Council of Canada under the title "A Code of Construction Safety Measures".

The safety measures outlined in this part of the Code constitute minimum requirements for the building industry, provincial and municipal authorities and others interested in construction safety. Like other parts of the National Building Code, this part is not legally enforceable unless adopted as legislation by the appropriate provincial or municipal authorities.

The subjects covered in the *Code of Construction Safety Measures* include requirements for fencing and barricades when building operations are located at a street line or within seven feet of the inside line of a sidewalk; the proper maintenance, handling and storing of materials; adequate sanitary and first-aid facilities, lighting, heat and steam supply on the location; and the construction, maintenance and safe operation of equipment. Also included are detailed specifications for the construction, maintenance and repair of hoists and elevators, various types of scaffolds, ladders, temporary flooring, stairs and ramps, guardrails and toe boards. Other sections of the Code set forth the precautions to be taken in excavation and demolition operations.

Legal standards for the protection of workers employed in the construction industry in Canada are in effect in some provinces. The Building Trades Protection Acts of Ontario and Saskatchewan, and regulations made under the Building Trades Protection Act of Manitoba, lay down rules for the safety of persons engaged in the erection, alteration, repair, improvement or demolition of a building. The Ontario Act requires municipal councils to appoint a sufficient number of inspectors to enforce the provisions of the Act in the municipality. Under the Manitoba and Saskatchewan Acts inspectors may be appointed by a municipal council, or by the Public Service Commission in Saskatchewan or the Department of Labour in Manitoba.

The Accident Prevention Regulations made by the Workmen's Compensation Boards of Alberta, British Columbia and

Saskatchewan, and special regulations under the Industrial and Commercial Establishments Act of Quebec, also prescribe standards for the safety of construction workers. Additional protection for this class of worker in Quebec is provided for in the Scaffolding Inspection Act, which requires municipal authorities in every city or town within the limits of which a public building is being built or altered to employ a competent person to inspect scaffolding and lifts used in connection with buildings under construction.

In Manitoba, Ontario, Quebec and Saskatchewan, municipal councils are authorized to make by-laws for the regulation and inspection of construction operations.

Williams Quits CCL Post To Succeed Cotterill

Jack Williams, Publicity Director of the Canadian Congress of Labour, resigned last month to take a similar position with the Canadian branch of the United Steelworkers of America (CIO-CCL). No replacement has yet been announced.

Mr. Williams succeeds Murray Cotterill, recently promoted to the position of personal representative in Western Canada of C. H. Millard, Canadian Director of the Steelworkers.

CCL Publicity Director since 1946, Mr. Williams is a former newspaperman who had worked for the Canadian Press and the *St. Catharines Standard*. He assumed his new duties July 15.

Mr. Cotterill served seven years as President of the 60,000-member Toronto and Lakeshore Labour Council (CCL). In his new position, he will be responsible for providing additional services for the union's 4,000 members in Manitoba, Saskatchewan, Alberta and British Columbia. A member of the Steelworkers for the past 12 years, he was Director of the CCL Political Action Committee for three years.

To Recruit 2,000 Men To Aid Ontario Harvest

Approximately 1,000 workers are being recruited from the Maritime Provinces and another 1,000 from the Prairie Provinces to assist in general farm work, haymaking and harvesting in Ontario this year.

Recruiting was carried out by the National Employment Service under the Federal-Provincial Farm Labour Agreements.

Steelworkers' Director Of District 6 Retires

John Mitchell, Director of District 6, United Steelworkers of America (CIO-CCL), retired recently and was succeeded by Larry Sefton of Hamilton.

A banquet was held in Toronto in honour of the 70-year-old union leader who spent 58 years in the trade union movement. Guests at the banquet included A. R. Mosher, President of the Canadian Congress of Labour; David J. McDonald, International President of the United Steelworkers; and C. H. Millard, the union's director in Canada.

District 6 includes all Canadian territory under USWA jurisdiction west of the province of Quebec and has grown from an organization of 5,000 members to 50,000 in a little more than ten years.

Union Leaders Receive Honorary LL.D Degrees

The heads of two of Canada's major labour organizations and the President of the Congress of Industrial Organizations were among the 23 recipients of honorary degrees from St. Francis Xavier University, Antigonish, N.S., July 6.

The 23 were honoured for their contributions to labour education and co-operative and credit union development.

Percy R. Bengough, President of the Trades and Labour Congress of Canada; A. R. Mosher, President of the Canadian Congress of Labour; and Walter Reuther, CIO President, were among those receiving honorary Doctor of Laws degrees.

Harry Bridges Regains U.S. Citizenship

By a 4 to 3 ruling, the United States Supreme Court has thrown out the perjury charges against Harry Bridges, President of the International Longshoremen's Union, and ordered his citizenship restored.

Bridges had been convicted of perjury in 1950 for denying in his citizenship papers that he had ever been a Communist and had had his citizenship revoked in addition to being sentenced to a five-year prison term. The Court based its decision upon the fact that the three-year statute of limitations had expired when the Government brought the perjury action in May 1949.

In its June 15 decision, the Court did not go into the question of whether the Australian-born labour leader had any ties with the Communists.

Musicians Re-elect Entire Executive

James C. Petrillo was re-elected for his 14th consecutive term as President of the American Federation of Musicians of United States and Canada (AFL) at the union's convention, held this year in Montreal. He was unopposed in the election.

All other members of the international executive were returned without opposition. They were: C. L. Bagley, Vice-President; Leo Cluesmann, Secretary; Harry J. Steeper, Treasurer; Herman D. Kenin, George V. Clancy, Stanley Ballard, William Harris and Walter M. Murdoch, board members.

Board Member Murdoch is from Toronto.

J. Morris New President Of Woodworkers in B.C.

Stewart Alsbury, President of the B.C. District Council, International Woodworkers of America (CIO-CCL) since 1948, has been defeated in his attempt to gain re-election. Victor in this year's biennial election was Joseph Morris.

The results of the election has been protested because of "irregularities" but the Council accepted the election tabulating committee's report and confirmed its findings.

Other officers elected were: Vice-Presidents, William Gray, Stuart Hodgson and Fred Fieber; Secretary-Treasurer, George H. Mitchell.

Union Security Clauses In Many U.S. Contracts

Some form of compulsory union membership was provided for in three-quarters of 1,653 contracts in effect in the United States in 1952.

In a survey of these contracts the Bureau of Labor Statistics found that 63 per cent had union shop clauses and 12 per cent had maintenance of membership clauses. Only 25 per cent had no union security clause.

A similar analysis of 602 contracts made by the National Industrial Conference Board revealed that 34 per cent of these had union security clauses. Another 12 per cent called for modified forms of the union shop and 20 per cent had maintenance of membership clauses. There was no union security clause in 34 per cent of the 602 contracts.

U.S. Average Work Week Increases Hour in Year

The average work week for production workers in manufacturing in the United States was 40.8 hours in mid-April, an hour longer than a year earlier, the United States Bureau of Labor Statistics has reported. Factory hours were virtually equal to the post-war peak for the month of April, reached in 1951.

A relatively long work week has been maintained since last fall, accompanying the continued expansion of industrial activity.

(For a report on average working hours in Canadian manufacturing, see "Standard Work Week in Canadian Manufacturing, 1952", *LABOUR GAZETTE*, June, p. 838.)

Que. Employers' Group Establishes 8th Local

The eighth local of the Professional Association of Industrialists (API), an employers' organization in the province of Quebec, was recently established in St. Jérôme. The API now has some 450 members in its eight locals.

The new Laurentides local is the second to be formed this year, which marks the tenth anniversary of the Association. A ninth local is soon to be added, in the Beauce counties.

Marc Rolland, Vice-President of the Rolland Paper Company, Ltd, was elected President of the Laurentides local.

Leftists Claim Program Will Unite All Labour

Five independent labour unions, including three expelled from the Canadian Congress of Labour on charges of Communist domination, have approved a program which, they claim, will have the support of all Canadian labour and will thus serve as a means of uniting the Canadian labour movement.

The program was approved by more than 400 delegates attending a convention in Hamilton, Ont., June 13 of the International Union of Mine, Mill and Smelter Workers; the United Electrical, Radio and Machine Workers of America; the International Fur and Leather Workers Union of the United States and Canada; the Canadian Textile Council and the Canadian Garment Workers Union.

Earlier the convention had been told that "there are too many trade union centres in Canada" and that "Canada is the only

sovereign country in the world with a trade union movement that is subordinate to a head office in a foreign country".

The program called for expansion of Canada's home markets, immediate peace in Korea to create trade and jobs, an increase in social security measures along with a national housing plan for 150,000 homes each year, a bill of rights and legislation against "anti-labour actions".

1953 Edition of "Canada" Ready for Distribution

The 1953 edition of the official handbook *Canada* is available for distribution.

The handbook, begun in 1930 to supplement the field of the *Canada Year Book*, is of convenient pocket size and contains up-to-date official information on all phases of Canada's economic organization.

The 1953 edition contains more than 300 pages of text, 201 black and white illustrations and eight coloured plates. Chapter material includes population and vital statistics, education, scientific research, social and cultural relationships, national income, agriculture, forestry, mines and minerals, water power, fisheries, furs, manufactures, construction, labour, transportation and communications, domestic and foreign trade, public finance, banking and insurance.

Orders for the handbook, which is priced at 25 cents, should be sent to the Queen's Printer, Ottawa.

Provincial Govt. Decrees 5-day Week in St. John's

By order of the Newfoundland provincial government, the five-day week has been introduced for St. John's, the provincial capital. The new work week will apply to retail stores, general business houses and to the provincial service. It is reported that the present work week grew from a demand by some sections of the community to change the mid-week holiday from Wednesday to Saturday.

92,000 U.S. Rail Workers Aged Over 65 in 1951

Railroad workers in the United States who were 65 years of age and over numbered 92,300 in 1951, according to figures published recently by the Railroad Retirement Board. They constituted 4.5 per cent of the railroad labour force.

In 1939 railroad workers in the 65-and-over age group numbered 46,800, or 2.8 per cent of the total force.

U. of T. Establishes Fund For Social Work Research

In order to facilitate increased research in the field of social welfare and social work, the University of Toronto has established the Cassidy Research Professorship in memory of the late Harry M. Cassidy, Director of the School of Social Work at the university from 1945 to 1951. The professorship may be held for one year by the successful candidate and the first appointment will be made for the academic year 1952-53 or 1954-55.

The School of Social Work has indicated that there is a need for increased knowledge on such matters as unemployment, physical handicaps, sickness disability, delinquency, dependent old age, housing and other problems of an industrial society. In addition, the faculty of the School has pointed out that increased research is necessary in such fields as social policy, the economics of welfare measures, the administration of welfare projects, the methods employed in carrying out such measures and the expansion of social work education.

A research program to find out "the extent to which management in industry is handling the problems of human relationships" is to be set up at McGill University.

The university's Department of Psychiatry and School of Social Work will co-operate in the program.

Labour Board Tells ITU To Bargain in Good Faith

The National Labour Relations Board in the United States has ordered the International Typographical Union (AFL) to bargain in good faith, thus putting an end to the case of complaint brought against the union five and a half years ago by the American Newspaper Publishers Association.

The order directs the union to cease evading the obligation to bargain in good faith "not only by devices designed to establish unlawful closed shop conditions, but also by any means tending to interfere with the establishment of genuine collective bargaining on a basis of mutuality". It applies to the union's bargaining relationships throughout the entire newspaper industry in the United States.

In issuing its order, the Board said: "The records of the ITU cases, including this one, indicate strongly the respondents' disposition to use the bargaining table as a means of obtaining 'closed shop' conditions by one device or another."

The Board said that after the Taft-Hartley Law of 1947 had outlawed the closed shop, the union had insisted on certain "conditions" without a conventional contract and later had demanded contracts which could be cancelled on 60 days' notice. Both these practices, said the Board, were illegal.

In its present order, the board stated: "We have ample reason presently to believe that this disposition still exists. For, notwithstanding the union's asserted 'discontinuance' of the bargaining strategy here found specifically unlawful, the very same 'closed shop' policy it was designed to implement still forms an essential part of the aims of the union, as expressed in its general laws.

"We cannot but reasonably infer, therefore, that it is possible, if not highly probable, that the respondents (the union and its officers) may resort to other devices to effectuate their 'closed shop' objectives in future negotiations with employers in the industry, unless effectively restrained."

U.K. Industrial Relations Handbook is Published

Publication of a new edition of *Industrial Relations Handbook* is announced by the United Kingdom Ministry of Labour and National Service.

The Handbook contains information on the organization of employers and workers in Great Britain, collective bargaining and joint negotiating machinery, conciliation and arbitration, statutory wage negotiation, joint consultation and personnel management, holidays with pay, hours of labour and overtime rates, systems of wage payment and incentive schemes, and the International Labour Organization.

Copies of the Handbook are available from the United Kingdom Information Office, 275 Albert Street, Ottawa, at a charge of \$1.15 per copy.

Israeli Labour Body Affiliates with ICFTU

Histadrut, the General Federation of Labour in Israel, has recently decided to become affiliated with the International Confederation of Free Trade Unions. The Israeli Federation withdrew from the Communist-dominated World Federation of Trade Unions several years ago but did not immediately join the anti-Communist ICFTU.

The 82nd Annual Meeting of the Canadian Manufacturers' Association

Guaranteed annual wage discussed by two speakers at session of panel on employer-employee relations. Manpower problems and writing of labour contracts also speech topics. Officers for 1953-54 elected

More than 1,200 industrialists from all parts of Canada attended the 82nd annual meeting of the Canadian Manufacturers' Association at Toronto, May 27-29.

The three-day session took the form of separate conferences, conducted concurrently, under the headings: employer-employee relations, economic conditions, transportation, scientific and industrial research, industrial development and natural resources, industrial design, fire protection, highway safety and education.

Of outstanding interest at the employer-employee relations conference was the discussion on the complexities of the guaranteed annual wage. Also discussed at the conference were "Some do's and don'ts of writing the labour contract" and "Some manpower problems in an expanding economy—looking ahead ten years". Because of the importance of the subject at the present time, the discussion on the guaranteed annual wage is dealt with in most detail in this report.

CMA president for 1953-54 is J. Douglas Ferguson, Vice-President and Managing Director, Spencer Supports (Canada), Ltd., Rock Island, Que. He succeeds G. K. Sheils, of Toronto, who was named General Manager of the Association upon the retirement of John T. Stirrett. Vice-

presidents are J. A. Calder, Director and Secretary, Imperial Tobacco Co. of Canada, Limited, Montreal, and T. A. Rice, Vice-President in charge of production at the International Harvester Company, Hamilton, Ont.

Optimism was expressed by the President. A curtailment or cancellation of defence orders would not, he thought, be harmful to Canada's expanding economy. Although there would necessarily be some readjustments, with some local and temporary cutbacks in output and employment, the end result, he felt, would be beneficial.

About 45 per cent of federal tax revenues is earmarked for defence purposes, he said. Given a reasonable cutback in taxes in relation to the reduction in defence orders, the relief thus granted would enable the consumer taxpayer to increase his purchases over a wider range of Canadian products and leave the manufacturer with more funds for the expansion and modernization of plant and equipment. These two factors, said Mr. Sheils, "will work together to more than offset any decline in total business and employment caused by the cancellation of the war contracts".

Increased membership was reported by the General Manager; at April 30 the total was 6,891.

Employer-Employee Relations Panel

Guaranteed Wages

One of the most important features of collective bargaining in the next few years will be the question of the guaranteed wage, the panel chairman, R. F. Hinton, said in leading off the discussion. Mr. Hinton is Industrial Relations and Personnel Manager, Shell Oil Co. of Canada, Limited. The automobile and steel unions have already served notice of their intentions, he said.

He then introduced, as "two students of the subject who, from their knowledge, would be able to provide useful information and so help in clarifying thinking" on the guaranteed wage, Dr. Carroll E.

French, Director, Industrial Relations Counsellors, Inc., and Leo Teplow, Industrial Relations Consultant, both of New York. Dr. French dealt with the general aspect, outlining some of the problems involved, and Mr. Teplow with the problem from the viewpoint of the individual company.

Dr. Carroll E. French

Labour's demand today for a guaranteed annual wage must be regarded as a serious concerted drive and not just a bargaining tactic, stated Dr. French.

"The United Steelworkers of America at their annual convention in April approved

the guaranteed annual wage as one of their primary objectives," he said.

"The contracts of the United Automobile Workers (CIO) with the major automobile manufacturers are not scheduled to expire until 1955 but the UAW already has announced that it will seek the guaranteed annual wage for its 1,350,000 members. . .

"The International Union of Electrical, Radio and Machine Workers (CIO) includes the guaranteed annual wage in the outline of its 1953 collective bargaining objectives. . .

"It is quite clear that employers in the United States are not being singled out for exclusive attention," Dr. French added.

Collective bargaining contracts incorporating guaranteed annual wage provisions are already being signed, said the speaker. "The International Longshoremen's Association (AFL) has secured agreement from the Franklin Sugar Refinery in Philadelphia for a guaranteed annual wage amounting to 1,976 hours' pay per year, or slightly more than 49 weeks' pay. The same guarantee is included in another recent agreement by the National Sugar Refining Company and the AFL longshoremen. This year the United Packinghouse Workers (CIO) negotiated an annual wage plan with the Revere Sugar Company and with the National Sugar Refining Company providing guarantees of 1,900 hours and 1,936 hours, respectively. The Independent Union of Electrical Workers, the National Maritime Union (CIO), the Textile Workers Union of America (CIO) and the AFL Teamsters Union have all recently negotiated some contracts providing for some form of the guaranteed annual wage."

Wage Guarantee Takes Various Forms

The guaranteed annual wage, said Dr. French, comes in various forms and over the years has taken a number of different aspects. Basically, it is a question of a guarantee to workers of a specific number of weeks' pay or work per year.

The movement for greater security of employee income on an annual basis, he said, has developed along three general lines: (1) the traditional plans of companies pioneering in this field, adopted after years of management planning devoted to stabilizing sales and production schedules; (2) the guaranteed annual wage in terms of a specified number of weeks' work per year—the form originally advocated by the trade unions; and (3) the more recent form of supplementing unemployment compensation benefits from a fund contributed entirely by the employer.

Speaking of "the deep-seated and fundamental urge for continuity and security of earnings," Dr. French said:—

Whatever form the pressure for this particular type of economic security may take, it would be a serious error for employers to assume that this issue can be easily met or turned aside simply by outright opposition. The need for assurance of continued employment and of uninterrupted income is the central strand in the basic human desire for security and is one that is shared by all of us, regardless of our earnings level. The very term "guaranteed annual wage" has a deep-rooted appeal. It implies the same kind of security of status as that theoretically enjoyed by salaried employees. . . It also suggests security against the impact of business recessions or the economic cycle.

Actually, the objective of steady work and steady pay the year around is one that should be and is widely shared by employers, unions and employees. There is no disagreement between management and unions as to the desirability for companies to provide the maximum in continuity of work and pay and that optimum achievement of this result is advantageous for everyone concerned. The problem is how to accomplish it. Practically, the successful solution can only be accomplished through an expanding economy and an efficient management. On this point, George A. Hormel and Company, in commenting on its widely-publicized plan of guaranteed employment, made this statement in March 1950: "Our people have as much security as we can possibly give them but none of this security is contractual security. All of the security depends on earnings. . . The only guarantee we know of is the ability of management to manage, coupled with the willingness of workers to work. If either fails, then the guarantee fails."

It is, however, generally realized, the speaker continued, that an individual company management, no matter how efficient, is definitely limited as to what it can do.

All the relevant factors are not within the control of an individual management. The difficulty is that the guaranteed annual wage is not a demand that can be easily disposed of by exposing its impracticability and hazards. That it is not economically feasible, that it cannot possibly prevent cyclical depressions, that few companies can prudently afford to make a guarantee—such arguments will not carry very much weight so long as the drive for security generates a conviction that the guaranteed annual wage can and will accomplish these desirable goals.

The real danger lies in being forced to make contract commitments involving promises beyond the control of either labour or management to fulfil. Such a state of affairs could only lead to disillusionment, serious injury to employee relations and, in the end, to possible financial difficulty or even bankruptcy.

Any formal wage guarantee, Dr. French said, should not be approached without adequate preparation and due caution. Industry should not be led to believe that

the guaranteed annual wage is inevitable because some managements are compelled by the vehemence of labour's demands coupled with overwhelming economic power to grant the demand, he said.

Important Considerations

A study of the nature of organized labour's demands and recent trends in collective bargaining, and a facing-up to the realities with respect to guaranteeing annual pay regardless of ability to assure work, said the speaker, points up certain considerations which should be borne in mind in approaching this particular issue of labour-management relations:—

1. The demand for the guaranteed annual wage now comes at a time when the prospects for substantial wage increases appear to be diminishing.

2. This particular issue confronts industry with a new and more formidable fringe demand, which is far more costly and from which, once granted, any return will be extremely difficult if not impossible.

3. It involves a request for contract commitments in areas over which the control of the employer is extremely limited.

4. There is real danger that having once made concessions on a minimum basis a precedent is set for further bargaining to augment and liberalize the original concessions.

5. Formal contract negotiations in this critical area could well open the way to demands for joint union-management action in vital areas of management functions, such as, sales, plant expansion, subcontracting, production schedules, etc.

The most important consideration for management to keep in mind, added Dr. French, is that the achievement of steady work and steady pay is a desirable objective and that responsibility for maximum achievement of income security for their employees is one that it should be entirely willing to accept.

Achievements Already Gained

Fringe benefit programs, said the speaker, have already reached sizable proportions. A survey of such benefits made by Industrial Relations Counsellors, Inc., in 1949, covering 59 companies, disclosed that the cost of the normal package of fringe benefits amounted to 26·8 cents per hour and 17 per cent of the payroll. The annual cost per employee amounted to \$602. The Chamber of Commerce of the United States in a similar survey covering 736 companies in 1951 found that fringe benefits amounted on the average to 31·5 cents per payroll hour or 18·7 per cent of the payroll.

The guaranteed annual wage, in terms of potential addition to payroll cost, could well be the largest and most costly fringe benefit yet and, as with all fringe benefits, would constitute a permanent and inescapable fixed charge, Dr. French said.

A Constructive Management Approach

Exigencies of the times, said Dr. French, must not obscure the fact that management has very real and definite responsibility in the whole field of job security, steady work and steady pay. "Acceptance of this responsibility is not only good employee relations, it is good business," he emphasized.

Increased assurance of employee earnings on an annual basis, he felt, would logically follow rather than precede efforts of management in this direction. "The mere guarantee of wages can assure nothing and may, on the contrary, create dangerous illusions and serious economic consequences."

Management, he said, should ask themselves the following questions as they face the "critical" problems raised by organized labour's drive for the guaranteed annual wage:—

1. Is the provision of steady employment on a year-round basis accepted as a deliberate and announced objective of company policy? If not, and if employees are without information as to the company's position in this important respect, managements are inadequately prepared to meet the issues raised by demands for the guaranteed annual wage.

2. Do managements have the facts and statistical information to enable them to answer the question, "How much steady work are we giving each year to what percentage of our employees?" Do the employees know how much of lost time and lost earnings is the fault of themselves, rather than of the company?

3. Do employees of the individual company know what the management has actually done so far in its efforts to provide steady work throughout the year?

4. Are employees and their union representatives adequately informed as to the obstacles and difficulties in providing maximum work opportunity, the limitations imposed by the market place, as well as collective bargaining contract provisions and union imposed restrictions, and the extent and weight of the factors affecting steady work and steady pay over which individual company managements have little or no control?

"Certainly," Dr. French concluded, "there is no time to lose in realistic examination of company policies in this important area. The impending drive for the guaranteed annual wage underlines the importance of giving high priority to this critical area of labour-management relations."

"Modified Guaranteed Wage" Suggested by Father Bouvier

In a pamphlet analysing the guaranteed wage,* Rev. Emile Bouvier, SJ, puts forward a modified plan which would assure the worker of three-quarters of his annual income. This income would come from the Unemployment Insurance Fund and from a guaranteed wage fund to which employers, workers and the state would contribute.

The author, who specifies that he meant to suggest a trend of thought rather than a concrete policy based on actuarial data, was for many years Director of the Industrial Relations Division of the University of Montreal.

Father Bouvier's "Modified Guaranteed Wage" formula presupposes the integration of fiscal, full employment and health insurance policies in a combined plan. It implies the direction of the Government's fiscal policy towards full employment. The author adds that this step should be adapted to an unemployment insurance plan and to a scale of tax exemptions for the employer who assumes this guarantee.

Father Bouvier gives the following interpretation of a modified guaranteed wage:—

Without going into the details of a number of possible plans of integration, we would suggest that the employer guarantee a weekly basic wage for one year. In the event of unemployment, the employer would pay the difference between the unemployment benefit, which would have to be increased, and the

guaranteed wage. The employer will then be greatly interested in stabilizing production and unemployment insurance will be more efficient and productive. The guaranteed wage complemented by unemployment insurance should not exceed two-thirds or three-quarters of the full wage. The difference between the wage and the unemployment benefits would be paid out of a tripartite contributions fund which, in the employer's and worker's cases, would be tax-exempt. The annual guaranteed wage thus modified should be small at first and expand in relation with the size of the reserve fund.

A worker who regularly earns \$50 per week would thus receive while unemployed about \$37.50, part of which would come from unemployment insurance and part from the guarantee fund.

Father Bouvier explains that "this step is not drawn solely from an economic computation of a better social efficiency, but it proceeds primarily from a social justice duty which should cause the employers, the workers and the Government to examine carefully the application of a guaranteed wage plan with a view to allaying the fears the worker may have about the future".

Besides suggesting this modified guaranteed wage plan, Father Bouvier analyses in his pamphlet the nature, features and application of the guaranteed wage, examines the arguments submitted in favour and against the guaranteed wage from the point of view of business, industry and economics, and studies the moral aspect of the problem.

*Bouvier, Emile.—*Le salaire annuel garanti*, Collection "Relations", No. 4, 1953, Editions Bellarmin, Montréal.

Leo Teplow

In view of the concerted drive now being made by a number of major labour unions with locals in both the United States and Canada, many an employer on both sides of the border will find himself faced with a demand for the guaranteed annual wage within the next year or two, Leo Teplow said, discussing the problem from the viewpoint of the individual company.

Whether it be, he said, the traditional demand for a guarantee of 2,000 or more hours' pay for every employee—a type of guarantee which is still being negotiated in some cases—or the more recent version, which is actually private supplementation of unemployment compensation benefits, the employer faces grave risks: financial risks, risks affecting his retention of

management functions, and risks to the preservation of the present system of unemployment compensation in both the United States and Canada.

He continued:—

The financial risk of an outright guarantee of annual wages is likely to be too extensive for most companies to undertake so far as a majority of their employees are concerned. Private supplementation of unemployment compensation benefits is also likely to be a very serious commitment in the long run, even though it may start as a limited contribution of just a few cents per hour per employee to a guarantee fund.

Even more dangerous is the type of guarantee reported to have been negotiated recently, which provides for payment of 2,000 hours during the year to a majority of the employees, as a part of a five-year contract. Since few companies can support a 12-month guarantee if there is no work for their

employees, the companies that can make a valid guarantee over a five-year period must be very rare indeed.

The most specific demand for the guaranteed annual wage in the form of unemployment insurance supplementation, said Mr. Teplow, was that made by the United Steelworkers of America (CIO) before a panel of the Wage Stabilization Board in 1952. He discussed the plan in detail and also the annual wage program of the United Automobile Workers of America (CIO). Although the two were similar, he said, there were some important differences.

In the latter program, recognizing that it might be beyond the financial capacity of most companies, the UAW called for the creation of guarantee funds that would be "reinsured" in order to spread the risk. "This," he said, "may involve a government subsidy."

Company Position in Collective Bargaining

A company faced with a demand for the guaranteed annual wage, said Mr. Teplow, will be in a much better position to deal with the problem if it has first undertaken a program of employment stabilization and has kept its employees fully informed of its progress and problems in this connection. If it can point to a rounded program of employee benefits, especially if they include an employee thrift and savings plan to meet emergency needs, which would cover also the emergency of unemployment, its position is further enhanced.

The cost of a guaranteed wage, he argued, must be considered in conjunction with the costs of the "fringe" benefits already being sustained by the company. According to the U.S. Chamber of Commerce, the cost of these benefits in 1951 came to 18.7 per cent of the payroll. If to these costs are added overtime premium pay and shift bonus, the proportion in relation to straight time pay becomes 25.2 per cent.

"That was two years ago," he added. "Undoubtedly the figure is appreciably higher today."

Any employer considering the possibility of granting a guaranteed annual wage, or bargaining collectively about it, Mr. Teplow said, should give serious thought to the following factors:—

1. Employment stabilization must precede any attempt to guarantee an annual wage. To the extent that a company succeeds in stabilizing its employment, to that extent a guaranteed annual wage becomes superfluous.

2. An annual wage guarantee involves a commitment of such serious proportions that few companies can in good faith guarantee a year's wage to a large majority of their employees. This fact was recognized by the Steelworkers' Union when they receded from their original demand to one which, at least initially, committed the company only to a contribution of a few cents per hour, and when they demanded some form of "reinsurance".

3. When the impracticability of a complete guarantee is recognized, there is temptation to "settle" for a limited guarantee—limited to a small proportion of the employees or to less than a year's pay. A guarantee limited to some employees may be worse than no guarantee for the other employees, since it only serves to emphasize their vulnerability to layoff.

4. Even an extremely limited guarantee may be financially dangerous in the long run. Any kind of guarantee is a recognition of the principle and once the principle is recognized, it may be impossible to resist pressure for increasing the amount of the guarantee.

5. Since continuity of employment is subject to factors beyond the company's control, such as the general level of economic activity, condition of partial or general war (with accompanying government controls or materials allocations), shortage of raw materials, changes in tariffs, strikes within the company or among the company's suppliers, the company should not be expected to be responsible for an unconditional guarantee.

6. If the company has a definite amount that it is prepared to add to its labour cost, both company and employees might be better served if this amount were to be added to wages or used to furnish other benefits which may mean more to employees, such as hospitalization insurance, pay during illness, etc.

"With fringe benefits costing approximately 25 per cent of straight time pay, more thought is being given to contributory financing of employee benefits", Mr. Teplow said. "It may be desirable to explore whether employees are sufficiently interested in some form of guarantee to be willing to contribute to its cost."

7. A wage guarantee may require a complete revamping of the seniority provisions of collective agreements, in order to enable the employer to transfer employees when there is no work for them in their regular jobs or departments or shifts. It may also be necessary or desirable to change agreements pertaining to overtime premium pay. Neither the union nor the employees may be prepared to make such concessions.

8. A guarantee, if effective, will require the company to pay out funds when there is no work for employees to do. Such payments may so weaken a company's financial position that, at the conclusion of the guarantee period, the company may be forced to lay off more people than those whose income was protected by the guarantee. In that case, fluctuations in employment would be magnified rather than reduced.

9. Under a guarantee, every employee represents a commitment to continue pay whether there is work for him or not. In that case, the employer would be understandably reluctant to increase his employment. Multiplied by many companies, this may mean a lower level of employment opportunities.

10. If companies undertake commitments beyond their financial capacity to fulfil, they may discover that the government may have to come to the rescue and so become a silent partner in their operations.

11. Private supplementation of unemployment insurance benefits runs counter to one of the basic purposes of the unemployment insurance system: the provision of benefits at such a level as will not discourage the employee from actively seeking work. Not only must he be without work, but he must also have suffered a wage loss. If unemployment becomes actually or substantially as remunerative as regular work, there is little incentive for getting a job or remaining at work. In fact, we may see the entire concept of layoff on the basis of seniority completely reversed, as the senior employees will demand that they be the first to be laid off. Under these circumstances, a layoff becomes a vacation with pay rather than a misfortune.

12. The level of unemployment benefits under state and Canadian law has been carefully set by the respective legislatures at that level which will enable the temporarily unemployed to meet their non-deferrable expenditures and yet provide an incentive to seek other work. If these benefits are inadequate it is far better to correct this possible inadequacy by amending the unemployment insurance laws, rather than a patchwork of collective bargaining agreements.

13. Under the laws of most states, if an employee receives compensation from his employer he becomes ineligible to receive state unemployment compensation benefits. This would leave the employer to foot the full bill for whatever benefits the employee receives, while at the same time contributing to the state fund from which his employees would derive no benefit. Without substantial changes in the law, therefore, the employer would be supporting two exclusive systems of unemployment compensation, while his employees would benefit from only one.

14. If the proposed supplementation of unemployment compensation is co-ordinated with the state unemployment insurance program, presumably the state unemployment administrator would determine questions of eligibility under the state system, while a joint union-management committee would pass on eligibility under the collectively-bargained program. The resulting conflict would make both programs well nigh unworkable.

15. Even more far-reaching in its implications than the financial risk of annual wage guarantees is the probable impact on those functions which management feels it must reserve to itself if it is to discharge its responsibilities, such as technological improvements, adoption or discontinuance of products, addition to or closing of plants, amounts allocated to research, advertising and development, and procurement, pricing and financial policies. This is especially true if the guarantee is administered by a joint committee.

Joint Union-Management Study Groups

Mr. Teplow cautioned against the setting up of union-management study groups to consider the problems involved. Many employers, he said, may be inclined to accept this as an apparently reasonable proposal but in so doing they may be walking into a trap. Employees might assume it to be the first step on the road to a guarantee of annual wages and, if the guarantee were not forthcoming, the disappointment might seriously impair morale.

"The union may very well attempt to convert such a joint study group into a vehicle for making joint determination in extensive areas now reserved to management," the speaker further warned. "Such a study group is likely to insist that it have access to highly confidential information concerning the company's plans and prospects. This may very well become the mechanism for achieving what Mr. Reuther once labelled 'a look at the books'. Unless management is prepared to make such confidential information available to the joint committee and the union, it might be safest to reject the joint committee proposal."

These factors, the speaker concluded, "indicate that every phase of the demand for the guaranteed annual wage should be approached with caution or even stout opposition.

"But caution is not enough. Opposition to a union demand, even if successfully maintained, is not enough.

"The search for security of employment and income is part of the overall quest for security. It is no temporary fad. It is deep-rooted. It must be recognized.

"Here, then, is an opportunity for management to seize the initiative. Rather than wait for the inevitable demand, and thereafter place itself in the position of opposing employee needs, management can take the initiative and demonstrate by its policies, actions and communications that it recognized the problem and is determined to do all in its power to meet the need.

"Programs of employment stabilization, extensive two-way systems of communications, and rounded programs of employee benefits can serve to provide a large measure of employee security, without undertaking dangerous commitments beyond the capacity of most companies to fulfil, and without risking the loss of management's ability to manage."

Writing the Labour Contract

The importance of simple and precise language and proper terminology was stressed by R. V. Hicks, of Messrs. Tory, Miller, Thomson, Hicks, Arnold and Sedgewick, of Toronto, in the panel discussion on "Some Do's and Don'ts of Writing the Labour Contract".

Employees and those responsible for administration of the contract should not have to resort to counsel to ascertain what is intended, said the speaker. Colloquialisms and other informalities of language constitute dangerous pitfalls should arbitration ever ensue, he warned.

"Language clarification not only avoids misunderstanding and dissension but also simplifies administration of the agreement, with a concomitant reduction of time

otherwise lost through grievance claims," Mr. Hicks said.

While emphasizing that he did not defend a strictly technical or legalistic approach to labour relations, Mr. Hicks pointed out that there are certain technicalities from which neither management nor union can escape because they are prescribed by law and substantially influence the entire field of industrial relations.

Other members of the panel taking part in the discussion were Judge W. S. Lane, County Judge of Prince Edward County, and N. J. Clawson, Director of Industrial Relations, Crane Limited, Montreal. Chairman of the panel was W. H. C. Seeley, Assistant Manager of Administration, Toronto Transportation Commission, Toronto, Ont.

Manpower Problems in an Expanding Economy

There is urgent need for expansion of apprenticeship training programs if the supply of skilled workers is to improve, R. F. Hinton, chairman of the Manpower Problems panel, stated at the opening of the conference.

Members of the panel were Joseph Pigott, President, Pigott Construction Company, Limited, Hamilton, Ont., and J. L. Sparrow, Supervisor of Apprenticeship Training, Canadian General Electric Co., Limited, Peterborough, Ont., both of whom spoke on apprenticeship training. The third member was C. E. Carson, Director, Imperial Oil Limited, Toronto, Ont., who spoke on the development of management personnel.

Apprenticeship Training in Construction

One of the causes of the high cost of building is the lack of sufficient skilled artisans, stated Joseph Pigott, who spoke with particular reference to the construction industry. In spite of the shortages building has continued, he said, but failure to meet the demand for skilled workers has forced into use new designs, new processes and new materials; wood is replaced by steel, masonry by glass and metal, and plaster by substitutes.

The contractors are themselves partly responsible, asserted the speaker, because of their lack of interest in apprenticeship training.

In the whole of Canada, only about 15,000 young men are being trained under apprenticeship schemes in the building trades, and of this number only about 2,600 are being trained in Ontario. In that province alone, he said, if apprentices were being trained in the traditional ratio of

apprentices to mechanics, there should be ten or twelve thousand. "In Canada as a whole, apart from Quebec, we would have to enlist between four and five boys for every one in training now. That is our problem." In the field of foremanship, superintendents and general leadership, the shortage is even more acute, Mr. Pigott said.

Apprenticeship Training in Manufacturing

In the manufacturing industries the situation is similar, J. L. Sparrow told the conference. In three industry groups employing 300,000 production workers, only 3,000 are receiving organized training, which means that only one per cent of the workers in those industries are apprentices or are receiving organized training in some form.

"With so little training being given in industry, is it any wonder," he asked, "that a shortage of skilled manpower is dogging manufacturing?"

With a shortage of skilled workers, he continued, it naturally follows that there is a shortage of foremen, supervisors and executive personnel, because these key men are usually obtained by selecting outstanding skilled craftsmen and giving them special supervisory training courses.

Deeply concerned about the situation, the Federal Department of Labour, said the speaker, called a conference in May of last year to discuss the problem.* Out of the conference the following statistics emerged:—

Out of a total of 709 plants surveyed only 88 plants had organized training programs.

*L.G., July 1952, pp. 877-85.

In the iron and steel group, 57 out of 473 plants had training programs.

In the electrical apparatus group, 9 plants out of 107 had training programs.

In transportation products, 22 plants out of 129 plants had training programs.

In all, approximately only eight per cent of the plants surveyed had organized training programs.

The shortage of apprentices was chiefly attributed to: (1) A lack of sufficient interest on the part of many employers. (2) A fear on the part of local unions of overcrowding certain trades. (3) A lack of information regarding the opportunities and benefits of apprenticeship.

Mr. Sparrow reviewed action already taken to improve the supply of skilled workers, mentioning first the appointment of the national advisory committee on apprenticeship training.

A number of large companies with well-established apprenticeship training programs have expanded them with the years; a number have only recently put training plans into operation. The most fertile field for apprenticeship training, the speaker believed, lies with the smaller companies, who can, individually or collectively, provide adequate training facilities.

Mr. Sparrow recommended to the attention of the members the "Packaged Apprenticeship Program" initiated by the CMA and the Ontario Industrial Education Council in 1947.

Up to the present, he said, three trades have been covered, tool and die makers, machinists, and maintenance electricians. Each trade is contained in a complete package containing the necessary forms such as application forms, apprentice agreement, record forms, rating forms, report forms and an apprenticeship diploma, together with a booklet containing information on the administration and operation of an apprenticeship program and outlines of courses.

"These courses of practical training assignments and related classroom instructions or correspondence courses represent a high standard of trade training which, with your co-operation, will help to establish a uniform system of apprenticeship training in the manufacturing industries throughout Ontario," he said.

Development of Management

Successful development of management personnel, said C. E. Carson, must be an integral part of a comprehensive, continuous program for the development of *people* in industry.

"Any program which seems to indicate that management alone is getting the advantage of extra training or attention," he warned, "is almost sure to weaken morale by introducing an element of caste into the organization. The technician or specialist must not feel that his development is being ignored or is not important."

Management development must also be continuous for very much the same reasons, he continued. "If it is wrong to discriminate between ranks of people, it is equally wrong to leave certain groups out simply because they joined the company too soon or too late to participate in a development program."

Tests for the selection and promotion of people, said Mr. Carson, should be approached with caution. Qualities essential for management cannot be defined precisely, nor is it certain what to do to develop in people the qualities desired. Industry is constantly changing in a country like Canada; so are the aptitudes and attitudes of the workers. It is inevitable that the requirements of the ideal manager will change with all the other changes.

Even assuming, he continued, that it is known precisely what qualities will be needed, there is as yet no objective means of measuring and comparing them. There are still no international standards of measurement for tact, leadership, patience, imagination and initiative.

"A company can really only perform two broad functions in respect of developing personnel: (a) It can widen the opportunities for all individual employees to develop; (b) it can keep constant watch on all individual employees to ensure that their development is recognized and utilized."

There is no doubt that personnel development is going to take place, said the speaker. The question at issue is whether the development is positive or negative, good or bad, planned or unplanned.

Finally, the speaker named what he considered to be the main elements in a good development program: providing interesting and stimulating jobs; avoiding as far as possible "dead-end" positions; familiarization of those involved with company operations and objectives; study at some outside educational institution or experience at some outside corporation; knowing the employees, keeping up to date an inventory of ability.

Effects of Plant Expansion on Employment in Ontario, 1948-53

Estimated 44,500 new jobs made available to Ontario workers by plant completions from 1948 to 1952; at least 9,000 will be created in 1953

In the past five years, plant expansion in the manufacturing industries in Ontario has proceeded at a pace unequalled since the 1920's. The new employment resulting from this extension of manufacturing facilities has been greater than that in any other region; in fact, the number of new jobs created in Ontario equalled the total in all the rest of Canada in this period.

An estimated 44,500 new jobs became available for Ontario workers as a result of plant completions from 1948 to 1952. This was slightly more than 50 per cent of the total estimated increase in manufacturing employment caused by industrial expansion in the whole of Canada during this period.

Ontario's industrial expansion was a major factor in the growth of its manufacturing employment from 552,000 to an estimated 606,000 in the five-year period. Industrial construction in the province is continuing at a high level; the carryover of work from last year alone will create at least 9,000 additional jobs during 1953.

The pattern of industrial expansion in the province since 1948 may be divided into two main periods. Until 1950, factory construction was based largely on the demand for consumers' goods, although there was also a marked growth in other

industries such as those producing farm implements, business machines and secondary paper products. Beginning in 1950, the rate of plant construction accelerated as a result of defence expenditures and there was continued growth in such industries as chemicals, basic iron and steel, and petroleum products.

Geographically, the expansion in manufacturing capacity in Ontario in recent years was concentrated heavily in the industrialized southwestern section of the province. A large share of the industrial construction has been in the greater Toronto area. In terms of employment, the percentage of total new employment in the 1948-52 period in the urban Toronto area was 25 per cent in 1948, 34 per cent in 1949, 28 per cent in 1950, 41 per cent in 1951, and 63 per cent in 1952. While the 1952 percentage was high, largely as a result of the completion of new defence plants and plant extensions, the figures in other years were proportionate with the city's relative importance in terms of the total number of wage and salary workers in the province. Latest data show that 35 per cent of the wage and salary workers in manufacturing in Ontario are in the Toronto district. Sarnia, Hamilton and the Niagara peninsula areas have all experienced rapid

TABLE 1.—NEW JOBS RESULTING FROM PLANT EXPANSION IN MANUFACTURING IN ONTARIO 1948-1952

Industry	1948	1949	1950	1951	1952	Total
Food and Beverages	400	400	425	300	400	1,925
Rubber Products	300	50	125	50	100	625
Textile Products	150	650	450	950	150	2,350
Wood Products	100	300	150	150	300	1,000
Iron and Steel Products	2,100	1,050	1,300	2,600	2,600	9,650
Transportation Equipment	1,250	50	2,600	1,400	8,600	13,900
Non-ferrous Metal Products	100	250	300	450	400	1,500
Electrical Apparatus	950	400	450	1,050	3,350	6,200
Non-metallic Mineral Products	300	300	225	500	300	1,625
Paper Products	800	300	150	300	500	2,050
Chemical Products	250	400	600	600	650	2,500
Other ⁽¹⁾	300	550	25	150	150	1,175
Total	7,000	4,700	6,800	8,500	17,500	44,500

(1) Includes tobacco products, leather products, and miscellaneous manufacturing.

TABLE 2.—NEW EMPLOYMENT CREATED BY PLANT EXPANSION IN MANUFACTURING IN ONTARIO AND CANADA 1948-1952

—	Canada	Ontario	Percentage
1948	16,000	7,000	43.8
1949	8,100	4,700	58.0
1950	12,000	6,800	56.7
1951	15,300	8,500	55.6
1952	34,000	17,500	51.5
Total.....	85,400	44,500	52.1

industrial expansion since 1948 and several large plants are now under construction in Eastern Ontario centres. Of the plants and extensions to be completed in 1953, three in five are located outside the Toronto area and are distributed among 41 other localities.

Two-thirds of the total employment increase of 44,500 was accounted for by three industries—transportation equipment, iron and steel and electrical apparatus. Employment in the chemical and non-metallic mineral products industries also expanded at a rapid rate but the actual numbers hired were not as large as those in the above three industry groups. The rate of growth in the paper products, textile, food and beverage and wood products industries was relatively smaller. Table III shows the new jobs resulting from plant expansion as a percentage of total employment in selected manufacturing industries.

Transportation equipment industry.—

The principal source of additional employment through new plant construction in Ontario since 1948 has been the transportation equipment industry. This industry group, which includes the manufacture of aircraft and automobiles, has provided some 14,000 new jobs from 1948 to 1952.

The Canadian automobile and parts industry is located almost entirely in Ontario and has been steadily increasing employment and production in the postwar period, except for a brief sales slump in 1950 and 1951. The index of employment rose from 199.0 (1939=100) at December 1, 1947, to 322.2 at December 1, 1952. Hamilton, Oshawa, Windsor and Oakville benefited particularly from industrial construction in this industry. The total of 3,700 new jobs created in the five-year period 1948 to 1952 will be nearly doubled by hirings in 1953 as a result of plant completions. The Ford Motor Company plant at Oakville, which came into production in

the second quarter of 1953, will employ from 4,000 to 5,000 workers at capacity. At least 2,500 of these will be hired this year. New parts plants scheduled for completion in 1953 estimate employment requirements at 700 persons.

In the aircraft industry, about 7,300 jobs opened up in Ontario in plants completed as a result of the defence program. Additions were made to the large A. V. Roe Ltd. assembly plant at Malton and 13 parts plants were built in the province to supply components for jet aircraft production. The hirings all occurred in 1952 and the plant construction program of the industry has now been largely completed.

Iron and steel industry.—Large-scale expansion in the Canadian primary iron and steel industry did not occur until after 1950. In Ontario, extensive modernization and replacement of facilities greatly increased the capacity of the two large basic producers in the province but the resultant manpower additions were not large. However, the secondary iron and steel group, consisting of 14 industries, has hired some 10,000 new employees since 1948 to staff newly completed facilities. This was an increase of 9 per cent in the total work force in the iron and steel industry, which employed a reported total of 115,000 at the end of 1952.

TABLE 3.—NEW JOBS RESULTING FROM INDUSTRIAL EXPANSION 1948-1952 AS A PERCENTAGE OF TOTAL EMPLOYMENT IN 1952 IN SELECTED ONTARIO MANUFACTURING INDUSTRIES (1)

—	New Jobs 1948-1952	Total Employment Dec. 1, 1952	Per-centage
Transportation equipment.....	13,900	87,850	15.8
Electrical apparatus.....	6,200	52,050	11.9
Non-metallic mineral products...	1,625	14,180	11.5
Chemicals and chemical products.....	2,500	26,150	9.6
Iron and steel products.....	9,650	115,500	8.4
Paper products...	2,050	30,240	6.8
Non-ferrous metal products.....	1,500	28,620	5.2
Rubber products.....	625	15,530	4.0
Textiles and clothing.....	2,350	60,900	3.9
Wood products...	1,000	26,260	3.8
Food and beverage.....	1,925	55,700	3.5
Total(2).....	44,500	573,340	7.8

(1) Employment and Payrolls, December 1952, Dominion Bureau of Statistics.

(2) Includes leather, tobacco, petroleum, printing and publishing and miscellaneous manufacturing industries which are not listed in the above table.

Electrical apparatus.—The peak in expansion in the electrical apparatus industry was reached in 1952, when 3,350 workers were hired to staff plants completed that year. The previous four years produced a total of 2,850 new jobs, about 1,000 each in 1948 and 1951 and a smaller number in the intervening two years. The 1952 peak was the result of defence demands for electrical and electronic equipment and the increasing production of television sets. Expansion in capacity in the earlier postwar years was based on strong demand for household appliances and for hydro-electric and industrial equipment. The average electrical apparatus plant employs a large number of workers, the 1948-52 total representing additional requirements of 90 persons per plant.

Chemicals and chemical products.—A strong demand for industrial and household chemical products, coupled with the development of new products and processes, resulted in an intensification of plant construction in the chemical industry in the postwar period. The province of Ontario has developed an increasingly diversified and widespread chemical industry with a labour force of more than 26,000 employees. A total of 86 new plants and plant additions was completed from 1948 to 1952, with average employment of 30 workers per plant. The development of the plastic and petro-chemical sectors of the industry has been a major factor in this growth, the "chemical valley" in the Sarnia

area providing an unique example of industrial expansion. The largest chemical plant to be built in the province in the postwar period is now under construction at Maitland and is expected to provide employment for about 500 workers.

Non-metallic mineral products.—One of the most rapidly expanding manufacturing sectors in Ontario has been the non-metallic mineral products group, which includes the manufacture of building, asbestos and abrasive products. In 1952, the industry had an estimated labour force of 14,200. In the past five years, industrial expansion has created a total of 1,600 jobs.

The type of industrial construction under way in the province in 1953 has changed. The construction of defence plants, which provided the main impetus to plant expansion in the past two years, is now almost entirely completed. There are indications, however, of a revival in the construction of new facilities for the manufacture of consumer goods. Large new plants and plant additions are scheduled to come into production in 1953 in the automobile, electrical apparatus, textile and office machinery industries. These plants are widely distributed throughout the province, notably at Prescott, Perth, Arnprior, Guelph and Oakville. The resulting employment additions will be large, although it is not likely that they will equal the record year 1952, in which large-scale hirings took place to man new defence plants.

Recent Annual Conventions of Provincial Labour Organizations

Alberta Federation of Labour (TLC)

Opposition to exemptions in the provincial regulations governing hours of work was voiced at the 33rd annual convention of the Alberta Federation of Labour (TLC) in Edmonton, June 1 to 3.

The convention, attended by 174 delegates from 124 affiliated unions and other organizations representing an estimated 50,000 workers in the province, passed a resolution condemning the Government's interpretation of the hours of work legislation. The resolution charged that so many exemptions had been granted in the 44-hour work week in force in the cities,

and the 48-hour week in other municipalities, that the legislation which introduced those hours had become virtually useless.

The original resolution calling for no permanent exemptions "without the consent of all interested parties" was reworded to read "no permanent exemptions whatever".

The Hon. J. L. Robinson, provincial Minister of Industries and Labour, addressing the delegates, said the Alberta Labour Act would be open for major amendment at the next session of the Legislature. In anticipation of this, the convention passed a resolution combining

the demands of several local unions for the 40-hour, five-day week throughout the province.

A resolution calling for the setting up of a special section in the Alberta Labour Act to deal with the construction industry was approved. Charging that both employers and employees find difficulty in getting direct rulings on the Act as it applies to this industry, several delegates demanded that the Act be amended to safeguard the votes of union members unavoidably absent when arbitration awards are being decided on, and to speed up the process of certification.

The convention adopted a resolution claiming that the provincial Departments of Highways and Public Works were able to underbid recognized contractors because they employed non-union labour. The resolution demanded that the provincial Government pay rates on all its construction work in line with those generally established by union agreements.

The Federation gave its support to the Alberta Civil Service Association in a resolution calling for full recognition of the Association as bargaining agent for all provincial government employees. The same resolution requested that working agreements and legislation dealing with government personnel be altered only through negotiations with the Civil Service Association. It also asked that salaries of government workers be made comparable to those of employees doing similar work in industry, and that they be granted a five-day week with no reduction in working hours for those working 40 hours or less.

Other resolutions among the 107 passed by the delegates called for: a national health insurance plan; Government-sponsored automobile insurance; legislation to guard against racial and religious discrimination in employment; the establishment of special training centres for retarded children in the province; and a contributory pension scheme in the province which could be continued by workers who changed employers.

Also included were resolutions asking increases in old-age pensions to \$75 per month; increases in compensation to widows and dependent children; and unemployment insurance for apprentices while they are attending school.

Robert Rintoul and Harry Brogden of Calgary were re-elected President and Secretary-Treasurer respectively. Other officers elected were J. E. Smith, Edmonton, First Vice-President; Harold French, Edmonton, Vice-President for the Northern District; R. Scott, Calgary, Vice-President

for the Central District; and Anne MacLaren, Lethbridge, Vice-President for the Southern District.

British Columbia Federation of Labour (CCL)

A warning that "the honeymoon is over for labour" was given at the ninth annual convention of the British Columbia Federation of Labour (CCL), held in Vancouver. President Dan Radford told the more than 120 delegates, representing 40,000 members of the Canadian Congress of Labour in the province, that they must realize the fight with management has just begun.

Predicting that employers will renew their hold-the-line wage policy this year, George Mitchell, President of the Vancouver Labour Council (CCL), said that the delegates must be aware of their responsibility. He said: "Employers are trying to tell the workers we are heading back to the dark ages of the depression. This barrage of propaganda must be fought."

An officers' report presented to the convention noted that the political picture in British Columbia had changed completely since the federation's last annual meeting.

On the question of international affairs, the report said: "There is much that our Federal Government can do to improve the general welfare of Canadian citizens without renegeing on our commitments to the United Nations."

The province's new Labour Relations Board was explained by Labour Minister Lyle Wicks. The part-time board, said Mr. Wicks, was actually a streamlining of operations which would save taxpayers money without impairing the Board's efficiency. With a full-time chairman and a staff functioning 5½ days a week, the Board will be able to deal with British Columbia's labour problems, said the Minister.

Mr. Wicks contended that the labour board staff did 90 per cent of the work and that a full-time board was not the answer to industrial problems.

The Minister also said that the number of conciliation officers would be raised from six to nine, that their duties had been streamlined and that some of the detail of their jobs had been given to labour board inspectors.

The convention was addressed by Charles Millard, National Director in Canada for the International Steelworkers of America (CIO-CCL), who told the delegates the Canadian Congress of Labour is going into the field of political action.

Mr. Millard said that the policy of the CCL has been to co-operate with other sections of the legitimate trade union movement for the legislative advancement of the workers' welfare.

A resolution was passed to devise ways of raising a share of the \$50,000 pledged by the CCL to assist the fight against poverty, hunger and disease in East Asia.

Martin Levinson, Director of the CCL's International Department, told the delegates that up to now the Federation had not had enough voice or enough interest in international affairs. He said efforts must be made to increase the wages and better the working conditions of workers in countries such as India and Pakistan so that low-wage competition would not prove a threat to the standard of living in Canada.

"Trade union activity must be expanded. One job is to bring trade unionism to these peoples," he said, adding that improving their condition would assure a market for Canadian commodities, notably lumber, for many generations to come.

A resolution placing the convention on record as opposed to all forms of union raiding within the trade union movement was defeated by the delegates. Another resolution asking that workmen's compensation in the province be increased from 70 to 100 per cent of wages was passed.

The Federation condemned the increasing use of the injunction as a weapon by employers during strikes.

The abolition of the absentee ballot in British Columbia was opposed by a resolution which warned that thousands of workers would be disenfranchised if this measure were adopted.

Dan Radford was re-elected President by acclamation. George Home was re-elected secretary-treasurer; Stewart Alsbury, Alex Cox and Hugh Allison were elected vice-presidents. Other executive members are Ewart Orr, Bob Smeal, Gerry Emary, William Symington, Herbert Coombs, Frank Howard and Lawrence Vandale.

Ontario Provincial Federation of Labour (TLC)

Charges and counter-charges of union raiding were made at the seventh annual convention of the Ontario Provincial Federation of Labour (TLC), held in Windsor. At the welcoming ceremony, the 400 delegates representing 200,000 members of the labour organization in the province heard Mayor Arthur J. Réaume charge unnamed officers of the UAW-CIO with raiding Windsor's Civic Workers' Union (TLC).

Percy Bengough, President of the Trades and Labour Congress of Canada, addressed the delegates and backed up the mayor's remarks, adding that if raiding is not discontinued in Windsor, he may be forced to oppose it actively. While his aim was to see more work done among those workers as yet unorganized by any group, the TLC official said that in an open raiding contest, "we will not be on the losing end so far as numbers are concerned".

(The following day a statement was issued by top UAW-CIO officers, including George Burt, Regional Director, discounting the alleged raiding and charging that "practically every plant in Windsor under contract to the UAW has been raided by AFL unions".)

Discrimination against workers for union activity, despite legislation to the contrary, was condemned by TLC organizer J. K. Thorne. He said that some employers "are cutting labour's throat and ultimately their own by practising intimidation to dissuade workers from joining unions".

The Federation's representative on the Ontario Labour Relations Board, Russell Harvey, suggested that 99 per cent of the petitions filed before the Board by employees opposing certification were company-inspired.

The delegates demanded a change in the Ontario Labour Relations Act to make it mandatory for the provincial Minister of Labour to appoint a commission to investigate charges of discrimination.

A suggestion that a union be free to strike 60 days after it has applied for conciliation, even if no agreement has been reached, was made during a debate on the slowness of conciliation proceedings. Complaining that often the Labour Relations Board handed down its findings months after an application for conciliation had been made, the convention demanded changes in the provincial labour code. It asked that conciliation services be speeded up, that the terms of all re-negotiated contracts be retroactive by law to the date of expiration of the old agreement, and that the building trades be excluded from the provisions of the Act.

Demands of past years for changes in the Labour Relations Act were renewed at the convention. The delegates asked that certification be given to a union receiving the majority of votes cast, that employers be banned from applying for decertification of unions, that employers be prevented from interfering with wage rates and working conditions after a union applies for certification, and that the Labour Relations Board be permitted to issue

orders to employers to cease unfair practices where such complaints are made. It also suggested that all interventions to a union application for certification be individually signed by the employees and that they be thoroughly investigated by the Board before being given recognition.

Payment of unemployment insurance funds to workers who are idled because of illness was proposed by TLC President Percy Bengough. This extension of the present Unemployment Insurance Act, he said, would constitute a modified national health program.

Mr. Bengough said that this was something less than what labour wanted but was something that could be brought into operation with little delay and at much less cost than a full national health scheme. A small contribution on the part of the worker, in addition to what is already being paid for unemployment insurance, he said, would more than meet the cost. He pointed out that the machinery is already in existence through the present nationwide unemployment insurance organization.

The establishment of physical treatment hospitals in conjunction with regular hospitals was proposed by John Cauley, Vice-Chairman of the Ontario Workmen's Compensation Board, as a means of providing better care for injured workmen and reducing overall cost of hospitalization.

Mr. Cauley spoke of the success of the Workmen's Compensation Board physical treatment centre at Malton, Ont., in operation since July 1, 1947. He said this centre was started to show that physical medical help could get workers back on the job quicker and reduce the degree of permanent disability.

Under the plan proposed by the compensation board official, patients would go into an active hospital for necessary surgery or medical treatment and then, in as short a time as possible, would be transferred to the physical treatment centre where a staff of therapists and doctors would supervise recuperation. Mr. Cauley said the cost per patient at the Malton centre is \$5.50 compared with the \$11 and \$15.50 cost in an active hospital.

Condemning the Ontario Government for its present housing policy, the convention renewed its demands for a joint low-rental program by federal, provincial and municipal Governments.

A resolution was passed demanding government legislation to limit passenger overcrowding in public transit vehicles. Another resolution requested a royal commission to investigate conditions in

grain elevators throughout the province in order to avert explosions such as happened at Port Arthur last September.

Other resolutions passed at the convention included: a request that labour history be made a subject for required study in all primary and secondary schools and in colleges; a request for a 40-hour week in all industries, a \$30 minimum wage for women workers and a work week of not more than 48 hours for firemen; a request for improvements in the Workmen's Compensation Act and the setting up of safety committees in all departments of industry; and a demand for greater assistance to municipalities in the province under the new tax agreement with the federal Government.

The convention also called upon the Ontario Government to control the amount of transient labour coming into the province, asked the federal Government to require employers to sign for acceptance of unemployment insurance books, and suggested that the number of stamps required in these books be lowered from 180 to 100.

The delegates instructed their executive to extend the use and display of union labels, and called upon the provincial Government to require employers to give at least seven days' notice of layoffs, to require newspapers and radio stations to give equal space or time for statements by unions or companies in labour disputes, and to eliminate discrimination between male and female employees.

President A. F. MacArthur of Toronto and Vice-President A. W. Godfrey of Fort William, I. M. Dodds of Windsor and William Boothroyd of Toronto were all re-elected. John Hancock of Hamilton was chosen secretary-treasurer.

Quebec Provincial Federation of Labour (TLC)

The principal objective of the unions affiliated with the Quebec Provincial Federation of Labour (TLC) during the coming 12 months will be to obtain the greatest possible security in employment. This was the policy stated by Roger Provost, re-elected President of the organization, at its 16th annual convention at St. Jérôme early in June.

"At the present time," said Mr. Provost, "what the workers need most is security—economic security—through a decent wage and continuity of employment."

It was therefore agreed by the 400 delegates attending the convention that all unions affiliated with the Quebec Provincial Federation of Labour will try, during the

coming year, to secure a guaranteed work week for all workers represented by them. It was also decided to give serious consideration to a plan for a guaranteed annual wage for all workers now paid by the hour.

The delegates appealed to the provincial authorities for free, compulsory schooling and asked them to have home-work abolished and that all studying be done at school, since in the home today there is no study room, and too many distractions.

The Federation protested against the period of 90 days now allowed an arbitration court to make recommendations for settling labour disputes, requesting that the maximum time allowed be only 30 days. The delegates would also like to see reduced from 14 to 7 the number of days which must elapse between the date of publication of an arbitration report and the time when a strike can be legally declared.

The Federation also decided to do all it can to obtain equality of wages for workers in the province of Quebec with those in Ontario.

Other resolutions adopted by the convention included requests for an increase in family allowances and workmen's compensation; compulsory deduction at the source of union dues in all companies where the majority of the employees belong to a certified union; the setting up of permanent labour courts in all judicial districts in the province; an amendment to the penal code to permit the holding of a provincial lottery; and the passing of an Act by the provincial Government obliging all employers to pay their employees every week, and in cash instead of by cheque.

In addition to re-electing Mr. Provost to the presidency, the Federation chose a new Secretary-Treasurer, Robert Levesque, to replace Adrien Villeneuve.

The following vice-presidents complete the slate of officers: Harry Bell, Quebec; Roger Labrie, Three Rivers; René Fournier, Granby; Sylvio Charron, Gatineau; Edouard Larose and R. M. Bennett, Montreal; Marcel Charbonneau, St. Jérôme; and Oscar Longtin, Valleyfield.

Quebec Federation of Industrial Unions (CCL)

The new Quebec Federation of Industrial Unions (CCL), holding its first annual convention at St. Jean early in June, took one of its first major decisions: to take an active interest in political action.

The 145 delegates also decided to censure publicly the part the provincial and municipal police are being made to play in strikes; to ask for the appointment of one of their members as a representative on the Labour Relations Board; and to present numerous resolutions to the provincial Government concerning labour legislation and political problems of general interest.

R. J. (Doc) Lamoureux, United Steelworkers of America, was unanimously elected President—a position he has held since the foundation of the Federation last December (L.G., Jan., p. 17).

In coming out in favour of political action, the Federation also decided to ask its members to make a voluntary contribution for the setting up of a fund to finance the political action program which it intends to carry into effect.

In their study of the problems which must be faced by labour organizations in Quebec, the delegates paid special attention to the rôle of the various police forces in strikes. The Federation passed three resolutions requesting that policemen who are charged with the supervision of strikes should not carry firearms; that detectives from private agencies should not have the right to interfere in industrial disputes; and protesting against the arbitrary intervention of the provincial police in strikes, calling on "those who are authorized to enforce the law to abide by it themselves".

The new Federation also renewed its request that the provincial Government choose a third labour representative for the Labour Relations Board from among the members of the industrial unions.

Other resolutions asked the Labour Relations Board to make serious efforts to check the expansion of company unions, to punish dismissals for union activity and to shorten delays in the proceedings. The Federation also requested the re-writing of the Workmen's Compensation Act, the setting up of a provincial health insurance scheme and a federal conference at which all who are interested in the slump in the textile industry could discuss the best solutions.

In addition to Mr. Lamoureux, the officers chosen by the Federation for the coming year are as follows: J. P. Tessier (CBRE), Hyman Reiff (ACWA) and Roméo Leroux (CCL), Vice-presidents; Roméo Mathieu (UPWA), Secretary-Treasurer; Henri Jean (IUE), L. McCormack (UMW), D. Archambault (UAW), G. Frève (ACWA), R. Goedike (Brewers), R. Martin (IWA) and L. Packwood (OWIU), Directors.

Report of the New Brunswick Department of Labour for 1952

Good labour relations, increasing enrolment of apprentices, encouraging results from safety research, highlights of year's activities

Good labour relations, an increasing enrolment of apprentices, and encouraging results from the first three months' operation of a research project in industrial safety were among the developments reported by the New Brunswick Department of Labour in its review of activities during the fiscal year ending March 31, 1952.

The Department is responsible for the administration of the Factories Act, the Stationary Engineers' Act, the Apprenticeship Act, the Labour Relations Act, the Minimum Wage Act, the Industrial Standards Act and the Trades Examination Act.

New Legislation

A general revision of the New Brunswick Statutes was completed at the 1952 session of the Legislature. The principal changes in labour legislation consisted of amendments to the Labour Relations Act (L.G., 1952, p. 1603).

Labour Relations

Nineteen requests were granted during the year for a conciliation officer or a conciliation board to assist in settling disputes. Conciliation boards were established in six disputes; in four disputes an Industrial Inquiry Commission was appointed.

"In many cases," the report states, "there was found to be an almost complete lack of real collective bargaining, prior to or during the early stages of conciliation, the parties to the disputes showing a definite tendency to rely on the conciliation officer or conciliation board for settlement of their difficulties."

In spite of this increased demand for conciliation services, labour relations were good generally. Only four strikes occurred, resulting in a time-loss of 6,100 man-working days.

Increased activity in union organizing is indicated by the 55 applications received by the Labour Relations Board for certification of bargaining agents. Of these, 32 were granted, five dismissed, four withdrawn and 14 were pending at the end of

the year. There were three applications for revocation of certification of bargaining agents, one of which was granted and two dismissed.

The Board's order certifying Local No. 4 of the Canadian Fish Handlers' Union as bargaining agent for the employees of Gorton-Pew (New Brunswick) Limited was later quashed by the New Brunswick Appeal Court on the grounds that the Board had failed to make a proper inquiry into the qualifications of the applicant union, which, in the view of the court, was not a properly constituted trade union (L.G., 1952, p. 613). The text of the written reasons for its decision to grant certification which the Board issued in this case is set forth in the report.

The Board granted one union application for leave to prosecute an employer for an alleged unfair labour practice. No court action, however, was taken by the union.

Minimum Wages

During the year departmental inspectors made many investigations of alleged violations in addition to the usual routine inspections.

A new minimum wage order providing for a minimum wage of 55 cents an hour for all male employees engaged in the canning or processing of fish, vegetables or fruits went into effect on July 9, 1951 (L.G., 1951, p. 1394).

Industrial Standards

Renewals of industrial standards schedules for the carpentry and plumbing and pipefitting trades in the Saint John zone put into effect higher minimum wage rates. A schedule covering the electrical trade in Moncton was renewed without change. Schedules were issued for the first time in the electrical, painting, decorating and paper-hanging trades in the Saint John area and in the plumbing and steamfitting trade in the Moncton zone.

Numerous inspections and investigations were made by inspectors on the recommendations of the Advisory Committees

and in only one case was it necessary to take court action for violation of a schedule.

Factory Inspection

Inspection of 676 plants employing 18,725 men and 6,656 women during the year resulted in 654 recommendations for an improvement in existing conditions. In some cases the provision of better machinery safeguards was recommended; in others, recommendations had to do with properly equipped welfare facilities and proper safety clothing and equipment, improvement in ventilation and heating, reduction of the working hours of women and young persons, the inspection of boilers and pressure vessels, and the licensing of stationary engineers and boilermen.

Industrial Safety Research—An important development in the safety work of the Department was the experimental program undertaken in co-operation with the New Brunswick Power Commission to control accidents within the Commission's operations. The project is the first step in an attempt to reduce the number of accidents in industry generally.

In August 1951, the Minister of Labour invited representatives of the New Brunswick Accident Prevention Association and the Workmen's Compensation Board to meet with him and officials of his Department to discuss improved methods of controlling accidents in industry. A six-man working committee, representative of all groups concerned, was established to make definite plans to assist industry in reducing accidents to a minimum.

At the first meeting of the committee the proposed safety program for the New Brunswick Power Commission outlined by the Department of Labour representatives was adopted with some suggested changes. The committee was of the opinion that the practical experience with safety matters gained in this experiment might enable the Department to work out a model safety program which could be made available to other industries.

The initial work undertaken was the analysis by an official of the Department of Labour of each accident that occurred to employees of the Commission during 1950 and 1951. The results of this preliminary survey indicated that 88 per cent of the Commission's occupational accidents were caused chiefly by the unsafe acts of persons, only about 12 per cent by unsafe conditions or by a lack of proper safety equipment. It was therefore decided that efforts should be directed

towards the elimination of these unsafe acts by basing the program on education and discipline. A series of charts were prepared for the use of supervisors and employees showing the cause of accidents and where and how they happened. The supervisors were asked to state how, in their opinion, the accidents could have been prevented.

The results of this program for the first three months of its operation, from January 1 to March 31, 1952, the report states, were most encouraging. There was a 12 per cent reduction in the frequency of accidents and a 95 per cent reduction in the amount paid out by the Workmen's Compensation Board for accidents to employees of the Commission.

Employment of Children—Local advisory committees continued to assist the Department in administering Section 6 of the Factories Act, which prohibits the employment in factories of children under 16 years of age without the written authorization of the Minister of Labour. These advisory committees, which are representative of the local school authorities, the local police, the Juvenile Courts and societies interested in child welfare, deal with applications in their respective localities and make recommendations to the Minister.

At the end of the year under review, local child employment committees were operating in Saint John, Shippigan, Moncton, Baie St. Anne, St. Stephen and Grand Manan. Where there is no local advisory committee, each application for permission to work must be accompanied by written consent of the parents or guardian of the child and of the local school authorities.

Boiler Inspection

During the year, 346 uninsured boilers and 1,132 uninsured pressure vessels were inspected and inspection certificates issued. During the same period, a total of 2,136 licences and 17 certificates of competency, either new or renewals, were issued to stationary engineers and boilermen.

Apprenticeship Training

The increase in the number of certificates of completion of apprenticeship issued during the year, and in the enrolment of apprentices in almost all trades, indicated "that the apprenticeship training program is proving in practice to be a sound way of training tradesmen". At March 31, 1952, there were 662 active apprentices, an increase of 165 over the number in 1951. In the comparatively short time the

Department has been carrying on apprenticeship work there has been a steady increase in the number of employers and employees who are ready to co-operate in producing better tradesmen.

The Department continued to conduct full-time pre-employment training classes for persons wishing to become apprentices. The usual length of this type of training was six months, during which period the trainees were paid subsistence allowances. By the end of the year under review 33 young men were taking pre-employment training in the following trades: carpentry, motor vehicle repair, auto body and fender repair welding, electrical, cabinet making and machine shop.

The policy of requiring trainees, in order to become eligible for allowances, to be sponsored by an employer who would give reasonable assurance that he would accept the trainee as an apprentice on the completion of his course, was found to be too restrictive in practice. Discussions were under way at the end of the year to modify this policy.

Full-time refresher courses in the trades of motor vehicle repair, electrical, machinist, auto body and fender repair, millwright and carpentry were given to 21 indentured apprentices. These courses lasted from three to 13 weeks, depending on the requirements of the apprentice at the particular time and on the arrangement that could be made for his release by his employer.

A total of 255 apprentices attended the part-time classes of four hours per week in trade theory and practical work conducted in various centres throughout the province during the winter of 1951-1952.

The correspondence school courses, which were used in centres where no facilities for part-time classes were available, are largely being replaced by the self-study courses prepared by the Apprenticeship Branch. These courses, together with part-time classes and full-time refresher courses, are proving to be a more effective method of training. Correspondence courses are still being provided, however, for switchboard operators and stationary engineers.

The same methods of training have also been found more satisfactory for appren-

tices indentured with the New Brunswick Electric Power Commission. Correspondence courses are still available to the Commission's apprentice switchboard operators and stationary engineers in remote centres. A self-study course for apprentice linemen to replace the correspondence course formerly used is being drawn up by the Apprenticeship Branch in co-operation with the New Brunswick Commission and the Hydro-Electric Power Commission of Ontario.

The Director of Apprenticeship and the field staff continued to give careful attention to training on the job, which they consider to be the most important phase of the apprentice's training. The progress record booklets of each apprentice are checked regularly by the field supervisor and transfers from one employer to another are arranged for the apprentice when an employer is not able to provide him with satisfactory training. The supervisors also continue to assist in smoothing out differences which may arise between an apprentice and his employer and make every effort to ensure that both parties accept their responsibilities as laid down in the contract of apprenticeship.

Progress is noted in the preparation of training syllabi. A draft "Outline of the Auto Body and Fender Repair Trade and Progress Record of an Apprentice" was issued to all indentured apprentices and a revision of the "Outline of the Carpentry Trade" was under consideration at the end of the year.

The Director of Apprenticeship convened a number of meetings with representatives of employers and employees in various centres to discuss mutual problems. Many improvements were made as a result of these discussions. Following consultation with employer and employee representatives in the motor vehicle repair trade, a great deal of work was accomplished preparatory to the setting up of local trade advisory committees in the trade.

Certification of Electricians

Of the 64 candidates examined under the Trades Examination Act for certificates of qualification in the electrical trade, 40 were successful.

Personal disposable income of Canadians in 1952—that is, personal income less personal direct taxes—rose by \$1,070,000,000 or seven per cent over 1951. At the same time, personal expenditure rose by \$1,037,000,000, leaving personal saving relatively unchanged at \$1,419,000,000, compared with \$1,386,000,000 in 1951.

—Dominion Bureau of Statistics.

International Labour Organization

Minister of Labour Addresses

International Labour Conference

Tells 36th Session that important thing in efforts to increase productivity is to make sure all share in the benefits. Claude Jodoin, Canadian workers' delegate, joins him in endorsing assistance plans

Speaking at the 36th session of the International Labour Conference at Geneva, the Hon. Milton F. Gregg, Minister of Labour, told the assembled delegates that the "important thing" in efforts to increase productivity was "to strive to establish the general conditions whereby each group in the country may have confidence that it shares equitably, directly and indirectly, in the general economic improvement". A total of 570 titular delegates and advisers from 58 member countries attended the General Conference which began its sessions June 4.

Mr. Gregg pointed out that the conventions, recommendations and declarations adopted by the ILO were visible symbols of the "only kind of war we all like to fight—the war against poverty and social injustice". The Minister stated that the spirit of understanding in which the various delegates assembled was even more important, for it was through understanding and a sharing of ideas in the common efforts to succeed that the barriers of language, training and custom would be overcome.

Referring to the annual report of the director-general, David A. Morse, the Minister noted that the special theme this year was productivity and he expressed the hope that the report would do much to dispel uncertainties on the part of labour, management and government which might otherwise cause them to support measures which thwarted rather than encouraged increased productivity. Mr. Gregg added that productivity had different aspects in different countries and was dependent upon such matters as the degree of industrialization. He noted that Canada was a country in the midst of a rapid industrial expansion.

Because Canada's growth was partly due to manpower and capital from beyond her borders and because much of her national

income was derived from international trade, Canada was "firmly pledged to international co-operation in this field—through the study not only of tariff and monetary questions, but also of the means whereby each country can maintain high employment and income levels," Mr. Gregg added.

The Minister pointed out that Canada as a nation had everything to gain from the success of the ILO's objectives, not only within her own boundaries but in other countries as well, and gave her support to such schemes as technical assistance and to other "form of aid" which were designed to increase productivity in those areas and countries where there was a special need for industrial development.

The ILO, Mr. Gregg continued, says to all who are concerned with productivity not only "How can productivity be increased?" but also "For whose benefit do we seek to raise productivity?" This is "a challenge to the conscience that cannot be ignored," he added.

"Though we would all agree," the Minister went on, "that benefits should go as widely as possible to all who have a stake in an enterprise, as well as to members of the community as a whole, there is much room for discussion as to the means by which this may best be done." Such discussion should not take place from any narrow viewpoint, he cautioned.

"Any attempt to determine the precise ratio in which rewards should accrue is doomed to failure," he declared. "The important thing is to strive to establish the general conditions whereby each group in the country may have confidence that it shares equitably, directly or indirectly, in the general economic improvement."

Pointing out that productivity gains can reach their maximum only with the "full consent" of those engaged in the production processes, Mr. Gregg declared that "we must ever keep in mind the human factors involved".

Approve Recommendation Fixing Minimum Age in Coal Mines

The general conference of the International Labour Organization, at the end of its first week of deliberations, gave its approval to a formal Recommendation fixing 16 years as the minimum age for underground work in coal mines. The Recommendation was referred to the Conference drafting committee for final editing and will come before the Conference again for a recorded vote, in which a two-thirds' majority of the votes cast will be required for its final adoption.

Under the ILO's constitution, member countries are obliged to consider Recommendations with a view to giving effect to them by legislation or other action. They are not, however, subject

to ratification as are ILO Conventions.

The Recommendation was approved by the Conference on the unanimous recommendation of the government-employer-worker committee which examined the proposal for its adoption.

Speaking in the discussion of the committee's report, Geoffrey C. Veysey, British Under-Secretary of Labour and National Service, said that adoption of the Recommendation "should constitute a real step forward in safeguarding the well-being of young workers in coal mines". He pointed out that a considerable amount of coal was mined in countries where the minimum age was below the standard of 16 proposed in the text.

"Opportunities for economic improvement must be available, not only for industrial enterprise, but also for every member of the community," Mr. Gregg continued. Governments can assist greatly in creating a favourable climate for enterprise, he explained, through their economic and social policies, through their provision of research facilities, of educational and training opportunities, together with skilled job-counselling and placement services, and in many other ways.

As a foundation upon which individuals and business could base increased productivity, Mr. Gregg pointed to the overall objective of a "sound minimum level of economic security for all people". The maintenance of a high level of employment and income should be our goal. As a corollary to effective collective bargaining, the Minister called for a "solid body of protective legislation—for both workers and employers" This should include minimum wage legislation, workmen's compensation, unemployment insurance, factory inspection, and the protection of the health and safety of workers, Mr. Gregg said.

Apart from legislation, the Minister cited the importance of fostering the kind of labour-management relations that would tend towards higher productivity and a fair distribution of the benefits. This depended to a considerable extent upon the existence of a "free, strong and independent trade union movement," the Minister stated. Canada, he noted, has endeavoured to realize such objectives.

Mr. Gregg then listed some of the measures Canada has undertaken to estab-

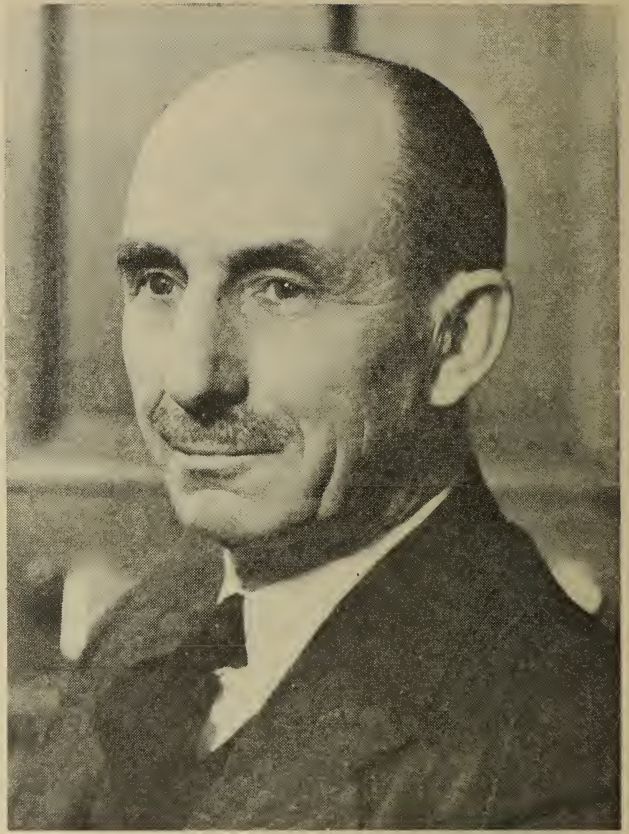
lish a basic level of economic and social security and to foster good labour-management relations. These included the expansion of employment opportunities for certain groups who have particular problems, such as disabled workers, female workers and older workers; the co-ordination on a national scale of efforts to rehabilitate disabled employees; the study of the rôle of the older worker whose retirement at a specified age is not always the "desirable objective", the approval of Parliament to establish within the federal Department of Labour a women's bureau; the enactment of federal legislation forbidding discrimination by employers or unions against any person on account of race, creed, colour or national origin; and the tension of social security measures.

In Mr. Gregg's opinion, one of the greatest hopes for continued gains in productivity lay in the field of industrial relations. Referring again to Canada, he stated that the objectives of collective bargaining have been sought for the most part without government intervention.

The Labour Minister pointed out that Canadian labour relations legislation is designed to establish orderly procedures to aid labour and management in those instances where they are unable to reach an agreement by themselves; the Government exercises no form of compulsion as to what the exact contents of a collective agreement should be.

"We find that freely-negotiated decisions, crucial to our economic welfare, are being made in thousands of separate agree-

Three Speakers at
International Labour
Conference, Geneva



Hon. Milton F. Gregg, Minister of Labour, attended some of the early sessions of the International Labour Conference, delivered an address at June 8 session.

ments, each attuned to the needs of a particular project and community, and each contributing its part to a complex national pattern," he said.

Mr. Gregg stated that when the worker, through joint consultation machinery, is able to invoke the grievance and other clauses in his contract to maintain his rights, he is in a more secure position, "and this in itself is usually conducive to improved productivity."

He thought that many employers realize that the collective agreement has much potential value to management as well as to labour. Management's interest is increasing in human relations and in the factors that make for satisfaction on the job and, thus, for good production, according to the Minister. Unions, on the other hand, are taking into consideration to a greater extent the problems of the economy as a whole, of their industry, of their community and of their enterprise, as well as their own position.

"It is in this spirit," Mr. Gregg said, "that we may begin to feel confident that our human, as well as our material resources, are being more fully developed and utilized to the advantage of all."

In the expansion of Canada's new resources and of her already established industries, Mr. Gregg pointed out that labour-management relations "have been, on the whole, constructive and harmonious. Gains in productivity have occurred and have been distributed in higher business returns, in increased real earnings and in more leisure time. This is a tribute to both employers and unions," the Minister stated.

The success of collective bargaining is a "wholesome alternative" to the doctrines of the early revolutionists, Mr. Gregg declared. "Whereas they envisaged constant conflict, to be resolved through an overthrow of the economic system, we see



Senator Irving Ives of New York (left), head of the United States Government delegation to the International Labour Conference, who was elected Conference President, is shown discussing the agenda with the Director-General of the ILO, David A. Morse.

this freedom for sections in our economic community to gather for constructive discussion, to put forward their views openly and fearlessly, and to reach mutually acceptable compromises as the very basis of our Canadian society.

"Free and frank discussions, carried on in an organized way, which we know today as collective bargaining, are tangible expressions of our democratic life."

While it has been argued that economic systems such as ours contain such inherent contradictions that eventually they must perish, Mr. Gregg thought the evidence of recent years plainly indicated that we have a flexible rather than a rigid system that, utilized with integrity and good will, can adjust itself to meet any problems that may arise and, at the same time, carry us forward in the traditions of freedom.

The objectives in labour-management relations he mentioned have not been fully realized in Canada, the Minister said, but they are reflections of an encouraging

attitude emerging in Canadian society. This attitude is not something imposed on the people by the Government; it is something that is finding its own growth in a spirit of compromise and under the urge of freedom.

In this spirit, Canada continues to share in programs designed to lay a secure and permanent foundation for world peace, Mr. Gregg stated.

Claude Jodoin

Canada's workers' delegate, Claude Jodoin, Vice-President of the Trades and Labour Congress of Canada, pointed out to the Conference that in the field of social security Canada "made some progress" but still had "a long way to go". He enumerated the improvements Canadian labour would like to have made in old age pensions, widowed mothers' allowances, unemployment insurance and national health insurance.

Mr. Jodoin said that the Canadian Government, which he described as "the largest single employer in Canada," had consistently refused to take the lead in employment conditions and in rates of remuneration but recently had been making substantial strides towards bettering the working conditions of its employees. "In this," he stated, "it seems fair to say that our Government has been guided in large part by the basic decisions reached" in ILO conferences.

Both the Government and private employers in Canada had been influenced "in the best sense" by the deliberations and conclusions of the ILO, he declared.

"We in Canada have readily subscribed to the value and desirability of assistance to those countries with special need for industrial development," Mr. Jodoin said. "In seeking economic security and a rising standard of living for ourselves we recognize that this can never be fully accomplished while others in other countries are without either. We know full well that dictatorship of whatever sort, be it of the right or left, feeds and fattens on starving, frustrated and insecure people.

"Freedom reaches its fullness of stature in conditions of economic security and rising living standards. Peace will begin to have practical meaning only when the whole world has a full dinner pail." Canadians, he added, fully endorse the assistance programs and are ready and willing to give them the greatest possible support.

"The workers of Canada are proud of their participation in the work of the ILO," Mr. Jodoin said in conclusion. "The Organization has proved in the past the necessity of its existence for fostering co-operation and understanding between races all over the world."

Senator Ives, Conference President

In an address after his unanimous election as President of the Conference, Irving M. Ives, senior Senator from New

York, told the delegates that "no agreements among men can be lasting unless they are entered into willingly and with a sense of justice".

He added: "A compact forced upon one party by another, or forced upon both by a third party, is not a compact at all—it is duress." He expressed the hope that eventually "reason, intelligence and goodwill" would entirely replace compulsion.

Senator Ives brought to the Conference the greetings and good wishes of President Eisenhower, who felt that the delegates could look confidently to the future with the knowledge that the ILO was an influential organization in world affairs and had accomplished much.

Senator Ives concluded his remarks by noting that states could not isolate themselves from "economic illness" within other countries and pointed out that the ILO had always known that prosperity could be neither isolated nor confined to any one group.

Warning About Mass Unemployment

A warning to the delegates to be on the alert against mass unemployment was sounded by A. A. Van Rhijn, Netherlands Secretary of State for Social Affairs, who stated that there was always the possibility of "new recessions which might spread all over the world like an oil stain".

He expressed the hope that as soon as defence programs were completed, production of war materials might be reduced. He further expressed concern over the international trade picture and pointed out that Europe desired trade and not aid.

Canadian Participation

The Canadian delegates to the Conference were participating in the discussions of the following committees: resolutions, workers' health, minimum age in coal mines, the committee on labour departments and the committee on the composition of the ILO Governing Body.

A milestone in the efforts of the International Labour Organization extending over 34 years to improve the working conditions of women was reached May 23 of this year. On that date, an international convention came into force which binds countries ratifying it to promote equal pay for men and women for work of equal value.

The convention is No. 100 in a series of 103 such international agreements adopted by the ILO since 1919. Its main provision declares that each member country shall, "by means appropriate to the methods in operation for determining rates of remuneration, promote and, in so far as is consistent with such methods, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value.



For the 27th consecutive year, the System Committee, Canadian National Railway Union-Management Co-operative Movement, Motive Power and Car Equipment Section, held its annual meeting in Montreal recently. A. C. Melanson, chief of the section, expressed to the representatives of the shop craft unions management's appreciation of the co-operation extended by the employees during the year. He drew particular attention to the difficult period of transition from steam to diesel power. During his address, Mr. Melanson reviewed the task of re-organizing steam repair facilities in the various shops in order to handle diesel operations and said that the co-operation of the shop-crafts has assured the success of the program.

Speaking on behalf of the employees, J. J. Cuppello, President, Canadian National Railway System Federation No. 11, Railroad Employees Department, Division No. 4, AFL, expressed his pleasure at management's appreciation of past co-operation and felt certain that it would be maintained. He said that the opportunity for labour and management to consult together, afforded by the co-operative committees, was greatly prized by the employees.

* * *

Writing in the *Co-operator*, published by the Industry Council Association of New York, Pat Conroy, Canadian Labour Attaché in Washington, has evaluated the work of Labour-Management Production Committees in Canada. Mr. Conroy, a former member of the Labour-Management Co-operation Service Advisory Committee, has been closely associated with this work. Mr. Conroy said, in part:—

"The joint production committees are establishing a day-to-day permanent means of communication between labour and management. By working together, they get to know one another. Surprisingly enough, in most cases, through the joint production committees, labour and management men are finding out that both are not nearly as bad as they had painted themselves, and that they can talk to each other in broader terms than in the con-

fined area of reference to each other's ancestors.

"The joint committees are a leavening force in industrial relations. They are helping in this all-important field, where the temptation is to do damage in place of good. They are helping production also, but that—curiously enough—is at first glance a secondary consideration.

"Joint production committees are no new wonder drug. They do not offer overnight results. They will not change the face of the earth. They are not a panacea.

"They are, by the test of experience, a good, sound, and constructive aid to assist people to work together. Every nation and people must find the means best suited to this end. We in Canada believe that joint production committees have proved to be beneficial. We intend to continue them, enlarging their numbers and making them work better for the whole community."

* * *

The British Productivity Council, successor to the Anglo-American Productivity Council, has launched a campaign to raise the level of productivity and industrial efficiency in all trades and services in Great Britain. The attitude of the Trades Union Congress General Council to the campaign was defined by Sir Lincoln Evans, General Secretary of the Iron and Steel Trades Confederation. Sir Lincoln said:—

"The central purpose of trade unions is to obtain, as far as conditions permit, as high a standard of living as they can for those they represent. This is really the be-all and end-all of their existence. Low productivity spells low standards, high productivity means high standards, or at least provides the conditions under which they can be obtained."

The main purpose of the Council is to put into operation plans for spreading the best industrial "know-how" among employers, management, and workers. Co-operating in the project are the Trades Union Congress, the British Employers Confederation, the Federation of British Industries, the Association of Chambers of Commerce, and the nationalized industries.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during May and issued three certificates designating bargaining agents. During the month the Board received six other applications for certification.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Applications for Certification Granted

1. United Mine Workers of America, District 50, Region 75, Local 13735, on behalf of a unit of employees of Lakes and St. Lawrence Navigation Co. Limited, Montreal, comprising employees classified as first mate, second mate, second engineer, and third engineer employed aboard the SS. *Casco*. The application was submitted originally in the name of Local 13618 (L.G., Sept., 1952, p. 1207).

2. National Association of Broadcast Engineers and Technicians, on behalf of a unit of miscellaneous classifications of employees of Radio Station CKVL, Verdun, Que. (L.G., April, p. 574).

3. Canadian Wire Services Local 213, American Newspaper Guild, on behalf of a unit of employees of the Canadian Broadcasting Corporation, comprising employees in the News Service engaged in the preparation of news for television (L.G., May, p. 697).

Applications for Certification Received

1. Seafarers' International Union of North America, on behalf of a unit of unlicensed personnel employed on vessels operated by Hall Corporation of Canada, Montreal (Investigating Officer: R. Trépanier).

2. United Mine Workers of America, District 50, Region 75, Local 13735, on behalf of a unit of licensed personnel employed on vessels operated by Hall Corporation of Canada, Montreal (Investigating Officer: R. Trépanier).

3. International Union of Mine, Mill and Smelter Workers, Local 913, on behalf of a unit of employees of Eldorado Mining and Refining Limited, employed in the Company's Beaverlodge Operation at Uranium City, Sask. (Investigating Officer: J. S. Gunn).

4. International Brotherhood of Electrical Workers, Local Union No. 1318, on behalf of a unit of employees of the Chronicle Co. Ltd., Halifax, employed at Radio Station CJCH (Investigating Officer: J. R. Kinley).

5. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers and electricians employed by Canadian Pacific Steamships Limited on deepsea vessels in its Pacific service (Investigating Officer: G. R. Currie).

6. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers employed by Gulf and Lake Navigation Company Limited, Montreal, on board the SS. *Cedarton* and SS. *Birchton* (Investigating Officer: L. Pepin).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During May the Minister appointed conciliation officers to deal with the following disputes:—

1. Railway Express Agency, Inc., and Brotherhood of Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier).

2. Canadian National Steamships; Canadian Pacific Railway Company (B.C. Coast Steamship Service); Canadian National Railways (B.C. Coast and B.C. Lakes, Barge and Ferry Service); Union Steamships Limited; Frank Waterhouse and Company of Canada Limited, Vancouver; and the Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

3. National Harbours Board, Halifax, and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 231 (Conciliation Officer: T. D. Cochrane).

4. Canadian National Steamships; Canadian National Railways (Barge and Ferry Service, Port Mann; Barge and Ferry Service, Okanagan Lake); Canadian Pacific Railway Company (B.C. Coast Steamship Service); Union Steamships Limited; Frank Waterhouse and Company of Canada Limited and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie).

5. Quebec Railway, Light and Power Company and National Catholic Transport Brotherhood of Quebec, Inc. (Conciliation Officer: L. Pepin).

6. Quebec Railway, Light and Power Company and Catholic Syndicate of Garage Employees of the Q.R.L. & P. Company, Inc. (Conciliation Officer: L. Pepin).

7. The Brookland Company Limited (Radio Station CKWS, Kingston) and the National Association of Broadcast Engineers and Technicians (Conciliation Officer: F. J. Ainsborough).

8. The Brookland Company Limited (Radio Station CHEX, Peterborough) and the National Association of Broadcast Engineers and Technicians (Conciliation Officer: F. J. Ainsborough).

9. Newfoundland Employers' Association Limited (Coal and Salt Boats), St. John's and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

10. Newfoundland Coal Company (Mechanical Operations), St. John's and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

11. Canada Steamship Lines Limited; Colonial Steamships Limited; N. M. Paterson & Sons, Limited; Upper Lakes and St. Lawrence Transportation Company Limited and the National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: F. J. Ainsborough).

Settlements Reported by Conciliation Officers

1. Newfoundland Employers' Association Limited (General Cargo), St. John's and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., June, p. 873).

2. Newfoundland Employers' Association Limited (Coal and Salt Boats), St. John's and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (see above).

3. Newfoundland Coal Company (Mechanical Operations), St. John's and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (see above).

Conciliation Board Appointed

Canada Steamship Lines, Limited; Colonial Steamships Limited; N. M. Paterson & Sons Limited; Upper Lakes and St. Lawrence Transportation Company Limited, and National Association of Marine Engineers of Canada, Inc. (see above). The Board had not been fully constituted at the end of the month.

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established to deal with matters in dispute between Canadian National Newfoundland Steamship Service, Canadian National Railway Company and Canadian Merchant Service Guild, Inc. (L.G., June, p. 874) was fully constituted in May with the appointment of Edmund J. Phelan, QC, St. John's Newfoundland, as Chairman. Mr. Phelan was appointed by the Minister on the joint recommendation of the other two members, F. J. Ryan and Frank Chafe, both of St. John's, who were previously appointed on the nominations of the company and the union respectively.

2. The Board of Conciliation and Investigation established to deal with matters in dispute between Canada Steamship Lines Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 874) was fully constituted in May with

the appointment of Eric G. Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister in the absence of a joint recommendation from the other two members, Joseph Sedgwick, QC, Toronto and Lucien Tremblay, Montreal, who were previously appointed on the nominations of the company and the union respectively.

3. The Board of Conciliation and Investigation established to deal with matters in dispute between Colonial Steamships, Limited; N. M. Paterson & Sons, Limited; Upper Lakes and St. Lawrence Transportation Company Limited and Seafarers' International Union of North America, Canadian District (L.G., June, p. 874) was fully constituted in May with the appointment of Eric G. Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister in the absence of a joint recommendation from the other two members, Joseph Sedgwick, QC, Toronto and Mr. Lucien Tremblay, Montreal, who were previously appointed on the nominations of the companies and the union respectively.

4. The Board of Conciliation and Investigation established to deal with matters in dispute between National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., June, p. 874) was fully constituted in May with the appointment of H. Carl Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister on the joint recommendation of the other two members, K. G. K. Baker and Michael Rubinstein, both of Montreal, who were previously appointed on the nominations of the company and the union respectively.

5. The Board of Conciliation and Investigation established to deal with matters in dispute between National Harbours Board, Quebec, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., June, p. 874) was fully constituted in May with the appointment of Mr. Justice O. L. Boulanger, Quebec, as Chairman. Mr. Justice Boulanger was appointed by the Minister in the absence of a joint recommendation from the other two members, Jean Turgeon, QC, Quebec, and Michael Rubinstein, Montreal, who were previously appointed on the nominations of the company and the union respectively.

Conciliation Board Report Received

During May the Minister received the report of the Board of Conciliation and Investigation established in March to deal with matters in dispute between Red River Grain Company Limited and Malt and Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., May, p. 699).

The text of the Board's report is reproduced below.

Settlement Following Board Procedure

Robin Hood Flour Mills Limited, Saskatoon and Moose Jaw, and Locals 342 and 201, Flour and Cereal Workers' Division of the United Packinghouse Workers of America (L.G., March, p. 420).

Report of Board in Dispute between

Red River Grain Company Limited

and

Malt and Grain Process Workers, Local 105, International

Union of United Brewery, Flour, Cereal, Soft Drink and

Distillery Workers of America

The Hon. the Minister of Labour,
Department of Labour,
Ottawa, Ontario.

File 761:76:53

In the matter of the Industrial Relations and Disputes Investigation Act and dispute affecting Malt and Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, applicant, and Red River Grain Company Ltd., St. Boniface, Manitoba, respondent.

The Board of Conciliation, established to endeavour to effect agreement between the above Employer and the Union, begs leave to present its report:—

Members of the Board:

J. B. Rollit, Chairman.
Ivan J. R. Deacon, QC,
Employer's Nominee.
Harvey Barber, Union's Nominee.

Appearances:

For the Company:
R. P. Dawson.
H. S. Scarth, QC.

For the Union:
A. A. Franklin.
M. Avanthay.
J. Proulx.
J. Ruest.
E. Winzinowich.

On May 23, 1953, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Malt and Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America and Red River Grain Company Limited, St. Boniface, Man.

The Board was under the chairmanship of J. B. Rollit, Winnipeg, who was appointed by the Minister on the joint recommendation of the other two members. The nominee of the company was Ivan J. R. Deacon, QC, Winnipeg; the union nominee was Harvey Barber, Winnipeg.

The text of the Board's report is reproduced herewith.

Sittings:

The Board held a total of eight sittings, including one meeting with the Union, one meeting with the Company, and six meetings of the Board alone.

Points in Dispute:

The dispute concerns changes requested by the Union in certain clauses of the Memorandum of Agreement between the Company and the Union, which were put forward in accordance with the provisions of the Agreement covering termination and negotiations to amend.

The changes still in dispute at the time that the Board was set up were summarized in a Brief submitted by the Union, which reads:—

“The main issues in the dispute are as follows:

“(1) *Hours of Work.* Reduction of the present 48-hour work week to 44 hours with the same take-home pay.

“(2) An additional Statutory Holiday, the first Monday in August, making a total of 9.

“(3) An additional 2 cents per hour night premium for the midnight shift, raising the present 5-cent premium in this shift from 5 cents to 7 cents per hour.

“(4) *Wages.* (a) The Union requests 10 cents per hour increase in all rates, after adjustments are made in hours as outlined in (1).

(b) That present 1-cent per hour Cost-of-Living Bonus for each point rise in the Cost-of-Living old Index, be adjusted to the new Consumer's Price Index on an equivalent basis.

“(5) Three weeks annual vacation to all employees with 10 years' service with the Company.”

A sixth point, which had been inadvertently omitted from the written Brief, was presented orally:

“(6) That the foregoing provisions shall be retroactive to February 15, 1953.” (Date of termination of the Agreement.)

Acknowledgment:

It is gratifying to report that all dealings with both parties to this dispute were carried out in a friendly and co-operative atmosphere. The briefs submitted were ably prepared and ably presented, and the Board was provided with all the information, much of it of a highly confidential nature, necessary to enable its members to reach a decision.

As the discussions progressed, it became evident that it would not be possible to bring the parties into agreement on the major issues and that it would be necessary for the Board to submit its own recommendations. These are given below. It is also gratifying to report that the Members were able to reach a unanimous decision on all save one of the points in dispute.

Recommendations:

A. The Board unanimously recommends:

(1) *Hours of Work*—

That the present basic work week of 48 hours shall be reduced to a basic work week of 45½ hours.

(2) *Statutory Holidays*—

That the first Monday in August, Civic Holiday, shall be added to the list of Statutory Holidays given in Section 6(a) of the Agreement, bringing the number of such Statutory Holidays up to nine.

(3) *Premium for Night Work*—

That there shall be no increase in the premium of five cents per hour for night work, which is provided in Section 7(a) of the Agreement.

(4)(b) *Cost-of-Living Bonus*—

That the provisions of the addendum to the Wage Schedule in Section 8 of the Agreement, covering adjustment of the Bonus to conform with the new Consumer's Price Index, shall be applied.

(5) *Annual Vacations with Pay*—

That employees with ten years' service with the Company shall be entitled to three weeks' annual vacation with pay.

(6) *Effective Date of Recommendations*—

That the recommendations with respect to increase in hourly rates recommended in (4)(a), below, shall become effective as of April 20, 1953.

B. The Board is also unanimous in its recommendation that the hourly rates given in the wage schedule in Section 8 of the Agreement should be adjusted to provide the same take-home pay for the basic work week of 45½ hours as for the present basic work week of 48 hours. The Members are, however, unable to agree as to what additional increase in hourly rates, as requested by the Union and opposed by the Company, is appropriate.

(4)(a). On this point (additional increase), majority and minority recommendations are accordingly made:—

Messrs. Deacon and Rollit recommend an increase of two cents per hour on the basis of the 45½ hour week, or 91 cents per week.

Mr. Barber recommends an increase of six cents per hour on the basis of the 45½ hour week, or \$2.73 a week.

(Sgd.) J. B. ROLLIT,
Chairman.

(Sgd.) IVAN J. R. DEACON,
Employer's Nominee.

(Sgd.) HARVEY BARBER,
Union's Nominee.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Manufacturing

Hats and Caps—Quebec and Ontario—

The Association of Millinery Manufacturers (Quebec and Ontario Divisions) and The United Hatters, Cap and Millinery Workers' International Union, Locals 49 (Montreal) and 46 (Toronto).

Amendment to the agreements which expired February 15, 1952 (for summary of Toronto agreement see L.G., Dec. 1950, p. 2061) renews the previous agreements, with certain changes and additions, for a further period of 3 years, commencing February 16, 1952, and expiring February 15, 1955. However, within 60 days prior to February 15, 1954, either party may demand a revision of wages in the event of a serious change in circumstances affecting the welfare of either party at that time.

The amendment consolidates the Montreal and Toronto agreements and provides that the agreement "shall be deemed a national agreement and shall apply *mutatis mutandis* in all respects to the employers and employees in both the provinces of Quebec and Ontario".

Escalator clause: twice a year, during the months May-June and October-November, the union or the employer may demand a change in wages if the Dominion Bureau of Statistics' cost-of-living index increases or decreases at least 4 to 5 points above or below the figure 189.8 (index figure for September 1951), provided that in no case shall the decrease in wages exceed the amount of any increase granted under this clause.

Pension fund: the parties agree to establish pension benefits for employees, members of the union. The pension plan will be amalgamated with the existing Sick and Health Benefit Fund (separately for each province) and renamed by some suitable name as may be agreed upon. The pension plan shall be set up on the basis of payments of an annuity of \$50 per month to employees of retirement age of 65 years, who have been employed continuously in the industry and who have been members of the union for at least 10 years prior to retirement. The employers will be the sole contributors to the amalgamated fund; they guarantee that the payment to the amalgamated fund and benefits to retired workers will become effective as and from February 15, 1953.

Fine Grade Paper—Ontario and Quebec—

Certain Fine Grade Paper Companies and The International Brotherhood of Pulp, Sulphite and Paper Mill Workers, International Brotherhood of Paper Makers, and International Association of Machinists.

Memorandum of agreement, executed as of May 1, 1953, renews the previous agree-

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

ment (see L.G., April, p. 577) between the above parties for one year, from May 1, 1953, to April 30, 1954, with the following changes and additions:—

Hours, overtime and vacation pay: effective as of the commencement of the first pay period following October 1, 1953, the hours of work will be reduced from 44 to 40 hours per week; corresponding changes will be made in the overtime and vacation pay provisions.

Wages: for each straight time hour worked between May 1 and October 3, 1953, employees will be paid 3 cents per hour, the total amount to be payable as a lump sum and included in the pay for the period commencing October 4, 1953. Effective as of the commencement of the first pay period following October 1, 1953, the present hourly rates of pay will be adjusted by 10 per cent, calculated to the nearest full cent.

A joint committee will be established to study the existing rate structures in the boiler houses with a view to making possible recommendations for consideration.

Commercial Printing—Montreal, Que.—

The Employing Printers' Association of Montreal Inc. and The International Printing Pressmen and Assistants' Union of North America, Local 52.

Agreement to be in effect from the first full payroll period on or following December 1, 1952, to the last full payroll period preceding December 1, 1954, and thereafter from year to year, subject to notice.

Union security: the employers agree to employ members of the union in good standing in their pressroom to cover all positions which this agreement contemplates, including that of foreman.

Hours: 8 per day, 5 days or nights per week, a 40-hour week. Employees shall not be required to work less than a full shift in any day or night, except in case of emergency. **Overtime** rates at time and one-half for the first 3 hours and double time thereafter will be paid for work in excess of the regular daily or weekly hours and on a regular off-day or off-night, double time for all work on Sunday and triple time for work on 7 specified *paid holidays*. In addition, employees will be given the afternoon of St. John Baptist Day off with pay. In French plants 8 specified holidays will be observed.

Vacations with pay: after one year's service 10 days; employees with less than one year's service will receive one-half day, or pay in lieu thereof, for each 25 days worked.

Minimum hourly wage rates: pressmen—cylinder press \$1.87½; two-colour press, perfecting press, pre-make ready \$2.02½; cotterell press \$2.32½; platen press, small offset presses up to 14 by 20 inches \$1.67½; assistants—cylinder and platen \$1.62½; two-colour, perfecting \$1.67½; apprentices—31 per cent of journeyman's rate during first 6 months, with proportionate increases each succeeding 6 months which will provide, upon completion of the fourth year, the equivalent of the full assistant's scale of wages. Each succeeding year for 3 years an apprentice pressman shall receive an increase of one-quarter of the difference between the assistant's rate of wages and the journeyman pressman's scale until the full pressman's rate is reached. The above journeyman's and assistant's rates are 7½ cents per hour higher than the previous rates; effective December 1, 1953, these rates will be increased by another 7½ cents per hour.

Night shift differential: for night work journeymen and assistants will be paid 15 per cent over the day rate.

Employees who lose situations by reason of a consolidation or merger shall be entitled to 2 weeks' severance pay at their regular rates.

Apprentices may be employed in the following ratio: for the first 2 journeymen one apprentice, for each additional 5 journeymen one apprentice; when 4 apprentices are employed an additional one may be employed for each 10 journeymen.

Provision is made for the *settling of disputes, seniority rights and complement of men on presses.*

Commercial Printing—Montreal, Que.—
The Employing Printers' Association of Montreal Inc. and The International Brotherhood of Bookbinders, Local 91.

Agreement to be in effect from the first full payroll period on or following December 1, 1952, to the last full payroll period preceding January 1, 1955, and from year to year thereafter, subject to notice. This agreement is similar to the one between the Employing Printers' Association of Montreal Inc. and the International Printing Pressmen and Assistants' Union, summarized above, with the following differences:—

Overtime: this agreement does not provide double time for all work on Sundays, nor does it contain a special provision concerning the observance of holidays in French plants.

Minimum hourly wage rates for 1953 and 1954, respectively: journeymen \$1.87½ and \$1.95, journeywomen 95 and 97½ cents, apprentices, male from 58 and 60½ cents during first 6 months to \$1.57½ and \$1.64 during twelfth 6 months, female from 52 and 53 cents during first 6 months to 81 and 83 cents during sixth 6 months. (The above 1953 rates for journeymen are 7½ cents and those for journeywomen 5 cents per hour higher than the rates provided in the previous agreement.)

Garages—Antigonish, N.S.—Certain Firms and The Antigonish Garage Workers Union, Local 226 (CCL).

Agreement to be in effect from March 15, 1953, to March 14, 1954, and from year to year thereafter, subject to 2 months' notice.

Union security: maintenance of membership.

Check-off: the employers agree to deduct union dues and assessments from the pay of all members who so authorize and to remit the amounts deducted, less 5 per cent for collection and bookkeeping, to the union.

Hours: 8½ per day Monday through Friday, 4½ on Saturday, a 48-hour week (previously 8½ per day Monday through Saturday, a 51-hour week). For regular service station attendants working hours will remain as provided by the Board of Public Utilities. *Overtime:* time and one-half for work in excess of the above daily hours and for work on Sundays, double time for work on all statutory and other observed holidays. All holidays are *paid holidays*. The employers agree to pay overtime at the standard rates when the station remains open for business on Sunday and in the evening after 6 p.m.

Vacations with pay: one day for every 24 days worked.

Wage rates: hourly—auto mechanic, 1st class \$1.19, 2nd class \$1.03½, 3rd class 92½ cents; auto bodymen, 1st class \$1.30, 2nd class \$1.03½, 3rd class 92½ cents; weekly—service stationmen, after one month \$27, after 6 months \$33, experienced \$41; helpers a minimum of \$23, increased every 3 months so as to reach \$33 per week after one year's service. (The above hourly rates are from 5½ to 8 cents per hour higher than the previous rates.)

Tools: first and second class auto mechanics must provide themselves with a complete set of tools and third class auto mechanics with sufficient tools to perform the type of work usually entrusted to them.

Seniority: layoffs and rehiring will be conducted on a seniority basis consistent with the ability of the employees to perform the work required.

Provision is made for *grievance procedure and the health and safety* of employees.

Garages—Victoria, B.C.—Certain Automobile Dealers and Automotive Maintenance Workers' Union, Local 151 (TLC).

Agreement to be in effect from March 1, 1953, to February 28, 1954, and thereafter from year to year, subject to 60 days' notice.

Union security: maintenance of membership.

Check-off: voluntary.

Hours: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week. *Overtime:* time and one-half for the first 4 hours of work in excess of the above daily hours; double time thereafter and for work on Sundays and on 9 specified holidays.

Vacation with pay: "employees third annual and subsequent holidays shall be two weeks with pay."

Hourly wage rates: journeymen—machinists, mechanics, trimmers, radiator men, body and fender men, battery men, electricians, vulcanizers, painters, welders \$1.70;

mechanics' helpers \$1.06½ to \$1.43, lubrication \$1.01½ to \$1.30, washers \$1.01½ to \$1.24, janitors \$1.02, service attendants \$1.01½ to \$1.30, service salesmen \$57.34 to \$71.41 per week; parts men \$37.40 to \$66 per week, car jockeys \$23.75 and \$30 per week. (The above basic rates for journeymen are 5 cents per hour higher than the previous rates, while for other employees they are the same, except that during the probationary period the rates now are 2½ cents per hour lower than previously. However, the previous rates were subject to a cost-of-living adjustment, up or down, on the basis of 25 cents per week for each rise or fall of one point in the cost-of-living index above or below 191-1, with a floor of \$1.55 per hour for journeymen and a floor based on a similar percentage for other employees.)

Escalator clause: an escalator plan shall be adopted and shall be effective when the Dominion Bureau of Statistics' consumer price index rises above or falls below the figure 115-8. However, no changes will be made if the adjustments amount to less than \$1.25 per week, nor shall adjustments fluctuate more than \$2.50 per week above or below the basic wage rates. "The value of a point of the Consumer Price Index shall be that set by the Dominion Bureau of Statistics, on the basis three (3) Points Consumer Price Index equal five (5) Points Cost-of-Living Index, . . . this detail subject to further negotiations if necessary."

Off-shift differential: employees required to work on evening shifts will receive corresponding time off during the day and will be paid 10 cents per hour above the regular rate between 5 p.m. and midnight, and 20 cents per hour after midnight.

Guaranteed earnings: after one month's continuous employment, hourly workers will be guaranteed 33 hours' work weekly, provided they report daily for work. Apart from his regular employment, no employee will work on any automobile, truck or tractor other than those registered in his name.

Clothing: uniforms and cover-alls necessary in the performance of the employees' work will be furnished by the company at cost. Rubber aprons, gum boots and rubber gloves will be provided for battery men, car washers, steam cleaners and radiator men.

Apprentices will be treated in accordance with the provisions of the British Columbia Apprenticeship Act. The ratio of employment shall not exceed one apprentice to every 4 journeymen.

Seniority shall apply in all lay-offs and re-employment, subject to merit and ability. In promotions seniority and ability will be given consideration, the decision of the management to be accepted as final.

The company agrees to work with the union on a plan of establishing an Examining Board that will certify all workers in the trade according to the workers' ability.

Provision is made for *grievance procedure*.

Knitting Machine Needles—Bedford, Que.

—*The Torrington Company Limited and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 956.*

Agreement to be in effect from February 18, 1953, to February 17, 1954, and thereafter from year to year, subject to 60 days' notice.

Check-off: voluntary but irrevocable.

Hours: during the months October to May—9 per day Monday through Friday, 5 on Saturday, a 50-hour week; during June, July, August and September—9 per day Monday through Friday, a 45-hour week. **Overtime:** time and one-half for work in excess of above weekly hours and for work on Sundays and on 10 specified holidays, 5 of which are *paid holidays*.

Vacations with pay: the plant will close for 2 weeks during the summer. Employees who have completed one year of continuous service will receive one week's pay, while employees with 5 or more years of continuous service will receive 2 weeks' pay. Employees with 3 months but less than one year of continuous service will receive one-half days' pay for each calendar month worked. Employees who do not return to work immediately after the vacation period will have one-half their vacation pay deducted from their wages, unless they have a legitimate excuse acceptable to the company.

Wages: the wage rates in effect immediately prior to the date of the present agreement will remain in effect for the duration of this agreement. The minimum hiring rates will be 60 cents per hour for males and 45 cents for females. These rates will be increased by 5 cents per hour after 3 months and by an additional 5 cents after 6 months of continuous employment.

Night shift differential: a premium of 5 cents per hour will be paid to employees who work on a night shift.

Insurance and Benefit Plan: the parties agree to enlarge the scope of the existing Insurance and Benefit Plan to obtain certain specified additional Blue Cross benefits. The costs of the Insurance and Benefit Plan, as amended, shall continue to be borne one-half by the company and one-half by the employees.

Seniority: ability being equal, seniority will be the governing factor in lay-off, re-hiring, promotion and demotion. In cases of lay-off only, members of the grievance committee will have preferential seniority.

Provision is made for *grievance procedure* and the *safety and health* of employees.

Construction

Plasterers—Edmonton, Alta.—Edmonton Plastering Contractors and the Operative Plasterers' and Cement Masons' International Association of the United States and Canada, Local 372.

Agreement to be in effect from April 1, 1953, to March 31, 1954, and thereafter from year to year, subject to notice. The jurisdiction of this agreement extends to that part of Alberta which lies north of a line drawn through the City of Red Deer, east and west to the boundaries of the province.

Union security: on all work done in its jurisdiction, members of Local 372 must be employed on a fifty-fifty basis, when available, but all men employed must be members of the international union in good standing. Members of Local 372 will work only for contractors recognized by this local

as fair contractors. No men shall be accepted as a member of the union until he produces proof of his qualifications.

Check-off: the contractors agree to collect all fees, dues and fines and to remit same to the union.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for work between 5 p.m. and 10 p.m., double time between 10 p.m. and 8 a.m. and for work on Saturdays, Sundays and on 8 specified holidays, except that Saturday work outside a radius of 20 miles from Edmonton City limits is optional and, if worked, will be paid for at single time.

Minimum wage rates: \$2.12½ (previously \$2) per hour; foremen will be paid 10 cents per hour over the set scale. Any job employing 5 or more plasterers shall have one foreman who must be a skilled plasterer.

Night shift differential: for work on shifts between 5 p.m. and 8 a.m. employees will receive 8 hours' pay for 7 hours' work.

Out-of-town jobs: men hired in Edmonton for out-of-town jobs shall receive transportation, board and room, and pay for travelling time (up to 8 hours in 24). Unless employees remain until the job is finished or until they are laid off or discharged, they will not be entitled to return expenses. On jobs outside a 5-mile radius from the city limits employees will be paid travelling time for travelling before 8 a.m. and after 5 p.m.

Provision is made for the settling of disputes.

Transportation, Storage, Communication

Urban and Suburban Transportation—

Ottawa, Ont.—Ottawa Transportation Commission and Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, Division 279.

Agreement to be in effect from January 1, 1953, to December 31, 1954, and thereafter from year to year, subject to notice. However, by giving notice prior to November 15, 1953, either party may require re-negotiation of the wage rates for the year 1954, and also a revision of the normal working periods for employees in the operating department.

Check-off: voluntary but irrevocable. However, employees, who were subject to the check-off at the date of the inception of this agreement shall remain subject thereto during the life of the agreement.

Hours: 44 (previously 48) or an average of 44 hours per week according to the following schedule: track, line, power house employees, night clerks, etc. 40 and 48 hours in alternate weeks; bus garage—day staff 8 per day 5½ days a week, night staff 9 per day 4 days a week and 8 hours on the fifth day; car barn—day staff 8 per day 5½ days a week, night staff 40 and 48 hours in alternate weeks; operating division 7 hours and 20 minutes per day 6 days a week. **Overtime:** time and one-half will be paid to car and bus operators for platform time worked in excess of the equivalent of 8 hours per day for the pay period, and to all other employees for all time worked in excess of the equivalent of 8 hours per day for the pay period, to trackman and day staff employees of power house, car shop, car shed, bus garage and line department answering emergency calls on Sundays and

on 6 specified holidays; time and one-quarter for work on Sundays and on 6 specified holidays; double time for work on 2 specified holidays (previously time and one-quarter for work on 8 holidays). Employees engaged in overtime work will be given meal tickets.

The above provisions concerning hours of work and overtime shall become effective for the operating department on March 1, 1953, and for all other divisions on February 16, 1953.

Vacations with pay: employees with less than one year's service will be entitled to one-half day for each month worked, to be taken in the calendar year following the one in which they were hired; after one year's qualifying service an employee will be entitled to 7 days off with 6 days' pay, after 2 or more qualifying years to 14 days off with 12 days' pay.

Hourly wage rates for certain classifications (effective March 1, 1953, for operating department and February 16, 1953, for all other divisions); operators, training \$1, first 6 months \$1.28, second 6 months \$1.32, third 6 months \$1.36, thereafter \$1.38; supervisors \$1.38, instructors \$1.43 and \$1.53, loaders-fare collectors \$1.27, linemen \$1.30 to \$1.41, groundmen \$1.23 to \$1.28; power house, etc.—water plant operators \$1.33 and \$1.38, sub-station operators \$1.31 and \$1.33, learners \$1.28, maintenance and repairmen \$1.35 and \$1.47, helpers \$1.22 to \$1.30; bus garage—motor mechanic, body mechanic, automotive electrician \$1.36 to \$1.49; apprentices from \$1.01 in first year to \$1.23 in fifth year; garage attendants \$1.22 to \$1.40, garage labourer \$1.01 to \$1.18; car shop and car house—blacksmiths \$1.33 and \$1.44, carpenters \$1.30 to \$1.44, machinists \$1.34 to \$1.49, upholsterers \$1.33 and \$1.42, welders \$1.33 to \$1.49, armature winders \$1.29 to \$1.43, car electrical repairmen \$1.32 to \$1.43, oiler \$1.32, cleaners \$1.22; track department—trackmen \$1.23 and \$1.27, track welders \$1.29 and \$1.33; switchmen, truck drivers \$1.22 and \$1.27; labourers \$1.01 to \$1.22, watchmen \$1.09 to \$1.15. (The above rates are from 8 to 12 cents per hour higher than the previous rates. Employees now receive approximately the same take-home pay for a 44-hour week as previously for a 48-hour week.)

The commission will provide employees with free transportation on its regular car and bus service. All operators will be supplied by the commission with uniform clothing, switchmen with rubber boots, waterproof coats and waterproof hats and trackmen, employed at drain work during the spring and fall, with rubber boots.

Provision is made for a *Sick Benefit Plan*, *seniority rights* and *grievance procedure*.

Service

Building Service—Montreal, Que.—Building Owners' and Managers' Association of Montreal Inc. and Building Service Employees' International Union, Local 298.

Agreements, entered into on various dates for the different buildings, to be in effect for a period of 2 years from the date of signature and thereafter for an additional year, subject to notice.

Check-off: the companies agree to deduct monthly union dues and initiation fees from the pay of employees who so authorize. The authorization may be signed to cover the entire period of employment during which an agreement exists between the union and the employer.

Hours: 54 per week, except for maintenance men (48 hours) and for watchmen (66 hours); 6 working days will constitute a working week. When 12 hours continuous service are required, the meal period shall not be deducted if required to be taken on the premises. **Overtime:** time and one-half for work in excess of a regular working week, double time for work on 7 specified *paid holidays*.

Rest periods: all elevator operators will be given two 15-minute rest periods per shift.

Vacations with pay: one week after 6 months' service, two weeks after one year's service.

Hourly wage rates effective from April 6, 1953: starter elevator operator 93 cents; elevator operator, male 91 cents, female 81 cents; watchmen 91 cents, handy men \$1.01, maintenance men \$1.11; cleaners, male 90 cents, female 83 cents (these rates are 5 cents per hour higher than the previous rates).

All special equipment, including uniforms, if required by the employer shall be furnished and maintained by him.

Provision is made for *seniority rights* and *grievance procedure*.

Schools (Teachers)—*Montreal, Que.—The Montreal Catholic School Commission and L'Association des Educateurs Catholiques de Montreal.*

Agreement to be in effect from December 1, 1952, to November 30, 1955; however, if, after December 1, 1954, economic conditions are radically different from those of today, the association may request a revision of the salary scales.

Basic scale of annual salaries (the figures quoted are for female teachers, single male teachers, and married male teachers respectively): elementary course—1st year \$1,700, \$1,900, \$2,200; 2nd year \$1,800, \$2,000, \$2,300; 3rd year \$1,900, \$2,100, \$2,400; 4th year \$1,900, \$2,200, \$2,600; 5th year \$2,000, \$2,300, \$2,700; 6th year \$2,000, \$2,400, \$2,800; 7th year \$2,200, \$2,700, \$3,000; 8th year \$2,200, \$2,800, \$3,100; 9th year \$2,400, \$2,900, \$3,200; 10th year \$2,400, \$3,200, \$3,500; 11th and 12th years \$2,500, \$3,200, \$3,500; 13th and 14th years \$2,500, \$3,500, \$3,800; 15th year \$2,600, \$3,500, \$3,800; 16th to 18th years \$2,600, \$3,600, \$4,000; after 18th year \$3,000, \$3,700, \$4,300.

In addition, the following annual supplements will be paid: to junior high course teachers \$300; to senior high course teachers \$500; to unmarried teachers (male and female) who have dependents \$200; to female teachers in charge of first grade classes who have attended and passed the examination for the improvement courses organized for teachers of this grade \$200, provided their teaching is satisfactory; to teacher in charge of the school library \$100, to teacher in charge of singing in the school \$100; to each teacher in charge of gymnastic lessons a minimum annual remuneration of \$50, plus an annual remuneration of 50 cents per pupil for all pupils in excess of 50 in

the teacher's class; to teachers who teach in the hospitals \$100; to auxiliary class teachers—first 3 years of teaching \$100, 4th and 5th years of teaching \$200, 6th and following years of teaching \$300; to any teacher who holds the degree of Bachelor of Arts or of Sciences \$300; if the teacher obtains a Licentiate in Pedagogy or a Licentiate or a Master's Degree in one of the basic subjects of the official program \$350; if the teacher obtains a Doctorate in any of the same subjects \$400; to any teacher, not holding the degree of Bachelor of Arts, who obtains a Superior Diploma in Pedagogy from the Institut Saint-Georges \$100.

Escalator clause: in addition to the above salaries and supplements, the Commission will pay all teachers a cost-of-living bonus of \$20 a month, increased or decreased by \$2 for each whole point of change in the consumer price index above or below the figure 116-1.

The by-laws of the Commission concerning leave of absence for study, absence through illness, premature retirement and group life insurance form an integral part of this agreement.

The Commission agrees to examine with the representatives of the association any contentious case submitted by the executive of the association.

Schools (Teachers)—*Montreal, Que.—The Montreal Catholic School Commission and The Federation of English-Speaking Catholic Teachers.*

Agreement to be in effect from December 1, 1952, to November 30, 1955; however, if, after December 1, 1954, economic conditions are radically different from those of today, the federation may request a revision of the salary scales. This agreement is similar to the one between The Montreal Catholic School Commission and L'Association des Educateurs Catholiques de Montréal, summarized above, with the same scale of salaries.

Municipal Government—*Lethbridge, Alta.—The City of Lethbridge and The Federal Union of Civic Employees, Local 70 (TLC).*

Agreement to be in effect from January 1, 1953, to December 31, 1953, and thereafter from year to year, subject to notice.

Check-off: compulsory for all employees (modified Rand Formula).

Hours: 8 per day 5 days a week, a 40-hour week. **Overtime:** time and one-half for the first 4 hours in excess of the regular shift; double time thereafter and for work on Saturdays, Sundays (or the alternative days of rest) and on 8 specified *paid holidays*, as well as on all general holidays (also paid) proclaimed by the municipal, provincial or federal governments.

Vacations with pay: permanent employees will be granted 2 weeks after one year and 3 weeks after 10 years of continuous service. No employee will be entitled to receive any pay for his vacations if during the vacation period he engages in work for which he receives from any party, other than the City of Lethbridge, any remuneration.

Sickness and accident pay: the city agrees to continue the group sickness and accident policy in force with an insurance company. It will pay to its permanent employees the

rates of pay in effect during 1952, for absences covered by the group sickness or accident policy or the Workmen's Compensation Act of Alberta during the year 1953. Payments to the employees will be made only for the same period the compensation is paid under the insurance policy, but including the one week waiting period in case of absence covered by the group sickness policy, and for the period of payment under the Workmen's Compensation Act, but not for more than 13 weeks in any one period per year, nor more than one period of 13 weeks per year after age 60, and no payment of salaries whatsoever after the age of 70 years. The above payments will be made on the understanding that any moneys payable by the insurance company and the Workmen's Compensation Board to the employee will be paid to the city either by the company, the Board, or the employee.

Hourly wage rates for certain classifications: parks department—foreman \$1.44; gardener, truck driver, tractor operator \$1.30; maintenance man grave digger \$1.22; labourer, first class \$1.08, casual \$1; water-works department—machine operator \$1.47, pipelayer \$1.39, meter reader \$1.34, meter

repairman \$1.44, digger, ditch rider \$1.24; street department—utility men \$1.39 and \$1.50, building maintenance man \$1.50, cement finisher \$1.43, garbage men \$1.30 and \$1.35, trouble man \$1.30 (no change in rates from previous agreement).

Shift work: members of the union requested to work any time between midnight and 8 a.m. in lieu of their regular day shift will be paid at the rate of 8 hours' pay for 7 hours' work. The same rate will apply for each of two shifts, should the employer require that two shifts a day be worked other than the normal 8 a.m. to 5 p.m. period.

Clothing: slickers and rubber boots will be made available to employees when working in wet ditches. Garbage collectors will be provided with slickers for use in wet weather. The above clothing will remain the property of the city; when not being used, it must be returned to the city.

Seniority: promotions in any department shall be made from the permanent staff of such department on the basis of seniority and efficiency provided the applicants have the necessary qualifications.

Provision is made for *grievance procedure*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement and the amendment of eight others. In addition to those summarized below, they include: the amendment of the agreement for funeral service employees at Montreal published in the *Quebec Official Gazette* April 25, and the amendment of the agreements for

barbers and hairdressers at Joliette and for garages and service stations at Sherbrooke, gazetted May 9.

A request for the amendment of the agreement for the building trades at Montreal was published April 25; a request for a new agreement for barbers and hairdressers at Quebec, and requests for the amendment of the agreements for the building trades at St. Jérôme and for the gasoline retail trade at Chicoutimi were published May 2. A request for the amendment of the agreement for the baking industry at Trois Rivières was published May 9; requests for the amendment of the agreements for trade and office employees at Jonquière, for the paint manufacturing industry and the ladies' handbag manufacturing industry in the province were gazetted May 16; requests for the amendment of the agreements for the building trades at St. Jean and Iberville and at Montreal, for printing trades at Quebec and a request for a new agreement for the baking industry at Granby were all gazetted May 23.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Manufacturing

Men's and Boys' Clothing Industry, Province of Quebec.

An Order in Council dated April 30 and gazetted May 9 makes binding the terms of a new agreement between the Associated Clothing Manufacturers of the Province of Quebec, Inc.; The Montreal Clothing Contractors Association, Inc.; *L'Association des Fabricants de Vêtements de Québec, inc.*; The Rainwear and Sportswear Manufacturers Association; The Odd Pants Manufacturers Association of Quebec and the Amalgamated Clothing Workers of America, Montreal Joint Board; *La Fédération nationale des Travailleurs de l'Industrie du Vêtement, inc.* Agreement to be in effect from May 9, 1953, until July 1, 1953, and thereafter from year to year subject to notice.

Industrial jurisdiction: the present agreement applies to the manufacture (in factories or elsewhere) of men's and boys' clothing, as well as children's clothing, subject to certain exceptions. Provisions are similar to those previously in effect and summarized in the *LABOUR GAZETTE*, October 1952, and February 1953. However, in children's clothing (schedule IV), the clause, clothing for children of ages 3, 4, 5 and 6 years and clothing for girls 7 to 14 years of age, now reads as follows: coats for boys and girls 4, 5 and 6 years of age, not exceeding 24 X, and coats for girls 7 to 14 years of age, inclusive.

Territorial jurisdiction comprises the entire province divided into three zones: Zone I, the Island of Montreal and within a radius of 15 miles of its limits; Zone II, within a radius of 75 miles beyond the limits of Zone I; Zone III, the balance of the province.

Hours are unchanged at 40 per week in Zone I; 44 in Zones II and III. Provision is made for shift work on certain contracts.

Overtime: time and one-half for work in excess of regular hours in all three zones; double time and one-half for work on any of 5 *paid holidays*. (Overtime provisions are unchanged.)

Minimum wage rates are the same as those which were previously in effect and the rates for certain classifications are as follows: Schedule I, class "A" garments (coats, pants, vests)—skilled cutters \$1.04½ per hour in Zone I, 93 cents in Zone II, 87½ cents in Zone III; skilled trimmers 96½ cents in Zone I, 86½ cents in Zone II, 82 cents in Zone III; pocket makers (coats and pants) 90 cents in Zone I, 79½ cents in Zone II, 75½ cents in Zone III; head operators and shape sewers (coats), pocket makers, tape sewers (vests) 98 cents in Zone I, 87½ cents in Zone II, 83½ cents in Zone III; other minimum rates range from 22 cents per hour in Zone I, 19½ cents in Zone II, 18 cents in Zone III during first 3 months for basting pullers, to 87 cents per hour in Zone I, 76½ cents in Zone II and 73 cents in Zone III for fitters, offpressers (coats) leg pressers (pants) and offpressers (vests); Schedule II, class "B" garments (raincoats, etc.)—markers or knife cutters 94 cents in Zone I, 83½ cents in Zone II, 79 cents in Zone III; trimmers, shape sewers, etc. 87 cents in Zone I, 78 cents in Zone II, 74 cents in Zone III; other minimum rates

range from 40 cents per hour in Zone I, 36 cents in Zone II, 34 cents in Zone III for finishers, button makers, button sewers, etc., to 79 cents in Zone I, 71 cents in Zone II, 67 cents in Zone III for offpressers (hand or machine) and pocket makers; Schedule III (odd pants)—skilled cutters 93½ cents in Zone I, 83½ cents in Zone II, 81 cents in Zone III; front and back pocket makers, trimmers and seamers 85 cents in Zone I, 76 cents in Zone II, 72½ cents in Zone III; other rates range from 40 cents per hour in Zone I, 35 cents in Zone II, 34 cents in Zone III for fly makers, pocket sergers, finishers, examiners, etc., to 79 cents in Zone I, 70 cents in Zone II, 65½ cents in Zone III for lining stitchers and leg pressers; Schedule IV (children's clothing)—skilled markers 83½ cents in Zone I, 74 cents in Zone II, 71 cents in Zone III; trimmers 75 cents in Zone I, 67½ in Zone II, 63½ in Zone III; other rates range from 21 cents per hour in Zone I, 18 cents in Zone II, 17 cents in Zone III for sleeve lining tackers, sleeve lining sewers, basting pullers, etc. (during first 3 months), to 64½ cents in Zone I, 58 cents in Zone II, 54 cents in Zone III for shape makers, tape sewers, offpressers and sleeve hangers.

Cost-of-living bonus provisions which specify amounts ranging from 17½ to 28½ cents per hour, subject to certain specific conditions in the industry, are unchanged from those previously in effect (L.G., June 1951, p. 827; Oct. 1952, p. 1361; Feb. 1953, p. 283).

Vacations with pay provisions are unchanged as follows: all employees will be granted one week with pay equal to 2 per cent of total earnings during the 12 months preceding June 30; 2 weeks with pay to all employees with 2 years' continuous service except those working in the manufacture of children's clothing comprising ages 4 to 6 years inclusive, not exceeding size 24X and girls coats up to the age of 14 years inclusive.

Other provisions of this agreement include regulations governing restrictions on certain types of work, piecework rates and apprenticeship conditions.

Printing Trades, Montreal.

An Order in Council dated April 30 and gazetted May 2 amends the previous Orders in Council for this industry (L.G., June 1952, p. 780; Jan. 1953, p. 97, March, p. 432, May, p. 728, and previous issues).

Industrial jurisdiction: as previously in effect, this agreement applies to all persons engaged in the production of printing, except daily newspapers, by Letterpress process, multicopying processes of every description, typesetting, press work, cutting, ruling book-binding and finishing, whether in trade plants, private, industrial, commercial or any other establishment and whether such operations constitute its principal business or are accessory to some other enterprise. It is now provided that this agreement will also apply to all persons engaged in the production of seals and labels by the stamping process, the French Edge Process or the process whereby such seals and labels are printed or embossed in one or more colours and die cut in one continuous operation.

Hours: 40 per week in Zone I, 44 per week in Zones II and III for persons engaged in the production of printing; 42 hours per week in Zone I, 46 hours in Zones II and III for all persons engaged in the

production of seals and labels by the stamping process, etc., between May 1, 1953, and April 30, 1954. Effective May 1, 1954 and thereafter, weekly hours will be reduced to 40 in Zone I, 44 in Zone II for persons engaged in the production of seals, etc.

Minimum hourly wage rates for day work: composing room—minimum rates for journeymen compositors, journeymen machine keyboard operators, proof readers and castermen are increased by 8 cents per hour to \$1.80 per hour in Zone I, \$1.51 in Zone II, \$1.38 in Zone III; rates for caster runners are from 2 to 4 cents per hour higher and are now as follows: from 56 cents per hour in first 6 months of the first year to 85 cents per hour in the second 6 months of the third year in Zone I, 49 to 74 cents in Zone II, 46 to 71 cents in Zone III, thereafter a rate agreed upon between employers and employees but not less than the rate set for a third year second 6 months apprentice; press room—rates for journeymen pressmen (rotary presses, flat bed, cylinder presses, etc.) now range from \$1.80 to \$2 in Zone I instead of from \$1.72 to \$1.91 as previously, from \$1.51 to \$1.58 in Zone II instead of from \$1.43 to \$1.50 as previously, and from \$1.38 to \$1.50 in Zone III instead of from \$1.30 to \$1.42 as previously; rates for journeymen pressmen on platen presses, etc. are increased from \$1.48 to \$1.56 in Zone I, from \$1.18 to \$1.26 in Zone II and from \$1.12 to \$1.20 in Zone III; rates for assistant pressmen (rotary presses, etc.) are 8 cents per hour higher and are now \$1.56 in Zone I, \$1.26 in Zone II and \$1.20 in Zone III; rates for assistant pressmen (platen presses, etc.) are increased from \$1.43 to \$1.51 in Zone I, from \$1.14 to \$1.22 in Zone II and from \$1.08 to \$1.16 in Zone III; rates for feeders on rotary and platen presses, etc. are 8 cents per hour higher and now range from \$1.21 to \$1.56 in Zone I, from \$1.01 to \$1.26 in Zone II and from 95 cents to \$1.20 in Zone III; bookbinding and finishing departments—rates for bookbinders and operators on machines are increased from \$1.72 to \$1.80 in Zone I, from \$1.43 to \$1.51 in Zone II and from \$1.30 to \$1.38 in Zone III; paper trimmers and choppers from \$1.15 to \$1.22 in Zone I, from 93 cents to \$1 in Zone II and from 87 to 94 cents in Zone III; rates for female help and males replacing females (all classes of employment including printing bookbinding, etc.) are 5 cents per hour higher in all 3 zones making the new rates 91 cents per hour in Zone I, 77 cents in Zone II and 71 cents in Zone III. Minimum rates for unskilled helpers in all departments are 3 cents per hour higher and are now as follows: during first 6 months of first year 56 cents in Zone I, 49 cents in Zone II, 46 cents in Zone III; thereafter 68 cents in Zone I, 60 cents in Zone II, 57 cents in Zone III. Minimum rates for apprentices of all classes (male and female) are from 1 to 8 cents per hour higher than those previously in effect.

Metal Trades, Quebec District.

An Order in Council dated April 16, and gazetted April 25, amends the previous Orders in Council for this industry (L.G., April 1951, p. 546, Nov., p. 1538, and previous issues). Other Orders in Council were published in the *Quebec Official Gazette*, March 1 and May 17, 1952. Agree-

ment to remain in force until July 10, 1953, thereafter from year to year, subject to notice.

Overtime: work performed between 6 p.m. Saturday and 12 p.m. Sunday (previously 7 a.m. Monday), by night shifts, is payable at double time.

Minimum hourly wage rates: toolmaker \$1.38 in Zone I, \$1.25 in Zone II; tracer \$1.28 in Zone I, \$1.15 in Zone II; general welder, general machinist \$1.18 in Zone I, \$1.05 in Zone II; acetylene or electric arc welder, sheet metal mechanic, lathe, miller, etc. machinists, marine mechanic, fitting mechanic, boilermaker, pipe mechanic, temperer \$1.13 in Zone I, \$1 in Zone II; machine shop joiner, blacksmith, cutter \$1.08 in Zone I, 95 cents in Zone II; assembler from 68 cents in first year to 98 cents in fourth year in Zone I, from 62 to 89 cents in Zone II; machine operators from 83 cents in first year to 98 cents in third year in Zone I, from 76 to 88 cents in Zone II; storemen 98 cents in Zone I, 85 cents in Zone II; production worker (structural construction) from 83 cents in first 3 months to 88 cents in second 3 months in Zone I, from 76 to 80 cents in Zone II; production workers from 53 cents in first 3 months to 58 cents in second 3 months, thereafter 63 cents in Zone I, from 48 to 53 and thereafter 58 cents in Zone II; truck driver 93 cents in Zone I, 83 cents in Zone II; labourer 83 cents in Zone I, 75 cents in Zone II; apprentices (all trades) from 52 cents in first year to 78 cents in fourth year in Zone I, 48 to 72 cents in Zone II. (The above rates are 8 cents per hour higher than those previously in effect.) Minimum rates for construction boilermaker, erector, steam generator mechanic and welder are increased from \$1.50 to \$1.65; steam generator mechanics' and welder's helpers from \$1.10 to \$1.20.

Other provisions of this amendment include regulations governing definitions, call pay and apprenticeship.

Construction

Building Trades, Quebec District.

An Order in Council dated April 16 and gazetted May 2, extends the previous Orders in Council for this industry (L.G., Sept. 1950, p. 1679; July 1951, p. 877, Aug., p. 1109, Sept., p. 1251, Nov., p. 1539, Dec., p. 1672; Oct., 1952, p. 1362, Nov., p. 1481; March 1953, p. 433, and previous issues), to June 1, 1953.

Building Trades, Hull District.

An Order in Council dated April 30 and gazetted May 9, amends the previous Orders in Council for this industry (L.G., Jan. 1950, p. 78, April, p. 517, Nov., p. 1905; Jan. 1951, p. 64, March, p. 358, June, p. 828, Jan. 1952, p. 56, April, p. 452, May, p. 611, June, p. 781). Another amendment was published in the *Quebec Official Gazette*, October 4, 1952.

Minimum hourly wage rates: the minimum rates for carpenter—joiner and millwright \$1.40 in Zone I and \$1.25 in Zone II are now replaced as follows: carpenter—joiner \$1.65 in Zone I, \$1.25 in Zone II; millwright \$1.40 in Zone I, \$1.25 in Zone II. (A previous amendment summarized in the *LABOUR GAZETTE*, May, 1952, set the minimum rate for carpenter—joiner at \$1.60 per hour in Zone I.)

(Continued on page 1044)

Labour Law

Highlights of Labour Laws Enacted by Provincial Legislatures in 1953

Manitoba passed Fair Employment Practices Act; New Brunswick, fair wages legislation. Alberta made provision for pensions for disabled. Trend towards higher workmen's compensation benefits was continued

At the 1953 sessions of the provincial Legislatures new labour laws were enacted in several different fields. Through amendments to existing statutes, the trend towards higher workmen's compensation benefits was continued.

The Manitoba Legislature passed a Fair Employment Practices Act to ensure equality of opportunity in employment by forbidding discrimination based on racial and religious prejudices.

New legislation in New Brunswick, to be administered by the Department of Labour, requires the payment of "fair wages" and sets limits on working hours on government construction works.

Two new measures aimed at the safety of the public were the Gas Inspection and Licensing Act in Saskatchewan and the Elevators and Lifts Act in Ontario.

Saskatchewan passed a new type of law to make medical and vocational rehabilitation services available to the disabled; Alberta followed the example set by Ontario last year in providing pensions for disabled persons.

The provinces of Alberta and Saskatchewan made provision for settlement by compulsory arbitration of wage disputes involving policemen and firemen.

The prohibition on night work for women and young persons in Ontario was relaxed to the extent that the Minister of Labour was given power to issue permits allowing work during hours other than those presently prescribed by the factories Act.

Workmen's Compensation

Changes were made in seven of the ten Workmen's Compensation Acts. In some—Newfoundland, New Brunswick and Prince Edward Island—the amendments were minor. In the other provinces—Manitoba, Nova Scotia, Ontario and Saskatchewan—following the trend of recent years, benefits were increased and other changes made which have the effect of liberalizing the Acts. The most extensive changes were in

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Manitoba, where a select committee of the Legislature appointed in 1952 continued its inquiry into the Act during the 1953 session.

Manitoba increased the rate of payment for disability from 66 $\frac{2}{3}$ to 70 per cent, becoming the seventh province since 1945 to increase the percentage rate. With this change in Manitoba, the rate is now 75 per cent in four provinces, 70 in three provinces, and 66 $\frac{2}{3}$ per cent in the remaining three.

In Nova Scotia, the minimum payment for temporary total disability was raised from \$12.50 to \$15 a week, which is the minimum in all provinces except Alberta. In Alberta, the minimum is \$25.

The only province to reduce the waiting period this year was Nova Scotia. Previously, no compensation was payable in that province for any disability which lasted less than seven days. In such cases the workman received medical aid only. The 1953 amendments reduced this period to five days.

A new section added to the Saskatchewan Act will allow the Workmen's Compensation Board to pay compensation to a workman for a recurring disability on the basis of his present-day earnings instead of on his wages at the time of the accident, which were likely to have been considerably lower. The amendment states that, if an injured workman who has returned to work suffers a temporary recurrence of his disability, the compensation payable will be based on his weekly earnings at the time of the injury or his average weekly earnings during the 12 months preceding the recurrence of the disability, whichever amount is greater.

In Manitoba, a change was made with respect to the vocational training which the Board has authority to provide for the purpose of preparing an injured workman for another occupation to which he may seem adapted and which is likely to increase his future earning capacity. The provision which stated that the cost of such training for an individual workman was to be paid from the reserve set aside for his compensation was struck out and the Board was authorized to spend up to \$10,000 on vocational training in a year. In all the Acts but those of Alberta, British Columbia and Saskatchewan, a limit is placed on the Board's annual expenditure for rehabilitation work, varying from \$5,000 in Prince Edward Island to \$100,000 in Ontario and Quebec.

Four provinces increased benefits payable in fatal cases. The funeral allowance was increased from \$150 to \$200 in Manitoba and from \$175 to \$250 in Saskatchewan. The \$250 maximum, also payable in British Columbia since 1952, is the highest amount payable under any of the Acts. In addition, the Manitoba Board may pay all expenses of transporting the workman's body within the province (the limit of \$100 on the amount to be spent was removed) and, at its discretion, may pay part of the necessary expenses if the body has to be moved for burial either to or from a point outside the province. In Saskatchewan, a new section was added to the Act authorizing the Board to make an allowance for transportation of the body. The amount is not to exceed \$100.

Ontario made the payment to a widow \$75 a month, as British Columbia did in 1952. The Manitoba Legislature followed the pattern set in Alberta in 1952 and provided that payments to all widows should be brought up to the present level of \$50 a month, regardless of when the accident occurred. Persons widowed before 1948 when the allowance was raised to \$50 will now receive whatever additional compensation is necessary to bring their monthly payment up to \$50. The sums necessary to pay the increased pensions are to be collected from employers within Part I of the Act.

It was further enacted in Manitoba that, if there is no widow and a workman lived with a common-law wife for the three full years before his death, compensation may be paid, at the discretion of the Board, to the common-law wife until she marries.

As a result of substantial increases in the amounts of children's allowances, a child under 16 years of age in the care of one remaining parent must now receive \$20 a

month in Manitoba and Nova Scotia and \$25 in Ontario; for orphans the allowance is now \$30 a month in Manitoba and Nova Scotia and \$35 in Ontario. In Nova Scotia, the increases are applicable to children for whom compensation was being paid on May 1, 1953, with respect to past accidents as well as to children who will be granted compensation arising out of accidents which occur after that date.

In Nova Scotia, too, the maximum compensation payable to other dependants, where there is no widow or children, was raised. In such cases, a reasonable sum to be determined by the Board, taking into account the pecuniary loss sustained, is to be paid but the amount is now limited to \$45 a month (formerly \$30) to a parent or parents and to \$60 a month (formerly \$45) to all such dependants.

Except in Alberta and British Columbia, each Act places a maximum on the total amount of benefits payable to all dependants of a deceased workman. In Manitoba, this maximum was raised to 70 per cent of the workman's average monthly earnings, instead of 66 $\frac{2}{3}$ per cent. Irrespective of the workman's earnings, however, compensation may not fall below certain minimum monthly amounts and these minima were revised upwards in both Manitoba and Ontario. In Manitoba, the minimum compensation where the dependants are a widow and one child was raised from \$12.50 a week to \$70 a month and where the dependants are a widow and two or more children from \$15 a week to \$90 a month. In Ontario, the minimum payable to a widow is \$75 a month, with a further payment of \$25 to each child under 16 years, up to \$150 a month for mother and children. The former minimum amounts were \$50 for a widow and \$12 for each child, up to, in the whole, not more than \$100 a month.

Amendments were also made to the sections which deal with accidents occurring outside the province. Compensation is payable under the Ontario Act for an accident which happens to a workman whose residence is in Ontario and who is injured in his employment on a ship or railway where the work is performed both in and out of Ontario. The scope of this section was extended to accidents happening on an aircraft, truck or bus. In this respect the Ontario Act is now like the Act of British Columbia. A similar provision in the Manitoba Act which applies to employment on a ship, railway or aircraft was amended to provide for the pay-

ment of compensation for an accident which occurs outside the province to members of a fire brigade or other municipal employees.

With respect to extra-provincial employment in any industry under the Act in which the employer is liable to contribute to the Accident Fund, a further amendment to the Ontario Act permits coverage of workmen who are sent by their employer to work out of Ontario for a longer period than six months. Before this amendment, the Act provided for the payment of compensation for injuries incurred outside the province by workmen whose residence and usual place of employment are in Ontario and who work for an employer whose business is located in Ontario only where the period of employment outside the province lasted less than six months. The amendment meets the request of many employers who desire coverage for their workmen for a longer time.

A further change, and one which was recommended by Mr. Justice Roach in his 1950 Royal Commission Report, is that the Ontario Act now makes provision for an agreement between the Ontario Board and the Board of any other province in order to prevent employers of workmen who work part of the time in Ontario and part of the time in another province from having to pay double assessments. Under such an arrangement, the employer would be assessed by the Ontario Board only for the wages of these workmen which are earned in Ontario and by the Board of the other province for the earnings which are earned in that province. Under the authority of a comparable statutory provision, the Workmen's Compensation Boards in some of the other provinces have made such agreements.

Administrative changes of interest included a provision for the appointment of an officer of the Manitoba Department of Labour to assist an injured workman, at his request, in preparing and presenting his case in a review made by the Board, and a further provision in Manitoba directing that the two members of the Board other than the chairman must be appointed for a five-year term but may be re-appointed. All members of the Manitoba Board must retire at the age of 75 unless otherwise directed by the Lieutenant-Governor in Council.

In Newfoundland, the Board was given authority to use its discretion with respect to making payments for medical aid when an account is not received by the Board within the required six months. It was also stipulated that in investing the funds

under its control the Board must have the approval of the Minister of Finance.

Labour Relations

Four provinces—New Brunswick, Nova Scotia, Quebec and Saskatchewan—made minor changes in their labour relations Acts and two—Alberta and Saskatchewan—provided for compulsory arbitration in disputes involving firemen and policemen.

The New Brunswick amendment enables the Government to bring employees of any government board or commission under the Labour Relations Act by Order in Council. It was passed for the specific purpose of bringing under the Act the employees of the Government-owned New Brunswick Electric Power Commission.

In Nova Scotia, the Trade Union Act was amended to alter the form of the assignment by which an employee authorizes his employer to check off his union dues. The amendment makes provision for the deduction of such amount as may, from time to time, be fixed as dues under the union constitution or by-laws, and would eliminate the making of a new authorization with each change in the amount of dues.

Cited as "An Act to eliminate delays in the settlement of disputes between employees and employers", the legislation in Quebec amended the Labour Relations Act, the Trade Disputes Act and the Act respecting municipal and school corporations and their employees to state, more explicitly than had been done by similar amendments in 1951, that decisions of the Labour Relations Board and of conciliation boards are not subject to review by the courts. In all three Acts, it is now categorically stated that the decisions of the Board or of a council of arbitration (conciliation board) shall be without appeal and cannot be revised by the courts.

A new section added to the Saskatchewan Trade Union Act provides that, when an employer has been ordered by the Labour Relations Board to bargain collectively, he continues to be bound by the order and by any collective agreement made under it even if he ceases to be an "employer" under the Act, that is, if he has less than the required number of employees laid down in the definition of employer. The amendment is intended to cover a situation where an employer in a seasonal industry such as construction has no employees during the off-season and would make it unnecessary for a union to re-apply for certification following each occasion when the employer ceased to employ anyone.

In Saskatchewan, by amendments to the City Act, a dispute relating to hours and conditions of work, wages or employment between members of the police force and the city which employs them (or the Board of Police Commissioners) may be submitted to a board of arbitration for a decision which is binding on both parties, provided that the constitution of the local labour union of which the policemen are members contains a provision prohibiting them from going on strike.

An Act to amend the Fire Departments Platoon Act made similar provision for compulsory arbitration for full-time fire-fighters, subject to the same condition that their union constitution must contain a provision forbidding its members to strike.

The Acts set out what is now standard procedure under labour relations Acts for the giving of notice, for the meeting of the parties for bargaining and, at the written request of either party when the proceedings have reached an impasse, for the setting up of a three-man board of arbitration. Hearings of the board are to be open to the public.

The written decision of the board (which when a majority fail to agree is the decision of the chairman) is binding and must be put into effect. Each side bears its own costs and pays an equal share of the costs of the chairman and other general expenses.

Practically the same procedure for bargaining and compulsory arbitration was provided for in Alberta in a new Police Act and an Act amending the Fire Departments Platoon Act. In these Acts, however, the board of arbitration appointed to bring down a final and binding decision in any dispute may consist of either three or five members. In either case it is equally representative of the parties and there is an impartial chairman.

The new provisions in Alberta are modelled on legislation enacted in Ontario in 1947. In Alberta, as in Ontario, members of a municipal police force may not remain or become members of a trade union but they may belong to their own police association. There is no such restriction on fire-fighters. The Fire Departments Platoon Act requires all members of the bargaining committee to be full-time fire-fighters but, where at least half the fire-fighters belong to a trade union, one representative each of the provincial body and of the international body with which the union is affiliated may assist and advise the bargaining committee in its negotiations with the council.

Besides Saskatchewan, Alberta and Ontario, two other provinces—British Columbia and Quebec—have legislation in effect which requires disputes between firemen or policemen and the municipality to be settled by arbitration.

Fair Employment Practices

Manitoba passed an Act to prevent discrimination in regard to employment and in regard to membership in trade unions by reason of race, national origin, colour or religion. Ontario has had a Fair Employment Practices Act in operation since June 1951, and a federal Fair Employment Practices Act, applying to all undertakings under federal authority with five or more employees, came into effect July 1.

The Manitoba Fair Employment Practices Act lays down certain prohibitions which apply to all employers in the province who employ five or more workers. An employer may not refuse to hire any person because of his race, national origin, colour or religion, unless his refusal is based upon a *bona fide* occupational qualification, and, in seeking new employees, he may not use any employment agency that so discriminates. He is likewise forbidden to discriminate on any of these grounds against any person already in his employment.

Advertisements in connection with employment which express a preference as to race, national origin, colour or religion, unless the preference is based upon a *bona fide* occupational qualification, may not be published.

The Act also forbids trade unions to discriminate against any person because of his race, national origin, colour or religion. They may not exclude a person from membership in the union for any of these reasons; may not expel, suspend or otherwise discriminate against any of their members; nor may they discriminate against any person in regard to his employment by any employer.

Enforcement of the Act begins with the filing of a written complaint with the Department of Labour, whereupon an officer of the Department will be assigned to make an inquiry into the circumstances and settle the matter, if possible. If these efforts at conciliation are unsuccessful, the Minister may appoint an Industrial Inquiry Commission to make further investigation and to recommend the course that should be followed to set the matter right. When the Minister receives the commission's report, he must furnish a copy to each of the persons affected; he may make the

report public if he thinks it advisable. Finally, the Minister has power to issue "whatever order he deems necessary" to carry the recommendations of the commission into effect. Subject to the right of appeal to a judge of the Court of Queen's Bench (one respect in which the Manitoba Act differs from that of Ontario or the federal Act), a person affected by such an order must comply with it.

In the last resort, there is provision for prosecution in the courts and for the imposition of a maximum fine of \$100 for an individual and \$500 for a corporation, trade union, employers' organization or employment agency. In addition, an employer convicted of having suspended, transferred, laid off or discharged an employee in violation of the Act may be required to reinstate him and to pay him compensation for his loss of employment. Discrimination against any person by an employer or trade union because he has made a complaint is contrary to the Act.

The right of an aggrieved person to take court action regarding alleged discrimination is retained but he must choose between court proceedings and making a complaint to the Department of Labour. He cannot do both.

Domestic servants in private homes and non-profit educational, social, religious or charitable organizations do not come under the Act.

Wages and Hours

Effective from May 1, a new Act in New Brunswick, the Fair Wages and Hours of Labour Act, sets standards of wages and hours for work on government contracts such as are set in some of the other provinces and in the federal Act of the same name.

A contractor who contracts with the Provincial Government to construct, remodel, repair or demolish any work must pay the workmen whom he employs to do the work "fair wages," i.e., the current wages paid to other workmen performing the same class of work in the same district. He may not require his employees to work more than eight hours in a day or 44 hours in a week, except where longer hours are provided for by the Lieutenant-Governor in Council or in an emergency declared to be such by the Minister of Labour. Except for the standards regarding hours laid down in industrial standards schedules for the construction trades, this is the first legal limitation on working hours for men in New Brunswick.

Enforcement of the fair wage policy on government contracts comes under the jurisdiction of the Minister of Labour. A Government department or Crown corporation contemplating the letting of a contract must report to the Minister the nature of the work and the classes of employees likely to be employed. It is the Minister's responsibility to prepare fair wage schedules to be posted and observed by the contractor (where the same class of work is not being carried on in the district, the Minister may prepare minimum wage schedules).

Before the contractor is paid in full, the Minister must be satisfied that wages and hours have been in accordance with the Act and that every worker has been paid his full wages. As security for the payment of the proper wages, the Minister may direct that a percentage of the money owing the contractor be withheld. This sum may be drawn on, at the Minister's direction, when a contractor is in default.

Changes as regards minimum wages were made in British Columbia and Saskatchewan. In British Columbia, a new provision was added to both the Male and Female Minimum Wage Acts which enables the Board of Industrial Relations to fix an overtime rate payable after a lesser number of weekly hours than 44. Heretofore, the Acts provided only for the setting of an overtime rate after 44 hours, i.e., in cases when the Board, under the Hours of Work Act, allowed longer hours than 44 (the weekly limit set by the Act) to be worked.

The amendments were made to enable the Board to establish uniform overtime conditions on large construction projects where some employees working under a collective agreement might be paid overtime after 40 hours, while others working for another employer and not covered by an agreement might be paid overtime after 44 hours, as fixed by a minimum wage order of the Board.

The Saskatchewan Minimum Wage Act was amended to provide that when Christmas or New Year's Day occurs on Sunday the rates of pay fixed by the Minimum Wage Board for work on the holiday will apply to the following Monday. The same provision applies when the Monday following Remembrance Day is declared a holiday.

In Ontario, the Minister of Labour was given discretionary power to permit the employment of women and young persons in factories, shops and restaurants during hours other than those presently prescribed by the Factory, Shop and Office

Building Act. At present, girls and women workers and boys between 14 and 16 years may not work after 6.30 p.m. in a factory or after 11 p.m. in a restaurant, except with a permit from the inspector. With a permit they may work in a factory up to 9 p.m. In a restaurant, if the employer obtains a permit, women over 18 years may work up to 2 a.m. Work until a later hour may now be authorized by the Minister if he is satisfied that it will not adversely affect the worker's health, welfare and safety. The Minister may lay down conditions under which permits will be granted.

In Manitoba, an amendment to the Hours and Conditions of Work Act brought under the Act the Local Government District of Snow Lake, a mining community in the northern part of the province. The Act, which limits weekly hours to 48 for men and to 44 for women unless time and one-half is paid, has applied since its enactment in 1949 to the chief industrial areas of the province—Winnipeg and its environs, Brandon, Portage la Prairie, Flin Flon and Selkirk.

A further amendment had to do with the payment of overtime in the week in which Remembrance Day occurs. The day is observed as a statutory holiday in Manitoba by virtue of the Remembrance Day Act, 1951. The amendment provided that an employer is not required to pay time and one-half the regular rate for extra time worked in the week unless employees work more than 11 hours in a day or more than the weekly maximum fixed by the Act. This provision does not apply when November 11 falls on a Sunday or on another day on which an employee would not normally be at work.

In an amendment to the Remembrance Day Act, it was stipulated that employees who are required to work on the holiday are to get time off with regular pay within 30 days only when they are paid at their regular rate for working on the holiday.

Safety Legislation

Safety laws enacted this year dealt with several different fields, including the inspection of elevators and other lifting devices, the inspection and licensing of gas installations, the operation and inspection of boilers and pressure vessels and the certification of operating engineers.

In Ontario, a new Act was passed providing for provincial control over the licensing and regulating of passenger and freight elevators and other types of lifts. At the present time the Municipal Act authorizes cities, towns and villages to

license and regulate passenger and freight elevators but, apart from the City of Toronto, this power is being used only in a few municipalities. The new Elevators and Lifts Act, when proclaimed in force, will require every elevator and lift to be inspected annually by an inspector who holds a certificate of competency. The CSA Safety Code for Passenger and Freight Elevators is to be used as a standard by inspectors in carrying out their duties. It is proposed, however, to exempt from the Act by regulations passenger elevators in Toronto and freight elevators in municipally-owned buildings in Toronto. A new branch will be established in the Department of Labour for the administration of the Act, under the direction of a chief inspector.

Because of the growing number of power and gas installations in Saskatchewan, a new Act entitled The Gas Inspection and Licensing Act was passed. It also will be proclaimed in effect. This Act will forbid a person to manufacture, sell or use any gas equipment unless it has been approved. All gas installations and gas equipment for consumers must be inspected and must conform to the regulations which are to be issued under the Act.

Before a contractor begins a gas installation, he must notify the Department of Labour and obtain a permit authorizing the work and, at the request of the Department, must submit his plans and specifications for approval. Further, a person who installs gas equipment, works as a gas-fitter or engages in the business of a supply house must hold the proper licence under the Act.

A new Boilers and Pressure Vessels Act passed in Ontario in 1951 was proclaimed on March 27, 1953, putting into effect standards in line with technical advances and with the most up-to-date legislation in the field. A few minor amendments were made to the Act at the 1953 session, making the Act applicable to the fittings attached to or used in connection with boilers and pressure vessels and providing for stricter supervision of welders' qualifications.

The Newfoundland Boiler and Pressure Vessel Act enacted in 1949 was amended to extend its coverage to hoisting plants and traction plants. Boilers, pressure vessels, steam plants, compressed gas plants and refrigeration plants were already covered. Another amendment provided that, when a boiler or pressure vessel of a registered design has been inspected during its construction outside Newfoundland, and this fact is attested to in the

affidavit of the manufacturer, the chief inspector may, upon payment of the required inspection fee, issue a certificate authorizing its operation without further inspection. The certificate permits the boiler to be operated until its annual inspection under the Act.

In Alberta, the administration of the Boilers Act was transferred from the Department of Public Works to the Department of Industries and Labour.

In Ontario, as in some other provinces, provision for the examination and certification of stationary enginemen and firemen is contained in a separate Act. This Act was completely revised at the 1953 session. The new Operating Engineers Act will be proclaimed in force at a later date.

By an amendment to the Engine Operators Act of Nova Scotia, it was provided that after December 31, 1953, the practice of granting a certificate of qualification to an engine operator on the basis of experience is to be discontinued. Hereafter, certificates will be granted by the Engine Operators Board by examination only.

A new departure in Ontario is that, by an amendment to the Factory, Shop and Office Building Act, the Department of Labour was authorized to collect fees for its work in examining and approving the drawings and plans which are required to be submitted to it before the construction of a building to be used as a factory or of one more than two storeys in height intended for use as a shop, bakeshop, restaurant or office building may be commenced.

Social Legislation

Two provinces enacted legislation to provide aid to disabled persons, Alberta by means of a pension and Saskatchewan by the provision of rehabilitation services.

The Alberta Disabled Persons' Pensions Act, like the one passed in Ontario last year, provides for a pension of up to \$40 a month, subject to a means test, for a person suffering from a chronic disability which makes him unfit for gainful employment. To be eligible for the allowance the person must be at least 21 years old, a resident of Alberta for 10 years and not in receipt of benefits under any other pension legislation. The Act went into

effect on June 1. The Ontario Act is similar except that the pension may be given at the age of 18.

The Saskatchewan legislation, the Rehabilitation Act, is of a different type, in that it is designed to provide rehabilitation services for disabled persons so that they may develop broader and more remunerative skills. Both physical and vocational rehabilitation are provided for. The Minister of Social Welfare and Rehabilitation may furnish disabled persons with medical care, nursing and hospital services, drugs and prosthetic appliances and, as regards vocational rehabilitation, with occupational guidance and training, maintenance, tools and equipment. In addition, he is authorized, with the approval of the Lieutenant-Governor in Council, to operate a rehabilitation school and to make grants to any organization for the rehabilitation of the disabled. Provision is also made for an agreement between the province and the Federal Government, another province, or a municipality for the purpose of providing rehabilitation services for the handicapped.

Alberta also enacted a measure, the Hospitalization and Treatment Services Act, providing for payment from provincial funds of all or part of the cost of hospital and medical benefits for certain needy persons. Those eligible include recipients of old age assistance, mothers' allowances, supplementary allowances and widows' pensions, persons receiving federal old age security benefits (subject to a means test and provided they have lived in Alberta for three years), persons afflicted with cerebral palsy and persons under 25 years of age suffering from rheumatoid arthritis.

Changes were made, too, in the Mothers' Allowances Acts of Nova Scotia and Prince Edward Island. These permit an allowance for the care of a dependent child to be continued in Nova Scotia from the age of 16 to the age of 18 while the child is attending high school, and in Prince Edward Island authorize an allowance to be paid, on the recommendation of the Director, in special circumstances where a mother is not strictly eligible for assistance under the Act. Provision was also made in the Prince Edward Island Act for payment to a mother whose husband is imprisoned for a year or more.

Sixty-four thousand disabled men and women were restored to useful employment during 1952, according to statistics recently released by the American Federation of the Physically Handicapped, sponsors of the "National Employ the Physically Handicapped Week".

Labour Legislation Enacted in 1953 in British Columbia and Quebec

Power to fix overtime rates enlarged by change in B.C. Minimum Wage Acts. Que. Act seeks to bar court review of labour board decisions

BRITISH COLUMBIA

The only labour enactment passed at the 1953 session of the British Columbia Legislature, which sat from February 3 until March 27, was an amendment to the Minimum Wage Acts. A number of labour Bills introduced by private members failed to pass.

Minimum Wages

A new provision added to both the Male and Female Minimum Wage Acts enlarges the power of the Board of Industrial Relations to fix overtime rates.

The Act authorizes the Board of Industrial Relations to fix a minimum rate for overtime worked where, under powers conferred by any other Act, the Board has authorized longer hours than those permitted by statute. This provision has meant that the Board could fix an overtime rate payable after 44 hours had been worked in a week, the limit fixed by the Hours of Work Act, but not after fewer than 44 hours. The 1953 amendment will enable the Board to fix an overtime rate payable after a lesser number of weekly hours than 44.

Uniform working conditions may therefore now be established on large construction projects where some workers are covered by a collective agreement and others are paid overtime in accordance with the requirements of a minimum wage order.

A further amendment permits the Board, after an inquiry has been made, to exempt by regulation employers or workers from any provision of the Act either for the whole year or for a season. This provision would enable the Board to exempt such employees as travelling salesmen, for whom the keeping of records of wages and hours is not practicable.

Bills not Passed

Five Private Member's Bills were introduced during the session. Three of these were a Fair Employment Practices Bill, an Equal Pay Bill and a Bill of Rights. Two

others sought to make significant amendments in the Industrial Conciliation and Arbitration Act and the Annual Holidays Act. None of the Bills went beyond first reading.

Fair Employment Practices

The Fair Employment Practices Bill sought to prohibit discrimination in employment because of race, creed, colour, nationality, ancestry or place of origin, and to forbid trade unions to expel from membership, suspend or otherwise discriminate against any persons for these reasons. It would also ban expressions of discrimination in application forms or advertisements in connection with employment.

It would not apply to employers of fewer than four persons, to domestic servants in private homes, or to religious, philanthropic, educational, fraternal or social organizations not operated for private profit.

A Fair Employment Practices Board, consisting of a Chairman and four members appointed by the Lieutenant-Governor in Council, was to be set up to receive and decide complaints of discrimination, and the necessary staff appointed to assist the Board.

Each complaint received would be allotted by the Chairman to a member of the Board for investigation. If the member found that "probable cause" exists, it would be his duty to try to settle the complaint by "conference, conciliation and persuasion". At this stage the proceedings would be entirely confidential. If he failed to eliminate the practice, he would report to the Chairman, who would then appoint three members of the Board as a hearing tribunal. The tribunal would be empowered to hold hearings, subpoena witnesses, require attendance, administer oaths, take the testimony of any person under oath, and require the production of documents. The tribunal would be required to state its findings of fact; if no discriminatory practice was found to exist, it would issue and file an order dismissing the complaint; or if it made a finding of discriminatory

practice, it would issue such order "as it may deem just". The order could require reinstatement with or without compensation and could impose penalties of up to \$100 for an individual or up to \$500 for a corporation, trade union, or employment agency. Orders of the tribunal would be served on all the parties concerned and would be enforceable in the same manner as a judgment of the Supreme Court of British Columbia is enforced.

The Board would also have authority to create advisory agencies to study problems of discrimination and to assist in a program of formal and informal education.

This Bill is more like the Acts in effect in a number of the American States than the Fair Employment Practices Act of Ontario (or the Acts passed by Parliament and the Manitoba Legislature at the 1953 sessions) in that it would provide for administration by a Commission rather than by a branch of the Department of Labour; but the prohibition of discrimination in respect to employment is essentially the same, as is the general method of enforcement (i.e. investigation, conciliation and, if these fail, a hearing which may be followed by an enforceable order).

Equal Pay for Equal Work

The Equal Pay Bill would have prohibited an employer from paying a female employee at a lower rate than a male employee employed by him for work of comparable character in the same establishment. The Board of Industrial Relations, which administers the minimum wage and hours of work legislation in the province, was designated to receive and investigate complaints. Failure to comply with the equal pay provision would constitute an offence, punishable on summary conviction by a fine not exceeding \$100. This Bill differs from the equal pay legislation in Ontario and Saskatchewan in that it would not have dealt with complaints by means of conciliation procedure and inquiry commissions.

Civil Rights

A Bill entitled "An Act to protect certain Civil Rights" was the same as Bills introduced during the previous two sessions and similar to the Saskatchewan Bill of Rights Act passed in 1947. It would have enacted a Bill of Rights declaring the right of all persons to the fundamental freedoms, limiting the life of the Legislative Assembly to five years, forbidding discrimination on the grounds of race, creed, religion, colour or national origin with respect to employment, the conduct of any occupation or

business, the purchase or rental of property, access to public places, membership in a trade union or other occupational organization; and would have prohibited the publication of material likely to foster discrimination. Any person who deprived another of these rights could be restrained by an injunction issued in the Supreme Court of British Columbia.

Industrial Relations

Extensive amendments were proposed to the Industrial Conciliation and Arbitration Act, largely based on the recommendations of the Inquiry Board set up in 1950 to investigate the Act, several following the minority report of A. J. Turner (L.G., May 1952, p. 563).

The section of the Act which now declares the right of every employee to be a member of a trade union or employees' organization *in which he is eligible for membership* and to participate in its lawful activities would have been changed to read as follows:—

Every employee shall have the right to apply for membership in a union of his choice, and, if accepted in membership by that union, shall then have the right to participate in the lawful activities thereof.

An amendment of similar purpose with respect to certification sought to remove from the Board the responsibility of determining whether or not the majority of the employees in a unit are members in good standing of the trade union applying for certification. Under the proposed amendment the Board's responsibility would be limited to determining whether a majority "have made application to join the labour organization and have been accepted by the labour organization as members in good standing".

Another amendment would have repealed the provision for government supervision of the strike vote. Further, it provided that a strike vote should be taken among the union members in the unit affected rather than among all the employees in the unit.

The Bill would also have deleted Section 62, which provides that, if employees have gone on strike contrary to any of the provisions of the Act, the Board may cancel the certification of the bargaining authority for these employees.

It would also have removed the provision which permits the Board, where employees are on strike or locked out, to direct that an offer of settlement be submitted to a vote supervised by the Board.

It was proposed to replace the section permitting union security clauses in collective agreements by a new section similar to the one in the Saskatchewan Trade Union Act. This requires an employer, at the request of a trade union representing the majority of employees in any appropriate bargaining unit, to include a maintenance of membership clause in a collective agreement.

A further amendment would have permitted the Lieutenant-Governor in Council to make regulations to allow the province to co-operate with the Dominion or with other provinces in dealing with labour relations in the railway hotel industry as well as in meat packing and coal mining as at present.

Under another new provision, the Board would have been required to issue all decisions and rulings in writing and, if requested by a party affected by the decision, to furnish reasons for decision. Before making regulations, the Board would have been required to consult all interested parties. Also all regulations were to be gazetted.

Holidays with Pay

A proposed amendment to the Annual Holidays Act provided for an annual holiday with pay of two weeks after one year of employment instead of one week as at present, and accordingly would have increased from two to four per cent of annual earnings the holiday pay to which a worker is entitled.

QUEBEC

At the 1953 session of the Quebec Legislature, which opened November 12 and prorogued February 26, "An Act to eliminate delays in the settlement of disputes between employees and employers" was passed to ensure that decisions of the Labour Relations Board and councils of arbitration are not subject to review by the courts. Aside from this, labour Acts were not amended.

The Superior Council of Labour has in progress a study of the laws pertaining to labour relations with a view to recommending a "labour code" to replace the several laws now in effect. Other Acts passed dealt with time off to vote at municipal elections, housing and rent control.

Review by Courts Prohibited

The sections of the Labour Relations Act, the Trade Disputes Act and the municipal and school corporations Act which pro-

vided that decisions of the Labour Relations Board and of conciliation boards are not subject to appeal to the courts were replaced so as to state more definitely that such decisions and the procedures of these bodies are not subject to control by the courts.

The revised sections specifically state that the decisions of the Board are without appeal and cannot be revised by the courts. They also expressly prohibit the issuing of the prerogative writs of *quo warranto*, *mandamus*, *certiorari*, prohibition or injunction against the Labour Relations Board or against a council of arbitration or against any of their members acting in their official capacity.

Article 50 of the Code of Civil Procedure is declared not to apply to the Labour Relations Board and to councils of arbitration, including those established under the Act respecting Municipal and School Corporations and their Employees or any members of the Board or councils acting in their official capacity.

Article 50 states that, excepting the Court of Queen's Bench, "all courts, circuit judges and magistrates, and all other persons and bodies politic and corporate within the province, are subject to the superintending and reforming power, order and control of the Superior Court and of the judges thereof".

Time Off to Vote

One of two amendments to the Cities and Towns Act of interest to labour requires employers on the day of a city or town election to grant their employees who are eligible to vote *at least two hours* off work with pay in addition to the lunch period. Employees of railway companies are covered by this section except those engaged in the actual operation of trains who cannot be given time off without impairing the service.

Previously, the Act merely required employers to grant any of their employees who were electors *a reasonable time to vote*.

A penalty of \$100 may be imposed on summary conviction on an employer who contravenes this section.

Hospitalization Premiums

A further amendment to the Cities and Towns Act authorizes a city or town council to pass a by-law providing for the payment, out of the general funds of the municipality, of premiums for a group insurance plan to provide medical, surgical, or hospital services for the officers and

employees of the corporation. The Act already provided for by-laws to be passed authorizing the payment out of municipal funds of premiums for a group insurance plan providing for life insurance for municipal employees, and contributions to a pension fund.

Licensing of Chauffeurs and Motor Mechanics

An amendment to the Motor Vehicles Act, which will come into force on proclamation, replaces the section of the Act under which licences are now issued to chauffeurs and motor vehicle mechanics by the technical schools. The new provision authorizes the Lieutenant-Governor in Council to prescribe arrangements for holding examinations for chauffeurs and automobile mechanics, as well as for drivers generally, the subject matter of the examination, the fees payable and the form of the certificates of competency issued to successful candidates. The Minister of Roads is to appoint the examining boards.

Housing

Further amendments were made to two of the Acts passed in 1948 to improve housing conditions in the province. The powers granted to municipal corporations

to enable them to contribute to the solution of the housing shortage were extended from February 1, 1954, to June 1, 1955. The powers granted by the 1948 Act include authority to cede land at \$1 per unit to co-operative building societies or individuals and to reduce the valuation of any new dwelling for taxation purposes to 50 per cent of its real value for a period of 30 years.

A further sum of \$10,000,000 was added to the amount which the Government is authorized to appropriate for the purpose of bearing interest charges in excess of two per cent on loans made by credit unions or loan companies to individuals, syndicates or co-operative building societies for the construction of homes. This increase brings the total amount which has been authorized to date for this purpose to \$40,000,000.

Rent Control

The Act to promote conciliation between lessees and property holders under which the Provincial Government took over rent control when the Federal Government evacuated the field was extended, with amendments, to April 30, 1954. The Act was to have expired on May 1, 1953 (L.G., 1951, p. 703).

Legal Decisions Affecting Labour

Two lower courts rule on wages and hours standards on Quebec bridge building project and compensation to injured Saskatchewan trainman

Court of the Sessions of the Peace, Terrebonne. . .

. . . finds that fair wage schedule, not Collective Agreement Act decree, applies to bridge builder

In a case tried before a judge of the Sessions of the Peace for the District of Terrebonne it was held that the decree for the construction industry was not applicable to the building of a bridge.

The parity committee for the construction industry of Terrebonne and Labelle charged the contractor with not having filed certain monthly reports, and with having failed to pay the levy, in violation of the Collective Agreement Act and orders under it.

The contractor, who was constructing a bridge over the North River and the approaches to it under contract to the

provincial Department of Public Works, claimed that he was not subject to the decree under the Collective Agreement Act for the construction industry in the area but to the fair wage schedule under Order in Council 800 of April 24, 1929. He claimed that he was excluded from the decree, although the construction of bridges is listed in its industrial jurisdiction, since "road work" carried out under contract to a department of the provincial Government is excluded.

The question to be decided was whether the building of the bridge was "road work".

In the present case, Judge Lafontaine considered it would be difficult to imagine a finished road without the construction of the bridge. To complete the road a bridge had to be built, and it formed an integral part of the road which extended across the North River.

When the interpretation of the strict letter of the law leads to an absurdity, it is the rule that the intention of the legislature may be consulted. He found that the Roads Act, in a section setting out the duties of the Minister of Roads, speaks of "embankments, bridges, drains, guard walls and other road work" forming part of a highway. From this and a similar section in the Public Works Department Act he concluded that the Legislature intended "road work" to include the construction and maintenance of bridges. He therefore dismissed the charge, with costs. *Le comité Paritaire des Métiers de la construction (Terrebonne et Labelle) v. Champoux, Rapports Judiciaires de Québec, [1953] CS Montréal, Nos. 3 and 4, 130.*

District Court, Saskatoon. . .

. . . holds it lacks jurisdiction to set aside a settlement between injured trainman and railway

In an action in the District Court at Saskatoon, a workman injured in the course of his duties as a trainman for the Canadian National Railways sought an order setting aside the settlement to which he had agreed and claimed compensation under the Workmen's Compensation Act. This is the individual liability statute applicable to certain groups of railway employees, not the Workmen's Compensation (Accident Fund) Act similar to the collective liability statutes in other provinces.

The Court held that it lacked jurisdiction to set aside the settlement.

Judge Smith of the District Court in his reasons for decision set out the facts of the case. On July 31, 1950, the trainman was injured in the course of his duties. After receiving medical treatment he returned to work but was unable to carry out his duties. In October 1950, he consulted the company's clinic in Winnipeg and was informed there that he had no

physical disability. He returned to work on October 22. On November 9 he signed a release in writing in settlement of his claim against the company arising out of the accident, including any claim to compensation. The company agreed to assume payment of reasonable medical expenses incurred up to that date. He worked until December 23, when he consulted a Saskatoon doctor who advised him that he was suffering from a definite fracture of the pedicle of the spine.

Before the District Court, the trainman alleged that the settlement was based on a fundamental mistake of both parties, and that the mistake was induced by the company's medical clinic, which had honestly but falsely represented to him that there was nothing seriously the matter with him. He further alleged that he had been unable to work since December 23, 1950, and he claimed \$3,000 (the maximum compensation then provided for in the statute), less the amount paid by the company under the settlement for medical expenses.

Judge Smith stated that the district court is purely a statutory court, that is, it possesses only such jurisdiction as has been conferred on it by statute. He examined the sections of the Workmen's Compensation Act delegating jurisdiction to the district court. It is expressly stated that compensation may be recovered by action in the district court, but he could not find that jurisdiction had been delegated to the court to set aside an agreement of settlement between an employer and a workman.

For these reasons he stayed the proceedings under Section 34 of the District Courts Act. When proceedings are stayed under this section for lack of jurisdiction, the records are transferred to the Court of Queen's Bench. *Hurman v. Canadian National Railways, [1953] 8 WWR (NS) 509.*

Collective Agreements

(Continued from page 1032)

Plumbers and Roofers, Trois Rivières.

An Order in Council dated April 30 and gazetted May 9, amends the previous Orders in Council for this industry (L.G., May 1948, p. 488, June 1950, p. 876; April 1951, p. 546; May 1952, p. 611).

Overtime: double time for work on any of 9 specified holidays. (Previously time and one-half with double time for Sunday work only.)

Vacation with pay: as previously, employees are entitled, each year, to one week's vacation with pay equal to 2 per cent of earnings. Vacation to be taken at a date set by the employer between June 10 and September 10. However, this amendment now provides that the week of vacation with pay may be taken at any time of the year, at the employee's request.

40th Annual Convention of Association of International Government Labour Officials

Discussion of such topics as industrial health and safety, the rôle of the states and the provinces in settling labour disputes, legislation affecting women and children and the training of factory inspectors highlighted the 40th annual convention of the International Association of Governmental Labour Officials, at Providence, Rhode Island, May 25 to 27. Delegates from United States federal and state governments, from the Canadian provincial and federal governments and from Alaska and Puerto Rico attended.

During the conference session devoted to industrial health and safety, the delegates were told that the United States Bureau of Labor Standards renders assistance to the states in the field of industrial safety and will, upon request, conduct courses and set examinations for factory inspectors.

Frank McElroy of the Bureau of Labor Statistics reported the results of a survey of circular saw accidents. Statistics collected by state safety inspectors were compiled and analysed by the Bureau. The survey, based upon 1,021 case records, indicated the activity of the injured person at the time of the accident, the broad categories of accidents and the agencies which inflicted the injuries, the type of injuries experienced and the physical and/or mechanical hazards which directly contributed to the accidents.

In the session studying the rôle of the states and the provinces in settling labour disputes, N. D. Cochrane, Deputy Minister of Labour for New Brunswick, described the measures for settling labour disputes in Canada. Mr. Cochrane told

the session that in 1952, 70 per cent of Canada's labour disputes were settled between labour and management alone, 19 per cent by a single government conciliation officer and 10 per cent by conciliation boards.

During the session dealing with the legislation affecting women and children in industry, the Hon. C. C. Williams, Minister of Labour for Saskatchewan, outlined the legislation in his province as it affected female employees. In addition, problems dealing with equal pay legislation were discussed at this session.

Among the Canadian delegates to the conference were: the Hon. C. C. Williams, Minister of Labour of Saskatchewan; W. Elliott Wilson, Deputy Minister of Labour for Manitoba; Miss Alice Buscombe, Statistician, Ontario Department of Labour; Dr. Bertrand Bellemarre, industrial hygienist with the Quebec Department of Labour; Cyprien Miron, Director, Conciliation and Arbitration Service, Quebec Department of Labour; Clovis Bernier, Chief of the Factory Inspection Service of the Quebec Department of Labour; N. D. Cochrane, Deputy Minister of the New Brunswick Department of Labour; and Misses Edith Lorentsen and Evelyn Best of the Legislation Branch, Federal Department of Labour.

Elected President of the Association for the next year was David Walker, Pennsylvania Commissioner of Labour. W. Elliott Wilson, Manitoba's Deputy Minister of Labour, was named Vice-President.

The Association's 1954 meeting will be held in Wyoming, it was decided.

Laws affecting labour were passed in all but one of the 15 United States Legislatures meeting in regular session in 1952: 14 of the states and Puerto Rico. This legislative action is summarized in the U.S. Department of Labor's Bureau of Labor Standards new *Annual Digest of State and Federal Labour Legislation*.

The bulletin, No. 163, also includes a digest of several Acts passed in the 1951 sessions in Massachusetts and Pennsylvania, which adjourned after the 1951 Annual Digest had gone to press.

General increases in workmen's compensation benefits were approved in four states and the trend towards occupational disease coverage was continued. Virginia shifted from schedule coverage to compulsory full coverage and Louisiana covered occupational diseases for the first time.

New Jersey passed an equal-pay law prohibiting wage discrimination because of sex.

The publication may be obtained from the Bureau of Labor Standards, U.S. Department of Labor, Washington, D.C.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Statistics* for April, 1953, show claims for unemployment insurance were fewer than in March but more numerous than in April last year

Initial and renewal claims for unemployment insurance declined in April but were more numerous than in the same month in 1952.

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that during April 117,171 initial and renewal claims for benefit were received in local offices across Canada, compared with 179,714 in March and 100,951 in April 1952.

There was a substantial decrease in the volume of recorded unemployment as measured by a count of ordinary claimants on the live unemployment register the last working day of the month. On April 30, ordinary claimants recorded on the live register totalled 215,242 (179,024 males and 36,218 females), a decline of some 27 per cent from the count of 294,497 claimants (255,256 males and 39,241 females) on March 31. On April 30, 1952, ordinary claimants numbered 218,055 (173,386 males and 44,669 females). Of the remaining claimants whose registers were in the active file on April 30, there were 17,341 on short time, 3,200 on temporary lay-off and 4,115 on supplementary benefit (chiefly postal claimants in Newfoundland and Quebec).

Adjudication officers disposed of a total of 138,879 initial and renewal claims during the month. Entitlement to benefit was granted in 90,427 cases, while 36,305 initial claims were disallowed because of insufficiency of contributions. Disqualifications were imposed in 19,438 cases (including 5,757 on revised and 1,534 on supplementary benefit claims). The chief reasons for disqualification were: voluntarily left employment without just cause, 5,673 cases; not unemployed, 5,670 cases (in 62 per cent of the "not unemployed" cases, the duration of the disqualification period was six days or less); not capable of and not available for work 1,833 cases.

New beneficiaries during the month totalled 83,659, compared with 114,683 in March and 79,424 in April 1952.

*See Tables E-1 to E-7 at end of book.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

A total of \$16,389,294 was paid in compensation for 5,225,796 days of proven unemployment during April, in comparison with \$20,796,825 and 6,613,705 days in March and \$13,253,537 and 4,911,679 days during April 1952.

For the week April 25-May 1, \$3,634,010 was paid to 196,315 persons in compensation for 1,159,164 days, compared with \$3,635,074 paid to 211,442 persons in compensation for 1,155,540 days during the week March 28-April 3. During the week April 26-May 2, 1952, 196,973 beneficiaries were paid \$3,096,642 as compensation for 1,150,419 days of unemployment.

Average daily rate of benefit was \$3.14 for the week under review this month, compared with \$3.15 for the same week last month, and \$2.69 for the same week last year.

Insurance Registrations*

Reports received from local offices of the Unemployment Insurance Commission for the month of April show that insurance books have been issued to 2,877,634 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1953.

At April 30, 247,486 employers were registered, a decrease of 1,065 since March 31.

*Cumulative during each fiscal year, revised beginning in April each year. The renewal of insurance books was incomplete at April 30 and a revised figure will appear in next month's issue.

Supplementary Benefit

Since the period for which supplementary benefit is payable expired April 15, no claims filed on or after April 9 were considered under the supplementary benefit provisions of the Act. Thus, of a total of 36,305 claims disallowed, only about 85 per cent (30,818) were referred for supplementary benefit. Of a total of 23,817 initial

claimants entitled to benefit, 20,482 or some 86 per cent qualified under class 1. An amount of \$2,801,555 was paid in supplementary benefit during the month.

As stated above, the period for which these benefits are payable expired on April 15, consequently no data are available for Table E-7. During 1952, the period expired on March 31, hence no comparable data exist for last year.

Decision of the Umpire under the Unemployment Insurance Act

Digest of a selected decision rendered by the Umpire

Decision CU-B 918, March 20, 1953

Held: (1) *That if in cases of refusal to cross picket lines where no actual violence is displayed, satisfactory evidence is adduced that the workers refrained from doing so on account of a legitimate fear of reprisals against them, their families or material possessions, they are not participating within the meaning of subsection (2) of Section 39 of the Act.*

(2) *That the claimant, by refraining from crossing a peaceful picket line formed by workers of an affiliated union on strike, became a participant in the dispute and consequently was subject to disqualification under Section 39(1) of the Act.*

Material Facts of Case.—The claimant filed an initial application for benefit on May 26, 1952, stating that he had worked as a tool crib man for the Ford Motor Company of Canada Limited, Windsor, Ont., from February 26, 1928, to May 23, 1952, when he was separated from his employment because of a work shortage.

According to the submissions, the salaried office workers of the said company who are members of Local 240, UAW-CIO, went on strike on May 19, 1952, and set up a picket line at the entrance of Plant No. 1, which houses the offices and some production departments of the company. The hourly-rated employees (members of Local 200, UAW-CIO) employed in that plant were permitted to cross the picket line in order to carry on their regular work. On May 23, 1952, however, picketing was extended to all the plants and the hourly-rated employees refrained from crossing the

picket lines with the result that there was a complete stoppage of work at the company's premises until June 1, 1952, when the dispute was settled.

The insurance officer disqualified the claimant (a member of Local 200), from the receipt of benefit from May 23, 1952 to June 1, 1952, because, in his opinion, the claimant's loss of employment for that period was by reason of a stoppage of work due to a labour dispute (Section 39(1) of the Act).

The claimant appealed to a court of referees, which, after having heard him, his representative (an official of Local 200), and an official of the company, by a majority finding upheld the decision of the insurance officer.

Local 200, UAW-CIO, appealed to the Umpire. The Canadian Congress of Labour, with which the interested union is affiliated, in addition to submitting a lengthy brief, requested an oral hearing of the case before the Umpire, which was held in Ottawa March 4, 1953, and attended by the Assistant Research Director of the said Congress and a representative of the Commission.

Conclusions.—Mr. in his brief to me made it clear that the Canadian Congress of Labour did not intend to contest the finding of the court of referees that the picketing at the Ford plants in Windsor was entirely peaceful, that there was work available for the claimant and those associated with him in his appeal and that they deliberately refrained from crossing the picket lines. He stated, however,

that it was the Congress' belief that the position taken by me and my predecessor in similar instances in the past (that refusal to cross a peaceful picket line is evidence of participation in a labour dispute), has had the result of introducing and preserving an unduly rigid interpretation of the rights of a claimant where Section 39 of the Act is concerned.

He went on to state that the Congress' objection "is to the assumption that there is not, or ought not to be, any reason which should prevent a union member from crossing a picket line other than the presence or the threat of physical violence".

According to the Congress, Parliament, by the inclusion of Section 40(2)(a) in the Act, which states that employment arising in consequence of a stoppage of work due to a labour dispute shall be deemed not to be suitable for a claimant, has recognized and respected a state of mind which exists among organized workers at least that to take a job in a strikebound plant would be not only a dishonourable deed but would be to strike at the very roots of the labour movement. Unions, like other organized groups, for instance doctors, lawyers, etc., contends Mr., "are governed by *mores* which are not set by law or even by the constitutions of their professional associations but have been established on the basis of experience and tradition... (Organized workers) are bound by attitudes and customs which go beyond the law. They do things, or abstain from doing them, not because they are unlawful but because it is *morally* wrong to do otherwise... To insist, therefore, that trade unionists must permit no other motivation but the fear of a broken head to influence them in regard to their employment is to set them aside as a sort of pariah caste, inferior to others and not subject to the same human susceptibilities."

In the opinion of Mr., the foregoing considerations are particularly important to the workers engaged in the automotive industry in Windsor, where the major part of the population is made up of union members and their families.

"In the mind of the appellant and his fellow-workers," continues Mr., "some very real problems arose when they found themselves confronted by Local 240's picket lines. One was that by crossing those lines they might become *déclassés*, in regard to their particular power group (i.e., the unions, the others in Windsor being, according to a Canadian sociologist, the automobile manufacturers, the Catholic Church and the local business group). The

second, flowing from the first, was that as a further consequence of their breach of union *mores*, they might cut themselves off from the very real benefits which they enjoyed because of their union's extra-economic activities and status."

Mr. summed up his carefully and ably prepared brief as follows:—

- (a) that the labour movement is a social institution whose functions transcend the economic, and which has certain codes of behaviour recognized by Parliament in the Unemployment Insurance Act;
- (b) that, under these circumstances, reliance on physical violence as the sole criterion with regard to refusing to cross a picket line is contrary to public policy, in addition to being discriminatory;
- (c) that the appellant had very real cause to refrain from crossing the picket lines set up by Local 240, in addition to the moral compulsion induced by a trade union environment; and
- (d) that the term "violence" should be broadened in its meaning to include the potential loss of beneficial treatment enjoyed by virtue of trade union membership and/or adherence to trade union standards of behaviour even where these are not necessarily those prescribed by law.

I have read with considerable interest the views expressed by Mr. concerning the ethics which do or should govern the actions of the members of "organized labour" particularly in connection with labour disputes when, although not directly interested therein, they are confronted with the problem of making the decision as to whether or not they should cross a picket line.

I quite agree that if one chooses to associate himself with others in the pursuance of common and legitimate interests, he should act in accordance with the principles of his association. I purposely underlined the word "legitimate" because Mr. has omitted to differentiate between legal and illegal strikes, although I am confident that it was not his intention to argue that a union member is morally justified in refraining from crossing a picket line formed by workers of an affiliated union who are illegally on strike. The concept of ethics spurns any idea of participation in immorality whether by positive or negative acts.

The weakness of Mr.'s argument, however, is not in the underlying principle upon which he relies but in its application to the Unemployment Insurance Act. The disqualification for reason of participation depends upon the fact of

(Continued on page 1061)

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared And Contracts Awarded during May Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 142 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 105 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded under this heading for the month of May are set out below:—

Department	No. of Contracts	Aggregate Amount
Agriculture	2	\$81,694.00
Defence Construction (1951) Ltd.	2	34,833.00
Defence Construction (1951) Ltd.: (Building and Maintenance).....	1	85,748.00
Post Office	10	98,422.66
Public Works	1	5,728.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour in such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the

district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments made during May

During the month of May the sum of \$1,371.96 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 60 employees concerned.

Contracts Containing Fair Wages Schedules Awarded during May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Amherst Point Marsh N S: R K Chappell, construction of dyke. *John Lusby Marsh N S*: R K Chappell, construction of dyke. *Kennetcook Marsh N S*: Welton Construction, construction of dyke. *Martock Marsh N S*: Welton Construction, construction of dyke; J G Webster, marsh drainage. *Newport Town Marsh N S*: McCully & Soy, construction of dyke; J G Webster, marsh drainage. *River Hebert Marsh N S*: J G Webster, construction of dyke. *Dixon Island Marsh N B*: E L

Casey, construction of dyke. *Hillsboro Marsh N B*: Wheaton Bros, construction of dyke and aboiteau. *Memramcook West Marsh N B*: Bay Construction, construction of dyke. *Sackville Marsh N B*: E R Stiles, construction of dyke. *Vauxhall Alta*: Remington Construction Co Ltd, reinforced concrete irrigation structure, Bow River project; Assiniboia Construction Co Ltd, reinforced concrete irrigation structure, Bow River project.

Central Mortgage and Housing Corporation

Gander Nfld: Eastern Woodworkers Ltd, construction of houses. *Eastern Passage N S*: Halifax Painters & Decorators, exterior painting. *New Glasgow N S*: H K Brine, exterior painting. *Saint John N B*: Harry A Clark, re-insulating & wrapping of pipes, Rockwood Court. *Montreal P Q*: Lewis Bros Asphalt Paving Ltd, *grading & paving, Benny Farm; D'Errio Bros Asphalt Paving Ltd, *grading & installation of drainage system, Villeray Terrace. *Barriefield Ont*: Walter J Halsgrove, landscaping. *Brantford Ont*: Nap Beauchamp Construction Co, repairs to houses. *Cobourg Ont*: R H Clark, *exterior painting. *Deep River Ont*: Shalamar Gardens, landscaping. *Dryden Ont*: J H Tureotte, exterior painting. *Gloucester Ont*: Shalamar Gardens, *landscaping. *London Ont*: J Bushan, *interior & exterior painting. *Pickering Ont*: Oliver Maurer, *stockpiling coal. *Toronto Ont*: Atlas Excavators Ltd, *reinforcing underground tunnel. *Uplands Ont*: H H Sutton, landscaping. *Brandon Man*: A1 Decorating

& Signs, exterior painting. *Selkirk Man*: E Oswald & Son, exterior painting. *Winnipeg Man*: Ideal Decorating Co, exterior painting. *Lloydminster Sask*: G J Mogenson, exterior painting. *North Battleford Sask*: Reg Parsons, *exterior painting. *Prince Albert Sask*: Wm Sigalet & Co Ltd, exterior painting. *Regina Sask*: Norman Clark, *renovation of landscaping. *Weyburn Sask*: Norman Clark, *renovation of landscaping. *Claresholm Alta*: General Construction Co (Alberta) Ltd, construction of roadway & driveways. *Medicine Hat Alta*: J H Back, exterior painting. *Namao Alta*: T J Pounder & Co Ltd, paving roads & driveways. *Penhold Alta*: Standard Gravel & Surfacing of Canada Ltd, construction of roads, driveways, catch basins & open drainage system. *Kamloops B C*: R H Neven Co Ltd, *exterior painting. *Vancouver B C*: Ed Johnston, landscaping, Fraserview; R H Neven Co Ltd, exterior painting; Ed Johnston, *landscaping.

Defence Construction (1951) Limited

St John's Nfld: Byers Construction Co Ltd, construction of stores, workshop, office bldg, etc. *Fredericton N B*: Caldwell Construction Co Ltd, construction of garage, RCASC. *Bagotville P Q*: North Shore Construction Co, construction of roads. *Falconbridge Ont*: A W Robertson Construction Ltd, construction of addi-

tional work. *Foymount Ont*: A W Robertson Construction Ltd, construction of additional work. *Meaford Ont*: Keiller Construction Co Ltd, installation of water supply system. *Shirley Bay Ont*: M Sullivan & Son Ltd, construction of central workshop bldg. *Toronto Ont*: Fassel & Baglier Construction, addition to north

wing, HMCS "York". *Trenton Ont*: H J McFarland Construction Co, hangar aprons & drainage. *Winnipeg Man*: Benjamin Bros Ltd, construction of water supply, sewerage, power & communications duct lines. *Namao Alta*: Standard Iron & Engineering Works Ltd, erection of vertical

steel tanks. *Comox B C*: Hanssen Construction Co Ltd, construction of deep well pumphouse. *Esquimalt B C*: General Construction Co Ltd, construction of magazine & services bldgs & associated services. *Aklavik N W T*: Tower Co Ltd, construction of barrack block.

Building and Maintenance

Lachine P Q: Charles Duraneau Ltd, construction of parking areas, RCAF Station. *Valcartier P Q*: Magloire Cauchon Ltee, construction of observation shelter & storage bldg, Small Arms Artillery Proof & Experimental Establishment. *Ottawa Ont*: Alex I Garvock Ltd, construction of roof hatches, No 26 COD, Plouffe Park. *Rockcliffe Ont*: Dominion Steel & Coal Corporation Ltd, erection of chain link

fence, RCAF Station. *Trenton Ont*: H J McFarland Construction Co Ltd, paving of road, RCAF Station. *Rivers Man*: J H From, landscaping, RCAF Station. *Calgary Alta*: Assiniboia Construction Co Ltd, replacement of asphalt standing, RCAF Station. *Matsqui B C*: Ralph & Arthur Parsons Ltd, removing, overhauling & re-installing diesel electric unit, Naval Radio Station.

National Harbours Board

Halifax Harbour N S: Atlas Construction Co Ltd, construction of addition to grain elevator. *Montreal Harbour P Q*: Miron & Freres Ltd, asphalt paving, lower floors of sheds Nos. 12 & 14; Jean Paquette, construction of offices in shed No. 12.

Department of Public Works

St John's Nfld: L S B Stokes & Sons Ltd, alterations & addition to bldg No. 2, for RCMP, Kenna's Hill. *Rustico Harbour P E I*: L G M H Smit Ltd, breakwater repairs. *Chester N S*: J P Porter Co Ltd, *dredging. *Dingwall N S*: McNamara Construction Co Ltd, *dredging. *Herring Cove N S*: Atlantic Bridge Co Ltd, reconstruction of breakwater and wingwall. *Port Hood Island N S*: A D MacDonald & C J McDonald, closing northern entrance. *Swim's Point N S*: Mosher & Rawding Ltd, wharf repairs & improvements. *Cape Bimet N B*: Modern Construction Ltd, construction of wharf. *Fairhaven N B*: Colin R MacDonald Ltd, wharf reconstruction & extension. *Little Aldouane & Grand Aldouane N B*: Roger LeBlanc, *dredging. *McEachern's Point N B*: J W & J Anderson Ltd, wharf extension. *Middle Carquet N B*: Comeau & Savoie Construction Ltd, wharf extension. *Forestville P Q*: McNamara Construction Co Ltd, wharf extension. *Riviere au Renard P Q*: Mannix Ltd, wharf recon-

struction. *Ste Anne de la Pocatiere P Q*: Dieppe Construction Inc, addition to headerhouse. *Honey Harbour Ont*: R A Blyth, wharf reconstruction. *Little Current Ont*: Canadian Dredge & Dock Co, *dredging. *London Ont*: Ellis-Don Ltd, alterations to provide for plant growth chambers, Science Service laboratory. *Ottawa Ont*: Stanley G Brookes, installation of transformers & switchboard, alterations, etc, Mortimer Bldg; Edge Ltd, installation of automatic sprinkler with central supervisory & fire alarm system "G" & "H", 562 Booth St; Canadian Comstock Co Ltd, fluorescent lighting & transformer room changes, Dominion Archives bldg. *Port Stanley Ont*: McNamara Construction Co Ltd, *dredging. *Kimberley B C*: C J Oliver Ltd, erection of public bldg. *Shawinigan Lake B C*: B C Pile Drivers Ltd, construction of wharf & floats. *Vancouver B C*: Walach Construction Co Ltd, alterations, lighting, plumbing, paving, etc, RCMP Sub-Division Hdqrs.

Department of Transport

Cape Spear Nfld: S J Clark, construction of dwelling. *Lamaline Nfld*: S J Clark, erection of dwelling and tower. *Dartmouth N S*: Acadia Construction Ltd, additional airport development. *Dorval P Q*: The Highway Paving Co Ltd, additional development, Montreal Airport. *Timmins Ont*: Storms Contracting Co Ltd, addi-

tional airport development. *Regina Sask*: Mannix Ltd, additional airport development; A D Ross & Co Ltd, installation of field lighting. *Comox B C*: S & S Electric Ltd, installation of field lighting. *Mill Bay (Patricia Bay) B C*: A V Richardson Ltd, construction of radio beacon station.

Wages, Hours and Working Conditions

Wage Rates for Male Labourers in Manufacturing in Recent Years

Labourers' wage rates rose 201·7 per cent between 1939 and 1952 while those of all plant workers advanced by 178·7 per cent. In terms of averages, labourers' rates are highest in British Columbia, Ontario

The wage rates paid to labourers are of particular importance in that they often form the base for the entire wage structure of individual establishments or the focal point from which the differentials for many other skills are determined. Generally speaking they are the lowest rates paid in a plant, apart from hiring rates or those paid to apprentices.

In numerical terms, labourers are the most important occupational group in manufacturing. This study, for example, covers more than 72,000 workers in this classification. Important, too, is the fact that labourers constitute the largest group of workers in most of the manufacturing industries.

For these reasons, and the fact that the duties of labourers are similar, regardless of the firm or industry in which they are employed, the rates paid to such workers are useful in helping to determine relative wage levels in various establishments, industries and localities.

For purposes of this article a labourer is a worker who performs one or a variety of heavy or light manual duties which can be learned in a short period of time and which require a minimum of independent judgment. Only those whose duties are too general to be classified otherwise are included in this occupation.

Wage Trends

A widely-shared opinion is that unskilled workers have succeeded in obtaining gains in wages over the past decade or more sufficient to narrow percentage differentials that existed between them and the skilled and semi-skilled workers in the late '30's and early '40's. This view appears to be supported by statistics showing the upward movement of wage levels for labourers, the most important constituent of the unskilled

group, and plant workers as a whole in the manufacturing industries. For labourers, rates rose by 201·7 per cent between 1939 and 1952 and for all plant workers by 178·7 per cent. In recent years, the two indexes on a base of 1939 as 100 run as follows:—

Year	Labourers		All Plant Employees	
	Index	Annual per cent Increase	Index	Annual per cent Increase
1945.....	150·2	.....	146·5	.....
1946.....	165·9	10·5	161·5	10·2
1947.....	189·9	14·5	183·3	13·5
1948.....	214·0	12·7	205·9	12·3
1949.....	224·1	4·7	217·9	5·3
1950.....	244·6	9·1	230·7	5·9
1951.....	274·9	12·4	261·6	13·4
1952.....	301·7	9·7	278·7	6·5

It is apparent that during the war years 1939-1945, there was a significant disparity between the average percentage wage gains of labourers and plant workers as a whole. During this period the rates of labourers rose by 50·2 per cent whereas those of plant workers as a group advanced by only 46·5 per cent. Since the war, with an accelerated upward movement of wage levels generally, labourers' rates have advanced by a correspondingly greater amount. From 1945 to 1952, the rates of labourers doubled whereas those of plant workers rose by 90 per cent. In five of the seven post-war years, the increase in labourers' rates has, in percentage terms, been higher than that for plant workers of all levels of skill.

While cents-per-hour differentials in wage rates between labourers and semi-skilled and skilled workers have widened considerably during the period since 1939, percentage differentials, as evidenced by these statistics of wage trends, have

narrowed. These trends reflect the tendency of unions and employers to negotiate wage increases in terms of single cents-per-hour or other amounts that are not proportionate to actual wage levels for individual occupations. With rising living costs, the escalator wage formulas, which have become widespread throughout industry, tend to narrow skill differentials, as they generally provide for a fixed hourly increase for a given change in the cost-of-living index, regardless of the occupation or class of employee receiving the wage adjustment. With a decline in living costs, the opposite result is, of course, obtained, as the more skilled workers lose less proportionately than those receiving lower wages. Operating in the direction of maintaining inter-occupational percentage differentials is the frequent practice of maintaining the take-home-pay of workers with a reduction in hours of work. This serves to increase all hourly rates by the same percentage amounts.

Wage Structure

The rates for labourers given in Table 1 show that the Canadian wage structure is characterized by fairly pronounced regional and local differentials in wage rates. These reflect the underlying economic conditions as well as customs and social attitudes that exist in various sections of the country. In many cases, geographical differentials are associated with the degree of concentration of high-wage or low-wage industries and the extent and strength of trade unionism within regions or metropolitan areas.

In terms of averages, wage rates for labourers are highest in British Columbia and Ontario; but even within these provinces local differences in wage levels are substantial and many centres in the Atlantic Provinces, Quebec and the Prairie Provinces have rates that exceed those of many communities in the two high-wage provinces.

Wage levels in the larger cities, where industry is generally more diversified, tend to fall close to the provincial averages. In other centres where one industry predominates, such levels are greatly influenced by the nature of that industry. In Sydney, Hamilton and Welland the high wage scales of the primary steel manufacturers raise local wage rate averages for labourers well above those for most other cities of comparable size in Nova Scotia and Ontario. In Trois Rivières, Cornwall and Thorold, the pulp and paper industry is the largest employer of labourers and thus exerts a great influence on the pattern of wages for unskilled males. In Kitchener

and Saskatoon, the meat packing industry plays an important rôle in determining local wage levels for this class of employee.

AVERAGE HOURLY WAGE RATES FOR LABOURERS, MALE, IN MANUFACTURING, BY CITY

October 1950, 1951 and 1952

Locality	1950	1951	1952	Range of Rates
	Average Rate	Average Rate	Average Rate	
	\$	\$	\$	\$
Canada.....	.96	1.10	1.25	.....
Newfoundland.....		.91	1.09	.....
St. John's.....		.74	.97	.75-1.09
P.E.I.....		.68	.69	.....
Nova Scotia.....	.89	.87	1.32	.....
Halifax.....	.83	.83	1.02	.90-1.09
New Glasgow.....	.78	.73	.79	.75-1.00
Sydney.....	1.04	1.20	1.30	1.24-1.36
New Brunswick.....	.80	.88	.96	.....
Moncton.....	.94	1.16	1.12	.75-1.39
Saint John.....	.74	.88	.96	.80-1.11
Quebec.....	.86	.98	1.08	.....
Hull.....	.91	1.10	1.14	.97-1.32
Joliette.....	.72	.83	.88	.71-1.00
Montreal.....	.91	1.01	1.12	.90-1.40
Quebec.....	.92	.96	1.07	.88-1.27
St. Jérôme.....	.82	.88	.96	.71-1.12
Shawinigan Falls.....	.96	1.16	1.29	1.25-1.34
Sherbrooke.....	.65	.77	.86	.57-1.02
Trois Rivières.....	.90	1.07	1.13	.74-1.25
Victoriaville.....	.70	.79	.80	.70-.90
Ontario.....	1.00	1.16	1.29	.....
Belleville.....	.92	.96	1.06	.70-1.37
Brantford.....	1.09	1.21	1.19	.80-1.37
Chatham.....	1.09	1.01	1.07	.85-1.41
Cornwall.....	.96	1.18	1.14	1.14-1.17
Fort William.....	.97	1.20	1.22	1.00-1.33
Galt.....	.91	1.12	1.13	.95-1.22
Guelph.....	.96	1.03	1.10	.80-1.20
Hamilton.....	1.08	1.28	1.36	1.05-1.52
Kingston.....	.91	1.14	1.26	1.25-1.30
Kitchener.....	.94	1.12	1.19	.95-1.30
London.....	1.08	1.14	1.22	.90-1.58
Niagara Falls.....	1.07	1.30	1.37	1.35-1.44
Orillia.....	.77	.87	.90	.75-1.10
Oshawa.....	1.04	1.30	1.26	1.10-1.31
Ottawa.....	.76	.85	.92	.75-1.12
Peterborough.....	1.03	1.17	1.19	1.01-1.32
Port Arthur.....	.97	1.22	1.26	1.17-1.50
St. Catharines.....	1.06	1.22	1.24	.89-1.43
St. Thomas.....	.97	1.10	1.17	1.12-1.24
Sarnia.....	1.05	1.26	1.43	1.28-1.56
Sault Ste. Marie.....	1.12	1.26	1.35	.....
Sudbury.....	.83	1.02	1.08	1.05-1.14
Thorold.....	1.08	1.32	1.39	1.34-1.58
Toronto.....	.99	1.14	1.23	1.00-1.42
Welland.....	1.08	1.44	1.50	1.48-1.63
Windsor.....	1.16	1.29	1.44	1.36-1.49
Woodstock.....	.88	.96	1.12	1.00-1.27
Manitoba.....	.88	.97	1.10	.....
Winnipeg.....	.88	.97	1.12	.83-1.33
Saskatchewan.....	.92	1.01	1.14	.....
Regina.....	.93	1.00	1.14	1.00-1.40
Saskatoon.....	.88	1.03	1.21	.95-1.32
Alberta.....	.97	1.04	1.11	.....
Calgary.....	1.00	1.16	1.27	1.00-1.45
Edmonton.....	.98	1.01	1.14	.88-1.31
British Columbia.....	1.16	1.31	1.40	.....
New Westminster.....	1.19	1.38	1.41	1.06-1.52
Vancouver.....	1.16	1.32	1.41	1.24-1.56
Victoria.....	1.10	1.28	1.46	1.45-1.52

Prices and the Cost of Living*

Consumer Price Index, June 1, 1953

Following a decline dating from last November, when the consumer price index was 116.1, the index rose 0.4 per cent from 114.4 at May 1 to 114.9 at June 1. Higher food prices were mainly responsible for the increase, the Dominion Bureau of Statistics reported.

The food index advanced from 110.1 to 111.4 as a result of substantially firmer prices for fresh and cured pork, fresh fruits and vegetables and lesser increases for most other meats, bread and eggs. Butter and canned fruits and vegetables were lower.

The shelter component moved up from 122.9 to 123.6, reflecting an increase of 1.0 per cent in rentals; the home-ownership index remained the same.

Other group indexes, exhibiting unusual stability, were unchanged at 110.1 for clothing, 116.6 for household operation and 115.1 for other commodities and services. In the household operation group a seasonal reduction in coal was balanced by small increases in home furnishings, and in supplies and services.

The index one year earlier (June 2, 1952) was 116.0; group indexes were: food 115.7, shelter 120.4, clothing 111.8, household operation 115.9, other commodities and services 115.7.

Cost-of-Living Index, June 1, 1953

The cost-of-living index (1935-39=100) rose from 183.6 to 184.8 between May 1 and June 1. At June 2, 1952, it was 187.3.

Group indexes at June 1 (May 1 figures in parentheses) were: food 225.7 (222.8), rent 152.5 (151.0), fuel and light 152.6 (153.2), clothing 206.4 (206.3), home furnishings and services 196.2 (196.2) and miscellaneous 149.0 (149.0).

Group indexes one year earlier (June 2, 1952) were: food 237.0, rent 147.9, fuel and light 149.8, clothing 209.3, home furnishings and services 197.2 and miscellaneous 147.4.

City Cost-of-Living Indexes, May 1, 1953

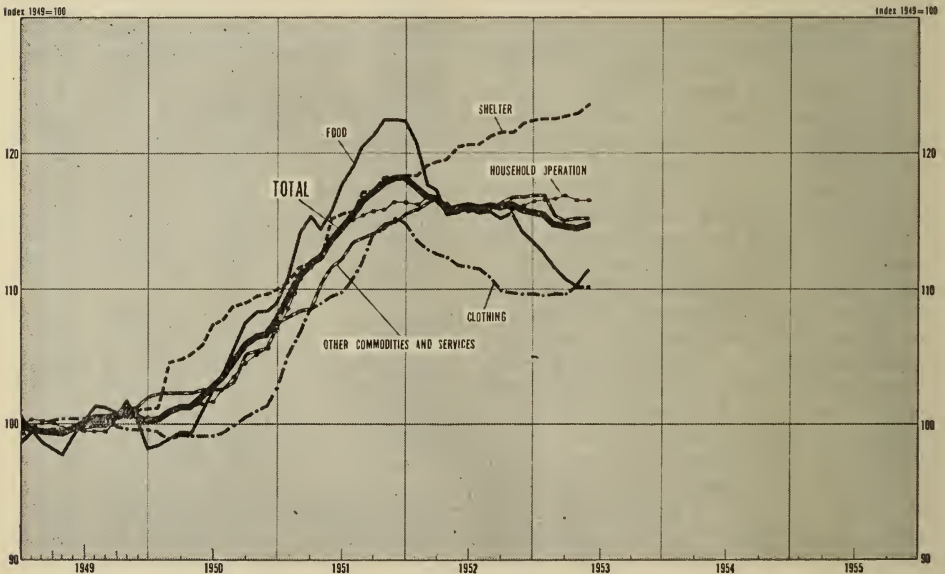
Declines occurred in six and increases in three of the cost-of-living indexes for the nine regional cities between April 1 and May 1.

Changes in food prices resulted in lower food indexes in five centres and increases in the remaining four. Prices of fresh pork and eggs were generally firmer while butter, beef and fresh vegetables were cheaper in most cities. An advance in the price of bread was reported in Edmonton.

Clothing indexes were up in all nine cities as a result of scattered advances in

*See Tables F-1 to F-6 at end of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



men's and women's wear items. Changes in the home furnishings and services group were also scattered over a number of items, advances in furniture and washing machine prices and declines in refrigerator prices being predominant. Telephone rates were reported up in Halifax and Vancouver. Coal prices were lower in St. John, Montreal and Toronto, reflecting the introduction of summer rates. Winnipeg and Saskatoon prices were slightly higher while in the remaining four cities fuel and lighting indexes were unchanged.

Rent indexes advanced in seven cities but remained unchanged in Halifax and Winnipeg. Increases in theatre admissions and barbers' fees contributed to advances in the miscellaneous items index in six cities. This component remained unchanged in Montreal and was lower in St. John's and Toronto.

Composite city cost-of-living index point changes between April 1 and May 1 were: Halifax -0.7 to 172.6, Winnipeg -0.5 to 176.4, St. John's -0.4 to 101.1, Saint John -0.3 to 180.2, Saskatoon -0.3 to 182.2, Toronto -0.1 to 180.9, Vancouver +0.3 to 187.5, Edmonton +0.2 to 176.6 and Montreal +0.1 to 188.3.

Wholesale Prices, May 1953

Wholesale prices continued in May to move within narrow limits. The composite index rose fractionally to 220.1 from

219.6 the preceding month, according to the Dominion Bureau of Statistics. A year earlier the index stood at 224.6.

Three of the eight major sub-group indexes advanced between April and May, four declined and one remained unchanged.

Animal products led the increases with a rise in the index from 234.4 to 239.1 as a result of higher prices for livestock, notably hogs, and for pork carcass, veal, cured meats, eggs, hides, raw furs, and footwear. Fishery products, fluid milk, butter, fowl and tallow declined.

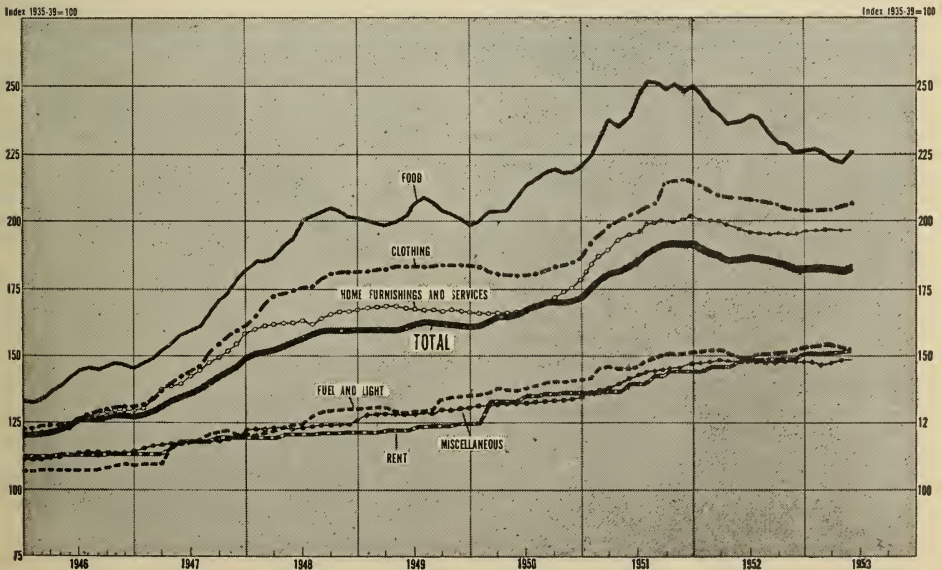
Narrow gains in newsprint and cedar shingles outweighed weakness in fir lumber and wood pulp to move the wood, wood products and paper index from 289.9 to 290.3. A continued easing of the Canadian dollar in terms of United States funds was a supporting factor in the export items in this and other groups.

Vegetable products remained practically unchanged, moving from 197.3 to 197.4 when advances in fresh fruits, certain grains, rubber, sugar and flour outweighed declines in green coffee, potatoes, onions and some vegetable oils.

Reflecting continued weakness in the price of copper, lead and zinc, which over-balanced advances in silver and gold quotations, the composite index for non-ferrous metals receded from 170.7 to 168.1.

In the non-metallics section, seasonally lower prices for coal were responsible for a drop in the index for this group from 174.4 to 173.9.

COST-OF-LIVING INDEX FROM JANUARY 1946



Lower quotations for scrap iron, steel and tinplate moved the iron and steel products index down from 221.5 to 221.2.

No net change was registered in the chemicals group index, which continued at 176.2.

Fibres, textiles and textile products changed from 241.6 to 241.2 as prices declined for woollen hosiery and both worsted and cotton yarns. On the other hand, a firmer tone was exhibited for worsted cloth, cotton knit goods and both domestic and imported raw wool.

Canadian farm product prices at terminal markets advanced slightly in May to an index reading of 216.9, compared with

214.5 in April. Strength was concentrated in animal products and the group index for this series moved up from 256.0 to 263.2 because of firmer prices for livestock, principally hogs, and also for eggs and raw wool. In the same period, field products moved down from 173.0 to 170.6 as decreases occurred for potatoes and grains.

Prices entering into residential building materials were slightly easier in May and the composite index declined from 283.6 in April to 282.8 in May. Price declines were noted in plumbing and heating equipment, notably copper piping, and in electrical equipment.

Strikes and Lockouts

Canada, May, 1953*

The number of industrial disputes resulting in work stoppages increased slightly during May 1953, but the resulting time loss, while somewhat higher, was little changed from the low figures of the previous four months. Strike idleness in May 1953, was only a fraction of the loss in May 1952.

No great amount of loss was shown by any one stoppage but three disputes with the greatest loss were: flour, cereal and feed mill workers at Peterborough, Ont., and Saskatoon, Sask.; clothing and hosiery factory workers at Montreal, Que.; and garage workers at Fort William and Port Arthur, Ont.

Wages and related questions were the central issues in 25 of the 30 stoppages in May 1953, causing more than 90 per cent of the total loss. Of the other disputes, two arose over causes affecting working conditions, two over discharge and lay-off of workers, and one over a union question.

Preliminary figures for May 1953, show 30 strikes and lockouts in existence, involving 4,748 workers, with a time loss of 36,127 man-working days, compared with 21 strikes and lockouts in April 1953, with 3,562 workers involved and a loss of 29,120 days. In May 1952, there were 44 strikes and lockouts, with 23,360 workers involved and a loss of 248,575 days.

For the first five months of 1953 preliminary figures show 69 strikes and lockouts,

involving 14,638 workers, with a time loss of 153,092 days. In the same period in 1952 there were 93 strikes and lockouts, with 43,916 workers involved and a loss of 611,308 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in May 1953, was 0.04 per cent of the estimated working time; 0.03 per cent in April 1953; 0.30 per cent in May 1952; 0.04 per cent for the first five months of 1953; and 0.15 per cent for the first five months of 1952.

Of the 30 stoppages in existence in May 1953, three were settled in favour of the workers, two in favour of the employers, five were compromise settlements, and five were indefinite in result, work being resumed pending final settlement. At the end of the month 15 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and waitresses at Timmins, Ont., on May 23, 1952.)

*See Tables G-1 and G-2 at end of book.

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the countries concerned or from the *International Labour Office Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in March 1953, was 176 and 12 were still in progress from the previous month, making a total of 188 during the month. In all stoppages of work in progress, 40,800 workers were involved and a time loss of 251,000 working days caused.

Of the 176 disputes leading to stoppages of work which began in March, 10, directly involving 5,900 workers, arose over demands for advances in wages; and 70, directly involving 5,800 workers, over other wage questions; six, directly involving 300 workers, over questions as to working

hours; 28, directly involving 4,700 workers, over questions respecting the employment of particular classes or persons; 61, directly involving 4,300 workers, over other questions respecting working arrangements; and one, directly involving 4,800 workers, was in support of workers involved in another dispute.

India

For the year 1952, preliminary figures show 955 industrial disputes resulting in work stoppages. These involved 807,623 workers directly and indirectly and caused a time loss of 3,330,684 man-working days.

United States

Preliminary figures for April 1953, show 550 work stoppages resulting from labour-management disputes beginning in the month in which 275,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,500,000 man-days. Corresponding figures for March 1953, are 450 work stoppages involving 180,000 workers and a time loss of 1,100,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 59.

Accident Prevention

1. **Congrès Technique National de Sécurité et d'Hygiène du Travail.** 3d, **Avignon, France, 1952.** *La Sécurité Sociale au Service de la Prévention.* Travaux, 9-12 octobre, 1952. Paris, Institut National de

Sécurité pour la Prevention des Accidents du Travail et des Maladies Professionnelles, 1953? Pp. 376.

2. **National Industrial Safety Conference.** *Proceedings of the National Industrial Safety Conference, 1952, The Spa, Scarborough, May 16th, 17th and 18th.* London, Royal Society for the Prevention of Accidents, 1952. Pp. 99.

3. **President's Conference on Industrial Safety, Washington, D.C., 1952.** *Proceedings . . . June 2-4, 1952.* Washington, G.P.O., 1953. Pp. 183.

Collective Bargaining

4. **National Planning Association.** *American Velvet Company and Textile Workers Union of America; a Case Study,* by George S. Paul. Washington, 1953. Pp. 59. (This is the Association's Causes of Industrial Peace under Collective Bargaining, Case Study No. 11.)

5. **Schaffner, Margaret Anna.** *The Labour Contract from Individual to Collective Bargaining.* Madison, University of Wisconsin, 1907. Pp. 182.

Economic Conditions

6. **Committee for Economic Development.** *Britain's Economic Problem and its Meaning for America;* a statement on national policy by the Research and Policy Committee of the Committee for Economic Development. New York, 1953. Pp. 52.

7. **Committee for Economic Development.** *Flexible Monetary Policy: What it is and How it works;* a statement on national policy by the Research and Policy Committee of the Committee for Economic Development. New York, 1953. Pp. 35.

8. **Marx, Karl.** *A History of Economic Theories from the Physiocrats to Adam Smith.* Edited with a preface by Karl Kautsky. New York, Langland Press, 1952. Pp. 337.

9. **Mills, Frederick Cecil.** *Productivity and Economic Progress.* New York, National Bureau of Economic Research, 1952. Pp. 36.

10. **United Nations Economic and Social Council. Economic Commission for Asia and the Far East.** *Economic Survey of Asia and the Far East, 1952.* Prepared by the Research and Statistics Division, Economic Commission for Asia and the Far East. Bangkok, 1953. Pp. 104.

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11. **House & Garden.** *Book of Building: 40 Houses & Plans, Remodelling, Maintenance.* New York, Conde Nast Publications, 1953. Pp. 246.

12. **U.S. Bureau of Labor Statistics.** *Cooperative Housing in the United States, 1949 and 1950.* Washington, G.P.O., 1952. Pp. 133.

Industrial Relations

13. **Employers' Association of Chicago.** *Industrial Relations Survey, 1951.* Chicago, 1952. Pp. 16.

14. **Great Britain. Ministry of Labour and National Service.** *Industrial Relations Handbook. An Account of the Organization of Employers and Workpeople in Great Britain; Collective Bargaining and Joint Negotiating Machinery; Conciliation and Arbitration; and Statutory Regulation of Wages in Certain Industries.* Rev. ed. London, H.M.S.O., 1953. Pp. 284.

15. **Industrial Relations Research Association.** *Proceedings of the Fifth Annual Meeting . . . Chicago, Illinois, December 28-29, 1952.* Edited by L. Reed Tripp. Madison, Wis., 1953. Pp. 254.

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16. **British Iron and Steel Federation.** *Annual Report, 1952.* London, 1953. 1 Volume.

17. **Industrial Development Board of Greater Winnipeg.** *Annual Report . . . 1952.* Winnipeg, 1953. Pp. 7.

Labour Bureaus

18. **California. Department of Industrial Relations.** *Union Labor in California, 1952.* San Francisco, State Printing Office, 1952. Pp. 31.

19. **Gambia Labour Department.** *Annual Report, 1950.* Bathurst, Government Printer, 1951. 1 Volume.

20. **Gold Coast. Labour Department.** *Report for 1950/51.* Accra, Government Printing Department, 1952. 1 Volume.

21. **Hawaii (Ter.) Department of Labor and Industrial Relations.** *Annual Report . . . July 1, 1945 to June 30, 1946.* Honolulu, 1946. Pp. 51.

22. **International Labour Office.** *Organization and Working of National Labour Departments.* Seventh item on the agenda. Geneva, 1953. Pp. 92.

23. **Nigeria. Department of Labour.** *Annual Report, 1950/51.* Lagos, Government Printer, 1952. 1 Volume.

24. **Nova Scotia. Department of Labour.** *Annual Report . . . for the Fiscal Year April 1, 1951 to March 31, 1952.* Halifax, Queen's Printer, 1952. Pp. 74.

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25. **Long, Clarence Dickinson.** *The Labor Force in War and Transition, Four Countries.* New York, National Bureau of Economic Research, 1952. Pp. 61.

26. **Morin, Alexander.** *The Organization of Farm Labor in the United States.* Cambridge, Mass., Harvard University Press, 1952. Pp. 102.

27. **U.S. Bureau of Labor Statistics.** *Manpower Resources in Chemistry and Chemical Engineering.* Washington, G.P.O., 1953.

28. **U.S. Bureau of Labor Statistics.** *Occupational Mobility of Scientists; A Study of Chemists, Biologists and Physicists with Ph.D. Degrees.* Washington, G.P.O., 1953. Pp. 63.

29. **U.S. Bureau of the Census.** *Papers on Labor Force Statistics in the United States. Prepared under the supervision of Calvert L. Dedrick.* Washington, 1952. 1 Volume. Prepared for a group of European labor force statisticians who visited the United States, February 24 to March 31, 1952, under the auspices of the Mutual Security Agency and the Organization for European Economic Co-operation (Mission TA-OEEC-105).

30. **U.S. Office of Defense Mobilization.** *Manpower for Defense; Policies and Statements of the Office of Defense Mobilization.* Washington, G.P.O., 1953. Pp. 51.

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32. **U.S. Bureau of Labor Statistics.** *Directory of Labor Unions in the United States, 1953; National and International Unions, State Labor Organizations.* Washington, G.P.O., 1953. Pp. 46.

33. *What the T.U.C. is doing.* Spring 1953. London, Trades Union Congress, 1953. Pp. 47.

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34. **American Labor Education Service.** *Annual Report . . . 1952.* New York, 1953. Pp. 11.

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36. **Hours, Joseph.** *Le Mouvement Ouvrier Français.* Paris, 1es Editions Ouvrières, c1952. Pp. 153.

37. **International Labour Office.** *Protection of the Health of Workers in Places of Employment.* Fifth item on the agenda. Geneva, 1952-1953. 2 Volumes. At head of title: Report V(1)-(2) International Labour Conference. Thirty-sixth session, 1953.

38. **Passfield, Sidney James Webb, Baron.** *The Breaking-Up of the Poor Law: being Part One of the Minority Report of the Poor Law Commission,* edited, with introduction, by Sidney and Beatrice Webb. London, Longmans Green, 1909. Pp. 601.

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41. **Koroleef, Alexander Michael.** *Logging Mechanization in the U.S.S.R.; a Review of Russian Data.* Montreal, Pulp and Paper Research Institute of Canada, 1952. Pp. 158.

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42. **Alway, Lazelle D.** *Up your Alley, a Mail Survey of Pinboys.* New York, 1953. Pp. 31.

43. **National Association of Manufacturers of the United States of America.** *Your Opportunities in Science and Engineering.* New York, c1952. Pp. 30.

44. **U.S. Bureau of Labor Statistics.** *Employment Outlook in Metalworking Occupations . . .* Washington, G.P.O., 1953. Pp. 186-224.

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46. **British Columbia. University. Doukhobor Research Committee.** *The Doukhobors of British Columbia;* report of the Doukhobor Research Committee. Harry B. Hawthorn, editor. Vancouver, University of British Columbia, 1952. Pp. 342.

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Social Security

51. **Inter-American Committee on Social Security.** *Consideration of the Report of the Secretary General.* Second item of the agenda. Mexico, 1952. Pp. 4. At head of title: Inter-American Conference on Social Security. Permanent Inter-American Committee. General Secretariat.

52. **Inter-American Committee on Social Security.** *Election of the Executive Body.* First item on the agenda. Mexico, 1952. Pp. 5. At head of title: Inter-American Conference on Social Security. Permanent Inter-American Committee. General Secretariat.

53. **Inter-American Committee on Social Security.** *Family Allowances in Canada,* by R. B. Curry, national director, family allowances and old age security, Department of National Health and Welfare. Mexico, 1952. Pp. 18. At head of title:

Inter-American Conference on Social Security. Fourth session. Item III of the agenda.

54. **Inter-American Committee on Social Security.** *Relations with International Organizations.* Third item of the agenda. Mexico, 1952. Pp. 4. At head of title: Inter-American Conference on Social Security. Permanent Inter-American Committee. General Secretariat.

55. **Inter-American Committee on Social Security.** *Report of the Secretary General.* Geneva, 1952. Pp. 114. At head of title: Report I. Inter-American Conference on Social Security. Fourth session, Mexico, 1952.

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58. **Quebec (City). Université Laval. Ecole des Sciences Sociales. Département des Relations Industrielles.** *Structure des Salaries.* Cinquième Congrès des Relations Industrielles de la Faculté des Sciences Sociales de l'Université Laval. Quebec, 1950. Pp. 192.

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Decisions of the Umpire

(Continued from page 1048)

voluntary action and not upon the motives which led to it. The morality of the motives is not questioned, precisely because the legislator in Section 39 of the Act, and quite rightly so, does not concern himself with the merit of labour disputes.

Section 39 deals with matters which spring from conflicts of interests between two parties who are contributors to the Unemployment Insurance Fund and it stands to reason that it was not the intent of the legislator that moneys in which both have a proprietary interest should be used for the benefit of one in the pursuit or the furtherance of an economic battle against the other.

When a worker, because of his convictions, his conscience or his faith in the principles of his union, refuses to cross a picket line and thereby withdraws his labour, he, in effect, sides with the strikers and adds strength to their cause. If we were to accept the Congress' arguments as valid, it would mean that unions, with subsidies from the Fund, could paralyse a whole industry to the detriment not only of the employer but of the public at large.

I do not agree therefore with the contention that my predecessor and I have introduced and preserved an unduly rigid interpretation of Section 39 in regard to cases like the present one. The language and context of that section cannot be strained to include exemptions equivalent to the exercise of what virtually could become an economic blockade by organized labour. It is true that the legislator in Section 40(2)(a) has recognized the right of a worker to refuse employment which arises in consequence of a stoppage of work due to a labour dispute but then there is no legal relationship between the prospective employer and the claimant and the consequences are not the same.

In concluding, I might say that if in cases of refusal to cross picket lines where no actual violence is displayed, satisfactory evidence is adduced that the workers refrained from doing so on account of a legitimate fear of reprisals against them, their families or material possessions, they are not participating within the meaning of subsection (2) of Section 39 of the Act.

The appeal is dismissed.

Labour Statistics

	PAGE
A—Labour Force	
<i>D.B.S. Labour Force Survey</i>	
Table A-1—Estimated Distribution of Canadian Manpower.....	1063
Table A-2—Persons Looking for Work in Canada.....	1063
Table A-3—Regional Distributions, Week Ended February 21, 1953.....	1064
<i>Immigration Branch, Department of Citizenship and Immigration</i>	
Table A-4—Distribution of All Immigrants by Region.....	1064
Table A-5—Distribution of Workers Entering Canada by Occupations.....	1065
 B—Labour Income	
<i>Dominion Bureau of Statistics Monthly Estimates of Labour Income</i>	
Table B-1—Estimates of Labour Income.....	1065
 C—Employment, Hours and Earnings	
<i>Dominion Bureau of Statistics: Employment and Payrolls</i>	
Table C-1—Employment Index Numbers by Provinces.....	1066
Table C-2—Employment, Payrolls and Weekly Wages and Salaries.....	1066
Table C-3—Summary of Employment, Payrolls and Average Weekly Wages and Salaries.....	1067
<i>Dominion Bureau of Statistics: Man-Hours and Hourly Earnings</i>	
Table C-4—Hours and Earnings in Manufacturing.....	1068
Table C-5—Hours and Earnings in Manufacturing by Provinces and Cities.....	1068
Table C-6—Hours and Earnings by Industry.....	1069
<i>Economics and Research Branch, Department of Labour</i>	
Table C-7—Real Earnings in Manufacturing.....	1070
 D—Employment Service Statistics	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	1071
Table D-2—Unfilled Vacancies by Industry and by Sex.....	1072
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	1073
Table D-4—Activities of National Employment Service Offices.....	1074
Table D-5—Applications and Placements Since 1943.....	1079
 E—Unemployment Insurance	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Number Receiving Benefit with Amount Paid.....	1080
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	1080
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	1081
Table E-4—Claimants Not Entitled to Benefit with Reasons for Non-Entitlement.....	1082
Table E-5—Estimates of the Insured Population.....	1082
Table E-6—Unemployment Insurance Fund.....	1083
Table E-7—Claims for Supplementary Benefit, April, 1953.....	1084
 F—Prices	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada.....	1085
Table F-1a—Consumer Price Index Numbers, Canada.....	1086
Table F-2—Index Numbers of the Cost of Living for Nine Cities of Canada.....	1087
Table F-3—Index Numbers of Staple Food items.....	1087
Table F-4—Retail Prices of Staple Foods and Coal by Cities.....	1088
Table F-5—Index Numbers of the Cost of Living in Canada and Other Countries.....	1092
Table F-6—Index Numbers of Wholesale Prices in Canada.....	1093
 G—Strikes and Lockouts	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	1094
Table G-2—Strikes and Lockouts in Canada During May.....	1095

A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended April 18, 1953			Week Ended March 21, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian noninstitutional population.....	10,002	4,993	5,009	9,986	4,984	5,002
A. Civilian labour force.....	5,241	4,097	1,144	5,192	4,064	1,128
Persons at work.....	4,941	3,834	1,107	4,859	3,772	1,087
35 hours or more.....	4,645	3,674	971	4,534	3,585	949
Less than 35 hours.....	296	160	136	325	187	138
Usually work 35 hours or more.....	104	88	16	130	111	19
(a) laid off for part of the week.....	*	*	*	10	*	*
(b) on short time.....	24	20	*	31	26	*
(c) lost job during the week.....	*	*	*	*	*	*
(d) found job during the week.....	*	*	*	*	*	*
(e) bad weather.....	22	21	*	17	16	*
(f) illness.....	25	19	*	40	31	*
(g) industrial dispute.....	*	*	*	*	*	*
(h) vacation.....	*	*	*	*	*	*
(i) other.....	16	14	*	23	21	*
Usually work less than 35 hours.....	192	72	120	195	76	119
Persons with jobs not at work.....	135	112	23	161	134	27
Usually work 35 hours or more.....	131	109	22	157	131	26
(a) laid off for full week.....	27	24	*	39	36	*
(b) bad weather.....	*	*	*	*	*	*
(c) illness.....	62	50	12	82	64	18
(d) industrial dispute.....	*	*	*	*	*	*
(e) vacation.....	18	13	*	15	12	*
(f) other.....	16	14	*	16	14	*
Usually work less than 35 hours.....	*	*	*	*	*	*
Persons without jobs and seeking work (1).....	165	151	14	172	158	14
B. Persons not in the labour force.....	4,761	896	3,865	4,794	920	3,874
(a) permanently unable or too old to work.....	175	117	58	188	122	66
(b) keeping house.....	3,338	*	3,336	3,342	*	3,341
(c) going to school.....	681	346	335	685	348	337
(d) retired or voluntarily idle.....	547	419	128	555	434	121
(e) other.....	20	12	*	24	15	*

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousand)

SOURCE: D.B.S. Labour Force Survey

	Week Ended April 18, 1953			Week Ended March 21, 1953		
	Total	Seeking Full-Time Work	Seeking Part-Time Work	Total	Seeking Full-Time Work	Seeking Part-Time Work
Total looking for work.....	176	158	18	184	167	17
Without jobs.....	165	151	14	172	158	14
Under 1 month.....	46	*	*	46	*	*
1—3 months.....	62	*	*	77	*	*
4—6 months.....	42	*	*	38	*	*
7—12 months.....	* 10	*	*	*	*	*
13—18 months.....	*	*	*	*	*	*
19—and over.....	*	*	*	*	*	*
Worked.....	11	*	*	12	*	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED APRIL 13, 1953
(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,241	101	391	1,507	1,867	945	430
Agricultural.....	837	*	55	213	203	344	21
Non-Agricultural.....	4,404	100	336	1,294	1,664	601	409
Males.....	4,097	81	319	1,162	1,442	759	334
Agricultural.....	808	*	53	208	193	334	19
Non-Agricultural.....	3,289	80	266	954	1,249	425	315
Females.....	1,144	20	72	345	425	186	96
Agricultural.....	29	*	*	*	10	10	*
Non-Agricultural.....	1,115	20	70	340	415	176	94
All ages.....	5,241	101	391	1,507	1,867	945	430
14—19 years.....	483	13	36	176	144	87	27
20—24 years.....	721	18	52	236	236	130	49
25—44 years.....	2,444	44	182	701	880	428	209
45—64 years.....	1,387	24	104	354	523	257	125
65 years and over.....	206	*	17	40	84	43	20
<i>Persons with Jobs</i>							
All status groups.....	5,076	89	367	1,446	1,829	930	415
Males.....	3,946	69	297	1,106	1,408	746	320
Females.....	1,130	20	70	340	421	184	95
Agricultural.....	833	*	55	212	201	344	20
Non-Agricultural.....	4,243	88	312	1,234	1,628	586	395
Paid workers.....	3,821	69	274	1,110	1,479	537	352
Males.....	2,797	52	211	799	1,093	375	267
Females.....	1,024	17	63	311	386	162	85
<i>Persons without Jobs and Seeking Work</i>							
Both sexes.....	165	12	24	61	38	15	15
<i>Persons not in the Labour Force</i>							
Both sexes.....	4,761	137	453	1,310	1,575	852	434
Males.....	896	42	95	229	262	167	101
Females.....	3,865	95	358	1,081	1,313	685	333

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.—Apr.....	1,544	14,129	33,733	7,654	5,180	62,240	28,967
1953—Jan.—Apr.....	1,446	7,007	20,403	6,768	3,431	39,055	15,690

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total.....	4,001	5,317	.....	.....	.....	25,890	.....	.....	.....	5,402	114,786
1952—Total.....	7,054	6,900	.....	.....	.....	16,971	.....	.....	.....	1,526	85,029
1952—Jan.—Apr.....	2,025	2,288	.....	.....	.....	6,961	.....	.....	.....	601	35,392
1953—Jan.—Apr.....	2,507	1,613	444	897	2,968	4,614	179	6,257	1,237	311	21,027

Due to changes in occupational classifications, comparisons with earlier periods can not be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME
(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities Transportation, Communication, Storage, Trade	Finance Services, (including Government)	Supplementary Labour Income	Total
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
*1949—Average.....	49	214	47	169	147	21	647
1950—December.....	63	250	52	192	162	26	745
1951—January.....	62	248	47	188	163	26	734
February.....	63	250	46	189	161	24	733
March.....	59	256	46	193	174	25	753
April.....	59	261	53	198	170	27	768
May.....	66	265	60	203	176	27	797
June.....	71	271	65	210	178	27	822
July.....	70	272	68	211	178	30	829
August.....	72	275	72	213	179	28	839
September.....	75	280	74	216	182	28	855
October.....	80	279	73	217	187	29	865
November.....	82	279	71	221	190	29	872
December.....	80	285	64	221	187	28	865
1952—January.....	78	278	59	213	189	29	846
February.....	80	283	59	214	194	28	858
March.....	74	288	62	215	194	29	862
April.....	63	289	67	219	195	29	862
May.....	69	290	73	225	199	29	885
June.....	70	290	79	229	202	30	900
July.....	71	293	88	231	203	30	916
August.....	77	303	87	232	199	30	928
September.....	79	310	89	234	199	31	942
October.....	82	311	86	236	204	32	951
November.....	82	316	83	240	208	31	960
December.....	77	323	77	242	207	32	958
1953—January.....	70	315	66	246†	203	31	931
February.....	68	320	65	233	209	31	926
March.....	60	323	66	234	214	31	928

* Includes Newfoundland, since 1949.

† Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,373,323.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	1947—Average	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	165.9	181.6
1949—Average	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	183.3	179.3
1950—Average	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
1952—Average	184.7	193.4	155.0	181.3	175.0	193.8	176.7	155.7	217.9	191.3
Jan. 1, 1952	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952	178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952	177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952	177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952	182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952	185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1952	188.8	207.9	160.4	172.3	183.5	195.9	182.7	166.1	231.5	183.9
Sept. 1, 1952	190.6	209.2	163.8	183.5	179.3	198.3	182.7	164.2	235.3	201.9
Oct. 1, 1952	192.6	205.4	163.6	186.0	182.1	200.7	183.0	162.4	230.7	206.3
Nov. 1, 1952	192.3	199.8	160.2	177.1	182.8	200.4	182.6	164.2	231.3	205.2
Dec. 1, 1952	192.2	199.0	158.0	180.9	183.1	200.7	183.9	164.7	231.6	200.8
Jan. 1, 1953	187.0	184.4	154.5	178.9	175.6	198.2	177.9	158.5	226.6	190.7
Feb. 1, 1953	182.5	176.5	151.1	167.3	171.3	195.7	173.3	148.4	219.3	181.1
Mar. 1, 1953	182.0	167.6	146.7	164.3	170.6	195.4	170.9	147.6	221.3	183.1
Apr. 1, 1953	181.8	168.0	145.9	160.8	168.9	195.9	171.2	147.4	220.1	186.4
Percentage Distribution of Employees of Reporting Establishments at April 1, 1953	100.0	0.2	3.5	2.4	28.9	43.9	5.1	2.2	4.9	8.9

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
1952—Average	184.7	426.1	230.9	54.13	192.4	474.0	246.2	56.11
Jan. 1, 1952	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952	177.9	411.5	231.7	54.32	188.3	467.2	248.1	56.55
May 1, 1952	177.4	410.6	231.8	54.34	188.7	468.4	248.1	56.55
June 1, 1952	182.5	420.2	230.7	54.08	190.9	470.1	246.2	56.10
July 1, 1952	185.5	426.3	230.2	53.96	191.4	470.1	245.5	55.95
Aug. 1, 1952	188.8	433.3	229.9	53.89	194.1	474.6	244.4	55.71
Sept. 1, 1952	190.6	442.7	232.7	54.55	198.5	490.9	247.3	56.36
Oct. 1, 1952	192.6	452.2	235.2	55.12	200.8	503.0	250.5	57.09
Nov. 1, 1952	192.3	455.8	237.4	55.65	199.8	505.7	253.0	57.66
Dec. 1, 1952	192.2	459.5	239.4	56.12	199.6	512.2	256.5	58.46
Jan. 1, 1953	187.0	428.7	229.6	53.81	196.3	473.2	241.0	54.93
Feb. 1, 1953	182.5	441.1	242.0	56.72	197.6	510.3	258.1	58.83
Mar. 1, 1953	182.0	445.0	244.9	57.40	199.5	518.7	260.0	59.25
Apr. 1, 1953	181.8	443.8	244.5	57.31	200.8	523.9	260.9	59.45

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939 = 100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			Apr. 1 1953	Mar. 1 1953	Apr. 1 1952
	Apr. 1 1953	Mar. 1 1953	Apr. 1 1952	Apr. 1 1953	Mar. 1 1953	Apr. 1 1952			
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	168-0	167-6	213-4	386-5	381-6	376-4	45.80	45.32	35.09
Nova Scotia.....	145-9	146-7	148-9	333-4	335-9	331-8	48.95	49-05	47.74
New Brunswick.....	160-8	164-3	192-4	393-3	406-0	442-5	49.74	50.25	46.67
Quebec.....	168-9	170-6	166-4	435-2	440-6	406-5	54.84	54.98	52.01
Ontario.....	195-9	195-4	187-6	475-3	475-0	432-3	89.47	59.56	56.49
Manitoba.....	171-2	170-9	168-8	363-5	362-7	337-1	54.60	54.58	51.37
Saskatchewan.....	147-4	147-6	142-0	326-9	326-4	294-1	53.70	53.53	50.21
Alberta.....	220-1	221-3	201-6	499-6	502-4	429-9	57.73	57.76	54.25
British Columbia.....	186-4	183-1	188-6	447-5	440-9	432-6	62.42	62.59	59.63
CANADA.....	181-8	182-0	177-9	443-8	445-0	411-5	57.31	57.40	54.32
(b) METROPOLITAN AREAS									
Sydney.....	110-6	110-7	110-3	278-6	298-1	294-0	56.31	60.23	59.59
Halifax.....	218-0	215-6	221-3	445-2	425-6	436-1	47.84	46.23	46.15
Saint John.....	184-9	184-1	201-0	382-5	388-3	428-0	44.31	45.18	45.63
Quebec.....	161-8	159-3	149-8	406-5	396-0	346-7	46.82	46.30	43.14
Sherbrooke.....	169-6	171-2	168-3	418-4	419-2	391-6	47.95	47.58	45.15
Three Rivers.....	157-9	156-3	163-3	423-3	413-5	412-8	53.65	52.92	50.56
Drummondville.....	172-4	172-9	185-8	477-1	466-0	463-3	52.97	51.60	47.75
Montreal.....	186-9	185-1	176-0	454-1	448-4	400-5	55.52	55.36	52.00
Ottawa—Hull.....	188-1	187-0	185-3	416-4	415-2	390-0	51.19	51.33	48.74
Peterborough.....	191-0	190-1	197-8	548-0	547-2	544-6	60.62	60.79	58.15
Oshawa.....	307-3	304-9	246-1	886-8	894-1	648-0	68.11	69.22	62.28
Niagara Falls.....	307-3	304-7	268-9	896-3	889-8	716-1	70.46	70.53	64.19
St. Catharines.....	243-5	242-2	236-7	660-8	660-0	622-2	66.59	66.85	64.51
Toronto.....	209-0	207-5	194-5	494-2	488-6	434-4	59.77	59.51	56.41
Hamilton.....	207-3	204-8	201-1	520-7	522-2	486-2	61.93	61.69	58.54
Bramford.....	193-3	201-4	211-4	527-8	553-9	590-1	56.72	57.13	57.97
Galt.....	164-4	163-7	150-5	433-6	431-3	371-6	54.20	54.13	50.67
Kitchener.....	183-7	182-8	168-9	427-6	473-1	409-3	55.02	54.87	51.48
Sudbury.....	182-9	182-5	176-8	476-6	426-8	393-1	70.24	70.21	66.78
London.....	202-8	200-5	185-8	465-4	459-9	404-7	54.30	54.28	51.57
Sarnia.....	314-8	319-5	294-0	812-7	789-6	693-4	71.48	68.43	65.36
Windsor.....	243-7	238-7	229-0	618-1	592-1	554-9	70.60	69.05	67.56
Sault Ste. Marie.....	256-3	244-8	228-5	629-2	632-0	541-6	65.10	68.48	63.01
Ft. William—Pt. Arthur.....	232-1	226-6	222-0	540-1	533-4	505-3	59.41	60.11	57.87
Winnipeg.....	174-1	173-2	168-8	367-6	365-1	338-5	51.54	51.46	48.88
Regina.....	174-9	173-5	159-0	383-5	376-5	334-6	49.86	49.33	47.67
Saskatoon.....	190-6	189-9	186-3	423-6	419-0	388-8	49.18	48.84	46.32
Edmonton.....	295-4	292-7	244-5	720-7	700-0	530-7	57.45	56.32	51.05
Calgary.....	228-6	226-4	213-5	486-7	484-0	436-3	54.90	55.13	52.77
Vancouver.....	200-5	200-2	200-0	466-1	464-5	445-0	58.32	58.21	55.79
Victoria.....	227-5	230-1	221-6	542-6	550-7	505-5	57.15	57.37	54.67
(c) INDUSTRIES									
Forestry (chiefly logging).....	123-6	168-7	200-3	426-5	601-6	693-5	59.75	61.72	59.96
Mining.....	120-4	121-7	122-3	280-4	285-9	270-2	67.19	67.80	65.88
Manufacturing.....	200-8	199-5	188-3	523-9	518-7	467-2	59.45	59.25	56.55
Durable Goods ¹	263-1	260-7	241-3	694-3	687-8	605-5	64.13	64.10	60.95
Non-Durable Goods.....	160-6	160-0	154-0	401-5	397-3	367-8	54.51	54.15	52.09
Construction.....	156-9	153-6	159-6	507-2	503-4	476-1	60.75	61.60	56.06
Transportation, storage, communi- cation.....	176-6	175-9	181-3	371-7	374-6	348-8	60.20	60.93	55.04
Public utility operation.....	192-3	192-0	186-9	424-7	427-5	393-0	65.05	65.58	62.02
Trade.....	180-0	178-3	171-3	395-9	391-9	359-1	48.03	47.99	45.82
Finance, insurance and real estate.....	182-5	182-5	178-2	326-4	315-8	302-7	52.07	50.37	49.40
Service ²	188-1	187-5	181-0	413-5	409-7	366-3	36.82	36.59	33.81
Industrial composite.....	181-8	182-0	177-9	443-8	445-0	411-5	57.31	57.40	54.32

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	\$	No.	cts.	\$	No.	cts.	\$
1945—Average.....	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.32	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.32	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
*Jan. 1, 1952.....	38.1	127.1	48.43	38.3	136.4	52.24	37.9	116.8	44.27
Feb. 1, 1952.....	41.6	127.1	52.87	41.9	137.5	57.61	41.2	115.7	47.67
Mar. 1, 1952.....	41.7	127.8	53.29	41.8	138.4	57.85	41.5	116.0	48.14
Apr. 1, 1952.....	42.1	129.0	54.31	42.3	139.6	59.05	41.8	116.9	48.86
May 1, 1952.....	41.9	129.4	54.22	42.1	139.5	58.73	41.6	117.8	49.00
June 1, 1952.....	41.3	129.7	53.57	41.4	139.6	57.79	41.3	118.4	48.90
July 1, 1952.....	41.3	128.6	53.11	41.4	138.3	57.26	41.2	117.9	48.57
Aug. 1, 1952.....	41.1	128.9	52.98	41.1	139.4	57.29	41.1	117.5	48.29
Sept. 1, 1952.....	41.6	129.5	53.87	41.8	141.2	59.02	41.4	116.8	48.36
Oct. 1, 1952.....	42.1	129.9	54.69	42.2	141.8	59.84	42.0	117.0	49.14
Nov. 1, 1952.....	42.1	131.0	55.15	42.1	142.6	60.03	42.1	118.4	49.85
Dec. 1, 1952.....	42.5	132.1	56.14	42.6	143.6	61.17	42.2	119.3	50.34
*Jan. 1, 1953.....	38.3	134.0	51.32	38.5	144.5	55.63	38.2	121.8	46.53
Feb. 1, 1953.....	41.9	134.2	56.23	41.9	145.7	61.05	41.8	120.8	50.49
Mar. 1, 1953.....	42.1	134.4	56.58	42.4	146.3	62.03	41.7	120.7	50.33
Apr. 1, 1953.....	42.0	135.0	56.70	42.3	146.8	62.10	41.8	121.4	50.75

*The averages at these dates were affected by loss of working time at the year-end holidays in the case of January.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Apr. 1, 1953	Mar. 1, 1953	Apr. 1, 1952	Apr. 1, 1953	Mar. 1, 1953	Apr. 1, 1952
Newfoundland.....	41.4	41.0	42.2	131.4	132.9	126.6
Nova Scotia.....	41.7	41.3	43.6	121.1	119.9	115.8
New Brunswick.....	42.1	42.7	43.8	120.1	118.6	112.4
Quebec.....	43.6	43.6	43.7	120.8	120.1	114.6
Ontario.....	41.7	41.7	41.4	143.0	142.5	137.2
Manitoba.....	41.0	41.0	41.4	130.0	129.2	122.0
Saskatchewan.....	41.3	40.8	41.8	135.0	132.4	129.4
Alberta.....	40.6	40.5	41.4	137.7	137.8	128.6
British Columbia.....	38.1	38.3	38.7	164.0	163.6	158.6
Montreal.....	42.6	42.6	42.8	127.5	126.9	119.7
Toronto.....	41.1	41.2	40.8	142.8	142.3	135.5
Hamilton.....	40.8	40.5	40.0	156.1	155.0	148.1
Windsor.....	43.7	42.5	43.0	165.1	164.0	162.7
Winnipeg.....	40.7	40.8	41.0	128.7	127.9	120.8
Vancouver.....	37.7	37.5	38.2	160.6	160.3	155.2

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1 1953	Mar. 1 1953	Apr. 1 1952	Apr. 1 1953	Mar. 1 1953	Apr. 1 1952	Apr. 1 1953	Mar. 1 1953	Apr. 1 1952
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	41-8	42-1	43-1	152-6	152-9	146-9	63.79	64.37	63.31
Metal mining.....	44-7	44-5	45-1	154-2	154-3	146-2	68.93	68.66	65.94
Gold.....	46-5	46-4	46-6	131-7	132-4	129-5	61.24	61.43	60.35
Other metal.....	43-7	43-2	44-0	168-9	168-9	158-3	73.81	72.96	69.65
Fuels.....	35-8	37-6	39-8	152-1	152-8	153-4	54.45	57.45	61.05
Coal.....	33-7	35-7	38-3	147-3	149-2	150-2	49.64	53.26	57.53
Oil and natural gas.....	43-9	45-7	46-3	166-4	166-6	164-7	73.05	75.22	76.26
Non-metal.....	42-1	42-5	42-4	145-5	146-2	136-6	61.26	62.14	57.92
Manufacturing	42-0	42-1	42-1	135-0	134-4	129-0	56.70	56.58	54.31
Food and beverages.....	41-8	41-1	42-3	116-2	115-5	111-0	48.57	47.47	46.95
Meat products.....	41-3	40-1	42-6	143-8	143-5	139-5	59.39	57.54	59.43
Canned and preserved fruits and vegetables.....	40-4	40-4	38-7	104-2	101-7	96-9	42.10	41.09	37.50
Grain mill products.....	42-6	42-6	43-3	126-2	124-5	119-6	53.76	53.04	51.79
Bread and other bakery products.....	44-3	43-9	44-7	102-7	101-9	97-1	45.50	44.73	43.40
Distilled and malt liquors.....	41-1	40-4	41-4	140-8	140-4	135-8	57.87	56.72	56.22
Tobacco and tobacco products.....	40-1	40-8	40-7	123-7	117-5	120-5	49.60	47.94	49.04
Rubber products.....	41-9	42-0	41-7	143-5	142-7	135-5	60.13	59.93	56.50
Leather products.....	42-1	42-0	41-6	94-7	94-3	89-6	39.87	39.61	37.27
Boots and shoes (except rubber).....	42-4	42-0	42-0	91-2	90-7	86-4	38.67	38.09	36.29
Textile products (except clothing).....	42-6	42-8	40-6	107-6	106-9	102-5	45.84	45.75	41.62
Cotton yarn and broad woven goods.....	40-1	40-1	36-6	110-4	109-7	100-6	44.27	43.99	36.82
Woollen goods.....	44-2	44-6	43-5	102-1	101-7	100-6	45.13	45.36	43.76
Synthetic textiles and silk.....	45-6	46-0	44-3	108-8	108-0	106-2	49.61	49.68	47.05
Clothing (textile and fur).....	40-4	40-3	39-7	95-2	95-1	91-2	38.46	38.33	36.21
Men's clothing.....	40-6	40-2	40-3	93-8	92-9	89-1	38.08	37.35	35.91
Women's clothing.....	37-8	38-3	38-2	101-5	102-4	95-3	38.37	39.22	36.40
Knit goods.....	41-7	41-6	39-6	95-0	94-6	92-9	39.62	39.35	36.79
*Wood products.....	42-1	42-4	42-0	120-1	119-1	116-5	50.56	50.50	48.93
Saw and planing mills.....	41-1	41-4	41-2	129-0	127-9	126-7	53.02	52.95	52.20
Furniture.....	43-3	43-7	42-9	108-7	108-2	103-0	47.07	47.28	44.19
Other wood products.....	44-0	44-6	44-1	103-6	102-4	97-4	45.58	45.67	42.95
Paper products.....	43-6	43-7	45-4	149-7	149-9	141-6	65.27	65.07	64.29
Pulp and paper mills.....	44-1	44-2	46-8	160-3	158-4	150-3	70.69	70.45	70.34
Other paper products.....	42-3	42-3	41-2	118-5	118-3	111-3	50.13	50.04	45.86
Printing, publishing and allied industries.....	40-2	39-9	39-8	157-0	155-6	146-3	63.11	62.08	58.23
*Iron and steel products.....	41-9	42-1	42-5	151-7	151-4	144-3	63.56	63.74	61.33
Agricultural implements.....	39-0	39-9	40-6	159-0	160-0	160-5	62.01	63.84	65.16
Fabricated and structural steel.....	41-2	41-9	43-3	157-9	159-0	147-6	65.05	66.62	63.91
Hardware and tools.....	43-0	43-0	42-7	136-5	136-4	129-2	58.70	58.65	55.17
Heating and cooking appliances.....	41-9	42-4	41-5	132-4	130-6	125-2	55.48	55.37	51.96
Iron castings.....	43-4	43-0	43-3	149-3	148-9	141-6	64.80	64.03	61.31
Machinery manufacturing.....	43-4	43-3	43-9	144-2	143-1	135-7	62.58	61.96	59.57
Primary iron and steel.....	40-7	41-1	41-6	168-7	169-5	156-7	68.66	69.66	65.19
Sheet metal products.....	41-0	41-5	41-3	142-3	141-6	133-7	58.34	58.76	55.22
*Transportation equipment.....	42-8	42-8	42-6	157-1	156-9	146-9	67.24	67.15	62.58
Aircraft and parts.....	44-6	45-6	44-7	157-5	158-1	148-1	70.25	72.09	66.20
Motor vehicles.....	44-6	43-7	43-3	169-6	168-5	164-4	75.64	73.63	71.19
Motor vehicle parts and accessories.....	42-4	42-3	41-4	156-5	156-4	150-7	66.36	66.16	62.39
Railroad and rolling stock equipment.....	40-2	40-0	40-6	157-1	156-8	140-7	63.15	62.72	57.12
Shipbuilding and repairing.....	42-8	43-0	44-6	145-1	145-2	135-3	62.10	62.44	60.34
*Non-ferrous metal products.....	41-5	41-6	41-7	149-1	148-7	144-1	61.88	61.86	60.09
Aluminum products.....	42-3	42-7	43-7	138-5	138-5	131-1	58.59	59.14	57.29
Brass and copper products.....	42-3	42-3	42-6	140-9	140-6	133-9	59.60	59.47	57.04
Smelting and refining.....	41-0	41-3	41-1	161-8	161-5	157-6	66.34	66.70	64.77
*Electrical apparatus and supplies.....	41-7	41-8	41-0	142-7	142-0	138-8	59.51	59.36	56.91
Heavy electrical machinery and equipment.....	42-1	42-2	41-2	158-0	158-1	149-3	66.52	66.72	61.51
*Non-metallic mineral products.....	44-2	43-9	43-8	135-6	133-6	128-8	59.05	58.65	55.54
Clay products.....	44-9	44-1	44-0	124-6	124-1	119-8	55.95	54.73	52.71
Glass and glass products.....	45-9	45-4	44-6	128-9	129-4	122-5	59.17	58.75	54.64
Products of petroleum and coal.....	41-2	40-7	43-1	178-4	176-8	168-0	73.50	71.96	72.41
Chemical products.....	41-8	41-9	42-1	135-9	135-9	130-8	56.81	56.94	55.07
Medicinal and pharmaceutical preparations.....	41-0	41-3	41-7	112-0	111-8	104-8	45.92	46.17	43.70
Acids, alkalis and salts.....	41-6	41-4	42-0	155-4	154-5	151-5	64.65	63.96	63.65
Miscellaneous manufacturing industries.....	41-8	41-9	41-8	109-6	109-3	103-9	45.81	45.80	43.43
*Durable goods.....	42-3	42-4	42-3	146-8	146-3	139-6	62.10	62.03	59.05
Non-durable goods.....	41-8	41-7	41-8	121-4	120-7	116-9	50.75	50.33	48.56
Construction.....	41-8	42-8	42-3	143-2	142-7	132-4	59.85	61.08	56.01
Buildings and structures.....	40-3	41-2	42-0	156-6	155-9	141-1	63.11	64.23	59.26
Highways, bridges and streets.....	44-1	45-2	42-1	108-4	107-6	106-1	47.80	45.64	44.67
Electric and motor transportation.....	45-1	45-4	45-8	132-8	133-0	125-1	59.89	60.38	57.30
Service.....	42-5	42-5	42-7	77-3	77-3	73-0	32.85	32.85	31.17
Hotels and restaurants.....	43-1	43-6	43-7	76-7	76-9	72-1	33.06	33.53	31.51
Laundries and dry cleaning plants.....	42-0	41-1	41-3	75-0	74-3	71-0	31.50	30.54	29.32

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

Source: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour.

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
Monthly Average 1945.....	44.3	69.4	30.71	73.6	75.0	98.1
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.5	103.6	44.03	105.6	102.9	102.6
Monthly Average 1951.....	42.1	116.8	49.15	117.8	113.7	103.6
Monthly Average 1952.....	41.7	129.2	53.88	129.2	116.5	110.9
Week Preceding:		cts.	\$			
April 1, 1952.....	42.1	129.0	54.31	130.2	116.8	111.5
May 1, 1952.....	41.7	129.4	53.96	129.4	115.9	111.6
June 1, 1952.....	41.3	129.7	53.57	128.4	116.0	110.7
July 1, 1952.....	41.3	128.6	53.11	127.3	116.1	109.6
August 1, 1952.....	41.1	128.9	52.98	127.0	116.0	109.5
September, 1, 1952.....	41.6	129.5	53.87	129.2	116.1	111.3
October 1, 1952.....	42.1	129.9	54.69	131.1	116.0	113.0
November 1, 1952.....	42.1	131.0	55.15	132.2	116.1	113.9
December 1, 1952.....	42.5	132.1	56.14	134.5	115.8	116.1
January 1, 1953.....	42.2*	134.0	56.55	135.6	115.7	117.2
February 1, 1953.....	41.9	134.2	56.23	134.8	115.5	116.7
March 1, 1953.....	42.1	134.4	56.58	135.7	114.6	118.4
April 1, 1953 (1).....	42.0	135.0	56.70	135.9	114.4	118.8

Note: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100).

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38.3 hours, \$51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be regis-

tered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment			
	Male	Female	Total	Male	Female	Total	
Date Nearest:							
June	1, 1947.....	62,770	39,870	102,640	94,170	32,311	126,481
June	1, 1948.....	40,618	24,226	64,844	88,074	37,132	125,206
June	1, 1949.....	23,539	24,035	47,574	113,489	41,359	154,848
June	1, 1950.....	25,038	16,375	41,413	184,335	70,062	254,397
June	1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
June	1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
July	1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
August	1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
September	1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
October	1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
November	1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
December	1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
January	1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
February	1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
March	1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
April	1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
May	1, 1953 (1).....	24,982	19,142	44,124	241,990	57,397	299,387
June	1, 1953 (1).....	24,564	21,143	45,707	152,488	49,613	202,101

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 30, 1953

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				Mar. 31/53	May	1/52	
Agriculture, Fishing, Trapping	1,849	378	2,227	+	699	- 1,311	
Forestry	2,263	7	2,270	+	1,809	+	1,177
Mining, Quarrying and Oil Wells	834	41	878	-	240	-	391
Metal Mining.....	566	15	581	-	225		
Fuels.....	137	11	148	-	5		
Non-Metal Mining.....	55	4	59	+	9		
Quarrying, Clay and Sand Pits.....	21		21	-	28		
Prospecting.....	55	14	69	+	9		
Manufacturing	6,170	3,676	9,846	-	121	+	560
Foods and Beverages.....	704	326	1,030	+	128		
Tobacco and Tobacco Products.....	5	2	7	-	10		
Rubber Products.....	51	34	85	+	6		
Leather Products.....	143	216	359	-	74		
Textile Products (except clothing).....	153	239	392	-	24		
Clothing (textile and fur).....	395	1,717	2,112	-	20		
Wood Products.....	586	83	669	+	178		
Paper Products.....	227	69	296	-	48		
Printing, Publishing and Allied Industries.....	312	145	457	+	75		
Iron and Steel Products.....	831	147	978	-	32		
Transportation Equipment.....	1,454	161	1,615	-	144		
Non-Ferrous Metal Products.....	185	54	239	-	131		
Electrical Apparatus and Supplies.....	358	127	485	-	79		
Non-Metallic Mineral Products.....	135	22	157	+	10		
Products of Petroleum and Coal.....	62	10	72	-	53		
Chemical Products.....	356	162	518	+	19		
Miscellaneous Manufacturing Industries.....	213	162	375	+	78		
Construction	4,057	95	4,152	+	1,204	-	812
General Contractors.....	3,251	62	3,313	+	842		
Special Trade Contractors.....	806	33	839	+	362		
Transportation, Storage and Communication	1,792	329	2,121	+	586		
Transportation.....	1,640	129	1,769	+	619		
Storage.....	82	20	102	+	16	See Foot-	
Communication.....	70	180	250	-	49	Note (2)	
Public Utility Operation	258	46	304	-	129		
Trade	3,419	3,491	6,910	+	1,495	+	1,805
Wholesale.....	1,073	712	1,785	+	336		
Retail.....	2,346	2,779	5,125	+	1,159		
Finance, Insurance and Real Estate	1,097	1,133	2,230	+	369	+	649
Service	3,549	9,885	13,434	+	3,052	+	258
Community or Public Service.....	355	1,284	1,639	+	259		
Government Service.....	1,261	642	1,903	+	421		
Recreation Service.....	229	172	401	+	185		
Business Service.....	433	536	969	+	86		
Personal Service.....	1,271	7,251	8,522	+	2,101		
GRAND TOTAL	25,288	19,084	44,372	+	8,724	+	2,255

(1)—Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

(2)—Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT APRIL 30, 1953 ⁽¹⁾

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.	1,897	669	2,566	3,569	853	4,422
Clerical workers.	2,314	4,774	7,088	7,702	13,132	20,834
Sales workers.	1,792	1,895	3,687	3,701	7,511	11,212
Personal and domestic service workers.	1,635	8,374	10,009	18,576	11,470	30,046
Seamen.	18	3	21	2,217	21	2,238
Agriculture and fishing.	2,482	25	2,507	2,204	379	2,583
Skilled and semiskilled workers.	9,850	2,298	12,148	110,856	12,306	123,162
Food and kindred products (inc. tobacco)	136	45	181	1,309	790	2,099
Textiles, clothing, etc.	260	1,573	1,833	2,353	7,292	9,645
Lumber and wood products.	2,083	4	2,087	25,443	114	25,557
Pulp, paper (inc. printing).	65	16	81	749	413	1,162
Leather and leather products.	93	145	238	743	526	1,269
Stone, clay and glass products.	34	2	36	320	46	366
Metalworking.	1,303	26	1,329	7,735	444	8,179
Electrical.	267	41	308	1,234	317	1,551
Transportation equipment.	60	.....	60	291	27	318
Mining.	185	.....	185	2,087	.....	2,087
Construction.	1,689	.....	1,689	29,885	3	29,888
Transportation (except seamen).	1,060	16	1,076	19,218	65	19,283
Communications and public utility.	53	2	55	671	10	681
Trade and service.	416	279	695	1,648	1,029	2,677
Other skilled and semiskilled.	1,963	124	2,087	10,986	966	11,952
Foremen.	78	7	85	3,195	203	3,398
Apprentices.	105	18	123	2,989	61	3,050
Unskilled workers.	4,994	1,104	6,098	93,165	11,725	104,890
Food and tobacco.	121	187	308	2,772	3,534	6,306
Lumber and lumber products.	278	5	283	7,334	146	7,480
Metalworking.	125	15	140	3,266	361	3,627
Construction.	1,576	1	1,577	22,173	20	22,193
Other unskilled workers.	2,894	896	3,790	57,620	7,664	65,284
GRAND TOTAL.	24,982	19,142	44,124	241,990	57,397	299,387

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, APRIL, 1953; LIVE APPLICATIONS AT MAY 28, 1953

Office	Vacancies (Source: U.I.C. 751)					Applicants (Source: U.I.C. 751)					Source: U.I.C. 757 ½ Live Applications at May 28, 1953	
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Placements		Unplaced End of Period		
								Regular	Casual			Transfers Out
Newfoundland												
Corner Brook.....	175	319	266	7	14,369	2,987	497	168	14	184	12,924	6,722
Grand Falls.....	22	52	19	7	2,067	616	41	23	3		2,045	1,069
St. John's.....	5	144	103		1,171	362	155	44			1,732	782
	148	123	144		11,131	2,009	301	101	11	184	9,731	4,921
Prince Edward Island												
Charlottetown.....	265	803	307		3,122	735	837	414	191	135	1,763	966
Summerside.....	122	477	224		1,928	336	437	170	128	74	965	678
	83	326	83		1,194	399	400	244	63	61	798	288
Nova Scotia												
Amherst.....	1,939	3,813	1,831	13	21,173	7,589	4,537	2,554	746	250	15,107	10,491
Bridgewater.....		325	1		778	336	336	118	4	3	4,475	420
Halifax.....	35	103	48	2	1,161	260	93	51	13	2	646	437
Inverness.....	1,650	2,003	1,513	2	3,888	3,124	2,345	1,253	457	27	3,534	2,739
Kentville.....	5	11	88		782	115	12	10			689	508
Liverpool.....	63	208	284		2,284	395	240	141		10	1,340	860
New Glasgow.....	7	57	15		484	110	47	35			1,357	198
Springhill.....	46	311	52	4	2,586	787	406	231	61	16	1,996	1,431
Sydney.....	7	90			1,122	228	99	94		3	531	441
Truro.....	53	494	44		4,372	1,525	571	174	194	4	3,151	2,185
Yarmouth—Shelburne.	72	64	1,121	5	1,121	477	171	116		4	725	486
	1	40	6		2,505	232	218	31	2	181	1,653	789
New Brunswick												
Bathurst.....	1,512	4,474	2,270	667	24,609	8,607	3,510	2,012	376	201	20,791	12,735
Campbellton.....	19	42	31	2	3,948	662	268	18		122	3,324	1,838
Edmundston.....	40	91	37	2	2,830	459	87	55		2	2,336	1,466
Fredricton.....	29	43	43	1	2,355	433	311	234	23	2	1,779	814
Minto.....	80	183	115		1,582	842	177	76	42	2	1,628	790
Moncton.....	27	51	21		727	335	199	52	5	2	504	430
Newcastle.....	745	2,207	1,295	450	5,347	1,831	1,159	605	199	2	3,699	2,423
Saint John.....	5	154	17	2	2,430	550	292	121		61	1,819	1,006
Saint Stephen.....	514	1,232	657	201	2,342	2,887	898	695	67	3	3,071	2,333
Sussex.....	34	113	38		1,647	355	127	98		6	1,340	850
Woodstock.....	5	33	4		372	69	32	24			1,246	465
	14	21	12		1,139	334	30	14	2		1,045	180
Quebec												
Asbestos.....	10,112	33,237	13,372	285	157,849	51,461	31,929	19,980	2,977	531	117,117	75,197
Beechmont.....	27	163	44	2	509	263	147	132	4	1	379	379
Buckingham.....	22	102	27	0	758	192	117	74			624	416
Causapscal.....	10	77	26	1	1,470	176	66	44			1,221	737
	8	645	227		3,143	542	644	421	9	3	2,705	1,356

Chandler.....	6	9	2	1	2,006	105	17	4	1,777	604	
Chicotini.....	164	437	276	32	2,064	841	306	221	1,577	971	
Dolbeau.....	4	38	55	.....	2,576	499	49	25	1,970	1,094
Drummondville.....	63	369	55	.....	2,529	719	370	243	1,830	1,136
Farnham.....	18	35	10	.....	1,854	44	56	33	1,680	454
Gaspe.....	19	30	29	.....	1,735	248	56	17	1,922	674
Granby.....	49	302	139	1	1,498	432	293	165	1,840	698	
Hull.....	61	227	180	9	3,008	989	238	197	1,987	1,275	
Joliette.....	148	375	152	2	3,334	454	429	278	1,827	1,118	
Jonquiere.....	69	233	80	7	2,434	664	336	149	1,763	1,390	
Lachute.....	10	62	16	0	672	201	162	138	1,583	2,268	
La Malbaie.....	9	200	45	.....	3,436	587	100	20	2,357	691
La Tuque.....	38	154	48	30	898	223	145	105	2,570	691	
Levis.....	283	263	277	7	3,364	725	228	149	2,573	356	
Maniwaki.....	1	12	5	1	444	169	9	6	2,855	1,698	
Louiseville.....	3	242	4	.....	1,483	211	252	239	1,020	336
Magane.....	2	694	55	4	3,345	551	885	361	2,210	388	
Megantic.....	12	156	14	1	1,345	243	163	135	2,210	840	
Mont-Laurier.....	19	62	19	19	1,332	138	49	8	995	959	
Montmagny.....	22	317	18	.....	1,908	626	371	6	995	625
Montreal.....	6,613	17,557	6,893	8	38,952	21,368	371	292	1,459	780	
New Richmond.....	30	379	356	.....	1,664	369	60	23	30,014	21,700
Port Alfred.....	8	7	7	1	1,671	327	293	8	1,401	604	
Quebec.....	859	1,519	964	1	14,986	4,359	234	279	10,589	625	
Rimouski.....	97	1,414	1,240	3	6,378	891	389	251	10,584	6,744	
Riviere du Loup.....	58	214	16	16	5,366	253	210	238	5,427	3,180	
Roberval.....	14	32	16	1	1,200	417	23	15	3,896	2,049	
Rouyn.....	67	240	107	1	2,618	1,476	211	125	1,137	544	
Ste. Agathe.....	13	221	23	9	1,276	276	228	187	2,943	2,141	
Ste. Anne de Bellevue.....	25	147	37	22	850	208	129	102	936	861	
Ste. Therese.....	97	315	75	.....	1,181	484	338	8	612	296
St. Georges Est.....	70	538	149	5	3,182	722	588	426	2,069	1,268	
St. Hyacinthe.....	145	1,076	761	5	2,011	496	519	422	1,263	945	
St. Jean.....	124	357	159	5	1,194	558	376	182	1,173	905	
St. Jerome.....	20	172	52	1	1,359	1,397	181	98	1,795	547	
St. Joseph d'Alma.....	29	97	19	.....	3,168	412	99	84	1,836	1,227
Sept Iles.....	54	432	44	74	1,111	651	330	324	1,117	1,164	
Shawinigan Falls.....	49	405	34	1	4,821	970	482	28	3,071	2,064	
Sherbrooke.....	182	1,077	181	18	3,936	1,776	1,099	675	2,820	2,189	
Sorel.....	63	295	83	9	1,749	232	232	164	3	1,115	947
Theford Mines.....	85	187	69	1	1,480	189	140	387	2	1,162	861
Three Rivers.....	139	450	176	4	6,978	315	662	44	4,130	2,745	
Val d'Or.....	57	148	64	4	2,002	3	116	75	3,546	965	
Valleyfield.....	60	137	43	.....	1,613	697	102	235	1,297	1,268
Victoriaville.....	102	403	154	1	1,428	588	363	270	916	758	
Ontario.....	12,372	44,038	15,765	847	98,640	60,987	44,909	25,106	70,330	*49,937	
Amurior.....	12	272	21	27	317	145	261	233	118	85	
Barrie.....	148	460	198	14	1,035	419	487	277	611	457	
Bellefleur.....	70	259	50	.....	1,276	369	317	60	725	500
Bracebridge.....	46	344	214	.....	1,065	236	246	171	1,658	275
Brampton.....	93	298	124	14	288	227	200	133	168	134	
Branford.....	71	504	84	2	2,563	1,115	605	377	2,066	1,714	
Brockville.....	32	181	21	1	2,65	264	170	38	27	89	
Carleton Place.....	1	44	7	.....	293	101	44	37	131	173
Chatham.....	139	355	158	.....	1,293	552	414	178	886	548
Cobourg.....	18	240	30	.....	1,463	172	297	209	282	183

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, APRIL, 1953; LIVE APPLICATIONS AT MAY 28, 1953

Office	1 Vacancies (Source: U.I.C. 751)					Applicants (Source: U.I.C. 751)					Unplaced End of Period	Source: U.I.C. 757 Live Appli- cations at May 28, 1953
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Placements		Transfers Out		
								Regular	Casual			
Ontario—Concluded												
Collingwood.....	22	262	55	1	933	380	227	198	11	3	753	390
Cornwall.....	84	615	84	3	2,113	727	727	505	67	31	1,823	761
Fort Erie.....	16	85	26	18	419	63	49	36	.....	.....	365	196
Fort Frances.....	30	196	71	.....	589	222	172	131	.....	1	1,322	612
Fort William.....	147	643	121	90	2,300	1,002	615	442	42	73	1,322	291
Galt.....	120	432	163	33	381	449	317	207	15	1	126	97
Gananoque.....	13	102	10	.....	197	112	151	64	28	2	186	150
Goderich.....	44	138	47	1	319	115	116	78	9	.....	441	358
Humphrey.....	175	318	154	7	660	412	334	220	33	.....	441	358
Hamilton.....	405	2,501	521	2	6,879	4,021	2,749	1,401	685	4	5,724	4,288
Hawkesbury.....	32	94	78	.....	1,078	188	86	33	37	2	743	298
Ingersoll.....	44	115	49	1	472	329	97	67	12	.....	343	278
Kanuskasing.....	149	136	10	.....	709	883	204	222	799	1	1,339	872
Kenora.....	10	139	41	.....	664	211	116	96	40	.....	930	904
Kingston.....	199	825	268	.....	1,090	1,107	641	555	6	.....	937	715
Kirkland Lake.....	42	161	91	.....	1,147	493	244	53	21	88	622	506
Kirkcubbin—Waterloo.....	262	662	303	1	902	788	681	444	20	13	614	502
Leamington.....	40	138	48	.....	412	446	154	61	58	.....	631	475
Lindsay.....	89	133	94	.....	432	162	177	85	12	.....	222	162
Listowel.....	47	76	52	.....	334	109	86	45	.....	.....	192	132
London.....	704	2,012	813	12	2,558	3,033	2,934	1,031	483	1	2,192	1,263
Midland.....	60	178	56	.....	701	223	218	120	24	.....	387	270
Napanee.....	14	44	61	.....	61	65	49	32	.....	.....	337	223
New Toronto.....	400	1,006	412	95	1,271	601	927	578	26	14	1,068	541
Niagara Falls.....	124	747	141	36	1,016	784	784	484	79	4	1,307	941
North Bay.....	61	544	87	.....	684	898	394	204	114	.....	847	457
Ottawa.....	23	276	27	.....	688	343	338	216	.....	3	352	211
Oshawa.....	162	1,205	325	3	1,885	1,920	1,354	777	131	.....	1,472	1,172
Ottawa.....	1,030	2,302	1,354	.....	3,065	2,373	1,996	1,215	202	4	2,371	1,472
Owen Sound.....	14	202	102	6	1,111	462	478	135	37	.....	561	586
Perry Sound.....	6	46	14	.....	111	60	29	23	.....	.....	202	81
Pembroke.....	63	584	94	1	1,315	1,000	621	356	127	6	522	580
Perrin.....	25	99	35	.....	311	103	103	60	3	.....	328	173
Peterborough.....	69	261	101	1	1,978	855	355	213	1	2	1,049	1,147
Pictou.....	109	109	46	.....	411	175	119	65	11	.....	1,067	1,421
Port Arthur.....	98	912	119	38	4,194	1,459	985	606	90	114	3,117	1,447
Port Colborne.....	13	57	22	.....	919	267	32	166	11	.....	370	240
Prescott.....	143	409	129	217	356	383	202	166	17	.....	272	191
Rosetown.....	20	170	24	.....	502	179	167	128	17	.....	165	165
St. Catharines.....	141	757	160	3	1,782	1,315	856	513	70	15	1,369	928
St. Thomas.....	70	260	102	.....	695	374	328	129	35	2	1,495	388

Samia.....	53	275	1,512	621	445	190	37	78	1,030	860
Sault Ste. Marie.....	138	715	1,368	706	509	309	57	.....	792	613
Simcoe.....	58	198	884	598	301	193	27	.....	709	481
Stouffville.....	26	36	312	94	26	12	10	.....	280	113
Stratford.....	19	94	414	80	87	72	10	.....	191	102
Stratford Falls.....	98	183	641	258	264	112	34	.....	368	333
Sturgeon Falls.....	7	121	1,276	324	106	69	20	.....	958	605
Sudbury.....	143	763	3,561	1,363	708	469	66	.....	2,481	1,414
Tammis.....	83	355	3,091	1,007	523	213	73	.....	1,843	1,182
Toronto.....	4,756	14,427	20,095	16,566	13,523	6,942	1,700	.....	14,344	11,981
Trenton.....	58	175	753	448	223	147	1	.....	269	348
Walkerton.....	47	156	448	277	211	110	.....	.....	521	160
Wallaceburg.....	12	210	558	327	239	104	93	.....	329	329
Welland.....	28	410	1,375	564	598	318	49	.....	484	329
Weston.....	333	731	443	615	590	366	7	.....	882	755
Windsor.....	384	1,910	3,891	2,783	2,472	366	.....	.....	327	319
Woodstock.....	103	293	365	383	267	203	18	.....	3,042	2,219
Manitoba.....	2,739	8,134	21,505	11,787	7,361	3,254	1,947	205	15,866	9,199
Brandon.....	276	805	1,740	764	619	420	65	.....	1,175	389
Dauphin.....	68	244	888	465	218	177	11	.....	631	307
Dim Flon.....	66	202	164	201	98	49	26	.....	156	113
Portage la Prairie.....	39	238	941	390	192	137	14	.....	743	344
The Pas.....	35	101	80	63	22	13	.....	.....	75	49
Winnipeg.....	2,245	6,544	17,702	9,904	6,212	2,458	1,830	.....	13,086	7,997
Saskatchewan.....	2,400	5,905	12,122	5,980	5,445	3,466	750	106	7,206	2,789
Estevan.....	57	206	1,220	169	271	156	7	.....	179	72
Noose Jaw.....	284	629	1,168	764	541	358	41	.....	569	310
North Battleford.....	128	242	932	179	173	158	3	.....	652	276
Prince Albert.....	100	325	1,508	587	322	247	33	.....	1,301	538
Regina.....	651	2,125	2,332	1,930	1,918	1,075	425	.....	373	378
Saskatoon.....	815	1,589	3,738	1,601	1,626	1,773	177	.....	2,491	746
Swift Current.....	97	225	521	221	161	127	15	.....	242	122
Teachers' Office (Prov. of Saskatchewan)	38	39	41	35	34	22	.....	.....	44	.....
Weyburn.....	84	165	280	101	96	74	7	.....	101	48
Yorkton.....	136	360	1,352	383	306	176	42	.....	694	299
Alberta.....	4,037	9,374	18,222	12,822	9,316	4,988	1,156	270	12,562	7,998
Blainmore.....	48	15	373	108	8	.....	.....	.....	369	302
Calgary.....	1,051	3,570	5,023	5,251	3,810	1,977	608	.....	3,432	2,763
Drumheller.....	14	193	772	211	135	132	.....	.....	671	549
Edmonton.....	2,233	3,761	8,443	5,048	3,783	1,760	547	.....	6,093	2,954
Edson.....	146	244	119	413	195	169	.....	.....	226	201
Lethbridge.....	367	1,033	2,077	1,068	907	708	18	.....	1,258	771
Medicine Hat.....	87	317	116	358	365	176	7	.....	383	237
Red Deer.....	45	181	525	339	113	58	6	.....	390	192
Yellowknife.....	66	60	58	26	.....	.....	.....	.....	50	29

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, APRIL, 1953; LIVE APPLICATIONS AT MAY 28, 1953

Office	Vacancies (Source: U.I.C. 751)					Applicants (Source: U.I.C. 751)					Source: U.I.C. 757 2 Live Applications at May 28, 1953 MM	
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Placements		Unplaced End of Period		
								Regular	Casual			Transfers Out
British Columbia	2,654	10,305	2,815	583	49,046	23,518	11,583	6,291	1,475	241	36,913	26,061
Chilliwack.....	57	331	103	.....	1,612	385	385	218	41	17	1,152	519
Courtenay.....	21	261	32	13	1,162	388	236	204	16	.....	809	556
Cranbrook.....	26	68	17	.....	1,796	244	106	63	1	.....	564	424
Dawson Creek.....	18	162	19	.....	244	332	183	174	.....	.....	318	226
Duncan.....	38	298	78	.....	486	425	269	177	20	1	308	262
Kamloops.....	25	297	38	2	790	557	264	257	23	.....	674	486
Kelowna.....	33	59	19	.....	1,114	210	72	24	.....	.....	537	452
Mission City.....	57	134	38	.....	1,239	479	190	153	26	14	798	542
Namaino.....	86	261	45	1	1,270	670	252	245	.....	.....	851	517
Nelson.....	22	138	16	1	1,538	288	140	104	16	.....	1,175	542
New Westminster.....	85	1,117	113	4	5,846	2,618	1,347	596	467	70	4,243	3,288
Penticton.....	10	162	33	.....	1,199	288	155	121	15	.....	1,175	647
Port Alberni.....	10	154	17	.....	371	254	158	132	.....	.....	315	329
Prince George.....	78	384	56	9	1,211	1,540	493	375	9	26	1,736	1,413
Prince Rupert.....	37	528	74	17	1,166	519	502	313	107	.....	1,744	508
Trail.....	2	48	4	.....	276	81	52	41	3	.....	161	98
Trail.....	29	232	37	.....	865	443	228	150	.....	.....	573	454
Vancouver.....	1,326	4,023	1,481	271	23,228	11,135	4,972	2,006	466	105	18,055	12,715
Vernon.....	31	227	46	2	1,415	413	233	194	.....	.....	734	393
Victoria.....	328	975	306	4	2,829	1,758	1,050	472	253	3	2,237	1,814
Whitehorse.....	365	416	243	259	389	368	296	263	.....	.....	347	206
Canada	38,195	120,402	48,133	2,828	420,672	186,423	119,927	67,933	15,043	3,286	310,889	*202,161
Males.....	21,513	80,057	28,132	2,752	351,074	131,932	79,366	49,887	6,983	3,150	251,088	*152,488
Females.....	16,682	40,345	20,001	76	69,598	54,471	40,561	18,046	8,060	136	59,801	*49,613

1 Includes current and deferred vacancies.

2 Latest figures subject to revision.

* Oakville is not shown in the list of Local Offices but the figure for "Live Applications" is included in the totals

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

Source: Form U.I.C. 751)
1943—1953)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (4 months).....	646,395	224,621	871,016	174,874	96,279	271,153

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of April, 1953		
		Number Com-mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	7,966	1,923	188,472	639,154
Prince Edward Island.....	1,362	237	38,805	113,576
Nova Scotia.....	11,436	4,456	270,686	842,735
New Brunswick.....	10,148	4,477	283,036	894,426
Quebec.....	73,897	34,859	2,029,927	6,353,659
Ontario.....	47,648	19,905	1,236,062	3,813,621
Manitoba.....	8,433	2,877	251,605	757,829
Saskatchewan.....	3,565	1,082	121,517	376,231
Alberta.....	9,154	4,325	237,419	777,971
British Columbia.....	22,706	9,518	568,267	1,820,092
Total, Canada, April, 1953.....	196,315	83,659	5,225,796	16,389,294
Total, Canada, March, 1953.....	211,442	114,683	6,613,705	20,796,825
Total, Canada, April, 1952.....	196,973	79,424	4,911,979	13,253,537

*Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF APRIL 30, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	9,859	1,279	357	1,045	1,613	1,940	3,625
Male.....	9,621	1,247	344	1,024	1,567	1,894	3,545
Female.....	238	32	13	21	46	46	80
Prince Edward Island.....	1,068	86	37	95	195	165	490
Male.....	886	66	26	82	170	122	420
Female.....	182	20	11	13	25	43	70
Nova Scotia.....	12,521	2,080	1,008	1,766	2,490	1,800	3,377
Male.....	11,192	1,938	928	1,592	2,252	1,579	2,903
Female.....	1,329	142	80	174	238	221	474
New Brunswick.....	14,989	2,463	1,483	2,255	3,066	2,073	3,649
Male.....	13,372	2,177	1,348	2,063	2,787	1,868	3,129
Female.....	1,617	286	135	192	279	205	520
Quebec.....	96,719	16,543	8,031	14,279	22,614	14,566	20,686
Male.....	81,308	12,506	6,449	12,507	20,410	12,882	16,554
Female.....	15,411	4,037	1,582	1,772	2,204	1,684	4,132
Ontario.....	53,703	11,446	4,125	6,525	10,488	6,611	14,508
Male.....	39,972	7,740	2,920	4,942	8,218	4,984	11,168
Female.....	13,731	3,706	1,205	1,583	2,270	1,627	3,340
Manitoba.....	9,868	1,778	580	940	1,494	1,360	3,716
Male.....	6,676	1,009	357	628	1,032	862	2,788
Female.....	3,192	769	223	312	462	498	928
Saskatchewan.....	3,613	318	208	357	563	568	1,599
Male.....	2,901	218	160	300	440	449	1,334
Female.....	712	100	48	57	123	119	265
Alberta.....	12,081	1,942	960	2,014	2,954	1,536	2,675
Male.....	10,713	1,670	864	1,889	2,697	1,334	2,259
Female.....	1,368	272	96	125	257	202	416
British Columbia.....	25,477	4,953	2,270	3,042	4,128	3,040	8,044
Male.....	20,329	4,107	1,832	2,433	3,232	2,274	6,451
Female.....	5,148	846	438	609	896	766	1,593
TOTAL*.....	239,898	42,888	19,059	32,318	49,605	33,659	62,369
MALE.....	196,970	32,678	15,228	27,460	42,805	28,243	50,551
FEMALE.....	42,928	10,210	3,831	4,858	6,800	5,411	11,818

* Includes 4,115 supplementary benefit claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,
APRIL, 1953**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,375	3,794	579	4,410	1,811	2,593	1,980
Prince Edward Island.....	433	360	73	561	208	353	68
Nova Scotia.....	6,286	4,212	2,074	7,244	4,958	2,286	1,603
New Brunswick.....	7,621	5,366	2,255	8,798	5,442	3,356	1,892
Quebec.....	45,346	32,869	12,477	58,337	37,762	20,575	11,226
Ontario.....	29,119	19,336	9,783	32,597	23,265	9,332	5,831
Manitoba.....	4,383	2,932	1,451	4,858	2,902	1,956	531
Saskatchewan.....	1,489	1,190	299	1,827	898	929	222
Alberta.....	5,290	3,915	1,375	6,512	4,373	2,139	1,194
British Columbia.....	12,829	7,957	4,872	13,735	8,805	4,930	3,143
Total, Canada, April, 1953.....	117,171 ¹	81,933	35,238	138,879 ²	90,427	48,452	27,690
Total, Canada, March, 1953.....	179,714	134,334	45,380	176,499	110,514	65,985	49,399
Total Canada, April, 1952.....	100,951	71,286	29,665	116,607	86,716	29,891	25,361

¹In addition, revised claims received numbered 19,339. ²In addition, 19,611 revised claims were disposed of. Of these, 1,522 were special requests not granted, and 1,024 were appeals by claimants. There were 2,498 revised claims pending at the end of the month.

TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of April, 1953	Month of March, 1953	Month of April, 1952
Claims Disallowed			
Regular.....	36,305	51,773	20,452
Supplementary*.....	5,550	10,654	.....
Claimants Disqualified†			
Not unemployed.....			2,771
Disqualification—total.....	5,670	6,734	.....
6 days or less.....	3,522	4,345	.....
7 days or more.....	2,148	2,389	.....
Not capable of and not available for work.....	1,833	2,224	1,481
Loss of work due to a labour dispute.....	47	149	902
Refused offer of work and neglected opportunity to work.....	1,252	1,455	1,195
Discharged for misconduct.....	785	1,007	695
Voluntarily left employment without just cause.....	5,673	7,108	5,185
Failure to fulfil additional conditions imposed upon certain married women.....	712	999	717
Other reasons‡.....	3,466	3,218	2,170
Total.....	61,293	85,321	35,568

*No comparable data for 1952.

†Claimants disqualified April, 1953, include 5,757 on revised and 1,534 on supplementary benefit claims.

‡ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants*
1952—March.....	3,096,000	2,779,600	316,400†
April.....	3,090,240	2,851,570	238,670
May.....	3,062,000	2,843,900	218,100
June.....	3,068,000	2,924,500	143,500
July.....	3,097,000	2,974,300	122,700
August.....	3,132,000	3,019,400	112,600
September.....	3,151,000	3,049,000	102,000
October.....	3,171,000	3,078,400	92,600
November.....	3,186,000	3,074,500	111,500
December.....	3,241,000	3,079,100	161,900
1953—January.....	3,286,000	3,007,400	278,600†
February.....	3,283,000	2,928,300	354,700†
March.....	3,280,000	2,916,800	363,200†

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.

† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO MAY 31, 1953
SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS						DISBURSEMENTS			Balance in Fund
	CONTRIBUTIONS (Gross less refunds)			Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS			
	Employer and Employee	Government	Government				Ordinary	Supplementary	Total	
				\$	\$	\$				
TO 1948.....	441,772,355 96	87,948,417 69	15,449 49	35,485,221 38	565,221,444 52	117,486,505 31	.....	117,486,505 31	\$	447,734,939 21
1949.....	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	.....	529,535,437 38
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	.....	582,646,972 52
1951.....	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	.....	664,580,376 79
1952.....	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	90,164,016 20	.....	778,199,351 43
1953.....	155,184,595 03	31,035,633 43	36,085 94	22,950,737 44	209,207,051 84	122,814,174 79	7,007,063 82	135,821,238 61	.....	851,585,164 66
TO 1953.....	1,082,603,034 24	218,353,874 56	145,626 43	119,617,885 13	1,420,720,420 36	549,775,347 93	19,359,907 77	569,135,255 70	.....	851,585,164 66
April.....	*13,247,472 35	2,649,979 50	2,186 29	2,002,394 23	17,902,032 37	16,381,132 37	2,801,309 74	19,182,442 11	.....	850,304,754 92
May.....	†13,369,793 82	2,676,051 96	625 00	2,005,494 36	18,111,965 14	12,188,755 09	196,987 95	12,385,743 04	.....	856,030,977 02
Total.....	1,109,220,300 41	†223,679,906 02	148,437 72	123,685,773 72	1,456,734,417 87	578,345,235 39	22,558,205 46	600,703,440 85	.....	856,030,977 02

* Stamps \$6,319,047.33 Meter \$1,755,623.78 Bulk \$5,172,801.24 Total \$13,247,472.35

† Stamps \$6,241,615.23 Meter \$1,573,224.32 Bulk \$5,554,954.27 Total \$13,369,793.82

‡ Government Refunds re Supplementary Benefit classes 3 and 4; July 3, 1950 to date \$1,827,834.25.

TABLE E-7.—CLAIMS FOR SUPPLEMENTARY BENEFIT, APRIL, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Com-mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
Newfoundland.....	2,323	1,848	475	1,875	68,963	\$ 158,005
Prince Edward Island.....	276	241	35	348	17,631	34,704
Nova Scotia.....	1,661	1,379	282	1,732	86,878	180,579
New Brunswick.....	2,713	2,238	475	2,508	109,314	229,061
Quebec.....	13,731	10,409	3,322	11,990	491,739	1,025,530
Ontario.....	4,995	3,761	1,234	5,621	254,962	546,496
Manitoba.....	1,074	893	181	1,283	67,945	144,573
Saskatchewan.....	613	491	122	742	36,702	77,358
Alberta.....	1,178	802	376	1,070	43,052	98,472
British Columbia.....	2,254	1,755	499	2,452	136,893	306,777
Total.....	30,818*	23,817	7,001	29,621†	1,314,079	2,801,555

* There were in addition, 717 renewal claims.

† Includes 1,317 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1950.									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	233.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July.....	86.5	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7
August.....	86.1	187.6	238.0	147.9	150.1	208.6	196.0	147.8	214.8
September.....	85.0	186.5	234.2	148.9	150.3	207.7	195.8	147.8	212.7
October.....	83.5	185.0	229.3	148.9	150.9	206.7	195.9	148.5	210.1
November.....	83.3	184.8	229.0	148.9	151.1	205.5	195.5	148.8	209.7
December.....	82.7	184.2	226.1	149.9	152.7	205.4	195.3	148.8	208.4
1953									
January.....	82.9	184.4	226.2	150.2	153.9	205.3	196.0	148.9	208.6
February.....	83.4	184.9	227.4	150.5	154.3	205.2	191.1	149.0	209.2
March.....	82.7	184.2	225.7	150.7	154.4	205.5	196.3	147.9	208.0
April.....	82.4	183.9	223.5	150.9	155.5	205.5	196.8	148.7	207.0
May.....	82.1	183.6	222.8	151.0	153.2	206.3	196.2	149.0	206.5
June.....	83.3	184.8	225.7	152.5	152.6	206.4	196.2	149.0	207.9

*For the period 1914 to 1934 the former series on the bases 1926 = 100 was converted to the bases 1935-39 = 100.

† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO APRIL 1953**

(1949 = 100.0)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services *
1949—January.....	99.8	100.8	99.2	99.7	99.9	98.9
February.....	99.7	99.7	99.3	99.7	100.2	99.4
March.....	99.4	98.7	99.2	100.0	100.1	99.5
April.....	99.3	98.1	99.6	100.2	100.1	99.5
May.....	99.2	97.9	99.7	100.3	99.8	99.8
June.....	99.6	99.2	99.7	100.3	99.7	99.8
July.....	100.0	100.2	100.3	100.3	99.7	99.8
August.....	100.4	101.3	100.2	100.1	99.6	99.9
September.....	100.4	101.2	100.5	100.2	99.6	99.9
October.....	100.6	100.8	100.5	99.8	100.6	100.9
November.....	101.0	101.9	100.5	99.7	100.5	101.0
December.....	100.5	100.3	101.0	99.7	100.4	101.1
Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—January.....	100.1	98.1	101.1	99.6	100.6	102.0
February.....	100.2	98.4	101.1	99.5	100.6	102.2
March.....	100.9	98.8	104.7	98.9	100.8	102.2
April.....	101.2	99.3	104.9	99.2	101.2	102.2
May.....	101.2	99.3	105.1	99.1	101.1	102.2
June.....	101.9	100.9	105.9	99.1	101.5	102.3
July.....	102.7	102.6	107.4	99.1	101.6	102.4
August.....	103.3	103.8	107.8	99.3	102.6	102.5
September.....	104.3	105.4	108.7	99.9	103.4	103.0
October.....	105.9	107.6	109.0	100.6	104.6	105.2
November.....	106.4	108.4	109.5	101.0	105.1	105.4
December.....	106.6	108.4	109.6	101.3	105.5	105.7
Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—January.....	107.7	109.0	110.0	102.6	107.1	107.4
February.....	109.1	111.0	110.4	105.1	108.6	108.0
March.....	110.8	114.1	111.5	106.7	110.5	108.3
April.....	111.7	115.5	111.8	108.5	111.4	108.6
May.....	112.2	114.3	112.4	109.0	112.7	110.4
June.....	113.7	115.8	115.2	109.5	113.8	111.8
July.....	114.6	117.9	115.5	109.7	114.3	112.2
August.....	115.5	119.0	115.8	110.7	115.1	113.4
September.....	116.5	120.5	117.2	111.9	115.5	113.6
October.....	117.1	121.3	117.2	114.1	115.8	114.1
November.....	117.9	122.5	118.2	114.5	115.9	114.8
December.....	118.1	122.5	118.2	115.2	116.4	115.9
Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—January.....	118.2	122.4	118.3	114.9	116.4	115.5
February.....	117.6	120.8	118.3	113.5	116.3	115.8
March.....	116.9	117.6	119.1	112.9	116.9	116.4
April.....	116.8	117.2	119.4	112.5	116.8	116.6
May.....	115.9	115.5	119.6	112.3	116.2	115.6
June.....	116.0	115.7	120.4	111.8	115.9	115.7
July.....	116.1	116.0	120.6	111.7	115.9	115.6
August.....	116.0	115.7	120.6	111.6	115.8	115.8
September.....	116.1	115.8	121.2	110.9	116.0	115.8
October.....	116.0	115.1	121.5	109.9	116.2	116.4
November.....	116.1	115.7	121.4	109.8	115.9	116.6
December.....	115.8	114.1	122.2	109.7	116.1	116.6
1953—January.....	115.7	113.5	122.3	109.7	116.5	116.7
February.....	115.5	112.7	122.5	109.6	116.6	116.7
March.....	114.8	111.6	122.5	109.7	116.7	115.2
April.....	114.6	110.9	122.7	109.7	116.9	115.0
May.....	114.4	110.1	122.9	110.1	116.6	115.1
June.....	114.9	111.4	123.6	110.1	116.6	115.1

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF MAY 1953

(Aug. 1939 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	May 1, 1952	April 1, 1953	May 1, 1953						
St. John's, Nfld. (1)	103.1	101.5	101.1	98.4	107.3	106.8	101.8	100.9	99.5
Halifax	177.4	173.3	172.6	212.6	128.4	155.3	221.8	188.6	139.9
St. John	184.2	180.5	180.2	217.1	129.7	150.6	228.7	189.2	152.0
Montreal	191.0	188.2	188.3	237.5	152.4	143.0	194.0	203.8	144.3
Toronto	182.9	181.0	180.9	211.8	160.1	179.0	207.1	188.8	147.8
Winnipeg	180.5	176.9	176.4	224.8	137.0	134.4	202.5	197.1	141.1
Saskatoon	181.0	182.5	182.2	232.9	135.2	162.2	217.9	202.5	133.9
Edmonton	177.8	176.4	176.6	230.0	128.5	121.3	213.3	190.7	143.8
Vancouver	190.6	187.2	187.5	232.6	138.4	177.7	217.1	195.0	154.1

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base:—June 1951 = 100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939 = 100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	Dec. 1945	May 1950	May 1951	May 1952	April 1953	May 1953	Price May 1953
Beef, sirloin steak	lb.	120.7	154.8	289.7	358.5	332.6	292.8	290.6	80.4
Beef, round steak	lb.	125.7	167.9	321.7	398.7	372.8	323.8	320.4	75.2
Beef, blade	lb.	132.7	162.3	348.6	451.8	414.1	350.1	342.6	54.6
Beef, stewing, boneless	lb.	136.7	168.3	388.5	518.8	487.3	409.6	401.5	54.3
Lamb, leg roast	lb.	109.9	152.8	284.3	319.3	321.8	283.0	281.6	80.6
Pork, fresh loin, centre-cut	lb.	125.3	143.8	215.8	247.8	218.4	243.0	261.7	70.1
Pork, fresh shoulder, hock-off	lb.	127.0	143.4	239.4	302.7	256.4	262.2	266.5	50.1
Bacon, side, fancy, sliced, rind-off	½ lb.	132.3	142.5	219.0	216.0	182.7	193.6	198.5	36.4
Lard, pure, package	lb.	151.3	159.6	189.2	286.4	149.0	168.3	172.9	18.8
Shortening	lb.	134.7	137.5	217.4	274.9	216.9	200.7	202.1	28.8
Eggs, Grade "A", large, carton	doz.	156.4	181.3	161.8	219.2	160.3	210.8	211.2	66.0
Milk	qt.	111.0	95.4	166.1	178.0	191.7	191.7	191.7	21.1
Butter, creamery, prints	lb.	140.5	148.0	218.7	241.4	236.7	246.5	236.7	64.6
Cheese, plain, mild, ½ lb.	pkg.	174.6	165.4	222.2	244.6	262.5	263.3	262.5	34.8
Bread, plain, white, wrapped, sliced	lb.	106.5	106.3	165.1	183.9	191.8	191.8	193.3	12.6
Flour, all-purpose	lb.	127.3	124.2	221.2	227.2	227.2	224.3	227.2	7.7
Corn Flakes, 8 oz.	pkg.	101.1	100.0	163.6	181.4	194.3	195.4	195.4	18.0
Tomatoes, canned, 2½'s	tin	129.9	137.7	174.5	220.4	294.8	254.1	249.3	26.3
Peas, 20 oz.	tin	117.5	121.7	145.7	155.5	168.8	174.4	175.2	21.8
Corn, Cream, choice, 20 oz.	tin	128.3	132.7	172.8	177.5	193.8	182.6	181.7	19.4
Onions, cooking	lb.	108.2	126.5	167.4	132.2	300.3	215.0	205.3	10.6
Potatoes, No. 1, table	10 lbs.	89.9	149.4	153.2	131.2	347.7	185.2	168.6	38.4
Prunes, pkg.	lb.	115.8	120.2	203.4	245.9	239.9	238.9	239.8	28.2
Raisins, seedless, bulk or in bag	lb.	104.0	108.6	131.2	159.9	173.9	166.5	166.5	24.8
Oranges, California	doz.	132.5	154.3	163.0	157.6	142.4	121.6	120.5	33.0
Jam, strawberry, 16 oz.	jar	111.3	115.1	147.9	166.0	166.0	153.5	152.9	25.7
Peaches, 15 oz.	tin	101.5	106.1	140.6	152.1	154.0	147.3	146.6	21.7
Sugar, granulated, bulk or in bag	lb.	132.3	132.3	164.8	191.7	190.2	171.0	169.4	10.6
Coffee, medium quality, in bag	lb.	141.6	131.7	268.6	310.0	313.8	309.4	311.2	106.5
Tea, black, ½ lb.	pkg.	145.2	131.6	179.6	185.1	187.2	176.2	175.5	51.2

*Descriptions and Units of Sale Apply to May 1953 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork			
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed), per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hook-off, per lb.	Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg.	Sausage, pure pork, per lb.
	cts.	cts.	cts. a	cts. a	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....	103-8	.....	68-8	52-0	63-0	79-7	72-4	34-7	59-0
P.E.I.—									
2—Charlottetown.....	83-8	73-8	59-5	53-6	51-0	70-8	56-5	33-2	45-4
Nova Scotia—									
3—Halifax.....	86-1	76-1	53-1	53-4	52-3	67-8	49-4	37-8	54-3
4—Sydney.....	83-2	74-6	57-3	57-9	54-3	68-6	54-0	36-4	49-6
New Brunswick—									
5—Moncton.....	83-1	75-5	54-0	50-2	46-2	71-8	52-1	38-0	50-0
6—Saint John.....	83-4	76-9	58-5	55-9	50-6	72-7	50-8	38-8	47-7
Quebec—									
7—Chicoutimi.....	95-8	92-8	63-0	51-6	51-0	61-2	53-7	38-7	48-2
8—Hull.....	73-2	72-5	51-3	50-3	44-6	69-6	47-9	33-7	49-8
9—Montreal.....	91-4	86-8	52-4	54-6	45-2	74-0	49-6	34-6	55-3
10—Quebec.....	92-6	89-1	47-7	48-2	49-5	58-2	46-3	31-8	51-5
11—Sherbrooke.....	84-3	81-1	55-5	56-3	42-7	67-9	50-2	33-4	45-0
12—Sorel.....	91-8	85-1	59-0	49-8	50-7	65-2	49-5	34-2	55-6
13—Three Rivers.....	93-6	83-2	47-5	46-6	43-0	63-8	47-0	34-5	57-1
Ontario—									
14—Brantford.....	73-6	69-8	56-3	52-3	44-6	74-3	44-3	37-1	47-8
15—Cornwall.....	72-3	72-4	49-1	53-6	40-4	72-1	48-6	35-9	51-6
16—Fort William.....	77-8	76-0	59-2	59-0	52-2	67-4	.....	36-2	60-2
17—Hamilton.....	78-7	74-4	53-9	54-9	45-5	73-7	44-7	37-6	50-9
18—Kirkland Lake.....	74-8	72-3	53-0	51-0	47-2	69-5	53-0	39-2	55-2
19—London.....	76-1	73-9	51-0	53-2	45-1	76-1	43-6	37-0	53-2
20—North Bay.....	69-3	69-3	50-6	48-4	45-7	70-7	40-3	36-3	51-3
21—Oshawa.....	71-7	73-0	50-2	48-7	45-8	72-5	41-6	35-8	47-0
22—Ottawa.....	77-9	72-6	51-8	53-8	39-9	73-6	48-6	35-5	51-0
23—Sault Ste. Marie.....	76-1	75-3	54-2	59-4	51-1	70-5	55-0	36-5	53-2
24—Sudbury.....	72-7	71-6	52-9	51-3	44-9	66-6	52-4	34-1	49-2
25—Toronto.....	81-5	77-5	56-1	54-0	44-2	71-8	40-4	36-8	47-5
26—Windsor.....	72-3	69-0	50-9	56-9	44-6	70-6	47-5	36-0	54-6
Manitoba—									
27—Winnipeg.....	77-9	71-7	53-6	53-1	48-2	71-1	54-5	38-8	50-0
Saskatchewan—									
28—Regina.....	77-1	71-2	55-3	56-5	44-8	66-0	51-9	39-5	52-5
29—Saskatoon.....	73-8	71-9	52-7	58-4	47-8	62-0	52-5	38-1	48-9
Alberta—									
30—Calgary.....	80-2	73-6	64-4	58-4	42-1	67-5	56-2	37-4	53-0
31—Edmonton.....	72-2	68-8	50-2	53-8	46-5	62-7	47-2	37-8	44-9
British Columbia—									
32—Prince Rupert.....	89-0	84-5	60-0	66-5	56-0	73-5	60-0	40-0	63-5
33—Trail.....	90-0	83-8	66-4	66-2	.....	71-1	64-7	41-8	62-3
34—Vancouver.....	89-8	80-1	61-7	59-8	54-1	78-2	60-5	39-1	53-7
35—Victoria.....	92-6	84-9	62-4	63-2	53-9	75-7	57-2	39-1	55-4

FOODS AND COAL BY CITIES, MAY, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with peccin, per 32 oz. jar	Eggs fresh, Grade "A", large, carton per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
St. John's.....		8-5	12-0	20-9	11-7	60-8	85-5	32-0	80-2
P.E.I.—									
2—Charlottetown.....		8-4	13-6	19-2	10-8	52-2	63-7	17-0	69-7
Nova Scotia—									
3—Halifax.....	73-2	8-2	12-8	18-3	9-6	49-1	69-7	20-5	68-7
4—Sydney.....	71-8	8-4	14-0	19-4	10-6	49-7	71-6	22-0	72-0
New Brunswick—									
5—Moncton.....		8-2	12-0	18-3	10-3	49-2	68-9	20-0	67-6
6—Saint John.....	73-8	8-2	12-7	18-7	9-9	49-9	70-8	21-0	69-1
Quebec—									
7—Chicoutimi.....	101-7	8-0	15-2	19-3	10-6	54-4	70-4	20-0	62-2
8—Hull.....		7-4	12-0	17-2	10-0	46-2	67-4	22-0	61-7
9—Montreal.....	78-6	7-5	12-0	17-3	9-5	48-4	69-4	20-0	61-8
10—Quebec.....	85-4	7-4	12-0	18-3	9-6	50-2	68-7	20-0	63-4
11—Sherbrooke.....	77-2	7-7	12-4	17-5	9-3	48-3	68-8	20-0	60-4
12—Sorel.....	86-0	7-4	12-0	17-7	9-7	46-5	64-9	19-0	61-2
13—Three Rivers.....		7-5	11-3	17-4	10-3	49-6	68-2	19-0	60-7
Ontario—									
14—Brantford.....	83-0	7-7	12-0	17-4	9-8	44-8	65-2	21-0	62-9
15—Cornwall.....	82-3	7-3	12-0	18-0	10-1	47-5	67-6	19-0	63-2
16—Fort William.....		7-2	13-3	18-8	11-3	53-1	64-4	23-0	63-6
17—Hamilton.....	86-5	7-9	12-0	17-5	10-1	45-7	67-9	22-0	64-0
18—Kirkland Lake.....	84-3	8-0	11-3	18-9	11-2	50-2	71-0	25-0	64-6
19—London.....	86-6	7-5	12-0	17-4	10-2	44-5	63-2	21-0	63-7
20—North Bay.....	77-7	7-8	12-7	19-5	11-3	50-0	69-4	22-0	65-0
21—Oshawa.....		7-6	12-0	17-1	9-7	46-0	65-6	21-0	62-0
22—Ottawa.....	76-4	7-6	12-0	17-5	10-2	48-6	68-0	21-8	63-4
23—Sault Ste. Marie.....	85-0	7-9	13-3	19-0	10-8	48-9	68-6	23-0	66-5
24—Sudbury.....		8-0	12-7	18-4	11-0	48-8	67-2	23-0	64-4
25—Toronto.....	85-3	7-6	12-0	17-3	9-8	44-8	65-4	22-0	63-2
26—Windsor.....	80-4	7-8	12-0	17-8	10-2	47-7	66-6	22-0	63-6
Manitoba—									
27—Winnipeg.....	80-7	7-1	14-0	17-8	12-2	66-6	62-1	20-0	62-8
Saskatchewan—									
28—Regina.....	76-4	7-2	13-6	18-8	13-0	64-9	56-4	19-0	61-0
29—Saskatoon.....		7-2	12-8	17-6	14-0	61-1	55-7	20-5	61-0
Alberta—									
30—Calgary.....	83-7	7-2	13-6	18-2	12-1	59-6	56-6	21-0	62-2
31—Edmonton.....	75-8	7-2	12-8	17-8	11-8	61-4	55-9	20-0	64-0
British Columbia—									
32—Prince Rupert.....	95-0	8-2	15-0	18-8	11-2	62-3	67-1	31-0	65-9
33—Trail.....	94-5	7-6	16-0	18-3	11-8	64-1	65-8	25-0	64-0
34—Vancouver.....	83-8	7-4	14-9	17-8	9-8	57-2	64-9	21-8	65-3
35—Victoria.....	91-3	7-6	16-0	17-9	10-1	57-7	69-3	24-0	65-4

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Cheese, plain, processed per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unpasteurized per 20 oz. tin	Peaches, choice, halves per 15 oz. tin	Canned Vegetables			
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice per 20 oz. tin	Oranges, California, 288's, per doz.
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	26.1	33.6	.....	33.6	.....	16.2	50.1	32.4	25.5	24.3	43.5
P.E.I.—											
2—Charlottetown.....	37.3	.....	20.5	29.9	28.2	18.4	20.8	29.0	22.4	22.0	37.8
Nova Scotia—											
3—Halifax.....	35.4	39.5	19.8	29.0	25.1	16.7	22.0	27.5	23.7	20.0	32.4
4—Sydney.....	36.9	37.1	19.7	28.7	26.3	18.0	23.4	29.0	22.8	21.5	33.0
New Brunswick—											
5—Moncton.....	35.1	39.1	21.4	29.4	25.9	16.4	22.2	27.8	22.9	19.8	34.5
6—Saint John.....	36.3	39.2	20.6	28.9	26.2	16.6	20.8	25.9	23.3	19.4	35.1
Quebec—											
7—Chicoutimi.....	36.9	.....	19.2	34.3	27.2	18.8	.....	27.0	22.8	20.7	35.4
8—Hull.....	33.1	.....	17.4	28.4	25.8	16.3	21.0	23.3	20.1	17.1	29.7
9—Montreal.....	34.3	.....	19.5	28.5	26.2	16.4	20.9	22.5	21.8	19.3	33.0
10—Quebec.....	34.8	.....	20.7	28.7	26.6	16.9	20.3	25.5	21.5	18.6	32.4
11—Sherbrooke.....	34.8	.....	19.9	30.1	24.4	17.1	21.3	23.4	21.8	20.5	31.8
12—Sorel.....	32.9	.....	19.8	29.2	26.1	16.3	22.6	25.0	18.8	18.2	35.4
13—Three Rivers.....	34.3	.....	18.8	28.5	25.4	17.6	.....	24.2	21.5	20.8	31.8
Ontario—											
14—Brantford.....	33.8	39.5	18.3	27.6	24.3	16.7	21.1	25.1	20.4	18.2	30.0
15—Cornwall.....	34.5	38.7	18.9	28.1	25.2	15.9	19.4	24.5	19.3	19.3	29.7
16—Fort William.....	36.0	40.3	19.5	28.6	25.1	18.2	21.2	26.4	21.9	19.3	37.2
17—Hamilton.....	34.4	39.6	19.0	28.8	24.7	16.4	19.5	24.7	20.7	17.6	32.1
18—Kirkland Lake.....	35.4	39.0	19.5	29.4	26.8	18.1	22.6	25.8	.....	19.2	34.8
19—London.....	33.8	39.0	19.5	27.8	26.1	17.0	19.9	24.8	20.8	17.5	30.6
20—North Bay.....	35.4	38.7	21.0	28.2	31.8	16.5	.....	25.8	22.4	19.1	29.7
21—Oshawa.....	33.2	39.8	18.8	26.0	23.3	16.2	.....	25.2	20.5	17.2	30.0
22—Ottawa.....	34.1	39.5	18.2	28.5	25.4	16.2	21.4	24.4	21.5	17.0	29.7
23—Sault Ste. Marie.....	35.8	38.7	20.2	28.6	26.0	17.2	.....	26.0	22.3	18.7	33.0
24—Sudbury.....	33.8	38.0	19.8	28.8	26.5	18.0	.....	23.4	21.8	18.5	30.3
25—Toronto.....	33.5	39.6	19.2	27.6	23.6	16.5	20.0	24.3	20.6 m	16.6	28.8
26—Windsor.....	35.4	39.4	19.2	28.4	25.4	17.1	21.0	23.3	16.9 m	.....	30.6
Manitoba—											
27—Winnipeg.....	35.5	41.0	17.5	28.1	24.9	17.0	22.2	26.4	18.4 m	18.9	36.9
Saskatchewan—											
28—Regina.....	36.0	40.7	17.2	30.7	25.0	18.2	24.3	29.5	22.9	21.6	33.6
29—Saskatoon.....	34.8	40.8	16.5	28.3	24.8	18.8	23.5	28.7	22.9	21.2	36.6
Alberta—											
30—Calgary.....	33.8	40.3	16.4	29.6	24.3	17.3	25.2	31.2	21.9	22.8	32.7
31—Edmonton.....	35.1	41.7	16.4	30.6	24.2	18.0	22.6	30.1	22.2	22.0	35.1
British Columbia—											
32—Prince Rupert.....	37.4	40.8	18.0	31.0	27.0	19.8	23.9	32.8	m 20.5	m 20.1	37.2
33—Trail.....	35.8	39.8	18.0	31.8	.....	20.6	25.9	32.9	m 21.0	m 21.4	34.5
34—Vancouver.....	36.1	39.9	17.5	27.6	23.9	16.9	22.4	29.5	m 15.6	m 15.9	32.1
35—Victoria.....	36.2	39.4	18.4	28.6	23.0	16.8	21.0	29.7	m 19.1	m 17.8	29.7

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed

FOODS AND COAL BY CITIES, MAY, 1953
Bureau of Statistics

Locality	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
								Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	\$	\$
Newfoundland—									
1—St. John's.....		49.0	12.5	34.2	26.3	61.5	124.6		23.04
P.E.I.—					n	v			
2—Charlottetown.....	23.2	25.5	10.8	27.0	27.6	46.5	115.5		17.50
Nova Scotia—									
3—Halifax.....	21.2	30.8	9.6	28.7	24.3	46.1	113.2		19.44
4—Sydney.....	25.6	28.2	10.7	29.8	26.0	46.6	118.8		13.60
New Brunswick—					n	v			
5—Moncton.....	21.8	30.2	10.3	28.1	25.7	46.0	108.3		18.75
6—Saint John.....	21.7	29.8	10.4	27.7	26.7	47.6	113.7		19.44
Quebec—					n	v			
7—Chicoutimi.....	18.5	32.7	12.7	28.3	28.0	55.5	111.6	29.00	
8—Hull.....	18.9	31.4	10.6	26.9	25.1	51.8	110.7	28.50	
9—Montreal.....	17.6	29.8	10.8	28.9	25.2	53.6	107.2	27.09	
10—Quebec.....	17.8	27.3	11.0	27.9	25.8	55.1	110.4	28.88	
11—Sherbrooke.....	17.7	29.0	11.1	28.6	24.7	54.3	108.6	26.75	
12—Sorel.....	17.5	33.7	11.9	26.6	22.8	52.6	109.0	26.25	
13—Three Rivers.....	18.3	27.1	10.9	27.2	24.7	54.2	110.7	27.20	
Ontario—					n	v			
14—Brantford.....	18.8	38.5	9.9	29.3	22.8	51.8	102.3	26.25	
15—Cornwall.....	19.1	35.5	10.5	28.3	24.1	52.3	107.4	28.45	
16—Fort William.....	20.2	54.1	11.0	25.9	24.9	50.8	105.1	26.32	
17—Hamilton.....	19.1	36.1	9.4	29.3	23.2	53.6	104.7	25.19	
18—Kirkland Lake.....	19.8	40.2	11.6	29.2	26.4	55.2	100.2	33.38	
19—London.....	19.0	33.6	9.2	27.8	22.7	48.7	105.0	26.00	
20—North Bay.....	20.3	38.0	9.4		n	v			
21—Oshawa.....	19.2	33.8	8.5	27.0	23.0	53.7	113.6	27.75	
22—Ottawa.....	18.9	32.6	10.0	28.4	22.8	54.7	102.2	26.65	
23—Sault Ste. Marie.....	19.7	44.4	9.9	29.2	25.0	52.4	105.8	28.50	
24—Sudbury.....	19.2	37.6	9.8	26.6	23.6	54.7	104.4	25.50	
25—Toronto.....	18.9	36.8	8.5	27.6	n	v			
26—Windsor.....	19.0	37.6	9.1	31.1	24.4		101.2	27.65	
Manitoba—					n	v			
27—Winnipeg.....	19.8	32.5	10.5	28.0	24.1	51.5	102.5	24.67	
Saskatchewan—					n	v			
28—Regina.....	22.4	41.8	11.1	27.5	25.2	48.6	101.4		
29—Saskatoon.....	22.3	50.4	12.5	29.3	25.3	49.6	105.2		8.25
Alberta—					n	v			
30—Calgary.....	23.6	45.0	12.9	27.5	24.1	51.5	102.5	24.67	
31—Edmonton.....	23.2	50.5	14.2	29.6	25.2	48.6	101.4		
British Columbia—					n	v			
32—Prince Rupert.....	25.1	61.3	11.1	27.6	26.4	50.6	101.0		22.90
33—Trail.....	25.3	48.4	12.3	28.1	26.4	50.5	98.0		19.75
34—Vancouver.....	20.3	56.1	10.2	25.7	23.6	47.5	98.7		20.56
35—Victoria.....	21.1	51.5	11.2	27.0	24.0	46.5	102.3		21.68

carton and loose. (h) Evaporated milk 17.0¢ per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—
Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. * Revised price.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)
Source: Dominion Bureau of Statistics

Country	Description of Index	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
		Consumer Price Index, Dominion Bureau of Statistics	Consumer Price Index, Bureau of Labor Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Consumption Price Index	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
		1949	1947-49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June-Aug. 1939	1938	1936-39	1st Quarter 1949=1000
	Localities			Mexico City			Paris				Cairo	9 Towns	6 Capital Cities	21 Towns
	Base Period													
1922.		(a) 74.9	(b) 71.6		(b) 183					(c) 164		110.1	(d)	719
1926.		75.9	75.6		(b) 172	(h) 185				(e) 162		125		763
1929.		75.8	73.3		(b) 164	(h) 176				(e) 161		118	(f)	758
1933.		58.8	55.3		(b) 140	(h) 151				(e) 131		99		600
1939.		63.2	59.4		(b) 158	(h) 178				(e) 138	(k)	103		748
1940.		65.7	59.9	100.0	(b) 184	(h) 205	(m) 108		107.5	(e) 151		99.9	1029	782
1941.		69.6	62.9	104.4	(b) 199	(h) 226	(m) 129		122.5	(e) 174		113	1051	810
1944.		74.6	75.2	109.1	(b) 201	(h) 295	(m) 150		141.7	(e) 207		138	1111	872
1945.		75.0	76.9	213.5	(b) 203	(h) 295	(m) 285		158.2	(e) 209		279	1270	884
1946.		77.5	83.4	286.7	(b) 203	(h) 291	(m) 393		157.5	(e) 208		283	1278	891
1947.		84.8	95.5	300.3	(b) 203	(h) 291	(m) 645		160.3	(e) 217		279	1309	919
1948.		97.0	102.8	318.9	(b) 108	(h) 99	(m) 1030		162.1	(e) 224		281	1392	992
1949.		100.0	101.8	336.0	(b) 111	(h) 100	(m) 1632		172.4	(e) 222		278	1528	1009
1950.		102.9	102.8	356.2	(b) 114	(h) 101	(m) 1818		175.9	(e) 222		293	1669	1066
1951.		113.7	111.0	401.0	(b) 124	(h) 109	(m) 1945		177.7	(e) 222		319	1906	1183
1952.		116.5	113.5		(b) 102.6	(h) 118			207.5	(e) 222		326	2366	1253
1952—March.		116.9	112.4	448.8					228.0	(e) 222		322	2488	1270
April.		116.8	112.9	446.6					228.3	(e) 222		322		
May.		115.9	113.0	451.3		115			229.1	(e) 222		325		
June.		116.0	113.4	457.8					229.6	(e) 222		322		
July.		116.1	114.1	463.9					229.6	(e) 222		321		
August.		116.0	114.3	464.8					225.1	(e) 222		320		
September.		116.0	114.3	466.6		122			225.2	(e) 222		317		1284
October.		116.1	114.1	464.1					225.2	(e) 222		310		
November.		116.0	114.2	465.0					224.8	(e) 222		316	2524	
December.		115.8	114.3	465.0		123			224.9	(e) 222		320		
1953—January.		115.7	114.3	464.5					224.3	(e) 222		298		1294
February.		115.5	113.9	460.4					224.3	(e) 222		296		
March.		114.8	113.6	446.0		123			223.9	(e) 222		296		1306
April.		114.6	113.7	445.2					223.9	(e) 222		296		
May.		114.4	113.7	444.7					223.9	(e) 222		289.4		

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-46 are on base July, 1914 = 100. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June-December. (l) Average of quarterly indexes. (m) Annual averages 1938-1950 are on base 1938 = 100.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1951	1952	Apr. 1952	Mar. 1953	Apr. 1953
All Commodities Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	240.2	226.0	226.8	221.9	219.6
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	218.6	210.3	214.1	201.5	197.3
II. Animals and Their Products.....	94.4	169.3	145.2	70.1	100.6	297.7	248.2	248.3	238.7	234.4
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	95.9	295.0	251.5	253.9	241.6	231.6
IV. Wood, Wood Products and Paper.....	88.7	123.7	120.3	87.2	107.5	298.5	281.0	288.5	290.9	289.9
V. Iron and Its Products.....	79.3	164.5	98.2	80.5	104.8	208.7	219.0	218.7	221.4	221.5
tVI. Non-Ferrous Metals and Their Products.....	132.9	193.0	134.0	87.5	100.0	180.8	172.9	170.0	174.7	170.7
VII. Non-Metallic Minerals and Their Products.....	68.7	96.6	109.0	89.1	98.7	169.8	173.9	174.3	175.2	174.4
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	187.3	180.1	181.8	176.5	176.2
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	237.9	218.7	221.3	209.8	205.7
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	242.4	230.7	230.6	229.2	227.9
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	289.8	287.5	285.7	287.6	285.3
Residential Building Materials.....	.....	.....	112.4	89.0	102.3	286.2	284.8	284.9	283.4	283.6
Canadian Farm Products Total.....	.....	.....	140.8	69.3	92.6	268.6	247.2	253.8	220.8	214.5
Field.....	.....	.....	137.2	69.3	83.7	200.4	216.9	234.0	177.3	173.0
Animal.....	.....	.....	144.4	69.2	101.5	336.9	277.5	273.7	264.3	256.0

† Gold is included from 1935 to date.

*Arithmetically converted from base 1926 = 100.

The indexes for 1953 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY, 1952-1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January.....	14‡	14	2,136‡	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
March.....	13	21	4,524	5,450	33,018	0.04
April.....	14	21	2,790	3,562	29,120	0.03
May.....	17	30	2,740	4,748	36,127	0.04
Cumulative totals.....	69		14,638		153,092	0.04
1952						
January.....	13‡	13	5,374‡	5,374	71,145	0.09
February.....	12	22	12,394	13,048	47,603	0.06
March.....	16	25	2,877	5,186	65,272	0.08
April.....	22	37	8,418	12,121	178,713	0.21
May.....	30	44	14,853	23,360	248,575	0.30
Cumulative totals.....	93		43,916		611,308	0.15

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

†The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Estab-lishments	Workers		
Strikes and Lockouts in Progress Prior to May, 1953				
MANUFACTURING—				
<i>Vegetable Foods, etc.—</i>				
Flour, cereal and feed mill workers, Peterborough, Ont., and Saskatoon, Sask.	2	596	8,000	Commenced April 22; for new agreements providing for increased wages, reduced hours from 44 to 40 per week and other changes following reference to conciliation board; un-terminated.
<i>Animal Foods—</i>				
Packinghouse workers, Stratford, Ont.	1	39	400	Commenced March 6; for a new agreement providing for increased wages and reduced hours from 45 to 40 per week with guaranteed 36 hour week following reference to conciliation board; terminated May 12; conciliation; compromise.
<i>Textiles, Clothing, etc.—</i>				
Clothing and hosiery factory workers, Montreal, P.Q.	2	290	5,000	Commenced November 25, 1952; for a new agreement providing for increased wages and other changes following reference to arbitration board; partial return of workers; un-terminated.
Cotton, jute and paper bag factory workers, Vancouver, B.C.	1	71	500	Commenced April 16; for a new agreement providing for increased wages following reference to conciliation board; terminated May 12; negotiations; in favour of workers.
<i>Metal Products—</i>				
Jewellery factory workers, Vancouver, B.C.	5	41	800	Commenced December 8, 1952; for implementation of award of conciliation board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; un-terminated.
Aluminum ware factory workers, Wallaceburg, Ont.	1	90	1,800	Commenced March 23; for a new agreement providing for increased wages, extension of relief periods for moulders and hospital and accident insurance plan; un-terminated.
Household appliances factory workers, Guelph, Ont.	1	198	1,500	Commenced April 7; for a greater increase in wages than recom- mended by conciliation board and other changes in new agreement under negotiations; terminated May 12; conciliation; compromise.
Zinc alloy die casting factory workers, Wallaceburg, Ont.	1	63	1,060	Commenced April 22; for a union agreement providing for increased wages retroactive to Oct. 30, 1952, and other changes following refer- ence to conciliation board; un-terminated.
<i>Non-Metallic Minerals, Chemicals, etc.—</i>				
Chemical factory workers, Elmira, Ont.	1	(3) 128	1,120	Commenced April 20; for a union agreement providing for increased wages and other changes following reference to conciliation board; terminated May 12; conciliation; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Estab-lishments	Workers		
Strikes and Lockouts in Progress Prior to May, 1953—Concluded				
TRANSPORTATION AND PUBLIC UTILITIES— <i>Miscellaneous—</i> Grain elevator workers, New Westminster and Vancouver, B.C.	5	275	1,100	Commenced February 16; for a new agreement providing for increased wages, premium for dust, job classification and pay for eight statutory holidays instead of six following reference to conciliation board; terminated May 6; conciliation; compromise.
TRADE— Variety store clerks, Weyburn, Sask.	1	10	200	Commenced April 11; for a union agreement providing for increased wages; terminated May 27; return of workers pending reference to conciliation board; indefinite.
SERVICE— <i>Business and Personal—</i> Garage workers, Saint John, N.B.	1	22	500	Commenced February 9; for union recognition and implementation of award of conciliation board providing for increased wages in union agreement; un-terminated.
Garage workers, Fort William and Port Arthur, Ont.	7	185	3,330	Commenced April 27; for a new agreement providing for increased wages retroactive to March 1 instead of April 9 and reduced hours from 46½ per week to 44 following reference to conciliation board; terminated May 23; conciliation and negotiations; in favour of workers.
Strikes and Lockouts Commencing During May, 1953				
MINING— Coal miners, Thorburn, N.S.	1	267	267	Commenced May 8; protesting lay-off of 33 workers during pumping operations; terminated May 11; return of workers; in favour of employer.
Coal miners, Canmore, Alta.	1	265	1,060	Commenced May 11; dispute re allocation of new houses; terminated May 14; negotiations; indefinite.
Silver and lead miners, Alice Arm, B.C.	1	100	1,150	Commenced May 15; for a new agreement providing for increased wages and union security following reference to conciliation board; un-terminated.
MANUFACTURING— <i>Rubber and Its Products—</i> Tire factory workers, Hamilton, Ont.	1	(4) 331	825	Commenced May 20; protesting piecework rate on new tire machine; terminated May 22; return of workers pending settlement; indefinite.
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, Preston, Ont.	2	(5) 258	1,030	Commenced May 26; for a union agreement providing for increased wages and reduced hours from 45 to 40 per week following reference to conciliation board; un-terminated
<i>Textiles, Clothing, etc.—</i> Knitting factory workers, Plessisville, P.Q.	1	72	700	Commenced May 19; for a new agreement incorporating cost-of-living bonus in basic rate, seniority, etc., following reference to arbitration board; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Estab-lishments	Workers		
Strikes and Lockouts Commencing During May, 1953—Concluded				
<i>Pulp, Paper and Paper Products—</i> Building board factory workers, South Nelson, N.B.	1	40	980	Commenced May 2; for a union agreement providing for increased wages and reduced hours from 54 to 48 per week following reference to conciliation board; un-terminated.
<i>Miscellaneous Wood Products—</i> Lumber mill workers, South Nelson, N.B.	1	65	1,170	Commenced May 9; for a union agreement providing for increased wages and alleged discrimination in dismissal of two workers; terminated May 30; negotiations; in favour of workers.
<i>Metal Products—</i> Skate factory workers, Kitchener, Ont.	1	68	745	Commenced May 14; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; un-terminated.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Monument cutters, Toronto, Ont.	9	65	390	Commenced May 22; for a new agreement providing for increased wages, pay for eight statutory holidays and health and welfare plan following reference to conciliation board; un-terminated.
CONSTRUCTION— <i>Buildings and Structures—</i> Building trades workers, Sarnia, Ont.	.....	700	175	Commenced May 11; protest against employment of non-union labour; terminated May 11; negotiations; indefinite, result not reported.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Other Local and Highway—</i> Truck drivers, warehousemen and helpers, Windsor, Ont.	1	30	175	Commenced May 3; protesting dismissal of two drivers for cause; terminated May 11; return of workers pending reference to arbitration; indefinite.
TRADE— Grocery and snack bar clerks, Duncan, B.C.	1	4	50	Commenced May 10; for increased wages and overtime rates for work on statutory holidays; terminated May 28; replacement; in favour of employer.
Wholesale drug warehouse workers, Vancouver, B.C.	1	70	490	Commenced May 11; for a new agreement providing for increased wages following reference to conciliation board; terminated May 20; negotiations; compromise.
Hardware warehouse workers, Vancouver, B.C.	1	160	800	Commenced May 25; for a new agreement providing for increased wages following reference to conciliation board; un-terminated.
SERVICE— <i>Public Administration—</i> Civic employees, Saanich, B.C.	1	180	360	Commenced May 28; for a new agreement providing for increased wages following reference to conciliation board; un-terminated.
<i>Business and Personal—</i> Garage workers, Winnipeg, Man.	1	65	450	Commenced May 22; for implementation of award of conciliation board in union agreement under negotiations providing for increased wages and reduced hours; un-terminated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 60 indirectly affected; (4) 419 indirectly affected; (5) 121 indirectly affected.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Reprints from The Labour Gazette—

PRICE: 10 cents.

Annual Vacations with Pay in Canadian Manufacturing Industries (Aug., 1952.)

The Normal Work Week in Canadian Manufacturing Industries, 1951 (June, 1952).

Wages, Hours and Working Conditions in the Primary Textile Industry (May, 1952.)

Cost of Living Escalator Clauses in Collective Agreements (Dec., 1951).

Numbers of Workers Affected by Collective Agreements in Canada, by Industry (Dec., 1951).

Annual Report of the Department of Labour

(for fiscal year ended March 31, 1952).

PRICE: 25 cents.

Labour Organization in Canada

1952 Report. PRICE: 25 cents.

Strikes and Lockouts in Canada and Other Countries, 1952

PRICE: 15 cents.

Annual Report on Wage Rates and Hours of Labour in Canada

PRICE: 25 cents.

Labour-Management Co-operation Service Publications—

Teamwork in Industry (monthly).

Industrial Democracy at Work.

The Story of Five LMPCs.

Partners in Production No. 2.

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A Stitch in Time.

Co-operation Works Here.

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Joint Consultation in the E. B. Eddy Company.

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Making the Most of Your LMPC.

The Foreman and the LMPC.

Labour-Management Co-operation Service.

The Labour Representative on an LMPC.

Duties of an LMPC Chairman.

What Management Men Say about LMPCs.

Provincial Labour Standards

(concerning child labour, holidays, hours of work, minimum wages, weekly rest-day and workmen's compensation) PRICE: 10 cents.

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PRICE: 15 cents.

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PRICE: 10 cents.

No. 1—Joint Councils in Industry.

No. 3—Joint Conference of the Building and Construction Industries in Canada, Ottawa, 1921.

No. 5—Canada and the International Labour Conference.

No. 8—National Conference regarding Winter Employment in Canada.

Canadian Railway Board of Adjustment No. 1

Nos. 9-18—Reports of Proceedings of the Board covering three-year periods from 1923 to 1951.

Labour Legislation in Canada as Existing on December 31, 1948

PRICE: \$2.00.

First Supplement (1949-50) PRICE: 25 cents.

Workmen's Compensation in Canada

(a comparison of provincial laws)

PRICE: 10 cents.

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Carpenter.

Electrician.

Forge Shop Occupations.

Foundry Workers.

Lawyer.

Machinist and Machine Operator (Metal).

Mining Occupations.

Motor Vehicle Mechanics and Repairmen.

Optometrist.

Painter.

Plasterer.

Plumber, Pipe Fitter and Steam Fitter.

Printing Trades.

Sheet Metal Worker.

Social Worker.

Technical Occupations in Radio and Electronics.

Tool and Die Maker.

manpower and labour relations

REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

EXPANSION of outdoor activities continued unabated during July. Seasonal activities such as berry picking, fruit and tobacco harvesting and haying were either begun or completed and in many parts of the country, grain harvesting was in progress. This, together with peak activities in construction and the tourist trade put considerable pressure on labour supplies.

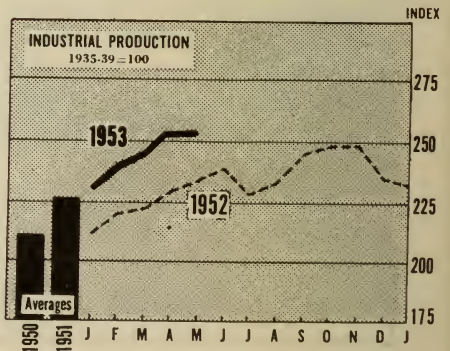
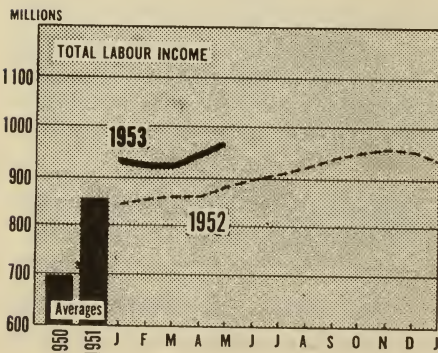
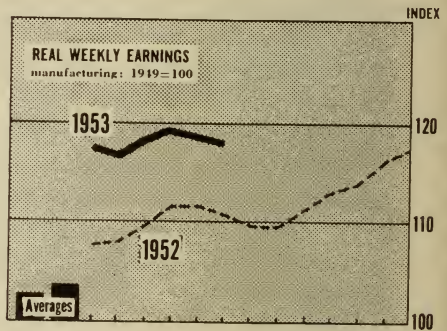
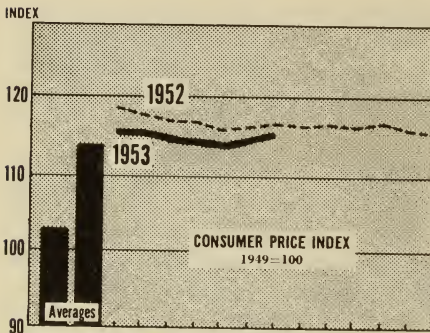
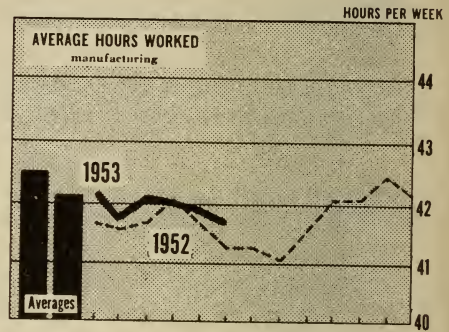
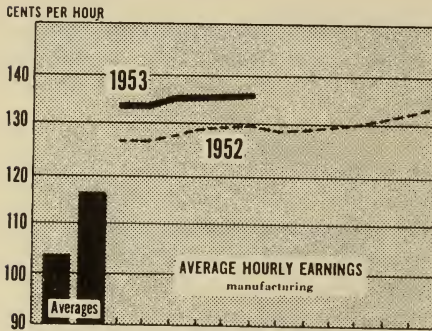
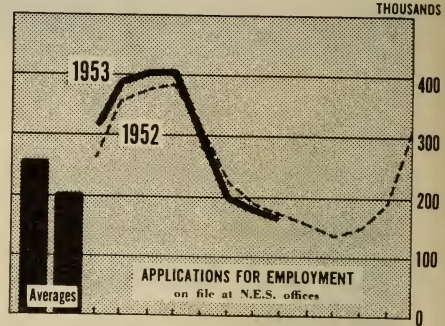
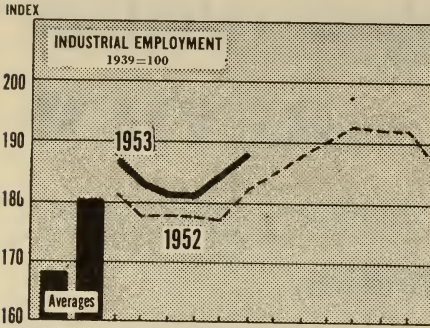
In addition, it was estimated that a quarter of a million workers were on vacation during July. About one out of every two manufacturing plants closes down for one or two weeks during the summer months but otherwise vacationing workers are replaced largely by students and women who enter the labour force temporarily. As a result, although the number of persons working full time dropped slightly, Canada's civilian labour force reached a record size of five and a half million workers in July. More local labour markets came into balance and by August 1, labour demand and supply were in balance in 87 of the 111 main employment areas (four previously separate areas have now been combined with adjoining ones.) Labour surpluses existed in 16 and shortages in the remaining eight.

While labour requirements have continued to increase year by year since the most recent employment expansion began in the early summer 1952, over-all labour supplies have also increased steadily through the natural growth of the population and through immigration. No serious manpower problems either in terms of shortages or surpluses have developed. By August 1, about 80 per cent of Canada's paid workers were employed in areas where labour demand and supply were in approximate balance. While the statistical picture was much the same as that of a year ago, one-third of the areas in balance this year are verging on shortages, whereas last year they were closer to having slight surpluses. The areas with shortages or surpluses are too far apart, however, to balance demand and supply through the transfer of workers from one to the other.

During the first seven months of 1953, only an insignificant part of Canada's manpower potential was lost through strikes and lockouts.

A Monthly Labour Gazette Feature

CURRENT LABOUR TRENDS



The 99 strikes that occurred this year amounted to only 14 per cent of the man-working days lost in the 150 strikes in same period in 1952.

The rising level of employment on the one hand and increasing average weekly earnings on the other raised labour income, which in turn is permitting high and rising sales levels. By early summer, labour income was more than 10 per cent higher than a year ago. With consumer prices either firm or rising only slightly, real incomes are continuing to rise.

Consumers' increasing willingness to use credit, a trend that started a year ago, is continuing although the rate of increase appears to have slowed down. While consumers have saved relatively as much as before, they have at least doubled their instalment indebtedness during the past year. Cash loans and charge accounts increased 25 and 18 per cent respectively in the first quarter in 1953 over the same period in 1952.

Reflecting this high level of consumer income and expenditures, department stores and retail sales levels continued to exceed those of a year earlier. However, the margins over last year are declining, reflecting the marked pick-up after mid-1952 and the smaller rate of increase in credit sales.

While defence expenditures are no longer raising employment levels, they are sustaining them. Electrical, electronic, aircraft, shipbuilding and transportation industries are benefiting most. Soft goods industries, however, now have to depend largely on civilian markets.

Levels of residential and commercial construction this year far exceed those of 1952. Total starts and completions for the first six months of the year are about 30 and 40 per cent respectively above those for the same period in 1952. Engineering and industrial investment, on the other hand, is about 25 per cent below last year's level. Residential and commercial construction usually requires more labour per dollar invested and it also involves greater dispersion of employment both geographically and in terms of the large number of industries supplying materials.

Several manufacturing industries have shown considerable expansion over the year. Employment in the motor vehicle industry was 18 per cent higher in June this year than last; in the electrical goods industry, 18 per cent higher; and in shipbuilding, and the leather products industries, about 10 per cent higher. Employment in the agricultural implements industry, on the other hand, decreased by about 20 per cent. Coal-mining employment is also declining, partly as a result of the past mild winter but also because of the substitution of oil for coal.

Regionally, labour supply and demand are generally in balance. In Ontario, 95 per cent of the paid workers are in balanced areas; in Quebec, more than 80 per cent are in balanced and about 15 per cent in surplus areas; in the Atlantic region, about 75 per cent are in balanced and 20 per cent in surplus areas; in the Prairie region about 70 per cent are in balanced areas and the remainder in shortage areas. In the Pacific region, only 35 per cent of the paid workers are in balanced areas but this is largely because Vancouver—New Westminster, by far the largest area in the region, has a slight labour surplus.

Labour—Management Relations

AT the middle of August, collective bargaining was in progress in many important Canadian industries. The predominant bargaining issue was wage rates, although considerable emphasis was being placed on such matters as vacations, paid holidays and welfare benefits. Wage settlements reached during July and the early part of August, continuing the earlier trend, were mainly for increases in the range of 5 to 10 cents an hour. Strike activity during the first seven months of 1953 was considerably less than for the same period in 1952. By the end of July, 99 strikes had occurred, accounting for 183,900 man-working days lost, compared with 150 strikes and 2,217,400 man-working days during the same period last year.

Current Bargaining. Among major Canadian industries in which collective bargaining is in preliminary stages and in which developments can be expected in the near future are meat packing, primary iron and steel, men's clothing and rubber products.

Talks have begun between the three leading meat-packing firms, Canada Packers Limited, Swift Canadian Company Limited and Burns Company Limited, and the United Packinghouse Workers of America (CIO-CCL) over revisions in their contracts. Specific demands of the union have not been released but it is understood that a general wage increase and adjustments in the rates for skilled workers are to be considered. Each of the three firms usually negotiates an agreement with the union covering all its Canadian plants and these influence bargaining in the remainder of the industry.

Negotiations between the United Steelworkers of America (CIO-CCL) and the Steel Company of Canada Limited at Hamilton and the Algoma Steel Corporation at Sault Ste. Marie were at a more advanced stage. The union is seeking an 8½-cent-an-hour increase under a wage-reopening clause, the same amount as was agreed upon in the United States primary iron and steel industry.

Likewise under a contract re-opening clause, the Amalgamated Clothing Workers of America (CIO-CCL) will seek a wage increase and changes in holiday arrangements for workers in the men's garment industry in eastern Canada, chiefly in Toronto, Montreal and Hamilton.

Wage rates, holiday allowances and welfare benefits are the main items in bargaining scheduled between major Canadian rubber companies and the United Rubber Workers of America (CIO-CCL).

In other industries, including west-coast logging and lumbering, sections of the metal-mining, coal-mining, pulp and paper and electrical products industries, bargaining has been in progress for some time.

Following a membership vote, the International Woodworkers of America (CIO-CCL) accepted a conciliation board report recommending a wage increase of five cents an hour plus incorporation of a nine-cent cost-of-living bonus into basic rates for approximately 30,000 west coast loggers and lumber workers. More than 100 of the operators represented by Forest Industrial Relations Limited also indicated acceptance of the report but 33 others requested further bargaining.

A referendum among employees of the Consolidated Mining and Smelting Company Limited in British Columbia represented by the International Union of Mine, Mill and Smelter Workers (independent) favoured the acceptance of a conciliation board report recommending continuance of the previous wage scale and three weeks' vacation after 15 rather than 20 years of service. The company and the union will give further consideration to the pension plan, which has been the cause of some difficulties.

Meanwhile, in sections of the metal-mining industry in Northern Ontario and Quebec, little progress was made in negotiations between the United Steelworkers of America (CIO-CCL) and several mine managements. The largest firms involved are Noranda Mines Limited in Quebec and McIntyre Porcupine Mines Limited in the Timmins area of Ontario. The report of a conciliation board dealing with the Noranda dispute is expected shortly. In the McIntyre dispute a conciliation board reported some time ago.

In Nova Scotia coal mining, members of the United Mine Workers of America (CCL) have, for the second time, voted to reject the report of a conciliation board recommending extension of the present agreement. It has not been indicated what union action will be taken as a result of the two votes.

Agreements had not been reached in sections of the pulp and paper industry where negotiations were resumed in June after being held over from spring (L.C. May, p. 644). Ontario newsprint and pulp mills and units of the Canadian International Paper Company in Quebec, New Brunswick and Ontario were the two major groups of mills concerned. The principal unions are the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC) and the International Brotherhood of Paper Makers (AFL-TLC), who had originally demanded a five-per-cent increase in wage rates. A conciliation officer was requested for the Ontario group of newsprint and pulp mills.

A conciliation board was established to deal with differences between the Canadian Westinghouse Company at Hamilton and Local 504 of the United Electrical, Radio and Machine Workers (independent), who have been negotiating for the past several months. Hearings before the board were expected to get under way during August.

Recent Agreements. Among the agreements signed during the past few weeks, two covering hotels and one covering certain classes of employees of the Canadian Broadcasting Corporation are of considerable interest.

In July, an agreement was reached between the Hotel and Restaurant Employees' and Bartenders' International Union (AFL-TLC) and 31 Vancouver hotels under which the work week was reduced to 40 hours (L.C., July, p. 972). During the same period the Canadian Brotherhood of Railway Employees and other Transport Workers (CCL) negotiated an agreement with the Hotel Vancouver, also providing a 40-hour week without reduction in take-home pay. In addition, the same union and six large Canadian Pacific hotels across the country reached an agreement which includes a reduction in hours of work without loss of take-home pay. In five of the hotels, hours were reduced to 40 per

week. At the Chateau Frontenac Hotel in Quebec, the reduction was from 48 to 44. Negotiations between the CBRE and several Canadian National hotels were scheduled to follow.

On July 31, a collective agreement was signed by the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (CCL). This agreement, covering 500 technical employees, is the first involving employees of the Corporation. It provides a general wage adjustment, a reduction in hours from 42 to 40 per week and a modified Rand Formula.

An arbitration award applying to the railways and arising out of bargaining last year was released this month. Last January, the Brotherhood of Railroad Trainmen (independent) and the railway companies reached an agreement which provided a 12-per-cent wage increase, retroactive to February, 1952, and reduction from a 48-hour week to a five-day 40-hour week for yard service employees, effective October 1, 1953. The method of calculating the wage adjustment when the five-day week becomes effective was left to a referee. Mr. Justice Kellock, the referee, ruled that, as of October 1, rates are to be increased by 20 per cent of those which existed immediately prior to the 12-per-cent wage increase.

Work stoppages. Two important strikes began during July and at the time of writing were continuing without signs of an early settlement.

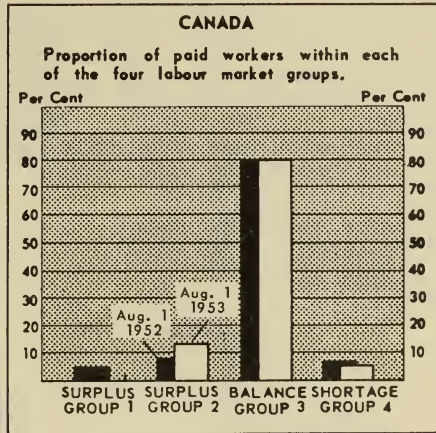
One, involving 800 gold miners employed in three northern Ontario mines, Broulan Reef Mines Limited, Preston East Dome Mines Limited and Hallnor Mines Limited, began July 11 after prolonged negotiations and conciliation. The union, the United Steelworkers of America (CIO-CCL) demanded increased wages, a reduction in the 48-hour work week, six paid statutory holidays and an improved vacation plan. The assistance of the Minister of Labour for Ontario and the chief conciliation officer for his Department were invoked in an endeavour to settle the strike. By mid-August, violence which accompanied the early days of the strike had apparently subsided.

A strike of 1,500 truck drivers, warehousemen and helpers employed by motor transport firms in south-western Ontario and represented by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC) began July 20 over failure to reach agreement on wages. As in the gold mining strikes, the violence which occurred in the first week of the strike has apparently abated.

Certifications. Of many certifications over the past few weeks, two aroused particular interest. A contest for bargaining rights between the United Mine Workers of America (CCL) and the Seafarers International Union (AFL-TLC) over the right to represent unlicensed seamen on Great Lakes ships of the Hall Corporation was settled in favour of the latter union after a vote taken among the employees by the Canada Labour Relations Board. In Saskatchewan's uranium mining area, the International Union of Mine, Mill and Smelter Workers (independent) was certified by the provincial Labour Relations Board at Rix Athabasca Mines, the third mine in the area in which the union has obtained bargaining rights. The union reports that it is seeking to represent employees of other mines in the area.

Manpower Situation in Local Areas

THE expansion of construction, transportation, farming and fishing operations absorbed additional workers during July and caused further changes in labour market classifications. By August 1, only 16 of 111 areas covered in the monthly survey still had slight labour surpluses, a decrease of six from July 1¹. Areas with balanced labour supply and demand showed a corresponding increase from 81 to 87, while labour shortages continued in eight areas. Of the latter, six were in the Prairie, one in the Ontario and one in the Atlantic region.



Comparison with last year, as illustrated by the chart and table on this page, shows that six more areas were in balance this year than last but that the proportion of wage and salary workers in this category was the same. One important difference from last year is that Edmonton, in balance a year ago, is now classified as a shortage area because of the large volume of construction and growing industrial employment. Another notable difference is the Vancouver—New Westminster area, where the labour surplus last year was large, as the result of strikes in the lumbering and construction industries, whereas at the beginning of August this year the labour surplus was much smaller and was being steadily reduced.

In evaluating the significance of the number of labour market areas in the various categories of the table below, it is necessary to keep in mind the marked seasonal variations in labour requirements through the year in Canada. Each year, from December to March, labour surpluses decline sharply during the spring months and shortages often occur during the summer and early fall.

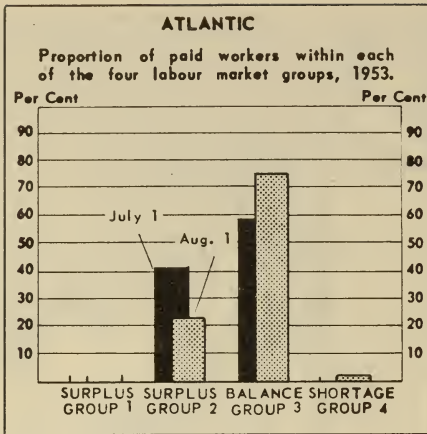
¹The number of areas covered has been changed from 115 to 111: see inside back cover, *Labour Gazette*.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Aug. 1 1953	Aug. 1 1952	Aug. 1 1953	Aug. 1 1952	Aug. 1 1953	Aug. 1 1952	Aug. 1 1953	Aug. 1 1952
Metropolitan	—	1	1	—	8	9	1	—
Major Industrial	—	—	8	7	21	20	1	3
Major Agricultural	—	—	—	—	10	8	4	6
Minor	—	—	7	8	48	44	2	5
Total	—	1	16	15	87	81	8	14

*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, AUGUST 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Vancouver - New Westminster	Calgary Hamilton Montreal Ottawa - Hull Quebec - Levis St. John's Toronto Winnipeg	Edmonton
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)		Erontford Farnham - Gronby Lac St. Jean Saint John Shawinigon Falls Sydney Trois Rivières Valleyfield - Leouharnois	Corner Brook Cornwall Fort William - Fort Arthur Guelph Halifax Joliette Kingston London Moncton New Glasgow Niagara Falls Sarnia Peterborough Rouyn - Val d'Gr Sarnia Sherbrooke St. Hyacinthe Sudbury Timmins - Kirkland Lake Victoria Windsor	Kitchener
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)			Barrie Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Rivière du Loup Saskatoon Thetford - Megantic - St. Georges	Brandon Red Deer Regina Yorkton
MINOR AREAS (labour force 10,000 - 25,000)		Euckingham Central Vancouver Island Drummondville Fredericton Gaspé Newcastle Sorel	Bathurst Bellefleur - Trenton Bracebridge Erampton Eridgewater Campbellton Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Edmundston Galt Goderich Ingersoll Kamloops Kentville Lachute - Ste. Thérèse Leamington Lindsay Listowel Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George Prince Rupert Quebec - North Shore Rimouski Sault Ste. Marie Simcoe Ste. Agathe - St. Jerome St. Jean Stratford St. Stephen St. Thomas Summerside Trail - Nelson Truro Victoriaville Walkerton Weyburn Woodstock, Ont. Woodstock, N.B. Yarmouth	Grand Falls Swift Current



DURING July, employment continued to increase in the Atlantic region as outdoor activities, particularly farming, approached a summer peak. By the week ending July 18, full-time workers numbered 471,000, an increase of 3,000 from the previous month. At the same time the agricultural labour force increased by 14,000. Part of this increase resulted from seasonal additions to the labour force and part from shifts out of logging and sawmilling into agriculture.

In addition to the general increase in agricultural activity, manufacturing and construction employment rose moderately, though the gains were unevenly distributed among the Maritime Provinces. Pulp and paper and saw and planing mills in New Brunswick accounted for most of the increase in manufacturing employment while the only appreciable gain in construction occurred in Nova Scotia. At the beginning of June, construction employment showed a year-to-year increase of 10 per cent in Nova Scotia compared with a decrease of 30 per cent in New Brunswick. Labour requirements were particularly strong in Halifax during July as work on a multi-million dollar apartment housing project got under way. The influx of workers from other areas, however, provided an adequate supply of labour.

During July, labour markets in the Atlantic region continued to move towards a balanced situation. Five areas moved from surplus to balance and a shortage of labour developed in one. By the beginning of August, 16 areas had approximately balanced labour markets, four had some labour surplus and one some labour shortage.

Metropolitan and Major Industrial Areas. In St. John's, Nfld., seasonal increases in employment were sufficient to bring labour demand and supply into balance, though a temporary lay-off involving 550 workers occurred at one of the iron ore mines at Bell Island, following the breakdown of the main hoist. In addition, the employment outlook in this area was clouded by uncertain prospects in the construction industry, where the volume of work planned was lower this year than last. Moreover, intermittent reductions of crews were to begin shortly at some of the large defence projects as they near completion.

Employment in Sydney, with the exception of coal mining, continued to increase during the month. At one colliery, however, 1,200 men were laid off during the past two months, increasing the labour supply sufficiently to bring the area into the moderate surplus category. Although most of these men were still idle at the end of July, many of them will be rehired as new mining machinery is installed. Labour surpluses disappeared in Moncton and New Glasgow with the increased

demand for workers in construction, trucking, service and metalworking occupations. The construction industry was particularly active in Moncton and it is expected that shortages of certain skills will develop in the months ahead as employment in the industry reaches its seasonal peak.

Major Agricultural and Minor Areas. The increase in construction and other seasonal activities brought Grand Falls into the labour shortage category. Almost all of the remaining areas had balanced labour markets as hay harvesting accelerated the demand for farm help.

QUEBEC

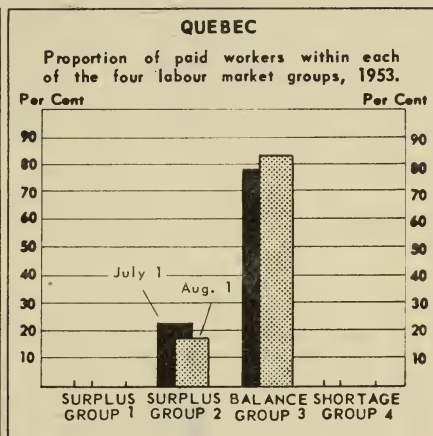
EXPANSION in outdoor activities in the Quebec region, which enabled thousands of students to find summer employment, largely accounted for the increase of about 47,000 in the number of persons with jobs during the month ending July 18. This was the largest monthly employment increase in Quebec this year.

Although employment in textiles has been declining for several months and heavy industry in Montreal is not as active as in the early post-Korean expansion period, over-all employment levels continued above those of last year. Much of the year-to-year expansion occurred in defence-connected and consumer semi-durable industries. Non-agricultural employment at the beginning of June was three per cent higher than a year earlier.

Labour surpluses were eliminated in three areas during the month, but the textile center of Farnham—Granby reverted to the slight surplus category after being in balance for two months. At the beginning of August, 83 per cent of the wage and salary workers in Quebec were in the 15 balanced labour market areas. Moderate surpluses persisted in the other nine. There were no labour shortage areas.

Metropolitan Areas. Many high school students and workers released from the aircraft industry have been seeking employment in Montreal during the past two months. The practice of closing plants for the vacation period has tended to reduce hiring activity in some manufacturing plants during July. Thus, despite heavy outdoor activity, the number of workers registered at the Montreal NES office remained relatively stable.

A shortage of waitresses, dish washers and laundry help developed in Quebec city as local help left the city for employment in tourist resorts in various parts of the province. In general, however, labour supplies were ample and the area remained in balance.

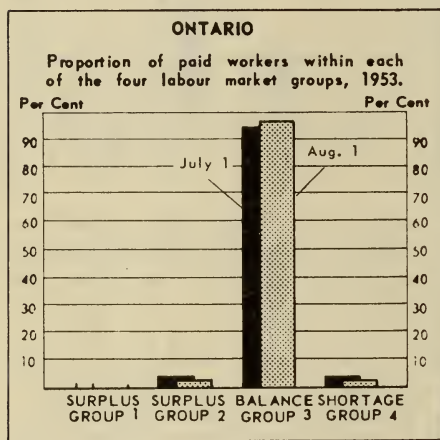


Major Industrial Areas. Extended vacations were granted to many textile workers in the Farnham—Granby area during July so that there was a surplus of workers again at the month-end. Rouyn—Val d'Or came into the balanced group during July. By August 1, five of the major industrial areas still had moderate surpluses while four remained in balance.

Except for the Lac St. Jean district, the employment situation in the industrial areas did not differ greatly from a year ago. Here, however, a sharp reduction in construction work as well as a smaller logging cut created a surplus almost double the size of that reported a year earlier.

Major Agricultural and Minor Areas. Labour requirements were approximately equal to the available supply of workers in the agricultural and minor areas of Quebec, except in Buckingham, Drummondville, Gaspé and Sorel. Moderate surpluses persisted in these four areas. The construction program in Sorel and Buckingham was reduced this year. Last year at this time, both these areas were in the balanced category.

ONTARIO



THE movement of temporary and immigrant workers into Ontario labour markets during July increased the labour force in the region to 1,968,000 by July 18 from 1,946,000 the previous month. Although the total number of persons with jobs increased by 23,000, the total at work dropped by 47,000 as July is the peak vacation month.

The agriculture, food-processing, construction, and tourist industries were chiefly responsible for the employment increases in Ontario during July. Manufactur-

ing activity was sustained at about the same level as in June but hirings were slow since many industrial plants closed for a vacation period during the month. Heavy demand for farm help was almost completely met by students, local industrial workers on vacation, German immigrants and harvesters from the Maritimes (about 400) and the Prairies (130). Although both hay and grain harvests were nearing completion in most areas, the demand for fruit pickers and tobacco workers increased by the middle of August in some areas in southern Ontario.

At the end of July, the labour supply in Ontario was sufficient to meet demand and 34 of the 36 local areas were in the balanced category. Kitchener remained in the labour shortage category and Brantford retained a slight labour surplus. During the month, two more areas came into balance, Cornwall from the surplus category and Brampton from shortage.

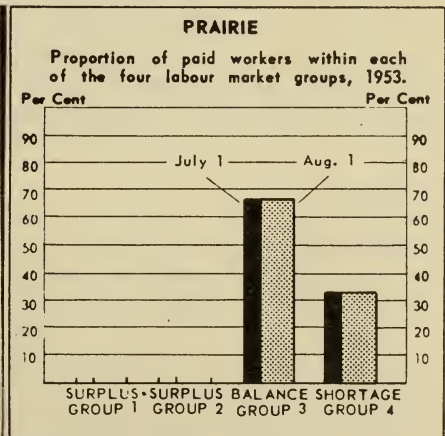
Metropolitan Areas. The labour supply in Hamilton was still ample, although by the end of the month a spurt in construction activity reduced the supply of carpenters, painters and other construction workers. Further lay-offs occurred in the textile industry in Hamilton but some plants which had been shut down temporarily at the beginning of July re-opened during the month. Labour markets in both Toronto and Ottawa - Hull were still in approximate balance at the end of July, although almost all suitable workers were employed. Industrial hirings in Toronto eased somewhat during the month as many manufacturing plants were closed for vacations. The only apparent labour shortages in Ottawa were for engineers and qualified stenographers, while both of these in addition to automobile mechanics were in short supply in Toronto.

Major Industrial Areas. In several major industrial areas, particularly London, Kitchener, Windsor and the Niagara Peninsula, vacationing workers temporarily increased the supply of farm labour. However, 11 of the 13 areas were still in balance and the surplus continued to shrink in Brantford, the only area with a labour surplus. Moreover, most workers on vacation were back on their regular jobs early in August. Kitchener remained in the shortage category, clerical workers, skilled construction workers and auto mechanics being in short supply. The demand for farm hands in the area is slackening as haying and harvesting near completion.

Major Agricultural and Minor Areas. By the end of July, the demand for harvest help had been largely filled by students or harvesters from the Maritimes or Prairies and all 20 of these areas had approximately balanced labour markets. A shortage of service workers for the tourist industry continued in Bracebridge and farm workers were still somewhat scarce in Brampton, Barrie, Ingersoll, St. Thomas and Woodstock.

PRAIRIE

ALTHOUGH outdoor activities continued to expand in the Prairie region during July, the labour supply expanded somewhat as students and women entered the working force. The number of persons with jobs increased by 35,000 during the month ending July 18, a substantially greater gain than in earlier months. Those working less than a full week decreased by 9,000 to 47,000 and those working full time increased by 3,000 to 880,000. The number of persons with jobs but not at work because of vacations or for other reasons increased by 41,000.



Crops developed rapidly in most parts of the region during July following the prolonged spell of cool wet weather. Hail damage was

severe in some areas, however, and rust infection was reported in a number of localities. Farm labour requirements were generally small during the month. On the other hand, the demand for construction labour was substantial since the number of housing units being built at the beginning of July was 46 per cent greater than a year earlier. As a result, there were shortages of unskilled as well as skilled labour.

There was no significant change in the employment situation during July. As in June, labour generally was in tight supply throughout the region. Two-thirds of the wage and salary workers were in balanced areas, while the remaining one-third was in labour shortage areas.

Metropolitan and Major Industrial Areas. Little change occurred in the shortage situation in Edmonton during July. Industrial employment was about 20 per cent higher than last year and further expansion, particularly in the construction industry, absorbed both the local labour supply and workers entering the area from other localities. Shortages of carpenters, bricklayers, automobile mechanics, stenographers and waitresses were general by August 1.

The labour market situation in Winnipeg remained in approximate balance although heavy rainstorms delayed building activity. The demand for carpenters, bricklayers and plasterers increased further by the end of July. The construction program was considerably greater this year than last—25 per cent more housing units were being built in the metropolitan area this year.

The construction season was also reaching its peak in Fort William—Port Arthur and almost all available labour had been absorbed at the beginning of July. Local supplies were adequate, except in a few skilled trades. The Calgary area remained in balance.

Major Agricultural and Minor Areas. The agricultural labour force was augmented slightly during the school vacation period as students were employed on farms. During July, however, demands were relatively light and will not reach a peak until later this month. General labour shortages continued in Regina, Brandon, Red Deer, Swift Current and Yorkton. The most pressing requirements were for building tradesmen, waitresses and household workers but automobile mechanics and stenographers were also in strong demand.

PACIFIC

FURTHER seasonal expansion of activity occurred in the Pacific region during July. In the month ending July 18, full-time employment decreased from 389,000 to 384,000, largely as a result of vacations, but the number of workers employed less than full time increased from 39,000 to 53,000. The net increase, therefore, in the number of persons with jobs was 9,000. A comparison with last year's employment situation is distorted by the strikes in progress at that time. The most recent comparable figures, however, show a slight decrease in industrial employment this year.

Heavy production earlier in the year increased log inventories to the point where the usual scale of logging operations during July had

to be curtailed. Additional employment reductions were caused by the closure of several Vancouver Island logging areas endangered by fire. These temporary lay-offs, together with the holiday shut-down of sawmills, accounted for most of the increase in the number of workers employed less than full time.

Construction activity continued to rise to a peak that will probably be reached this month. Shortages of construction workers occurred at various points, the strongest demand being for heavy

construction carpenters, trowel tradesmen and pipefitters. The demand for welders eased during the period, although all qualified welders could still be placed easily.

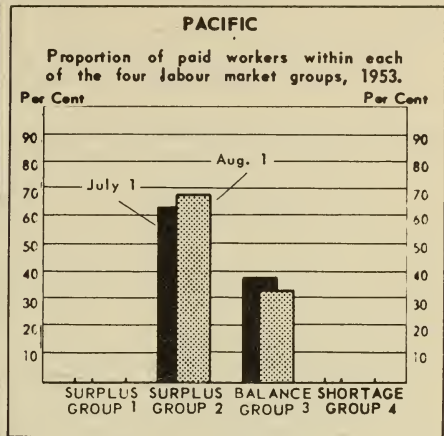
Additional manpower requirements came from fishing and agriculture. The salmon season opened at the beginning of July and catches were reported as exceptionally large. The harvesting of strawberries, raspberries and soft fruits required large numbers of temporary help, the supply of which was adequate in all areas.

Labour supplies in most local areas showed further decreases during the month. There was, however, no change in the number of areas in each classification. At August 1, slight labour surpluses existed in two areas, including Vancouver—New Westminster. The labour market was in balance in the remaining eight areas.

Metropolitan and Major Industrial Areas. In the Vancouver—New Westminster area, demand for construction tradesmen, largely from Kitimat and other out-of-town projects, continued to increase. Metal manufacturing firms and sawmills showed little change in activity but labour requirements increased in the food-processing, furniture and clothing industries. As a result, available labour supplies were reduced during July, although some surpluses still remained by the first of August.

The labour market situation in Victoria remained virtually unchanged from the previous month. Increasing job vacancies in construction were offset by the month-long closure of several large logging camps as well as by the destruction by fire of a lumber mill that terminated the employment of several hundred workers.

Minor Areas. The rising level of summer operations absorbed progressively the available supply of idle workers in all minor areas except Central Vancouver Island. In this area, intermittent closures of various logging operations released over 1,000 loggers, bringing the area into the moderate surplus category. The effect of this on the region as a whole was offset by the increasing level of lumbering activity in Prince George, which brought the area from the surplus into the balanced category.



Current Labour Statistics

(Latest available statistics as of August 10, 1953)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	July 18	5,515,000	+ 2.4	—
Persons at work 35 hours or more	July 18	4,807,000	— 1.7	—
Persons at work less than 35 hours	July 18	275,000	— 3.2	—
Usually work 35 hours or more	July 18	91,000	+ 2.2	—
On short time	July 18	23,000	+ 4.5	—
Usually work less than 35 hours	July 18	184,000	— 5.7	—
Persons with jobs not at work	July 18	343,000	+174.4	—
Usually work 35 hours or more	July 18	332,000	+176.7	—
Usually work less than 35 hours	July 18	11,000	—	—
Persons without jobs & seeking work ...	July 18	90,000	—	—
Persons not in the labour force	July 18	4,522,000	— 2.4	—
Registered for work, NES (b)				
Atlantic	July 16	22,684	— 12.3	+ 5.4
Quebec	July 16	58,623	— 7.0	+ 5.2
Ontario	July 16	46,958	— 2.5	— 12.0
Prairie	July 16	20,096	+ 5.4	— 5.0
Pacific	July 16	22,254	— 3.8	— 32.4
Total, all regions	July 16	170,615	— 4.8	— 7.6
Ordinary claims for Unemployment				
Insurance benefit	July 1	119,830	— 16.3	— 2.3
Amount of benefit payments	June	\$8,408,071	— 31.1	+ 25.0
Index of employment (1939=100).....	June 1	188.1	+ 2.2	+ 3.1
Immigration	June	18,376	— 12.1	— 20.1(c)
<i>Industrial Relations</i>				
Strikes and lockouts — days lost	July	73,486	—	— 87.2(c)
No. of workers involved	July	7,396	—	— 75.3(c)
No. of strikes	July	30	—	— 34.0(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	June 1	\$57.70	+ 0.3	+ 6.7
Average hourly earnings (mfg.)	June 1	\$1.36	+ 0.3	+ 4.8
Average hours worked per week (mfg.)	June 1	41.7	— 0.2	+ 1.0
Average weekly earnings (mfg.).....	June 1	\$56.67	+ 0.1	+ 5.8
Cost-of-living index (av. 1935-39=100) ...	July 1	186.0	+ 0.6	— 1.1
Consumer price index (av. 1949=100)	July 1	115.4	+ 0.4	— 0.6
Real weekly earnings (mfg. av. 1949=100)	June 1	117.8	— 0.3	+ 6.4
Total labour income	May	\$969,000,000	+ 2.1	+ 10.7
<i>Industrial Production</i>				
Total (average 1935-39=100).....	May	257.8	+ 1.4	+ 9.9
Manufacturing	May	272.7	+ 0.8	+ 10.5
Durables	May	336.5	— 0.4	+ 12.9
Non-Durables	May	231.9	+ 1.9	+ 8.4

(a), (b): See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

Former Labour Secretary Maurice Tobin Dies

Maurice J. Tobin, Secretary of Labour in President Truman's Cabinet from 1948 and former Governor of Massachusetts, died July 20 of a heart attack at the age of 52 years. Mr. Tobin was the sixth Secretary of Labour in the United States, his appointment by President Truman culminating a series of political positions he had held.

During his political career, Mr. Tobin had served as a member of the Massachusetts House of Representatives, twice as mayor of Boston—in 1937 and in 1941—and as Governor of the state from 1944 to 1946. While Governor, the former Labour Secretary headed an administration which adopted a fair employment practices act and which increased workmen's compensation and unemployment insurance benefits. As Secretary of Labour, Mr. Tobin headed attempts to have the Taft-Hartley law repealed and to have the Wagner Labour Relations Act re-enacted.

One of three sons of Irish immigrants, he was born in Boston. He had to leave the Boston High School of Commerce in his second year to earn a living; he began work in a leather factory. When he was 25 he won election to the Massachusetts House of Representatives, where he served for two years. Later he served as Boston's mayor and Governor of Massachusetts.

AFL Men Fill Top Jobs In U.S. Labour Dept.

With the appointment as Assistant Secretaries of Labour of Harrison C. Hobart, Assistant Grand Chief of the Brotherhood of Locomotive Engineers, and Spencer Miller, Jr., Director of the AFL Workers Education Bureau, all top posts in the United States Department of Labour are now filled by AFL officials.

Lloyd A. Mashburn, named Under-Secretary of Labour last January, was an AFL official in California, and Martin P. Durkin, the Secretary of Labour, was formerly President of the AFL Plumbers.

Walter Reuther, President of the CIO, had asked that a CIO member be given one of the top Labour Department positions but the Senate proved reluctant to approve Mr. Reuther's nominees.

Extend Compensation to B.C. Civil Defence Staff

Cost of extending full benefits of the provincial Workmen's Compensation Act to British Columbia's civil defence workers who may be injured on training or exercises is to be shared equally by the federal and provincial Governments. This was disclosed in a joint statement by Hon. Paul Martin, federal Minister in charge of civil defence, and Hon. W. D. Black, British Columbia's Provincial Secretary.

The agreement is similar to one made in Ontario, arising from Ottawa's offer to share costs of compensation which the provinces might agree to pay to anyone killed or injured while serving in official civil defence organizations.

The British Columbia agreement covers persons training for, as well as actually engaged in, civil defence work. This is defined as "all measures, other than military, carried out under the direction of the provincial director of civil defence or any local civil defence authority, designed or intended to protect and preserve life, property and public services against any form of enemy attack and to minimize damage therefrom, and includes training".

Equal Work, Equal Pay Recommended in Sweden

The principle of equal pay for tasks of equal value should be followed in the Swedish Civil Service, it has been recommended by a state committee of enquiry appointed in 1947. The committee's report has just been submitted.

The scale of wages should be fixed according to the work to be performed, irrespective of whether it is performed by a male or female, the committee stated.

Rejecting the principle of payment according to need, the committee said that state salaries should be fixed irrespective of family commitments or responsibilities. The necessary adjustments to family burdens are a matter for taxation and social policy, the report said.

Any minimum wage for males should apply also to females, the committee declared.

Unemployment Insurance Benefit Now Continues During Illness, Injury or Quarantine

Extended unemployment insurance coverage for Canadian workers went into effect August 3.

The enlarged benefits—covering persons who become incapacitated after losing their jobs—were authorized at the last session of Parliament but proclamation of the measure was delayed until July 18 while details of the plan were worked out.

Formerly, persons thrown out of work received insurance benefits only so long as they were available to take on other jobs. If sickness or other disability made them unavailable for work, they did not collect.

Under the new amendment to the Unemployment Insurance Act, those becoming incapacitated—through illness, injury or quarantine—after *unemployment starts* will continue to receive benefits for as long as they would be qualified to get them if they were capable of working.

The amendment makes no change in the rate of benefit nor in the method by which the duration of benefit is established, nor is there any increase in the rate of contributions.

It has been felt for some years by UIC officials that some compensation should be provided for loss of earnings during periods of incapacity. Prior to the introduction of this amendment, the Unemployment Insurance Commission made an intensive study of the practice of other countries that operate plans of cash sickness benefits, particularly Britain, the United States and Australia.

Under the plans of national insurance operated in Britain and Australia, benefit is paid at the same rates and to the same class of insured persons for any interruption of employment caused either by lack of work or by sickness. In the United States similar plans are in operation in four of the States, in addition to a federal plan of the same type applicable to railway workers.

The concept underlying all these plans is that a layoff due either to shortage of work or to sickness is involuntary unemployment and the same basic contribution should provide the insured person with compensation for loss of wages in either case, excluding any periods for which he is already entitled to such benefit under workmen's compensation legislation.

The plan being introduced in Canada does not go so far at present as most of those schemes. It does not extend to the insured worker who loses his employment

because of sickness or accident, although benefit can be paid to such a worker after he has recovered from the illness, if no suitable work is then available for him.

It is realized by the UIC that this limitation will cause some anomalies. Under the amendment, benefit is payable only for days of sickness if the claimant has already proved entitlement to unemployment insurance benefit, has served the required waiting period, and is actually in receipt of benefit. This means that a man who loses his job because of shortage of work, files a claim, and is taken sick on the third day, before completing the waiting period, will not qualify for benefit, while another man who is laid off at the same time and is taken sick on the eighth day, after completing the waiting period and drawing benefit for a couple of days, will continue to receive benefit despite his incapacity.

A similar anomaly will arise when one person has been laid off because of sickness and another has been laid off at the same time because of shortage of work but becomes sick after starting to receive unemployment benefit. The second man will continue to receive it but the first man cannot begin to receive benefit until he has recovered and can prove that he is capable and available.

However, at present it is considered that workmen's compensation takes care of most persons whose loss of wages results from injury or illness arising out of their employment and that, as regards unemployment which is the result of illness of any other kind, extension of insurance should be deferred until experience has been gained in operating the limited scheme now introduced.

Six or seven states in the United States which have not yet adopted a full plan of sickness insurance have extended their unemployment insurance provisions along the same lines as Canada is now doing.

Marine Federation Asks Subsidies for Coal Mines

Meeting in Saint John, N.B., the Maritime Marine Workers' Federation (CCL) late last month adopted a resolution asking for federal government subsidies for Canada's coal mining industry. Such subsidies are necessary, the delegates said, to avert the closing of Maritime collieries.

Upswing in Housing Continued in May

The upswing in new residential construction continued in May, when the number of dwelling units started jumped 39 per cent and the number of new units completed 38 per cent over the figures for the same month last year. Starts this May numbered 13,606, compared with 9,801 in May last year, and completions totalled 8,099, compared with 5,868 a year earlier.

For the first five months this year, starts were running 46 per cent ahead of 1952 at 35,438 compared with 24,196, while completions were up 35 per cent at 32,816 compared with 24,259.

Housing Starts in U.S. Down 4 Per Cent in June

Non-farm housing starts in the United States totalled 103,000 during June, a seasonal decline of about 4 per cent from May, and nearly the same number as were started in June 1952, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. Despite declines in the past two months, June marked the fourth consecutive month this year that total housing starts exceeded the 100,000-unit level.

The total number of new permanent non-farm dwelling units begun during the first half of 1953 (577,100) is about the same as the final figure for January-June 1952.

Govt. of India Extends Subsidized Housing Plan

The Government of India has extended a subsidized housing scheme for industrial workers up to March 31, 1956, in order to cover the rest of the Five-Year Plan period.

For 1953-54 the scheme envisages construction of 22,000 tenements. The 1952-53 scheme set a target at 28,500 tenements.

Of the 22,000 tenements provided for in 1953-54, about 14,000, it is expected, will be built by State Governments and Housing Boards, 3,500 by Co-operative Societies and 4,500 by employers.

Few U.S. Firms Have Plan For Utilizing Old Workers

Few firms have yet developed definite policies for making use of their older workers, a recent survey by the American Management Association has found.

In its study of the practice of various companies to utilize older workers no longer

able to perform their customary jobs after the age of 65, the Association reported that so far the process appears to be largely informal. Re-assignment of the employee to another job with or without a cut in pay is the most usual procedure.

Other devices used by companies include decreasing hours of work, allowing the employee to continue in his usual job but with less pay for lowered production, transfer to a part-time job or to a physically less demanding job, and creation of special sections in which older employees are grouped as casual labour pools or homogeneous work crews.

Four elements are needed in any program for effective utilization of the older worker, according to the companies surveyed by the Association. These are: (1) an objective criterion of job performance; (2) knowledge of the characteristics and demands of each job in the plant or firm; (3) knowledge of the employee's characteristics, and (4) matching the job characteristics with those of the worker.

According to the companies, job descriptions are often inadequate for purposes of re-assigning older workers. Also, psychological measures for assessing older employees are still inadequate.

242 U.S. Railroads Sign Union Shop Agreement

All but four of the major carriers in the United States have signed union shop agreements with the 17 non-operating railroad unions.

One of the largest railroads in the Western United States, the Union Pacific, recently added its 40,000 employees to the number covered by the union shop.

In making the announcement, G. E. Leighty, President of the Railroad Telegraphers and head of the negotiating committee of the non-operating organizations, reported that more than 85 per cent of all non-operating employees were now under the protection of the union shop.

He said there were some 800,000 employees of 242 railroads covered by union shop agreements. Together with the estimated 125,000 employees in operating brotherhoods which have negotiated union shop agreements, the total is almost one million.

The negotiating committee of the non-operating brotherhoods is continuing its drive to include all railroad employees in union shop agreements which are now permitted under the terms of the United States Railway Act passed in 1951 (L.G., June 1952, p. 688).

AFL Teamsters Dismiss Two Canadian Officials

Two Canadian officials of the International Brotherhood of Teamsters have been removed from office during a reorganization of the Brotherhood's affairs in its eastern Canadian district. They are A. F. MacArthur, the international's organizer in Canada, who has been President of the Ontario Provincial Federation of Labour (AFL-TLC) for five years, and Neil MacDonald, the union's business agent in Montreal.

The Montreal local of the Teamsters has been placed in receivership.

Frank J. Tobin, son of the former president of the Brotherhood has been placed in charge of the union's affairs in eastern Canada.

While the Toronto District Trades and Labour Council has criticized the replacement of Canadian officials by a representative from the United States, President Percy R. Bengough of the Trades and Labour Congress of Canada has issued a statement reiterating Congress policy never to interfere in the operations of an affiliate and describing as "nothing unusual" the appointment of "other than a Canadian" to administer the union's affairs in Canada.

In Montreal, Mr. MacDonald has organized the Quebec Transport Drivers Union and has appealed to Teamsters in Ontario and Quebec to leave the Brotherhood and join the new organization.

TLC President Bengough, in his statement on the developments in the Teamsters, cautions the union's members in Montreal that they "would do well to remain members in good standing and iron out their problems within their own organization".

Mr. MacArthur, although himself dismissed, condemned the secessionist move in Montreal. Efforts to split the union would only jeopardize the wages and working conditions won by the organization, he said.

Boilermakers, Blacksmiths Complete Amalgamation

In an amalgamation convention held in Minneapolis during July, representatives of the boilermakers' and the blacksmiths' unions in Canada and the United States agreed to form one organization known as the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers. The merger was approved by approximately 900 delegates from the boilermakers and 300 from the blacksmiths.

The union of the two labour bodies had been tentatively entered into in 1950 and was ratified by the blacksmiths in 1951. Confirmation by the boilermakers in the convention made the union complete. The ratification was carried through without a dissenting vote.

Addressing the delegates, Charles G. MacGowan, President of the Boilermakers and now head of the new organization, stated that "size, bigness and power" were not the objectives of the amalgamation but rather the major motive "was one of protection to the wage earners in both crafts".

Speaking on behalf of the Blacksmiths, President John Pelkofer declared: "We of the Blacksmiths will co-operate earnestly and honestly with President MacGowan and his associate officers as they have co-operated with us."

Mr. Pelkofer went on to note that "we have already made great progress since our tentative amalgamation in 1950. Now it's in full swing. We have a great future as an amalgamated organization. Working together, we should be able to accomplish what we were not able to achieve separately."

Both the Boilermakers and the Blacksmiths are labour unions with more than 60 years of organizing experience in their respective trades.

Chief of Train Engineers, James P. Shields Dies

The death June 29, in Cleveland, of James P. Shields removed from the leadership of the Brotherhood of Locomotive Engineers its leader for the past three years. Mr. Shields, who was 64 years of age, died a week before the opening of the triennial convention of the 80-year-old organization which includes approximately 80,000 members in Canada and the United States.

The BLE head was elected Grand Chief Engineer of the labour organization in 1950, succeeding Alvanley Johnston, who had headed the Brotherhood for more than a quarter of a century. During his service with the BLE, Mr. Shields served as a local chairman, assistant grand chief, first assistant and finally grand chief in 1950.

The Hon. Milton F. Gregg sent a message of sympathy to the brotherhood stating that "the Canadian Department of Labour mourns with the Brotherhood of Locomotive Engineers the death of Grand Chief Engineer J. P. Shields." Mr. Gregg added that "the passing of Mr. Shields will be a loss to your 80,000 members, many of them Canadians, who honour and respect his memory."

Locomotive Engineers Reject Unity Bid

A proposal by the Brotherhood of Locomotive Firemen and Enginemen that there be a merger between it and the Brotherhood of Locomotive Engineers was rejected by the latter body at its triennial convention in Cleveland, July 20. The BLFE, meeting at its convention in Boston, had requested the Locomotive Engineers to support a merger of the two organizations "in the interests of all engine service employees in the United States and Canada".

Speaking at the Engineers' convention, Grand Chief Guy L. Brown replied to the unity proposal by noting that the representatives of his Brotherhood were not in accord with the suggestion that steps be taken to amalgamate the two labour bodies. Mr. Brown added that a referendum held in 1948 had "resulted in rejection by the BLE membership" and stated that "our present convention is bound by that democratically-expressed mandate".

In urging the union of the two railway bodies, President D. B. Robertson of the BLFE stated that the "combined strength, economically, financially and politically, would represent a powerful force to help railmen in their continuing struggle to improve their general welfare". Though expressing "keen disappointment" at the rejection of the merger proposal, Mr. Robertson added that he was "thoroughly satisfied the time will soon come when all men on the deck of a locomotive will belong to one combined organization".

At the BLFE convention, both Mr. Robertson and Carl J. Goff, Assistant President of the organization, tendered their resignations. Both men had served in official capacities for a considerable period. As the *LABOUR GAZETTE* went to press, there had been no announcement as to who would replace Messrs. Robertson and Goff.

AFL, CIO Packing Unions To Bargain Together

Joint action in wage negotiations and organizing campaigns by the Amalgamated Meat Cutters and Butcher Workmen (AFL) and the United Packinghouse Workers of America (CIO) was recently agreed upon in a pact between the two unions. Under the agreement, machinery was established for the two labour organizations to work together in the wage nego-

tiations that opened in July and that affect approximately 250,000 workers in the United States.

The new pact provides that every effort will be made to conduct joint wage negotiations with those companies whose employees are represented by both unions, that neither union will reach a settlement with such companies without first securing the other's approval, that joint "economic action" will be taken against employers wherever necessary and that "all lawful support and assistance" will be rendered by one union to the other where one has established authorized picket lines or is engaged in strike action. In addition, both unions agreed not to raid each other's membership.

The packinghouse agreement follows a similar agreement concluded between the United Auto Workers of America (CIO) and the International Association of Machinists (AFL). The latter pact also contained provisions concerning joint bargaining sessions and the prohibition of raiding either union's membership (L.G., July, p. 989).

AFL Completes Revision Of Organizing Staff

A revision of the machinery under which the American Federation of Labor conducts its organizing activities was carried out recently in Washington at a two-day conference presided over by President George Meany and Secretary-Treasurer William Schnitzler. Under the new system there will be 14 organizing areas in the United States and one in Canada, each under the control of a regional director.

Regional directors will now be required to submit all applications for new charters to AFL headquarters. Formerly the applications were sent in by individual organizers. The directors will also have to submit progress reports every four months to headquarters noting the paid-up membership in each region.

President Meany observed that the primary aim of the AFL is to organize the unorganized and that its organizers will be required to aid national and international unions in their membership drives as well as organizing and servicing federal labour unions. The Canadian region will be under the direction of Russell Harvey, Canadian Director of Organization of the AFL.

The CIO recently completed a similar re-organization of its field staff, reducing from 50 to 13 the number of regional offices in the United States (L.G., July, p. 989).

19,000 Brewery Workers Switch to Teamsters

Seven locals of the United Brewery Workers of America in New York City and three others elsewhere in New York State have left the Congress of Industrial Organizations and have joined the brewery division of the International Brotherhood of Teamsters (AFL). The move is reported to have involved some 19,000 workers.

The legal counsellor for the New York locals announced July 6 that units of the CIO union in Toronto and in six other cities in the United States were also due to hold votes on disaffiliation. These units, he said, have a combined membership of 9,000 brewery workers.

The lawyer said that David Beck, President of the AFL teamsters, had agreed to certain terms laid down by the former CIO affiliates in New York City as a condition for joining the AFL group. These were: full autonomy for each local; each local to maintain its present jurisdiction; all assets to remain in local units; contract negotiations to be conducted by locals and the Brewery Workers Joint Board in New York; and no recriminations against any member of the Brewery Workers who might have been expelled previously from the Teamsters. Mr. Beck had previously said his union would accept any brewery locals that wanted to join his organization.

The following week, Walter Reuther, President of the CIO, issued a statement accusing the AFL teamsters' union of conducting a series of raiding excursions against the CIO Brewery Workers. He declared that such action threatened to destroy the move toward labour unity and that it violated the spirit of a tentative no-raiding agreement drawn up recently by the two labour organizations (L.G., July, p. 990).

Earlier, an invitation to the Brewery Workers union to merge with the Teamsters was rejected by Karl F. Feller, President of the Brewery Workers.

TWUA Urges Slowdown Of Textile Imports

The imposition of a quota system to slow down the "growing importation" of textiles into Canada was demanded recently by Edward C. Cluney, Assistant Canadian Director of the Textile Workers Union of America (CIO-CCL).

The union official said that in the first quarter of 1953, imports of cotton, rayon and other fabrics from the United States reached new records. Imports from the

United Kingdom were also up. At the same time, he said, the industry in Canada was operating at 70 per cent of capacity and direct employment has fallen from 101,234 in January 1951, to 93,120 in January of this year. In addition, many textile workers are on part-time shifts and face further reductions in pay because many mills plan unpaid summer layoffs.

Mr. Cluney said that while the imposition of quotas is the most direct and practical method of dealing with the emergency, his union believes the anti-dumping laws should be tightened to prevent foreign textiles being sold in Canada below their cost of production.

Inflation or Depression? U.S. Economists Disagree

Two opposing views have been given recently regarding the future economic situation in the United States.

Dr. Edwin C. Nourse, ex-chairman of former president Harry Truman's Council of Economic Advisers, told a teachers' meeting in Los Angeles that at present the United States faces a depression.

Dr. Arthur F. Burns, economic adviser to President Eisenhower, appearing before the House Appropriations Committee, suggested that "new and upward price pressures" may develop in the United States economy.

Mr. Truman's erstwhile adviser said: "We have passed from the time when adjustment to a free market basis would have been relatively easy to one when it will be extremely difficult. The problem we are wrestling with now is whether we will act with enough intelligence and have technical knowledge to prevent any breakdown in the flow of goods and services."

Dr. Burns, of President Eisenhower's staff, granted that an examination of price movements alone might easily lead to the conclusion that the country had entered a deflationary period. But, he pointed out, "if you look to the industrial sphere of the economy, and find, as you do, production going up, employment rising, unemployment shrinking, the question is bound to come up whether the decline in prices can well continue, and whether, in view of the continued growth of output and employment, and virtual disappearance of unemployment, new and upward price pressures will not develop in our economy."

Dr. Burns called attention to the fact that the price declines have been concentrated in farming, and that in certain industries prices have been rising steadily for the past six to nine months.

Ont. Public Employees Hold 7th Convention

The seventh annual convention of the Ontario Federation of Public Employees drew 113 delegates to Toronto recently.

The delegates voted unanimously to continue to give full support to the National Federation of Public Employees. They also passed a resolution requesting the Ontario Government to enact special legislation covering civic and other public employees similar to that contained in the Fire and Police Department Acts.

Officers elected were: W. H. Hilts, President; William Buss, First Vice-president; J. F. Raysbrook, Second Vice-president; and Irene Sinclair, Secretary-Treasurer. Executive officers are: J. Rutherford, E. J. Priestly, T. H. Doyle, G. A. Gorman and George Downing.

Hospital Beds, Nurses Revenue, Costs Increase

The number of public hospital beds per 100,000 Canadians rose to 490 in 1951 from 479 in 1950, the Dominion Bureau of Statistics has reported. Official bed capacity of Canada's public hospitals in 1951 was 68,674, exclusive of nursery bassinets.

In Excess of Capacity

Despite the increase in bed space, however, the hospitals still operated at 3.7 per cent in excess of capacity in 1951, reporting a total of 71,221 beds set up.

The number of nurses in public hospitals also rose during 1951, the number of graduate nurses by 6.2 per cent to 16,143 and the number of student nurses and probationers by 3 per cent to 15,107.

Graduate nurses outnumbered student nurses for the first time in 1950, the ratio being 104 to 100. In 1951 this ratio increased to 107 to 100.

Hospitals submitting financial data reported a 16.4-per-cent increase in operating revenue and a 14.8-per-cent increase in total revenue but a 16.9-per-cent rise in expenditures.

Higher Income Groups Spend More on Health

Out of an estimated 1,322,000 family units in Canada with incomes of less than \$1,500, about one-fifth spent nothing for medical, hospital, dental or any other kind of health care during the year from the autumn of 1950 to the autumn of 1951, according to a release by the Bureau of Statistics on the subject of family expenditures for health services.

The release, based on the results of a nation-wide sickness survey carried out jointly by the federal and provincial Governments, is the second in a series which will make public estimated figures of the volume and nature of illnesses and accidents of all kinds, the amount of medical, nursing and other health care received, and the money spent by Canadian families for various health services (L.G., June, p. 811).

While 19.7 per cent of family units with incomes under \$1,500 made no expenditures, the corresponding proportion in the next income group (\$1,500-\$2,999) was 7.7 per cent. In the highest income group recorded (\$5,000 and over) only 3.3 per cent had no expenditure for any health service.

Average Payments

The proportionately smaller number of low-income family units who spent money for these services also spent less per family than their wealthier neighbours. Average for the under-\$1,500 group was \$46.60 compared with \$88.50 for those in the next highest (and numerically largest) group between \$1,500 and \$2,999. Average for the group \$5,000 and over was \$158.70, and for all family units regardless of income \$82.10.

Expenditures in the lowest income group, under \$1,500, totalled \$61,600,000, of which \$9,500,000 or 15.4 per cent went for prepayment plans, to which about 28.6 per cent in this group subscribed. The highest proportion of families subscribing to pre-paid plans was in the income group \$3,000-\$4,999, where 67.0 per cent of the family units in the group paid out a total of \$27,200,000 in prepayment plan premiums, representing 28.0 per cent of their total health expenditures.

How Money Spent

Twenty-seven cents of the low income health dollar was spent for medicine, including nearly 11 cents for self-prescribed medicine. In contrast, the higher income family unit with \$5,000 and over spent 10 cents of its health dollar on prescribed medicines and less than 5 cents on self-prescribed medicines. On the other hand all groups spent about the same proportion of their health expenditures on direct payments for medical, hospital, nursing and similar services, ranging from 52.9 per cent for the \$3,000-\$4,999 group to 60.2 per cent for those in the group \$5,000 and over. For all groups taken together this proportion was 54.4 per cent.

Australia Sets Up New Medical Benefits Plan

A new medical benefits program in Australia provides joint payments from the Government and private insurance organizations to cover a considerable part of the cost of doctors' services. Contributions are as low as 25 cents weekly.

The new program, which came into operation July 1, complements a similar plan providing insurance against hospital bills which has been in operation for 18 months.

Everyone in the country may qualify for contributions towards payment of medical bills for himself and his family by joining any non-profit medical insurance organization approved and registered by the Government.

The Government benefits are divided into two schedules. The first covers basic medical services obtainable from a general practitioner but includes also consultations with specialists and some surgical operations often performed by specialists.

It provides for professional attendances in doctors' rooms or at patients' homes, administration of anaesthetics, 89 types of surgical operations, midwifery and treatment of dislocations and fractures.

The second schedule covers services usually tendered by specialists—tests, X-rays and more than 200 types of surgical operations.

Before being registered by the Government, insurance organizations must agree to pay benefits at least equal to those paid by the Government for the services listed in the first schedule.

Together the two schedules cover all known varieties of medical services except payment for spectacles.

Weekly premiums to his own insurance organization by the subscriber for himself and his family range from about 25 cents upwards. The proportion of medical expenses the program will return to any one family varies from about 80 per cent to less than 50 per cent, depending on the nature of the medical services, the doctor's scale of charges and the scale of benefits paid by the insurance organization.

There is no age limit for government benefits, but some organizations in the scheme refuse membership to persons over 65 years of age.

Woman Given Less Pay Quits; Can Draw Benefit

A woman who quit her job because she was not receiving equal pay for equal work

did not forfeit her right to unemployment insurance benefit, it was ruled by the New York State Division of Employment.

The woman involved had been operating a lathe at 25 cents less per hour than the rate paid to the men. When her employer refused to pay her the same rate or to transfer her to another machine she quit her job and filed claim for unemployment benefit.

The insurance officer disqualified her for a period of six weeks on the ground that she had "voluntarily left her job without good cause". The woman appealed the ruling, claiming that she had been discriminated against because of her sex.

Citing a section of the state labour law, which provides that no employee because of sex shall be subjected to discrimination in rate of pay, the referee upheld her appeal, deciding that she was "well within her rights in insisting that she receive equal pay for equal work".

Sponsor of Taft-Hartley, Senator Taft Dies

United States Senator Robert A. Taft, sponsor of the Taft-Hartley Act, died July 31 in New York.

The Taft-Hartley Act, denounced by American labour unions from the time of its enactment in 1947, was drafted by the Senate Labour Committee while Senator Taft was its chairman. It replaced the Wagner (National Labour Relations) Act.

Son of a former President and Chief Justice of the United States, Senator Taft had been a member of the United States Senate since 1938. On three occasions—in 1940, 1948 and 1952—he stood for nomination as Republican candidate for the presidency of the United States. Each time he failed in the attempt.

How to Increase Productivity

The report of an International Labour Organization committee of experts on productivity has now been published. The committee met last December in Geneva under the chairmanship of Dr. George V. Haythorne, Director of the Economics and Research Branch, Department of Labour (L.G., Jan., p. 50).

The report, *Practical Methods of Increasing Productivity in Manufacturing Industries*, may be obtained from the Canada Branch of the ILO, 95 Rideau Street, Ottawa 4.

Closer Ties among Free Labour Organizations Urged at ICFTU's Third World Congress

Economic progress in under-developed countries, full employment, and closer ties among free labour organizations were among the topics debated at the third World Congress of the International Confederation of Free Trade Unions in Stockholm, Sweden, July 4 to 11.

Policies were also advocated for the advancement of world peace without appeasement, freedom for colonial peoples, improvement of living and working conditions of workers in all nations, and a solution to the problems of migration.

J. H. Oldenbroek, General Secretary of the ICFTU, reported at the opening of the congress that the Confederation, established in 1949, was composed of 97 national organizations in 73 countries, with a membership of 53,200,000 workers.

Plea for Co-operation

The General Secretary called for effective international co-operation among free trade unions to defeat attacks on free labour not only in totalitarian nations but also in democratic countries. He said the world was faced with a "wave of reaction" whose advocates often tried to restrict trade union rights and to limit or prevent trade union participation in the formulation of economic and social policies.

Tage Erlander, Prime Minister of Sweden and one of the members of the Swedish delegation, said in a speech to the congress that trade unions could play a part in preventing Communists from exploiting unrest in Asia and Africa. The movements for national freedom in Asia and Africa are, he said, a symptom of the fact that these countries cannot be kept any longer in a state of political and economic dependence.

Mr. Erlander mentioned the support given by the ICFTU to the trade union movement in economically under-developed countries. In this manner, he declared, the ICFTU was fulfilling its chief aim of creating solidarity among working people the world over.

Canadian Labour

Donald MacDonald, Secretary-Treasurer of the Canadian Congress of Labour and a member of the Canadian delegation to the congress, said that the trade union movement in Canada attached great importance to immigration problems and was making great efforts to solve them in the way best for all concerned. He urged intimate collaboration between governments

and workers' organizations, not only in the countries which receive immigrants, but in those from which the emigrations take place.

Mr. MacDonald also urged larger grants to the Confederation's fund for under-developed countries. He said the Fund's three-year program, due to be completed in July 1954, would have to be continued.

Mr. MacDonald is a member of the ICFTU executive board.

George Meany, President of the American Federation of Labor, told the congress that fear of widespread unemployment was still one of the nightmares of the world's workers. This fear, he said, has increased during the past few months as a result of the slackening rate of armament. Therefore, it was necessary for the free trade union movement to take effective steps on domestic and international levels to insure full employment.

Mr. Meany also referred to the necessity of offering the economically under-developed countries an alternative to communism, and called for the establishment of free trade unions in those countries, independent of all government control.

In a debate on economic problems, Walter Reuther, President of the Congress of Industrial Organizations, said that free labour must meet its historic responsibilities by advancing broad economic, social and political programs and policies which reflect the needs of the whole community. Labour, acting alone as a narrow economic pressure group, can no more solve its problems than one nation, acting alone, can solve the world's problems, he said.

Compelling Problem

"The most compelling and challenging problem faced by the free world is the achievement and maintenance of full employment and full production in peace time. The world has demonstrated time and again the ability to achieve full employment and full production in turning out the weapons of war.

"We must show equal courage and determination to achieve and maintain full employment and full production for the positive ends of peace, making the good things of life for people," he declared.

During the congress a telegram was sent to President Eisenhower of the United States asking for action aimed at the release of German workers imprisoned

during the revolt of June 17, and for a formal protest before the United Nations against Soviet "violation of human rights and freedom of association" in the occupied zones. The telegram was signed by Mr. Meany and Mr. Reuther and was unanimously supported by all 400 delegates to the congress.

The congress adopted a resolution declaring that labour organizations in Yugoslavia "do not come up to the principles of free trade unions expressed in the constitution and declaration of the ICFTU".

Other resolutions condemned the racial policies of the Malan Government in South Africa and the policies of the French Government in Tunisia; urged self-government for various colonial territories; demanded political, economic and social reforms in Kenya; and expressed opposition to the establishment of a Central African Federation without the consent of the African population.

Other Resolutions

The congress also adopted resolutions dealing with aid to under-developed countries; trade union education in Latin America, the West Indies, the Near and Far East and in Africa; the establishment of an International Trade Union College; firmer action by the ILO; full employment; peace and democracy; human rights; international migration; minimum wages; equal pay for equal work; and improvement of wages and working conditions in low-wage areas of the world.

Canada was represented at the congress by officials of the Trades and Labour Congress and the Canadian Congress of Labour. Representing the TLC were Claude Jodoin and Carl Berg, both Vice-presidents of that organization, and Frank Hall, Vice-President of the Brotherhood of Railway and Steamship Clerks.

CCL Delegation

Mr. MacDonald headed the CCL delegation, which included Harry Chappell, President of the Canadian Brotherhood of Railway Employees and Other Transport Workers; William Mahoney, Assistant Canadian Director of the United Steelworkers of America; and Harold Daoust, Canadian Director of the Textile Workers Union of America. Martin Levinson, director of the CCL's Department of International Affairs, accompanied the delegation as an adviser.

The delegation from the United States included officials of the AFL, the CIO and the United Mine Workers of America.

The AFL group, headed by Mr. Meany, included James C. Petrillo, President of the American Federation of Musicians of the United States and Canada; Elmer Walker, Vice-president of the International Association of Machinists; Harry C. Bates, President of the Bricklayers' International Union of America; A. Shoemaker, Secretary-Treasurer of the Brotherhood of Maintenance of Way Employees; William C. Doherty, President of the National Association of Letter Carriers; William J. McSorley, President of the International Union of Wood, Wire and Metal Lathers; George Delaney, AFL international representative; Harry Rutz, AFL representative in Germany and Austria; Irving Brown, AFL representative in Europe; and Jay Lovestone, secretary of the AFL Free Trade Union Committee.

The CIO delegation was headed by Mr. Reuther and included James B. Carey, Secretary-Treasurer of the CIO and President of the International Union of Electrical Workers; David J. McDonald, President of the United Steelworkers of America; Jacob S. Potofsky, Chairman of the CIO International Committee and President of the Amalgamated Clothing Workers of America; L. S. Buckmaster, President of the United Rubber Workers of America; Michael Quill, President of the Transport Workers Union of America; Joseph Curran, President of the National Maritime Union of America; James Thimmes, Vice-president of the United Steelworkers; O. A. Knight, President of the Oil Workers' International Union; and Michael Ross, Director of the CIO's Department for International Affairs. Victor Reuther, alternate member of the ICFTU Executive Board and CIO European Representative, and G. T. Nunn of the United Automobile Workers accompanied the delegation.

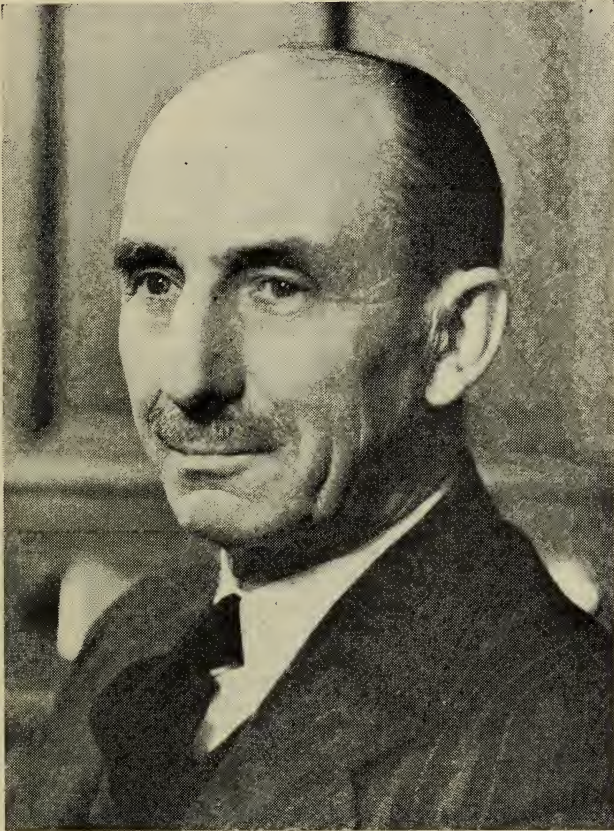
Representatives of the United Mine Workers of America with the United States delegation were Fred Gullick, Secretary-Treasurer of UMW's District 5 and August Lippi, President of District 1.

Reorganization Move

In a reorganization move, the congress voted to increase the number of members of the ICFTU Executive Board from 19 to 25.

Omar Becu of Belgium, General Secretary of the International Transport Workers Federation, was elected President of the ICFTU, to succeed Sir Ernest Tewson, General Secretary of Britain's Trades Union Congress.

Labour Day Messages



Hon. Milton F. Gregg
Federal Minister of Labour

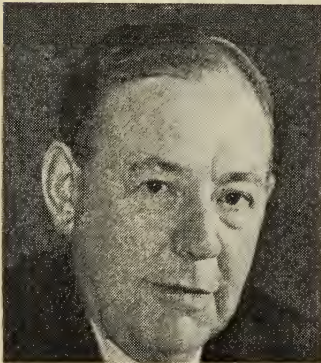
Although Organized Labour down through the years has championed a great variety of worthy causes in every field of human endeavour, all these efforts have had in common one basic objective—equality of opportunity for all. Thus it is appropriate, I think, that on Labour Day we consider those areas of intolerance which deny the right of any of our people to share in the benefits which are offered by the great social and economic advances of recent years.

Discrimination in employment because of race, colour or religion is an ugly thing which Canadians as a democratic people cannot condone, and legislation, outlawing discrimination in employment in industries within federal jurisdiction, was passed this year by Parliament without a dissenting voice. But such legislation, to have real and lasting effect, must have the moral support of the Canadian community—of employers, of trade unions, and of every individual who truly believes we all have equal rights before man as before God.

Further, discrimination in employment is not always of a nature which would suggest solution by legislation. Older workers and physically-handicapped workers too often find it difficult, if not impossible, to obtain employment even though they are ready and able to work. Fortunately, a great many employers in all parts of Canada, fully supported by trade unions, in recent years have modified their employment policies and opened their doors to older workers and the handicapped, and by their example and fruitful experience have greatly widened the employment horizon for workers in these categories. But much still remains to be done.

In the final analysis, the solution to the problems of discrimination lies in education. Here each one of us can help. Not only through the organizations to which we belong but in our daily associations with others we can do much to encourage tolerance if we do no more than remind our friends and fellow workers now and then that the practice of the Golden Rule—to do unto others as we would be done by—will make our country a better place to live for all.

Percy R. Bengough
President, Trades and Labour Congress of Canada



I am very pleased to extend, through the medium of your publication, Labour Day Greetings to your readers and to the officers and members of affiliated unions. Labour Day this year is a particularly important date in the history of The Trades and Labour Congress of Canada. We are celebrating our 80th birthday.

Eighty years is a long time. It is worth looking back over the years of effort which were put in by our predecessors in this movement and appreciating how they made good use of this national Congress of affiliated organizations which was created by them for the purpose of promoting legislation in the interests of organized labour and to assist in the raising and safeguarding of social and economic standards of working people through organization.

These have been 80 years of real progress. We in the labour movement can very justifiably celebrate on this Labour Day, having in mind the very great measure of success which has crowned the efforts of our brothers and sisters of earlier generations and of the present generation. Nationally and provincially we today enjoy very many of the labour and social laws which our predecessors visualized when they established this Congress in 1873.

One thing we should not forget on this Labour Day is that it took real effort and sustained effort to get the changes in laws and administrative practices which we now take almost for granted. None of the new laws and improvements which have been achieved during the last 80 years was a gift to the workers from benevolent governments; none fell out of a tree. The first convention of the Congress in 1873 asked for the establishment of a Bureau of Labour and Statistics. Nearly 30 years later the Federal Department of Labour was created. The same founding convention requested a conciliation law which would serve to settle industrial disputes and reduce industrial discord to a minimum. The first federal conciliation act was passed 30 years later, in 1903. Thirty years is a very extended period in which to maintain enthusiasm, interest and effort in a campaign for new legislation; but the officers and members of our affiliated organizations who went before us were able because of their courage, far-sightedness and perseverance to bring their long campaigns to successful conclusions; and we are the direct beneficiaries.

One of the early successes of our movement was the proclamation of Labour Day as a statutory public holiday. The law was passed in 1894. Next year we will be celebrating our 60th Labour Day in Canada.

The foundations and principles laid down for this Congress 80 years ago have proved beyond any doubt to have been sound and enduring. Our affiliated membership has

grown steadily throughout the period. There weren't very many trade unions or trade union members in this country in the 1870's. There were a few more in the 1880's. The numbers grew more rapidly as we reached the end of the nineteenth century and entered the twentieth. Each succeeding decade of the present century showed increases. Today we are over five hundred and fifty thousand strong, the Greatest Canadian Family of producers and consumers wielding extensive influence upon public opinion and governmental attitudes.

The growth of affiliated membership really means the growth of the memberships of affiliated organizations. The increased influence of the Congress has paralleled the economic strength of our affiliates. They have been able in all parts of Canada to gain higher wages and salaries, shorter working days and working weeks, and improved working conditions; and these are written down in legal, binding collective agreements between the individual unions and the employers. The laws under which these agreements are reached and administered were obtained through the efforts of The Trades and Labour Congress of Canada. The Congress spearheaded the campaigns for these laws federally; the Congress's provincial federations of labour and provincial executive committees did the parallel job in the provinces.

A further growth within the Congress which has shown the same forward expansion in all parts of Canada during this 80-year period are our trades and labour councils. The first of these councils was formed in Toronto in 1871. Now there are nearly 70 throughout Canada. These are the pivotal organizations of our movement, for they provide the local meeting ground for the affiliated local organizations in the area where they can discuss and decide upon questions of immediate common concern and bring their full collective weight into the successful solution of their problems.

No law is ever wholly satisfactory; but once the principle has been established it is always possible through further influence and the best use of the experience gained in its application and administration to bring about further amendments. Viewed in this light we now have a substantial body of good labour and social legislation in Canada. On the social side, perhaps, the most important single items are Unemployment Insurance and Old Age Pensions. The Trades and Labour Congress of Canada is pressing to have both of these extended and improved; but we should remember at this time that, in both, the rights of the worker are well entrenched and the benefits of both are not provided to us as gifts but as well-earned payments to which we have contributed while we were gainfully employed.

Not all of the gains we have made through our movement have taken 30 years, as in the past, but we have one great job on our hands today which has taken 30 years of continuous effort already. I refer to the need for national health insurance. The Trades and Labour Congress of Canada has been pressing for such a plan for at least 30 years. It will continue to do so until a national scheme is in effect in Canada.

In all of the efforts put forth by our membership and their officers throughout these last 80 years they discovered that their need was for more and more organization. Gradually our organized strength grew and as it grew we became more successful in our quest for new and improved legislation and in our efforts to improve and maintain higher economic and social standards. Measured in these terms the struggle of our movement was against the entrenched forces of the employers and of those with vested privilege within our society. Today, however, we have a third force to contend with.

Today, as we enter upon the second 80 years of the life of our Congress, we must not only continue to wield our maximum influence upon public opinion and the attitude of government in order to gain the desired and wholly justifiable goals of organized labour, we must also grapple with enemies who seek to dominate and destroy our organizations from within. I refer in particular to International Communism which has for its goal the utter destruction of the free trade union movement in our country and throughout the free world wherever free unions exist.

We have much to celebrate on Labour Day in 1953. Our movement has made real progress. With the strength of our present and growing membership we can expect to make further gains in the direction desired by our affiliates. Let us remind ourselves when we are celebrating this year that one of the basic jobs we must all do well, now and in the future, is to keep our unions strong, well-organized and continually able and ready to serve the best interests of their membership.

A. R. Mosher

President, Canadian Congress of Labour



During the past year, considerable progress has been made in Canada, both in the field of labour organization and in labour relationships. Workers in increasing numbers are becoming organized in unions of their choice, and the right to organize and bargain collectively is being respected more widely than ever by industry.

From the standpoint of continued productivity, Canada's record has been highly satisfactory. The loss of time because of strikes or lockouts has been very considerably decreased, representing notable addition to the national income, as well as enabling Canadians generally to improve their standards of living.

The industrial expansion of Canada has been maintained at a high level, with new industries being established across the nation, and the confidence of

the investing public, both at home and abroad, has been shown by their willingness to participate in many new developments, tapping our natural resources and making new wealth available to our people.

It is very gratifying to me to note that legislation was adopted by the federal Government since last Labour Day outlawing discrimination on grounds of race, colour, creed or religion in all employment under federal jurisdiction, and that a House of Commons Committee has approved the principle of the voluntary check-off of union dues. The adoption by the Canadian railways of the check-off plan, following the settlement negotiated last year, has made this form of union security more generally acceptable than in the past. In short, unions are being recognized as important elements in the industrial system, and instead of opposing them, enlightened employers are finding that the unions perform a service which is reflected in production figures and harmonious relationships.

The outlook for employment in Canada appears to be favourable, in spite of the fact that certain industries are finding it difficult to carry on under present conditions. There is some difference of opinion as to the effect which cutbacks in defence production will have on Canadian industry, but this appears to have been largely discounted in advance, and there are good reasons for believing that our economic and industrial progress will continue.

In our present circumstances, there is no justification for any lack of employment at good incomes for Canadian citizens. We have probably a higher percentage per capita of skilled workers than any country in the world. We have abundant natural resources and technical and managerial ability. We also have a growing population, with increasing demands for goods and services. Obviously, nothing but our own failure to use our collective intelligence in handling our affairs would permit our nation to suffer a serious economic setback.

In any event, we have a whole structure of social security measures which were not in existence in the depression years and which would undoubtedly help to ward off a depression or cushion its effects. Unemployment insurance, family allowances, old age pensions, savings plans, minimum wages, and similar schemes, all help to maintain purchasing power and keep up demand for industrial products. The improvements in wages which labour unions have been able to obtain for their members are also an important factor in stabilizing the economic system of the nation. What has been achieved in this respect represents an important contribution toward the public welfare.

Canada is rapidly gaining an enviable status among the nations of the world, not only because of her productive capacity and her resources, which, if not unlimited, are much greater than could have been originally anticipated, but also because the Canadian people have shown a willingness to assume the burden of defence necessary for the preservation of freedom, and a generous attitude towards other countries in need of what Canada can supply. We are therefore justified in hoping and expecting that the world is becoming a better place in which to live, and that the evils of injustice, poverty and distress which have plagued the human race almost from the beginning of time are being abolished.

Gérard Picard, General President Canadian and Catholic Confederation of Labour

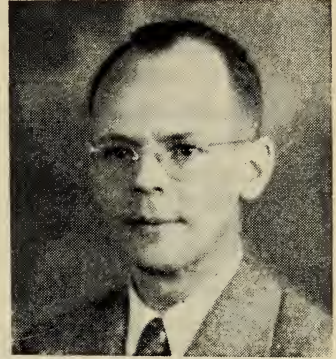
If the world sets aside one day each year for the glorification of labour, thanks are due to the happy initiative of the pioneers of labour organization. Labour Day is thus, mainly, the day of the organized workers, of all those who in order to obtain better living conditions for their fellow-workers have sometimes made great sacrifices.

Therefore, may Labour Day be, for the officers and members of our syndicates and for their families, a day of quiet happiness and of well-deserved rest during which they will not forget to give a few moments of thought to the deserving cause of the improvement of labour conditions.

It is good on this day to look back on the already long road which the workers have travelled since the first days of labour organization.

It is good to give thought also to the steps further to be taken in order that the workers may occupy in the community the place that is rightfully theirs.

These moments of thought will furnish everyone with new reasons to carry on the task with renewed energy and enthusiasm.



J. L. D. Ives Chairman, Railway Transportation Brotherhoods

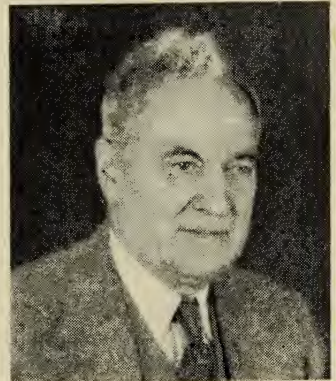
The six international railway transportation brotherhoods—the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors, the Brotherhood of Railroad Trainmen, the Order of Railroad Telegraphers and the Brotherhood of Maintenance of Way Employees—represented by the Dominion Joint Legislative Committee, Railway Transportation Brotherhoods, approach Labour Day 1953 with a spirit of thankfulness and a fervent hope that the Armistice recently signed at Panmunjom will result in a real and lasting peace and the restoration of labour in Communist-dominated countries to its proper sphere in the economic life of those countries.

We are inclined to think of Labour Day in terms of labour unions because the day was founded by labour unions long before the unions or Labour Day received official or public recognition. The significance of Labour Day is that honest work is honourable and dignified. Labour Day is symbolic of thousands of little advances, the accumulation of hundreds of concrete gains hammered out in legislative halls, law courts and at conference tables.

It has been truly said that Labour is everything that contributes to the progress of mankind; that workers have been responsible for all progress and will carry that responsibility until the end of time.

The failure of the individual worker to meet his responsibilities can lead to the weakening of a labour organization and eventually to the deterioration of working conditions and rates of pay. It is therefore most essential that each individual worker take an active interest in his labour organization.

Prior to the turn of the century labour had not achieved too much to celebrate. Workers were still struggling to win an effective place in industrial society. The struggle for recognition and for improvements in living standards produced virile unions and capable and aggressive leaders. Labour is free today because its pioneers had the courage and tenacity to make it free.



The six international railway transportation organizations have been continually in the vanguard in obtaining improvements in working conditions and wage rates as well as in promoting legislation beneficial, not only to members of those organizations, but to citizens as a whole. They will continue to co-operate in efforts to raise the living standards of workers and to improve the lot of our older citizens.

Accident Claims Increase In Federal Service

The number of claims for compensation for accidents occurring among federal employees during the fiscal year 1952-53 was higher than in the preceding year. The Department of Labour is now helping to conduct a safety campaign throughout the government services.

During the fiscal year 1952-53, there were 13,507 claims made to the provincial Workmen's Compensation Boards who, by arrangement, handle all such claims made under the Government Employees' Compensation Act, 1947, as amended. Total disbursements in compensation, medical aid and pensions amounted to \$1,438,824. In the previous fiscal year, there were 12,857 claims and disbursements of \$1,208,514.

Federal employees covered include classified civil servants and those employed on a prevailing rate basis, employees of most Federal Crown Corporations, boards and commissions.

Included among the accidents reported in the federal service during 1952-53 were: 2,526 caused while handling objects; 1,561 caused by flying objects or matter; 2,541 caused by stepping on or falling against objects; and 1,372 that were the result of employees falling down.

The commonest injuries occurring from accidents in the federal service were bruises, contusions and abrasions, 3,279 cases; sprains, strains, twistings or wrenchings, 2,739 cases; cuts, lacerations or punctures, 2,851 cases; and eye injuries, 1,535 cases.

The percentage of reported accidents among the government employees resulting in permanent disability or death was small. Only 54 of the accidents reported in 1952-53 resulted in death or permanent disability.

Greatest number of accident claims under The Government Employees Compensation Act came from the Department of National Defence, civilian side, amounting to 5,098, with the Post Office Department next having 2,397.

Annual Report on Strikes Ready for Distribution

Although the number of work stoppages resulting from industrial disputes in 1952

was less than the number occurring in 1951, time loss was more than three times as great, according to the annual report, *Strikes and Lockouts in Canada*, prepared by the Economics and Research Branch of the Department of Labour. Formerly issued as a supplement to the *LABOUR GAZETTE*, the report is published this year as a separate publication and is available from the Circulation Manager, Department of Labour, at a price of 15 cents.

In addition to containing material on strikes and lockouts in Canada, the report also contains information for certain other countries.

Industrial disputes in Canada that resulted in work stoppages declined from 259 in 1951 to 222 in 1952. The number of workers involved increased from 102,870 in 1951 to 120,818 in 1952. Strike idleness increased sharply from a loss of 901,739 days in 1951 to 2,879,955 days in 1952.

Many of the stoppages caused relatively little time loss, while comparatively few, of long duration and involving large numbers of workers, caused a very large proportion of the idleness. About 87 per cent of the total loss was caused by 36 stoppages involving more than 500 workers in each case.

During the period since the end of the Second World War, the demand for increased wages and related questions has been the central issue in the majority of stoppages. In 1952, this issue was responsible for 64 per cent of the stoppages, involved 86 per cent of the workers and caused 94 per cent of the total idleness, compared with an average for the six-year period, 1946-1951, of 57 per cent of the stoppages, 69 per cent of the workers and 86 per cent of the total loss.

The time loss in 1952 was distributed in the following industries: manufacturing, 63 per cent; mining, about three per cent (coal mining causing less than one per cent); logging, almost 13 per cent; fishing and trapping, four per cent; construction, 12 per cent; and transportation, less than three per cent.

Two Systems of Forced Labour Found to Exist in the World

United Nations-International Labour Organization committee releases report on forced labour based on enquiry that extended over 20 months

The existence in the world of two principal systems of forced labour has been disclosed by an enquiry, extending over a 20-month period, made by a special United Nations-International Labour Office committee. The committee's final report was released last month.

The first system is employed, the report states, "as a means of political coercion or punishment for holding or expressing political views, the second being employed for important economic purposes."

After a preliminary discussion of the committee's report, the ILO Governing Body threw its support behind a suggestion made in the report that an appeal be addressed to governments that maintain or might maintain systems of forced labour for political purposes "to re-examine their laws and administrative practices in the light of present conditions and the increasing desire of the peoples of the world to reaffirm faith in fundamental human rights and in the dignity and worth of the human person".

The *ad hoc* Committee on Forced Labour was established in 1951 by the Secretary-General of the United Nations and the Director-General of the ILO in accordance with decisions taken by the U.N. Economic and Social Council and the ILO Governing Body. Committee members were Sir Ramaswami Mudaliar, chairman; Paal Berg, former President of the Norwegian Supreme Court; and Enrique Garcia Sayan, former Foreign Minister of Peru.

The Committee said it had found "facts relating to systems of forced labour of so grave a nature that they seriously threaten fundamental human rights and jeopardize the freedom and status of workers in contravention of the obligations and provisions of the Charter of the United Nations."

These systems of forced labour, the Committee feels, "should be abolished to ensure universal respect for, and observance of, human rights and fundamental freedoms."

The report said that "a system of forced labour as a means of political coercion was found by the Committee to be estab-

lished in certain countries, to be probably in existence in several other countries, and to be possible of establishment in others."

Systems for Economic Ends

Systems of forced labour for economic purposes, the report declared, were "still found to exist in some countries or territories where a large indigenous population lives side by side with a population of another origin."

The Committee said that, while these systems jeopardized human rights less seriously, they were "no less a violation" of the United Nations Charter and the Declaration of Human Rights. Although such systems "may be found in different parts of the world," the report observed, "their nature and scope are not everywhere the same.

"These systems," it said, "—still found to exist in some countries or territories where a large indigenous population lives side by side with a population of another origin—most often result from a combination of various practices or institutions affecting only the indigenous populations, and involving direct or indirect compulsion to work, such as compulsory labour properly so-called, various coercive measures of recruiting, the infliction of heavy penalties for breaches of contracts of employment, the abusive use of vagrancy legislation, restrictions on freedom of movement, restrictions on the possession and use of land, and other similar measures."

For nearly 25 years, the report pointed out, the ILO has been striving to bring about the abolition of such practices and to improve the situation of indigenous workers. Conventions and Recommendations adopted by the ILO had "shown the way of advance". The Committee's investigation had revealed that many of the countries concerned had ratified these Conventions and accepted the Recommendations, and in several of these countries or territories progress was commendable inasmuch as many of these practices had either been eliminated or were gradually declining. But progress had not been as rapid elsewhere.

24 Countries Examined

The report disclosed that the Committee had studied allegations of forced labour and documentary material relating to 24 countries. The report examined the case of each of these countries in detail and summarized the Committee's findings in regard to each.

The Committee reached the conclusion, the report showed, that forced labour for political purposes existed in Bulgaria, Czechoslovakia, Romania and the Soviet Union. It found that forced labour was also employed in Bulgaria, Czechoslovakia and the Soviet Union for economic purposes. In the case of Romania, the report said that there was legislation which "might provide the basis for a system of forced labour for economic purposes".

The report said that certain powers enjoyed by the Government of Hungary "might constitute the basis of a system of forced labour for the purpose of political coercion," and that "the restrictions placed on freedom of employment, if rigorously enforced, might constitute the basis of a system of forced and compulsory labour imposed with a view to carrying out the economic plans of the State."

Certain "elements" in the situation in Poland, the report declared, suggested that legislation in that country "could be applied as a means of political coercion". It found also that there existed in Poland "a basis for a system of forced labour for economic purposes".

In regard to Spain, the Committee concluded that certain legal provisions in force "could be applied as a system of forced labour for political coercion or punishment for holding or expressing political views".

Allegations Unsubstantiated

The report said there was no evidence to substantiate allegations of forced labour in Argentina, Brazil, Chile, Colombia, Ecuador, France, Paraguay, Peru, the United Kingdom, the United States, and Venezuela, or in any of the territories administered by these States.

Portuguese legislation, the Committee said, prohibited forced or compulsory labour in principle, "but there are certain restrictions and exceptions in this legislation which permit the exaction of forced or compulsory labour." It found that "the labour of workers in San Tomé is of considerable economic importance to the territory and their situation appears to be similar to that of workers under a system of forced labour for economic purposes."

The report said that the native population of the Union of South Africa was compelled "to contribute by their labour to the implementation of the economic policies of the country, but the compulsory and involuntary nature of this contribution results from the particular status and situation created by special legislation applicable to the indigenous populations alone, rather than from direct coercive measures designed to compel them to work, although such measures, which are the inevitable consequence of this status, were also found to exist." It was "in this indirect sense, therefore," the report said, "that in the Committee's view a system of forced labour of significance to the national economy appears to exist in the Union of South Africa."

In the Territory of Nauru, under Australian administration, the report found, "breaches of labour contracts by Chinese and other non-European workers are punished as a criminal offence, and that such legislation, if abused or vigorously implemented, might lead to a system of forced labour for economic purposes."

The Committee said that in territories administered by Belgium, "indigenous mine workers are not forcibly recruited, but they are liable to penal sanctions for breach of contract, which might lead to a system of forced labour for economic purposes." Certain forms of compulsory labour, the report added, "might have some economic significance for the territory and might therefore lead to a system of forced labour for economic purposes."

Unable to Verify Allegations

The legislation of the Democratic Republic of Germany, according to the report, contains provisions referring to punitive and corrective labour. The Committee said, however, that it had been "unable to verify whether or to what extent this legislation is applied as a means of political coercion, as alleged." It said also that it had found that there were indications that certain laws were used "for the compulsory assignment of workers to enterprises important for the execution of state economic plans and, in particular, for the compulsory assignment of persons to work as miners." The report added that "if such legislation were widely applied it would lead to a system of forced labour for economic purposes."

The report said the enquiry had not revealed the existence in Latin America of a system of forced labour within the meaning of the Committee's terms of reference. It commented, however, that "if

the legislation concerning compulsory labour in Bolivia were extensively used it could result in a system of forced labour of some importance to the economy of that country."

The Committee's examination of allegations concerning territories administered by or associated with France disclosed no evidence of the existence of a system of forced labour within the meaning of the Committee's terms of reference, the report said.

The Committee came to the same conclusion in regard to the United Kingdom and the 12 territories under its administration. The report said, however, that the Committee had "observed that the Emergency Regulations in Malaya, if broadly interpreted and extensively applied (though there is no evidence that they have been so interpreted or applied), could lead to a system of forced labour as a means of political coercion, and that the Voluntary Unemployed Persons Ordinance in Kenya could be applied (although it appears that it is not at present so applied) in such a way as to result in a system of forced labour of some importance to the economy of Kenya."

Allegations Not Relevant

From its examination of the allegations concerning the United States, the Committee said, it appeared that most of the specific allegations "are not relevant to the Committee's terms of reference, or where they appear to be relevant, they are not substantiated by the evidence available to the Committee.

"In the two cases where there appears, *prima facie*, to be evidence of the existence of practices resembling forced labour, namely in connection with illegal Mexican immigrants ('wet-backs') and with certain instances of peonage, the Committee finds on further examination that these practices are directly outlawed, and it has no evidence to suggest that, when offences are brought to the knowledge of the United States Government, the laws are not enforced. For this reason the Committee concludes that these practices do not constitute forced labour within the meaning of its terms of reference.

"As regards vagrancy laws, however, the Committee noted that in some States the term 'vagrancy' is defined so broadly and the punishment for the offence is so severe that, if extensively interpreted and applied, it could lead to a system of forced labour for economic purposes in the States concerned."

Conclusions Concerning USSR

In summarizing its conclusions in regard to the Soviet Union, the Committee declared:—

"Given the general aims of Soviet penal legislation, its definitions of crime in general and of political offences in particular, the restrictions it imposes on the rights of the defence in cases involving political offences, the extensive powers of punishment it accords to purely administrative authorities in respect of persons considered to constitute a danger to society, and the purpose of political re-education it assigns to penalties of corrective labour served in camps, in colonies, in exile and even at the normal place of work, this legislation constitutes the basis of a system of forced labour employed as a means of political coercion or punishment for holding or expressing political views and it is evident from the many testimonies examined by the Committee that this legislation is in fact employed in such a way.

"Persons sentenced to deprivation of liberty by a court of law or by an administrative authority, particularly political offenders, are for the most part employed in corrective labour camps or colonies on large-scale projects, on the development of mining areas or previously uncultivated regions, or on other activities of benefit to the community, and the system therefore seems to play a part of some significance in the national economy.

"The Committee has not been able to arrive at any definite conclusions as to the number or location of the corrective labour camps and colonies; much less has it been able to assess how many persons are detained in them.

"The Committee refrained from drawing any conclusions in connection with the mass deportations referred to in the allegations, in some cases because they were stated to have taken place in a relatively distant past, in others because it was not established that they were accompanied by forced labour, and in others again because the Committee did not have sufficient information to come to the conclusion that they actually occurred.

"Soviet legislation makes provision for various measures which involve a compulsion to work or place restrictions on the freedom of employment; these measures seem to be applied on a large scale in the interests of the national economy and, considered as a whole, they lead, in the Committee's view, to a system of forced or compulsory labour constituting an important element in the economy of the country."

In its conclusions concerning Bulgaria, the Committee found:—

“That Bulgarian penal legislation could constitute the basis of a system of forced labour aiming at the political correction and re-education of those opposed to the political ideology of the Government.

“That, furthermore, Bulgarian administrative law makes provision for a system of detention with compulsory labour imposed by the administrative authorities; that the law is expressly aimed at the opponents of the established political order and that the application of this law results in a system of forced or corrective labour employed as a means of political coercion. . . .

“That, in the interests of the national economy and to ensure the fulfillment of the country’s economic plans, provision is made under Bulgarian legislation for recourse to be had, when necessary, to various methods of constraint in order to obtain and allocate a labour force (mobilization of labour and industry, compulsory transfer of workers, creation of labour reserves, restrictions on freedom of employment) and that this constitutes the basis of a system of forced labour of appreciable economic importance.”

Findings in Czechoslovakia

In summarizing its conclusions concerning Czechoslovakia, the Committee reported:—

“That Czechoslovak penal and administrative law is expressly directed against ‘class enemies’ and against ‘a hostile attitude’ towards the Government or its ideology; that offences are broadly and ‘flexibly’ defined; that persons who manifest or ‘intend’ to manifest their opposition to the regime by committing offences, however insignificant, are subjected to penalties accompanied by forced labour and, more particularly, to detention in forced labour camps; that the purpose of these institutions is the political re-education and correction of such persons; and that this constitutes a system of forced or corrective labour employed as a means of political coercion and punishment for holding or expressing political views. . . .

“That, to implement the economic plans and policy of the Government, Czechoslovak legislation makes provision for a number of measures to be taken in connection with the mobilization and assignment of labour, that these measures appear to be accompanied, where necessary, by coercion, and that they therefore constitute a system of forced labour for economic purposes;

“That it has not been possible to establish whether Czechoslovak citizens are deported to the Soviet Union for compulsory labour.”

In its findings concerning Romania, the Committee said:—

“That Romanian penal and administrative laws—in particular Decree No. 187 of 1949—provide the basis for a system of forced labour as a means of political coercion or ‘re-education’ of those opposed to the Government;

“That to fulfill the country’s economic plans, Romanian legislation of a non-penal character empowers the administrative authorities to call up any able-bodied person to remedy a shortage of manpower required to carry out important State tasks, and to recruit large numbers of young persons for vocational training and thereafter for a minimum of four years’ work in the factories or plants to which they are assigned, and that this legislation might provide the basis for a system of forced labour for economic purposes.”

General Conclusions

In a series of “general observations” in regard to its findings, the Committee said that a system of forced labour as a means of political coercion “was found to exist in its fullest form and in the form which most endangers human rights where it is expressly directed against people of a particular ‘class’ (or social origin) and even against political ‘ideas’ or ‘attitudes’ in men’s minds; where a person may be sentenced to forced labour for the offence of having in some way expressed his ideological opposition to the established political order, or even because he is only suspected of such hostility; when he may be sentenced by procedures which do not afford him full rights of defence, often by a purely administrative order; and when, in addition, the penalty of forced labour to which he is condemned is intended for his political ‘correction’ or ‘re-education’, that is, to alter his political convictions to the satisfaction of the government in power.

“Such a system,” the Committee declared, “is, by its very nature and attributes, a violation of the fundamental rights of the human person as guaranteed by the Charter of the United Nations and proclaimed in the Universal Declaration of Human Rights. Apart from the physical suffering and hardship involved, what makes the system most dangerous to human freedom and dignity is that it trespasses on the inner convictions and ideas of persons to the extent of forcing them to

change their opinions, convictions and even mental attitudes to the satisfaction of the State.

"The Committee has also found that the systems of forced labour as a means of political coercion are applied with varying degrees of intensity in a number of countries, but it has observed in the trend of the laws and the aims and purposes of legislative enactments and administrative practices a tendency for countries which have less severe systems to approximate them to the more severe described above. The possibility of the extension of this system of forced labour as a means of political coercion to other countries or territories where unsettled conditions may prevail cannot be ignored.

"The Committee feels that an earnest appeal should be addressed to all Governments concerned to re-examine their laws and administrative practices in the light of present conditions and the increasing desire of the peoples of the world 'to reaffirm faith in fundamental human rights (and) in the dignity and worth of the human person'."

The enquiry had revealed, the report continued, that while the forms of forced labour contemplated in the ILO Conventions were virtually in relation to 'indigenous' inhabitants of dependent territories, the systems of forced labour for economic purposes found to exist in some fully self-governing countries (where there was no 'indigenous' population) raised new problems and called for action either by the countries concerned or at the international level.

"Such systems of forced labour affecting the working population of fully self-governing countries," the Committee noted, "result from various general measures involving compulsion in the recruitment, mobilization or direction of labour. . . .

"The Committee has come to the conclusion that, however attractive the idea of using such methods with a view to promoting the economic progress of a country may be, the result is a system of forced labour which not only subjects a section of the population to conditions of serious hardship and indignity, but which must gradually lower the status and dignity of even the free workers in such countries. The Committee suggests that, wherever necessary, international action be taken, either by framing new Conventions or by amending existing Conventions, so that they may be applicable to the position regarding forced labour conditions found to exist among the workers of fully self-governing countries."

Methods of Procedure

In carrying out its survey, the Committee endeavoured to obtain information by three principal means—the transmission of a questionnaire to all governments, the assembling of documents and evidence which had been brought to the knowledge of the Economic and Social Council, and by inviting non-governmental organizations and individuals to submit relevant information and documentation. A large group of witnesses was heard.

Replies to the questionnaire were received from 48 Governments. Thirty-three Governments did not reply.

After making a preliminary survey of the material which it had collected, the Committee decided to confine its detailed study to those countries or territories concerning which allegations regarding the existence of forced labour had been made, either in the Economic and Social Council, or subsequently by organizations or individuals.

The report said the Committee was well aware that, in adopting this limitation of the scope of its enquiry, the results it would achieve would be incomplete.

In consequence, the Committee studied the allegations and documentary material relating to 28 countries. The report explained, however, that the Committee was not able to complete its study of the allegations relating to Albania and the People's Republic of China because documentary material relating to them had not been cited or submitted and could not be obtained by the Committee. The Committee also decided, the report said, not to pursue further its study of the allegations regarding the British Occupation Zone of Germany or Japan "since these allegations were either imprecise or referred to conditions of military occupation which no longer existed."

The Committee's study was therefore confined to 24 countries.

To each of these countries the Committee sent a letter transmitting a summary of the allegations that had been made concerning it, and requesting the comments of the Governments concerned. By May 20, replies had been received from the Governments of Australia, Belgium, Bolivia, France, Peru, Portugal, Spain, the Union of South Africa, the United Kingdom, and the United States. No comments or observations had been received on that date from Argentina, Brazil, Bulgaria, Chile, Colombia, Czechoslovakia, Ecuador, the Democratic Republic of Germany, Hungary, Paraguay, Poland, Romania, the Soviet Union and Venezuela.

Czechoslovakia, Bulgaria Pass New Forced Labour Laws

Almost at the same time as a special United Nations-International Labour Organization was making public a report on forced labour (see above), in which Czechoslovakia was named as one country in which forced labour exists, that country issued a new decree providing stiff penalties for unjustified absenteeism and ordered 4,000 officials and members of the Czechoslovak Trade Union Federation into the country's coal mines.

Under the decree on industrial absenteeism, a worker who stays away from his job one day without justification will be reprimanded by his employer and by union leaders. If he stays away two days the reprimand will be made publicly before his fellow workers. Absence for three days will result in demotion to lower-paid work and four days' absence will be punishable by a special trade union court. This could mean dismissal, a fine or an even stiffer penalty.

One week after publication of the Czechoslovakian decree, it was learned that Bulgaria, also named in the report on forced labour, has enacted a law whereby workers who leave their jobs without permission or an apprentice who quits his professional school face imprisonment and heavy fines.

The law stipulates that a worker in state, co-operative or public enterprises may not leave his job without permission of the manager and provides that if he does so he will be punished with two to four months' imprisonment or term in a labour camp. An apprentice who "arbitrarily leaves his professional school will be excluded from all Bulgarian schools, will be sentenced to either one year of forced labour in the state labour camps or will be fined to repay all the costs to the state for his education."

Poland's Miners Told: "You're in the Army"

Coal miners in Poland have been told that they should consider themselves as members of the army.

"The miners are a great army, and the administration is the non-commissioned, junior and senior officers of that army," said Polish Prime Minister Boleslaw Bierut in a recent address to party and economic activists of the country's coal industry.

"There must be discipline in an army," the premier continued. "Without discipline the armies lose their fighting strength. In mining there must be discipline—an honest, conscious, hard mining discipline. Without it the mining industry will not fulfil the great tasks facing it.

"In an army there must be respect for the commander . . . In the mining industry there must be respect for the administration, which constitutes the commanding cadre of the mining industry . . .

"In an army there must be obedience to the commander's orders . . . In the mining industry there must be obedience to the instructions and orders of the lower, middle and higher administrations . . ."

The speech, published in the Polish newspaper *Trybuna Ludu*, reviewed past and present coal production and laid down

future objectives. The Premier said the coal produced in 1952 amounted to 84.5 million tons, an increase of 25 million tons over the amount produced in 1947. However, in 1952 the industry failed to reach its goal. Actual production was only 98.2 per cent of the year's target set by the country's Six Year Plan.

The greatest enemy of the fulfilment of the plan was the bad status of work discipline, said the Premier.

"It is a fact that we still have many cases of unjustified absence from work. It is a fact that this absence increases, for example, after the payment of premiums in accordance with the Miners' Charter. Therefore it must be clearly stated that the State granted privileges to the miners, contained in the Miners' Charter, not for the purpose of increasing absenteeism of miners after payment of premiums. On the contrary, the State granted the Miners' Charter in order to obviate absenteeism from work. Everyone should understand and know that the high wages, the privileges of the Miners' Charter, the allocated lodgings, and longer leaves are available only to conscientious and honest workers. Loafers, idlers, and brawlers will be deprived of these privileges," the premier said.

"It is a fact that the working hours are not sufficiently utilized and that there are many cases of leaving work too early, before the shift ends. This state of affairs cannot be tolerated. Iron control over the use of working hours must be instituted. Leaving work before closing time must definitely cease.

"Everyone should understand that a liberal, tolerant attitude toward those who are breaking work discipline is a transgression against the State, against the working class, against the interests of the miners, and against the needs of the nation."

Job Counselling for Older Workers

Canada's National Employment Service first state employment agency to recognize plight of older unemployed and offer special intensive counselling to such persons, states Dr. W. G. Scott, adviser to NES

Canada's National Employment Service of the Unemployment Insurance Commission was the first state employment service to recognize the plight of the older unemployed and to seek to remedy it through special intensive counselling, stated Dr. W. G. Scott, Adviser to the NES, in a speech to the Canadian Dietetic Association in Ottawa. This counselling was begun over five years ago, he said.

The aims of the project were to better understand the older workers who were jobless and to re-classify them, where necessary, into their most promising field of employment, explained Dr. Scott, who described the older worker without a job as part of a "frustrated, confused, defeated segment of society". In dealing with this group, courtesy was emphasized and the employment and academic successes and failures, the leisure time activities and the ambitions of the older workers were given every consideration, he stated. Dr. Scott pointed out that NES counselling was designed to help such workers evaluate themselves and to decide for themselves what jobs they preferred and were capable of doing.

Referring specifically to older workers who have been counselled, Dr. Scott stated that the large majority were "most stable" in their employment record; five years of continuous employment with one employer being the criterion used. He pointed out that the major problem of the older worker was economic; they needed employment to supplement their incomes. Dr. Scott added that the group as a whole was for the most part "disgustingly healthy".

To date, approximately 6,000 applicants have been counselled and some 4,000 have found permanent employment after counselling, the NES official added. He noted that a sample check of 20 per cent of those obtaining employment after coun-

selling, taken 18 months later, showed that 90 per cent were still employed at the same jobs.

In one case referred to by the speaker, a female applicant of 57 years who had been a competent stenographer up to the time of her marriage 30 years previously and who was accustomed to driving a car was encouraged by her counsellor to seek a position as a secretary-companion-chauffeur to a woman interested in travel. Within two days she had obtained such a position.

Another applicant noted by Dr. Scott was 67 years of age and was handicapped by deafness. During his counselling he revealed that he had at one time in his employment career been a skilled wood worker in the period when wooden railway coaches were constructed. Through NES, the applicant was able to obtain employment with a company building wooden partitions and proved to be most satisfactory to his employer.

Dr. Scott referred to still another case history in which the applicant, who was 69, had had 35 years experience with a national firm at a high salary. Upon being advised that his record fitted him for a position in which he could serve "as a resurrector of failing businesses", he obtained just such employment with a firm requiring assistance. Within three months of his appointment, the applicant had become vice-president of the firm in question, Dr. Scott noted. The speaker referred to several case histories of workers ranging in age from 48 to 80, all of whom were satisfactorily placed following counselling.

In 1952, the NES counselling services were extended to the West Coast, having originally been commenced in Toronto, December 1, 1947. The service was extended to Ottawa, Hamilton, London and Windsor in July 1949.

Study Finds "Scanlon Plan" Helps Maintain Harmonious Relationship

National Planning Association's tenth case study into the causes of industrial peace under collective bargaining describes stable union-management relationship in "highly volatile" machine tool industry

How management and the union, during eight years marked by periods of sharp contraction and rapid expansion in the industry, have progressed from an unsatisfactory start, followed by a long and costly strike, to a high quality of industrial peace which shows promise of continuing to benefit the company, the workers, and the public is unfolded in a case study of The Lapointe Machine Tool Company, of Hudson, Mass. The study is the tenth* in the series "Causes of Industrial Peace under Collective Bargaining" prepared for the National Planning Association, Washington.

The Company

The Lapointe Machine Tool Company produces a wide variety of broaches and broaching machines—precision machine tools for cutting interior metal surfaces. It does a complete job from the necessary machine design and engineering work to installing and testing the instruments.

To provide this complete service, which according to the report is unique in the industry, the company employs people for a variety of technical jobs as well as for factory work. Slightly more than 1,000 persons are on the payroll, 80 per cent of whom are factory workers.

While it is not necessary for everyone to be highly skilled in his occupation, virtually every worker must be able to read blueprints, use craftsmen's tools such as micrometers, set up and operate his machine, and have the capacity to take responsibility and show individual judgment in his work. As a result, the work tends to attract and develop an inquisitive

and self-reliant type of worker and the company has the reputation of being a good place to learn the trade.

The Union

Local 3536 of the United Steelworkers of America (CIO) won exclusive bargaining rights by a close vote after a vigorous but not bitter campaign. The union's governmental processes, it is stated, are democratic in nature. There is ample opportunity for the expression of majority will and deep respect for the rights and opinions of the critical individual. Members vote heavily on important issues and in elections for union office and many of them take a willing and active part in administering the union's day-to-day business.

Environment

Unlike several situations reported in previous case studies, the environment for peace in this company and its industry is not favourable, the special NPA Committee says in a statement on the case. Boom times or emergencies create sudden demands for a tremendous expansion of machine-tool capacity and for a great increase in skilled employees, followed usually by a sharp drop, even when high employment is continuing elsewhere.

The situation is made more difficult by the company's location in an area in which there is not a large reservoir of skilled machine-tool workers and there are few other machine-tool companies which could use the skills of laid-off workers.

Despite these unfavourable factors there is a high quality of industrial peace at Lapointe. The causes of this peace, states the committee, appear to be internal ones: "the attitudes and approach which have been developed as the parties to bargaining have faced problems and worked out solutions together."

*Case studies Nos. 1, 2, 3, 4 and 5 were published in the June 1949, issue of the *LABOUR GAZETTE*. Studies 6, 7 and 8 appeared in the March, April and December 1950, issues respectively, and No. 9 in the January 1952, issue.

Development of Relationship

Well-defined periods mark the evolution of the present relationship, beginning with the organization at the end of 1944 of the local union, followed by the industry-wide steel strike in 1946. This led to agreement by union and management to a co-operative approach to production problems, resulting in the adoption of the "Scanlon Plan", and finally the testing of the plan.

A period of probing and unrest followed the certification of Local 3536 as sole bargaining agent. There were many formal grievances, two going to arbitration and one erupting into a "quickie" strike. Considering the newness of the union-management relationship, however, relations were not unusually bad.

Matters were brought to a head with the general steel dispute in 1946. Workers at Lapointe went out on strike and remained on strike for 11 weeks—long after "Big Steel" had arrived at a settlement. The strike was an important factor in the development of future labour relations. Both parties learned at first hand the cost of a strike, and they have not forgotten it. Each was made aware of the other party's strength and a balance of power was established, which still exists. The strike drove home the fact that there were mutually unsatisfactory conditions which could not be corrected by domination or force. Both realized that it was necessary to have a different method of solving problems.

Relationship under Scanlon Plan

Change in union-management relationship came about in 1947 when both parties agreed to co-operate in working out production problems and to allocate gains created by the group effort on a share-and-share-alike basis. Assisted by Joseph N. Scanlon, a former union official now on the staff of the Industrial Relations Section of the Massachusetts Institute of Technology, a program of joint approach, known as the "Scanlon Plan", was embarked upon.

Crises tested and re-tested the relationship. At first all went well; then in 1948 one problem after another arose. The piecework system, which had caused a great many grievances—it did not provide the production wanted by management but did provide a basis for differential treatment—had been dropped and a bonus system put into effect. Productivity increased. Then business fell off. Management re-doubled its efforts to build up

sales and the union agreed that it was better to maintain a trained work force with no bonuses than for some workers to have bonuses while others were laid off.

Experience proved that production could be increased significantly under this plan but management was not entirely satisfied with the financial results. Bonuses were paid in good months but in bad ones management absorbed the full deficit. After full discussion by both parties the union agreed, despite a recently-signed contract, that a reserve should be set aside in good months to take care of the bad ones. If money remained in the reserve at the end of the year it would be paid out as a bonus at that time.

Both parties displayed an attitude of fairness and good faith. Production and earnings increased. Success in solving tough problems brought new confidence.

The committee states that by the end of 1948, "the new relationship—based on a balance of power, a common purpose of high output with fair sharing of the dollar results and a sense of fairness—was firmly established."

Benefits Gained

Since the first year of collective bargaining under the Scanlon Plan, employees at Lapointe have continued to gain benefits. Their regular base rates are higher than in any other firm in the Hudson labour market and have almost doubled since the union won bargaining rights in 1944. Their present average hourly earnings, including productivity bonuses, are higher than those paid by most New England firms and compare favourably with firms throughout the machine tool industry.

Suggestions and grievances are listened to and acted upon by management and by the union. Management gives information freely. Any issue can be brought up for discussion and criticism made in good faith is accepted as a constructive contribution towards improved productivity. The importance of the workers' efforts and ideas in solving production problems and in helping to train new workers is recognized throughout the organization.

Management is satisfied with the financial results; productivity and profit stability have increased. Operations in the plant are smoother as a result of the workers' understanding of the profit motive and their active and informal consideration of production problems. The possibility of costly strikes has been reduced.

The public, too, has gained from the stable, co-operative relationship through

the company's ability to expand production quickly. Following the outbreak of the Korean war, the company, operating in a labour market in which there was no large quantity of skilled labour to draw upon, expanded production in the period May 1950, to February 1951, by 100 per cent, in contrast to a 50-per-cent increase throughout the machine tool industry. A remarkable training job with "green" workers was made possible, it is stated, because management and the union "had learned to recognize, communicate, and do something about their common problems".

Stability of Relationship

Both the committee and the authors of the report agree that the relationship is likely to remain stable because it operates in the self-interests of all concerned—the company, the union and its members. Even if a strike should occur, although at present the possibility seems remote, the co-operative approach of the parties to their day-to-day problems has worked out so satisfactorily that they would, in all probability, return to that approach as soon as their collective bargaining differences were settled.

Parallels in Case Studies

While the relationship that is the subject of this study differs from some of those studied earlier, in that it has survived bad times as well as boom times and also in the more formal approach by management and union in a co-operative plan for the solution of production problems, the committee finds certain "significant" parallels common to all:—

1. There is full acceptance by management of the collective bargaining process

and of unionism as an institution. The company considers a strong union an asset to management.

2. The union fully accepts private ownership and operation of the industry; it recognizes that the welfare of its members depends upon the successful operation of the business.

3. The union is strong, responsible and democratic.

4. The company stays out of the union's internal affairs; it does not seek to alienate the workers' allegiance to the union.

5. Mutual trust and confidence exist between the parties. There have been no serious ideological incompatibilities.

6. Neither party to bargaining has adopted a legalistic approach to the solution of problems.

7. Negotiations are "problem-centred"—more time is spent on day-to-day problems than on defining abstract principles.

8. There is widespread union-management consultation and highly developed information-sharing.

The National Planning Association describes itself as "an independent, non-political, non-profit organization, where leaders of agriculture, business, labour and the professions join in programs to maintain and strengthen private initiative and enterprise".

Case study No. 10 was prepared for the NPA Committee on the Causes of Industrial Peace under Collective Bargaining by George P. Shultz and Robert P. Crisara of the Industrial Relations Section, Massachusetts Institute of Technology.

Precedent-Setting Pact Signed by CCCL, Department Store

A Montreal department store, Dupuis Frères, scene of a widely-publicized strike last year, has signed a collective agreement with the National Syndicate of Trade Employees (CCCL) which sets several precedents.

The company has agreed to pay family allowances for employees' children still attending school at 16 years of age, when government payment of the allowances stops.

The contract provides for a \$25 bonus to regular holiday cheques for employees with five years' service.

The company also agreed to a cumulative sick leave plan. When an employee retires, the company will pay him full time for unused sick leave, up to six months.

The contract also provides for the Rand formula for employees with three months' service, an adjustment in wage rates for employees with less than two years' service, general wage increases, a reduction of the work week to 37½ hours for store clerks and to 40 hours for mail order clerks, and abolition of the quota system for sales clerks.

Gérard Picard, General President of the CCCL, participated in the negotiations.

Mature, Productive Relationship Follows Long Period of Unrest

History of suspicion and friction between management and workers does not doom efforts to achieve mutually-profitable industrial peace, the National Planning Association reports in study of U.S. textile plant

A mature and productive collective bargaining relationship at a New England textile plant, which promises now to endure following 48 years of general unrest, is analysed in the National Planning Association's eleventh case study of the causes of industrial peace.

Relations between the American Velvet Company of Stonington, Conn., and Local 110 of the Textile Workers Union of America (CIO), the NPA reports, offer good evidence that a history of suspicion and friction between management and the workers does not doom efforts to achieve mutually profitable industrial peace.

Relations had been unsettled and even bitter from the plant's opening in 1892 until the end of a costly 16-month strike in 1939. A drastic change in 1940 to realistic collective bargaining, built on intelligent, conscientious and continuous efforts by management and union, has resulted in more money and steady growth for the company; full employment at good wages, plus a share in the profits, for the workers; economic, social and political gains for the community; and no strikes, work stoppages or arbitrations since the change.

The on-the-spot investigation at the American Velvet plant was made by George S. Paul, Director, Labour-Management Institute, University of Connecticut, at the request of the NPA Committee on the Causes of Industrial Peace Under Collective Bargaining.

Successful Profit-Sharing Plan

A main factor in the American Velvet relationship, it is stressed, is the success of the profit-sharing plan started at the suggestion of the company's owner and president in 1940. The plan is viewed by both parties not as a substitute for good wages or other benefits worked out by the union and company but as a means of equitably sharing the fruits of their labour. Wages before profit sharing are in line with those of the industry and the community—generally higher.

Although the plan has brought monetary returns to the workers, fluctuating from 11 per cent to 39 per cent of the worker's annual pay in the 12 years it has been in operation, a more important effect of the system, the committee and author of the study believe, is the development of the philosophy that "everyone will prosper or no one will". Workers and their union are as interested as management in new products and sales and co-operate in finding ways to cut costs, increase productivity and improve the general welfare of the business.

As to what will happen when there are losses to share, the workers say they have always shared losses in terms of unemployment. Both management and labour feel that their relationship and their profit-sharing plan will survive bad times if they come.

Although profit-sharing has provided the incentive for co-operation and for developing habits of working together, it could not alone have produced industrial peace, the committee states. "The basic reason for success of the plan and of the whole collective bargaining relationship is the responsibility and mutual respect which is demonstrated in everyday activities by management and the union. This democratic union has intelligent leadership guided by an active and interested membership. It has demonstrated to management an ability and willingness to carry its share of the load on a wide variety of problems. Management, led by its president, has convincingly proved to workers its sincerity in seeking ways to assure that the workers have security, well-being and dignity in their jobs and community."

Informality is Keynote

The size of the organization—the smallest so far studied in the series—creates an opportunity for close association between management officials and union members and a free exchange of advice and infor-

mation all through the working day, it is noted. Informality is the keynote throughout the plant—in management organization, disciplinary rules and regulations, grievance handling and in communications and consultation. Although the contract contains a standard four-step grievance procedure, no grievance has been reduced to writing or carried to the arbitration stage.

By reason of this informality it is difficult to determine how many grievances are settled at the various levels but they have been settled promptly. Some by-passing of management and union authority in both grievance handling and the communications process has occurred but the company is aware of this situation and is seeking to correct it through regular foremen's meetings.

Communications

A unique "Pops Committee", made up of past presidents of Local 110, serves as a top advisory group to management and the union on such problems as production, finance and labour relations. This advisory group has been effective and has contributed to industrial peace; both union and company respect and have confidence in its recommendations and opinions.

Rapid expansion and the development of new fabrics in the last ten years have created problems concerned with work loads and piece-work rates. A joint "Planning Board", composed of three management and three union representatives, was formed at a meeting of the Pops' Committee to study and investigate all inequities and to suggest adjustments. Like the Pops' Committee, this Board has authority only to recommend; normal labour-management procedures are followed in initiating its recommendations.

Future Outlook

As regards the outlook for the future, it is pointed out that both management and union recognize that the relationship may face difficult tasks, such as no profits to share or a change in ownership or top

management, but both believe that they can "meet such tests by continued application of the attitudes and methods that have built the present relationship".

Parallels with Previous Studies

The committee's appraisal of the underlying causes of industrial peace at the American Velvet Company show significant parallels to important factors found in the previous ten studies—studies of companies of various sizes in different parts of the United States, in the pulp and paper, glass, chemical, clothing, aircraft, steel and machine-tool industries. Among the causes of peace common to all are:—

1. Full acceptance by management of the collective bargaining process and of unionism as an institution. The company considers a strong union is an asset to management.

2. Full acceptance by the union of private ownership and operation of the industry; recognition that the welfare of the members depends upon the successful operation of the business.

3. A strong, responsible and democratic union.

4. The company stays out of the union's internal affairs; it does not seek to alienate the workers' allegiance to their union.

5. Mutual trust and confidence exist between the parties; there have been no serious ideological incompatibilities.

6. Neither party to bargaining has adopted a legalistic approach to the solution of problems in the relationship.

7. Negotiations are "problem-centred"—more time is spent on day-to-day problems than on defining abstract principles.

8. There is widespread union-management consultation and highly developed information-sharing.

It is the committee's intention to evaluate the extent to which these factors may be transferable to other industries and areas in a summary report to be issued after the series of "on-the-spot" studies is completed.

STRIKES AND LOCKOUTS IN CANADA, 1952

With Information for Certain Other Countries

Price: 15 cents

Contains a detailed list of strikes and lockouts occurring in Canada during 1952, together with tables showing time loss, workers involved, causes and results; and also information for certain other countries

Two States Enact Laws to Curb Racketeering on N.Y. Waterfront

New York and New Jersey move to correct notorious dockside situation at Port of New York. AFL also taking steps to clean up conditions

Twin bills designed to eliminate racketeering on the New York City waterfront were signed on July 1 by Governors Thomas E. Dewey of New York and Alfred E. Driscoll of New Jersey. The new legislation provides for a two-state commission and must be passed by the United States Congress before receiving final approval.

The New York District Council of the International Longshoremen's Association has voted to assess each union member in the port of New York \$5 for a fund to contest the laws. The assessment is being referred to each of the 65 ILA locals in New York and New Jersey that come under the Council's jurisdiction.

Patrick J. Connolly, ILA Executive Vice-president, said there were about 30,000 organized longshoremen in the port so that the maximum sum that could be collected would be about \$150,000.

The main features of the bills are: registration of longshoremen; the licensing of pier superintendents, hiring agents, port watchmen and stevedores; the abolition of "public loading" and the substitution of "employment information centres" for the "shape-up" system of hiring dock labour.

The new requirements are the result of a year-long investigation of the waterfront areas by the New York State Crime Commission. According to the legislation, the abolition of "public loading" would remove the paying of middlemen for work on the docks. Public loaders are groups of longshoremen who transfer freight from piers to trucks rather than between ships and piers, the usual work of the trade.

Under the "shape-up" system of hiring dock labour, longshoremen assemble daily before a hiring boss, who indicates the men who will work for the day. Governor Dewey has denounced the practice as "inhuman and degrading". This situation would be remedied by the establishment of "employment information centres". All longshoremen would be required to register and would be hired only through licensed hiring agents.

If congressional approval is granted, the two bills will become effective December 1 this year. Two provisions of the legislation are to become operative September 1.

These particular sections forbid loitering on the waterfront and prohibit any waterfront local from collecting dues and other fees so long as it employs a convicted felon who has not been pardoned or given a good conduct certificate.

The cost of the two-state commission is to be defrayed by an assessment of waterfront employers based on the size of their payrolls. The maximum assessment was set at two per cent and, pending such levies, the commission will function on funds provided by the two states.

During its investigations, the New York commission has made 71 indictments to date. At present, Joseph P. Ryan, President of the ILA, is under an indictment charging larceny of union funds.

Union Action

Prior to the passage of the New York-New Jersey legislation, union action had been taken to curb racketeering on the waterfront. In the first of a series of such moves, contract negotiations between the ILA and the New York Shipping Association were scheduled for June, two months in advance of the regular date. The New York district council of the ILA voted to begin the negotiations earlier than usual with a view to winning agreement on the abolition of the "shape-up".

The American Federation of Labor had insisted that steps towards the abolition of the "shape-up" be taken and that this method of hiring workers be eliminated by August 10. In addition, the district council instructed its affiliates to take immediate action towards the adoption of a code of "democratic union practices" which would meet with the approval of the parent body.

The new code affecting union practices will deal with such matters as rules governing membership meetings, the holding of elections and the submission of financial reports. Previously, union members, voting in a district council referendum, had voted by 7,020 to 3,920 to keep the present method of hiring in effect. The AFL executive council had threatened to recommend the union's expulsion at the annual convention next month in St. Louis, if

substantial progress towards reform had not been initiated by the August 10 deadline.

Among the major requirements laid down by the AFL executive council were the abolition of the "shape-up" and of the receipt by officials of the ILA and its locals of money payments from employers, the introduction of "democratic administration" in longshoremen's unions and the expulsion of union officials with criminal records.

George Meany, President of the AFL, stated, with regard to union officials who have criminal records, "it is our belief that any individual who has been convicted of a serious crime or crimes which would operate to his public discredit or to bring the trade union movement into disrepute or which would otherwise operate to render him unfit to fulfil his responsibilities as a union official and employee representative, should not be permitted to serve."

Mr. Meany added that "there are other officers and representatives of subordinate bodies of the ILA who, even though they do not possess a criminal record in its technical sense, nevertheless, by reason of their close association and dealings with known gangsters and racketeers, bring the entire labour movement into disrepute."

As far as receipt by union officials of gifts is concerned, the AFL President stated that "it is our belief that acceptance by union representatives of money payments from employers, although not amounting to bribery, may, depending upon the particular circumstances, lend itself to many evils and abuses, and often serves to discredit or otherwise disqualify a union representative from faithfully serving the best interests of his membership."

Previously, the ILA had refused to comply with the AFL ban on former convicts, arguing that it would only do so when the AFL itself placed such a restriction upon all its affiliates. The executive council's action was based upon the fact that it was not proper for a union that "had brought public disgrace upon itself and on organized labour" to dictate rules to the rest of the labour movement.

The AFL council does not have the constitutional power to suspend or expel the longshoremen's union without the concurrence of the annual convention of the Federation.

The present contract between the waterfront unions and the New York Shipping Association expires September 30. By beginning negotiations before this date, the wage committee gave itself three months in which to work out a new committee

system. The shipping association, representing 170 dock concerns, had announced its opposition to the "shape-up" and its support of an off-the-street hiring scheme.

Prior to the AFL ultimatum issued to the ILA, New York's maritime unions that are affiliated to the AFL formed a new organization through which to carry out waterfront reforms. The new association, called the New York Harbour Port Council, includes representatives from the Seafarers' International Union, the International Longshoremen's Association, the Radio Officers' Union, the Sailors Union of the Pacific, the Brotherhood of Marine Engineers, the Masters, Mates and Pilots of America, the Staff Officers Association and the International Brotherhood of Teamsters.

Among the problems selected for reform by the new group were the following: union democracy, crime, pilferage, the "shape-up", the activities of "loan sharks", "public loaders", work stoppages, the rehabilitation of former convicts and the licensing of waterfront workers.

Federal Steps

Prior to the recent steps taken by the AFL and the state governments concerned, it had been announced that federal legislation would be enacted to clean up the dock unions unless the labour body acted itself. Senator Charles W. Toby remarked during a hearing by a senate subcommittee investigating waterfront conditions that the Government might intervene with remedial legislation.

Apart from possible legislative action being taken by the federal Government, the National Labour Relations Board had already authorized its regional director in the New York and New Jersey area to turn over to the Federal Bureau of Investigation and the United States Attorney's office any information which would be of help in prosecuting either employees or employers guilty of crimes.

British Hiring Methods

It has been pointed out in New York by Viscount Waverley, Chairman of the Port of London Authority, that the substitution of a central labour registration system for a "shape-up" form of hiring has assured reasonably steady employment and a regular income for 23,000 longshoremen in the London area. Viscount Waverley added that all of London's 23,000 dock workers are registered with the National Dock Labour Board and that at least 16,000 of these are employed daily. Those for whom

(Continued on page 1195)

International Labour Organization

Two Recommendations Approved at ILO's 36th General Conference

One fixes minimum age for employment underground in coal mines at 16 years; the other proposes a series of measures to protect the health of workers in their places of employment. No conventions approved

Two Recommendations—the 96th and 97th in the history of the International Labour Organization—were approved at the 36th general conference of the ILO, which ended June 25. One fixed 16 years as the minimum age for employment underground in coal mines and the other proposed a series of measures to protect the health of workers in their places of employment.

No Conventions were approved at the session.

(ILO members are required to consider Recommendations with a view to giving them effect by legislation or other appropriate action. In contrast to Conventions, they are not subject to ratification.)

The conference was attended by 212 titular delegates—109 representing governments, 51 employers and 52 workers—and by 368 technical advisers. Observers brought the total participating in the session to 624.

In addition to the two Recommendations, the conference also approved a series of conclusions designed to provide the basis for a proposed Recommendation on holidays with pay that will be considered at the 1954 meeting.

During its three weeks of deliberations, the conference also:—

1. Debated the World Labour Report presented by ILO Director-General David A. Morse (L.G., June, p. 869) and heard an address by Mr. Morse in reply.

2. Adopted a budget of \$6,311,170 to finance ILO operations in 1954.

3. Approved an amendment to the ILO constitution increasing the size of the Governing Body from 32 to 40 members.

4. Approved a series of "observations and conclusions" regarding the organization and working of national labour departments.

5. Examined, and adopted a report on, the manner in which member countries are

observing their obligations in regard to the Conventions and Recommendations adopted at previous sessions.

During the debate on the Director-General's report, the conference was addressed by a large number of Ministers, including the Hon. Milton F. Gregg, Canada's Minister of Labour (L.G., July, p. 1014).

The Recommendation establishing 16 years as the minimum age in underground coal mining was approved by 183 votes to none, with one delegate abstaining. It calls upon member countries to put the minimum age into effect "as rapidly as national conditions allow" and proposes that young persons 16 and 17 years old should be employed in underground mining only in certain prescribed conditions.

The Recommendation setting forth measures to safeguard health in workplaces was approved by 194 votes to none, with no abstentions. In approving the Recommendation, the conference rejected a workers' proposal that it adopt a convention on the subject as well.

The Recommendation has five sections. One sets forth a series of technical measures to be taken by the competent authorities or by employers to reduce health risks. Another declares that national laws or regulations should contain special provisions concerning medical examinations for workers in occupations with special risks to health. A third urges that national laws or regulations should require the notification of cases and suspected cases of occupational disease. The fourth calls for the provision in workplaces of first aid and emergency treatment in case of accident or occupational disease, poisoning or indisposition.

The amendment to the constitution was adopted by 189 votes to none, with two abstentions. When the amendment is ratified by the required number of countries,

the size of the Governing Body will be increased from 16 government members, eight employers and eight workers to 20 government members, ten employers and ten workers. Of the 20 government seats, 10 will be allotted to the countries of chief industrial importance.

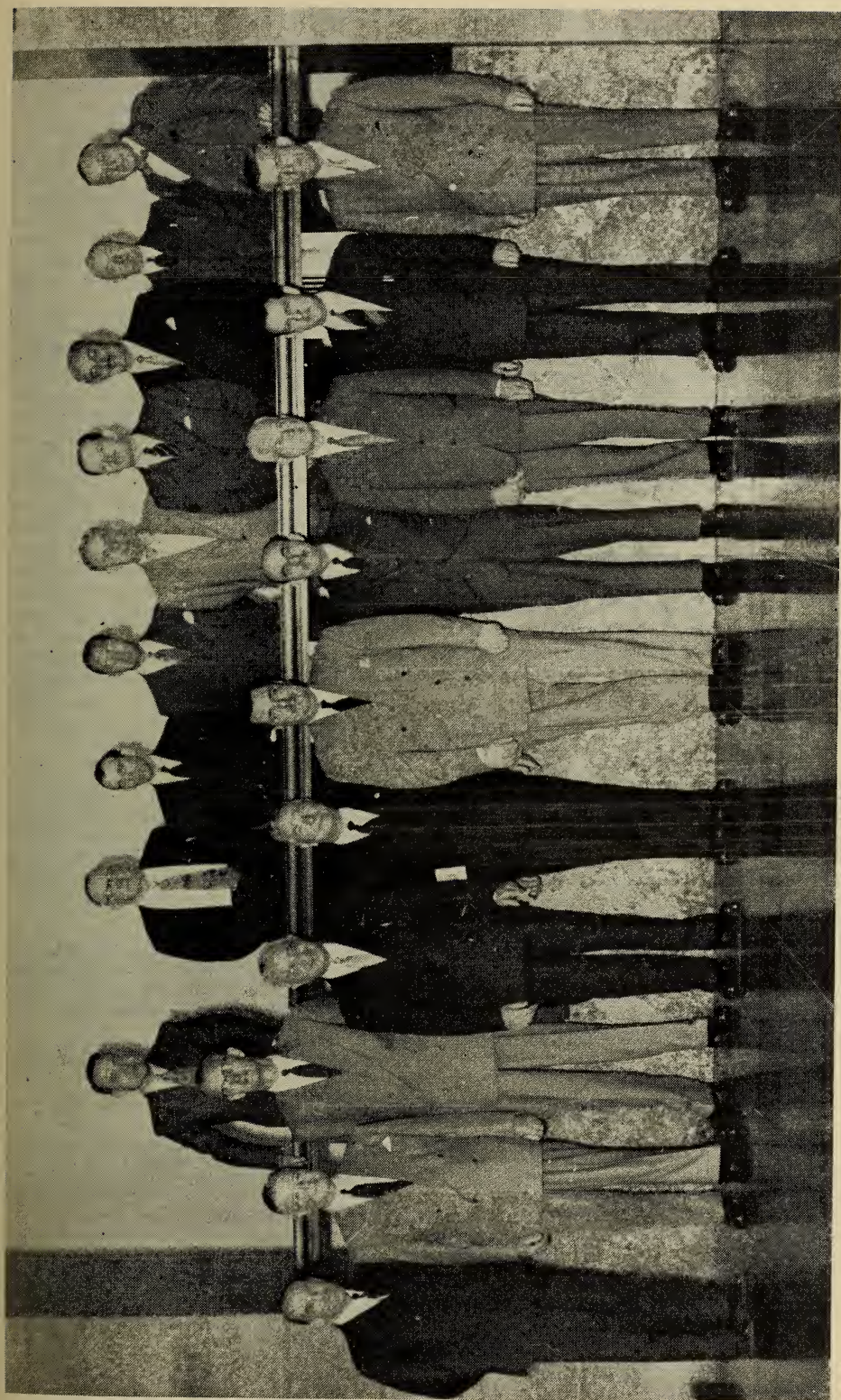
In his reply to the debate on his report, Director-General Morse spoke of the problems that may arise after the Korean hostilities end. "If there is a possibility that we may be entering upon a new period in the relations between states," he said, "we must be prepared to consider



Five Canadians photographed during an intermission at the 36th general conference of the International Labour Organization at Geneva. They are (left to right): Hon. Charles Daley, Ontario's Minister of Labour; Carl E. Berg, Vice-President, Trades and Labour Congress of Canada; Hon. Milton F. Gregg, Minister of Labour; Claude Jodoin, Vice-President, TLC; and Paul Goulet, Director, ILO Branch, Department of Labour, who was one of the two government delegates to the conference.

Facing page—The Canadian delegation to the conference. Front row (left to right): Allan C. Ross, Canadian Construction Association, employer adviser; Paul Goulet, head of the delegation; H. R. Pettigrove, Department of Labour, government adviser; Louis Fine, Chief Conciliation Officer, Ontario Department of Labour; Hon. Charles Daley, Ontario's Minister of Labour; Claude Jodoin, workers' delegate; Hon. Milton F. Gregg, Minister of Labour; Clyde E. Shumaker, Canadian Manufacturers' Association, employers' delegate; George V. Haythorne, Director, Economics and Research Branch, Department of Labour, government delegate; and Lucien Dorion, Vice-President, Canadian and Catholic Confederation of Labour, worker adviser. Back row (left to right): Howard T. Pammet, Department of Labour, secretary of the delegation; Carl E. Berg, worker adviser; James Morrison, United Mine Workers of America, substitute workers' delegate; Bruce Williams, government adviser; A. H. Balch, Dominion Joint Legislative Committee, Railway Transportation Brotherhoods, worker adviser; Dr. Ernest E. Watkinson, Department of National Health and Welfare, government adviser; R. V. Robinson, CMA, employer adviser; H. M. Sparks, Canadian Chamber of Commerce, employer adviser; and James A. Brass, General Secretary, Railway Association of Canada, employer adviser.

Photos by Arni, Geneva



how the ILO can make its full contribution to the establishment of permanent peace."

Mr. Morse then suggested the contributions the ILO can make.

Given the earnest desire to understand the other man's point of view, and given good will towards all people under whatever social system they may live, I am convinced that international social problems arising from the existence of societies differently based can be solved in conditions of peace provided there is an open international forum in which differences can be reconciled and conflicting interests conciliated. The ILO can make a contribution to the maintenance of peace by offering such an international forum. This conference is that forum.

I suggest we should, while not encouraging in ourselves any illusions as to the real obstacles to peace which remain to be overcome, nevertheless begin to think in terms of the real problems of social policy which a slackening of the present world tension would bring us up against.

The major problems, he declared, were the threat of unemployment and the need to go on raising world productivity.

On the threat of unemployment he said: "We must avoid at all cost that people should have reason to associate in their own minds, even for a temporary period, the coming of peace with economic dislocation and unemployment."

On the need to raise world productivity he said: "The solution to problems in the drive to raise productivity must be sought largely on the industrial front. Good industrial relations are a guarantee of constructive co-operation both in increasing productivity and in securing an equitable distribution of its proceeds. Good industrial relations, as many speakers have pointed out, are not something which can be created by administrative decision or legal action. They may be assisted by governmental activity but their success depends upon the attitudes of the employers' and workers' organizations."

Mr. Morse made two statements on the purpose and function of the ILO. "It is not the purpose of the Organization," he said, "to preach monolithic uniformity, to dictate ideal solutions, or to impose a blue-print of social structure uniformly upon all countries. Its purpose is to help the governments and people in all countries work out solutions to their social problems."

(Earlier in the conference the United States employers' delegate, Charles E. Shaw, had expressed criticism of some phases of ILO operations. "The employers in my country view with great alarm," he said, "the adoption of an increasing number of conventions which, in effect, would regulate the internal affairs of citizens in member countries. It is our opinion that international treaties should be confined to the regulation of questions which involve international relations. The adoption of conventions with enforcement procedures which would regulate internal affairs of member nations is to set up a 'super-state'. If the long-range intent of the ILO is not to set up a 'super-state', then it should establish that fact by adopting recommendations and not conventions dealing with subjects that are primarily internal in nature. The United States employers recommended, at the last two conferences, that less emphasis be placed on conventions and more on the interchange of practical information and experience.")

On the function of the ILO Mr. Morse said: "We cannot too much emphasize that technical assistance is a complementary function to the setting of social policy standards. The ILO would be abandoning its mission if it were to become, as regards technical assistance, merely a clearing house for travelling experts."

In conclusion Mr. Morse declared: "It seems clearer to me now than ever before that if world democracy is to survive, then this Organization must be strengthened and must survive."

TEXTS OF RECOMMENDATIONS

Following are the texts of the two Recommendations approved at the 36th general conference of the International Labour Organization.

No. 96—Concerning the Minimum Age for Admission to Work Underground in Coal Mines

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-sixth Session on 4 June 1953, and

Having decided upon the adoption of certain proposals with regard to the

minimum age of admission to work underground in coal mines, which is the sixth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this nineteenth day of June of the year one thousand nine hundred and fifty-

three the following Recommendation, which may be cited as the Minimum Age (Coal Mines) Recommendation, 1953:—

The Conference recommends that each Member should apply the following provisions as rapidly as national conditions allow and report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto.

1. Young persons under 16 years of age should not be employed underground in coal mines.

2. Young persons who have attained the age of 16 years but are under 18 years of

age should not be employed underground in coal mines except—

- (a) for purposes of apprenticeship or other systematic vocational training provided under adequate supervision by competent persons with technical and practical experience of the work; or
- (b) under conditions determined by the competent authority, after consultation with the employers' and workers' organizations concerned, relating to the places of work and occupations permitted and the measures of systematic medical and safety supervision to be applied.

No. 97—Concerning the Protection of the Health of Workers in Places of Employment

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-sixth Session on 4 June 1953, and

Having decided upon the adoption of certain proposals with regard to the protection of the health of workers in places of employment, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this twenty-fifth day of June of the year one thousand nine hundred and fifty-three the following Recommendations, which may be cited as the Protection of Workers' Health Recommendation, 1953:—

I. Technical Measures for the Control of Risks to the Health of Workers

1. National laws or regulations should provide for methods of preventing, reducing or eliminating risks to health in places of employment, including methods which may be applied, as necessary and appropriate, in connection with special risks of injury to health.

2. All appropriate measures should be taken by the employer to ensure that the general conditions prevailing in places of employment are such as to provide adequate protection of the health of the workers concerned, and in particular that—

- (a) dirt and refuse do not accumulate so as to cause risk of injury to health;
- (b) the floor space and height of work-rooms are sufficient to prevent overcrowding of workers, or congestion owing to machinery, materials or products;
- (c) adequate and suitable lighting, natural or artificial, or both, is provided;
- (d) suitable atmospheric conditions are maintained so as to avoid insufficient air supply and movement, vitiated air, harmful draughts, sudden variations in temperature, and, so far as is practicable, excessive humidity, excessive heat or cold, and objectionable odours;
- (e) sufficient and suitable sanitary conveniences and washing facilities, and adequate supplies of wholesome drinking water, are provided in suitable places and properly maintained;
- (f) in cases where it is necessary for workers to change their clothing when

commencing or ceasing work, changing rooms or other suitable facilities for the changing and storage of clothing are provided and properly maintained;

- (g) in cases where the workers are prohibited from consuming food or drink at their workplaces, there is on the premises suitable accommodation for taking meals, unless appropriate arrangements exist for the workers to take their meals elsewhere;
- (h) measures are taken to eliminate or reduce as far as possible noise and vibrations which constitute a danger to the health of workers;
- (i) provision is made for the storage under safe conditions of dangerous substances.

3. (1) With a view to preventing, reducing or eliminating risks to health in places of employment, all appropriate and practicable measures should be taken—

- (a) to substitute harmless or less harmful substances, processes or techniques for harmful substances, processes or techniques;
- (b) to prevent the liberation of harmful substances and to shield workers from harmful radiations;
- (c) to carry out hazardous processes in separate rooms or buildings occupied by a minimum number of workers;
- (d) to carry out hazardous processes in enclosed apparatus, so as to prevent personal contact with harmful substances and the escape into the air of the workroom of dusts, fumes, gases, fibres, mists or vapours, in quantities liable to injure health;
- (e) to remove, at or near their point of origin, by mechanical exhaust, ventilation systems or other suitable means, harmful dusts, fumes, gases, fibres, mists or vapours, where exposure to them cannot be prevented in one or more of the ways prescribed in clauses (a) to (d) of this paragraph;
- (f) to provide the workers with such protective clothing and equipment and other means of personal protection as may be necessary to shield them from the effects of harmful agents, where other measures to protect the health of workers against these agents are impracticable or are not sufficient to ensure adequate protection and to instruct the workers in the use thereof.

(2) Where the use of protective clothing and equipment referred to in clause (f) above is necessary because of the special risks attaching to the occupation, such clothing and equipment should be supplied, cleaned and maintained by the employer; where such protective clothing or equipment may be contaminated by poisonous or dangerous substances it should, at all times when not required for use at work or for cleaning or maintenance by the employer, be kept in entirely separate accommodation, where it will not be liable to contaminate the ordinary clothing of the worker.

(3) National authorities should promote, and where appropriate undertake, study of the measures mentioned in subparagraph (1) of this paragraph, and encourage the application of the results of such study. Such studies should also be undertaken by employers on a voluntary basis.

4. (1) The workers should be informed—

- (a) of the necessity of the measures of protection mentioned in Paragraphs 2 and 3 above;
- (b) of their obligation to co-operate in and not to disturb the proper functioning of such measures; and
- (c) of their obligation to make proper use of the appliances and equipment provided for their protection.

(2) Consultation with workers on measures to be taken should be recognized as an important means of ensuring their co-operation.

5. (1) The atmosphere of workrooms in which dangerous or obnoxious substances are manufactured, handled or used should be tested periodically at sufficiently frequent intervals to ensure that toxic or irritating dusts, fumes, gases, fibres, mists or vapours are not present in quantities liable to injure health. The competent authorities should publish from time to time, for the guidance of all concerned, the available information regarding maximum allowable concentrations of harmful substances.

(2) The authority concerned with the protection of the health of workers in places of employment should be empowered to specify the circumstances in which it is necessary to test the atmosphere of such workrooms and the manner in which the tests are to be carried out. Such tests should be conducted or supervised by qualified personnel and, where appropriate, by qualified medical personnel who possess experience in occupational health.

6. The competent authority should draw the attention of employers and workers concerned, by all appropriate measures, for example by warning notices in places of employment, to the special risks to which the workers are exposed and to the precautions to be taken to obviate these risks.

7. The competent authority should provide for consultation at the national level between the labour inspectorate or other authority concerned with the protection of the health of workers in places of employment and the employers' and workers' organizations concerned, with a view to giving effect to the provisions of Paragraphs 2, 3, 4, 5 and 6.

II. Medical Examinations

8. (1) National laws or regulations should contain special provisions concerning medical

examinations in respect of workers employed in occupations involving special risks to their health.

(2) The employment of workers in occupations involving special risks to their health should be conditional upon—

- (a) a medical examination, carried out shortly before or shortly after the worker enters employment; or
- (b) a periodical medical examination; or
- (c) both an initial medical examination and a periodical medical examination as in clauses (a) and (b) above.

(3) National laws or regulations should determine, or empower an appropriate authority to determine, from time to time, after consultation with employers' and workers' organizations concerned—

- (a) for which risks and in which circumstances medical examinations should be carried out;
- (b) for which risks there should be an initial medical examination or a periodical medical examination, or both;
- (c) with due regard to the nature and degree of the risk and of the particular circumstances, the maximum intervals at which periodical medical examinations should be carried out.

9. Medical examinations for the purposes of the foregoing paragraph should be carried out with a view to—

- (a) detecting as early as possible signs of a particular occupational disease, or of special susceptibility to that disease;
- (b) ascertaining whether, so far as risk of a particular occupational disease is concerned, there are medical objections to the employment or continued employment of the worker in a particular occupation.

10. (1) Where there are no medical objections to the employment of a worker in a particular occupation, so far as risk of a particular occupational disease is concerned, a certificate to this effect should be issued in a manner prescribed by the competent authority.

(2) Such certificate should be kept on file by the employer and made available to officials of the labour inspectorate or other authority concerned with the protection of the health of workers in places of employment.

(3) Such certificate should be made available to the worker concerned.

11. The medical examinations should be carried out by a qualified physician who should possess, so far as possible, knowledge of occupational health.

12. Measures to ensure the observance of medical secrecy should be adopted in connection with all medical examinations and the registration and filing of related documents.

13. (1) Medical examinations made in accordance with this Recommendation should not involve the worker concerned in any expense.

(2) No deduction should be made from wages in respect of time lost for attendance at such examinations in cases in which the matter is dealt with by national laws or regulations; in cases in which the matter is

dealt with by collective agreements, the position should be as determined by the relevant agreement.

III. Notification of Occupational Diseases

14. (1) National laws or regulations should require the notification of cases and suspected cases of occupational disease.

(2) Such notification should be required with a view to—

- (a) initiating measures of prevention and protection and ensuring their effective application;
- (b) investigating the working conditions and other circumstances which have caused occupational diseases;
- (c) compiling statistics of occupational diseases; and
- (d) allowing the initiation or development of measures designed to ensure that victims of occupational diseases receive the compensation provided for such diseases.

(3) The notification should be made to the labour inspectorate or other authority concerned with the protection of the health of workers in places of employment.

(15) National laws or regulations should—

(a) specify the persons responsible for notifying cases and suspected cases of occupational disease; and

(b) prescribe the manner in which cases of occupational disease should be notified and the particulars to be notified and, in particular, specify—

(i) in which cases immediate notification is required and in which cases notification at specified intervals is sufficient;

(ii) in respect of cases in which immediate notification is required, the time limit after the detection of a case or suspected case of occupational disease within which notification is required;

(iii) in respect of cases in which notification at specified intervals is sufficient, the intervals at which notification is required.

16. Notification should provide the authority concerned with the protection of the health of workers in places of employ-

ment with such information as may be relevant and necessary for the effective performance of its duties, including, in particular, the following details:—

- (a) age and sex of the person concerned;
- (b) the occupation and the trade or industry in which the person is or was last employed;
- (c) the name and address of the place or last place of employment of the person concerned;
- (d) the nature of the disease or poisoning;
- (e) the harmful agent and process to which the disease or poisoning is attributed;
- (f) the name and address of the undertaking in which the worker presumes that he was exposed to the risk to which the disease or poisoning is attributed; and
- (g) so far as is known or can readily be ascertained by the person making the notification, the date of the beginning and, where appropriate, the cessation of exposure to the risk in each of the occupations, trades or industries in which the worker concerned is or has been exposed to the risk.

17. The competent authority should, after consultation with the workers' and employers' organizations concerned, draw up a list of notifiable occupational diseases or classes of cases, together with a symptomatology, and make from time to time such additions or amendments to the list of symptomatology as circumstances may require or as may be found to be desirable.

IV. First Aid

18. (1) Facilities for first aid and emergency treatment in case of accident, occupational disease, poisoning or indisposition should be provided in places of employment.

(2) National laws or regulations should determine the manner in which the above paragraph shall be applied.

V. General Provision

19. Where the term "national" is used in this Recommendation in reference to laws, regulations, or authorities, it shall be understood, in the case of a Federal State, to refer, as appropriate, to the Federal, State, provincial, cantonal or other competent governmental unit.

122nd Session of ILO Governing Body

Report that rights of trade unions being violated in Czechoslovakia is adopted. Statement of ILO views on full employment is approved

A report that the rights of trade unions were being violated in Czechoslovakia was adopted at the 122nd session of the Governing Body of the International Labour Organization which opened in Geneva May 26 but recessed for the sessions of the ILO general conference (see above).

The Governing Body went on record as noting that "the trade union organization

established by the legislation at present in force in Czechoslovakia is contrary to the principle of freedom of association contained in the Declaration of Philadelphia" now forming part of the ILO's constitution.

The Governing Body approved this statement in adopting a report of its Committee on Freedom of Association.

The report dealt with complaints against the Czechoslovak Government submitted

to the ILO by the International Confederation of Free Trade Unions and by the worker members of the ILO's Governing Body. The complaints alleged that various measures taken by the Czechoslovak Government constituted a violation of trade union rights.

A request by the Governing Body to the Government of Czechoslovakia, made March 9, that consent be given for referral of the case to the ILO's Fact-Finding and Conciliation Commission was not answered. However, the Czechoslovak Government declared that the commission was incompetent and unqualified to act independently on allegations regarding infringements of trade union rights.

The Committee on Freedom of Association considered this statement and recalled in its report that the fact-finding commission had been approved by the ILO's general conference in 1950. The report said that in these circumstances the committee maintained the conclusions set forth in its report.

The committee's conclusions were approved by 31 of the Governing Body's 32 members. One government member abstained from voting.

A statement of ILO views on full employment policy was approved by the Governing Body. This statement, to be presented to the Economic and Social Council of the ILO, included the following points:—

That governments and employers make a determined effort to improve methods of forecasting changes in economic activity and employment in order to be better prepared to anticipate new situations.

That governments keep in readiness well-formulated and varied plans for sustaining high levels of employment and that these plans should be designed so that appropriate policies can be brought into action quickly if unemployment suddenly becomes severe.

That it is desirable that there be an increased flow of capital from economically-developed countries to under-developed countries.

That attention be drawn to certain ILO Conventions and Recommendations proposing action designed to overcome frictional unemployment.

A proposed Program of Concerted Practical Action in the Social Field, drawn up by the secretary-general of the

United Nations in consultation with several of the specialized agencies, was examined by the Governing Body.

The members agreed to stress a statement made in the program that "governments are sometimes tempted to put too high a proportion of the available resources, national and international, into projects of economic development, and that investment in economic development, unaccompanied by requisite complementary social development, will not produce satisfactory results and may frequently produce disaster for the human beings by whom in the last analysis the economic development has to be carried out and for whom its benefits are intended."

The Governing Body also gave its support to a suggestion made by the *ad hoc* Committee on Forced Labour (see p. 1131).

Dag Hammarskjold, recently-appointed Secretary-General of the United Nations, addressed the session and told the members of the Governing Body that the ILO had made a great contribution to the safeguarding of human rights. He said the common aim of both the United Nations and the ILO was "the welfare of men and peace among peoples".

The Secretary-General noted the "eminent part" being played by the ILO in the search for practical methods of increasing productivity. He expressed the hope that the ILO would "continue to give efficacious assistance to the modern world in finding a solution to the anxious problem which is raised by ever-increasing needs confronted with insufficient or insufficiently used resources."

Mr. Hammarskjold commended the ILO for its participation in the work of technical assistance to under-developed regions. He recalled that since 1936, the ILO has been acting in this respect by means of regional conferences and technical meetings, supplemented by technical advisory missions and, in recent years, field offices for manpower and vocational training.

The Governing Body unanimously elected A. M. Malik of Pakistan as its chairman for a one-year term, succeeding Fernando Garcia-Oldini of Chile. Mr. Malik is Minister of Labour, Health and Works in the Pakistan government, and has been his Government's representative on the ILO Governing Body since 1951.



Functioning as an integral part of the training program, the LMPC at Canadian Tube and Steel Products Limited in Montreal has been actively engaged in presenting production ideas and helping to improve relations between labour and management. Through its activities, the LMPC has directly helped to bring about many production improvements and has also provided a general stimulus for other improvements not directly originating in committee meetings.

The main objectives of the committee are to reduce costs and to improve production and quality.

Co-operating with management in this LMPC is the bargaining agent, Local 2243 of the United Steel Workers of America.

* * *

"We feel that the committee (LMPC) serves a very useful purpose in providing an opportunity for a free expression of opinion and exchange of ideas between employer and employee. We believe that we are extremely fortunate in having a group which is capable of taking responsibility with mature judgment to work toward an ever improving organization." This statement, by F. K. Richan, Manager of Industrial Relations at the Canadian Radio Manufacturing Corporation in Leaside, Ont., summarizes the feelings of management about labour-management production committees after three years' experience.

Commenting on the scope and work of the LMPC, Mr. Richan has noted:—

"We deal quite regularly with items concerning safety, the cafeteria and snack bars, rest periods, transportation difficulties and a host of other items which can be a source of irritation to many employees if problems pertaining thereto are left unanswered.

"There have also been a number of suggestions made by employees which have been discussed at meetings and have been adopted with a reasonable degree of success. For instance, our entire employee suggestion plan for plant and office employees was developed through discussion on the subject at committee meetings. A display of company merchandise and the

handling of the resultant sales to employees is another item which developed out of committee discussions. Part of the responsibility for inaugurating our house magazine can be credited to the committee and quite often the committee acts as a trial group on policies or procedures which the company may propose for all employees at large."

The success of this LMPC has been achieved because of the continued support of the union representing the employees as bargaining agent. Locals 1589 and 1590 of the International Brotherhood of Electrical Workers represent the employees. D. E. Pass and V. H. Jones, Presidents of the locals, commenting on their experience with labour-management production committees said:—

"Labour-management committees are one of the greatest forward strides of the century in industrial and human relations.

"This is more than adequately proved by the fact that in an industry which has a good operating LMPC there are very few serious grievances regarding working conditions. Grievances are often a cause of lowered production and an alert committee can foresee and take action to prevent them, thus promoting the harmonious relations between management and employees which are so important to increased production.

"To do this, the employee representative must have the full confidence of his constituents. He must be very careful to see that he completely understands the point of view being presented by the employee; a mistake at this point can, in some circumstances, bring dissatisfying results to all concerned.

"Management too must be very understanding, for many excellent employees experience extreme difficulty in expressing their feelings in certain situations; as a result the employees' representative often finds it awkward to explain to the meeting the exact trouble; yet, unless understood and rectified, the trouble will remain.

"LMPCs are doing these things every day and provide an excellent example of co-operation."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during June. The Board issued five certificates designating bargaining agents and ordered four representation votes. During the month, the Board allowed the withdrawal of two applications for certification and received four applications for certification.

Applications for Certification Granted

1. Association of Radio and Television Employees of Canada, on behalf of a unit of program, administrative and clerical employees of the Canadian Broadcasting Corporation (L.G., Feb., p. 239).
2. National Association of Broadcast Engineers and Technicians, on behalf of a unit of radio station employees of CKOY Limited, Ottawa (L.G., June, p. 872).
3. International Brotherhood of Electrical Workers, Local 1318, on behalf of a unit of employees of Radio Station CJCH (Chronicle Co. Ltd.), Halifax (L.G., July, p. 1020).
4. National Association of Marine Engineers of Canada, Inc., Great Lakes and Eastern District, on behalf of second engineers and third engineers employed by Gulf and Lake Navigation Company Limited, Montreal, on the SS. *Birchton* and SS. *Cedarton* (L.G., July, p. 1020).
5. National Association of Marine Engineers of Canada, Inc., Great Lakes and Eastern District, on behalf of a unit of marine engineers below the rank of chief engineer employed by Lake Erie Navigation Co., Limited, Walkerville, Ont., on the SS. *Alexander Leslie*. (The application was received earlier in the month.)

Representation Votes Ordered

1. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, and National Association of Broadcast Engineers and Technicians, applicants, and Canadian Broadcasting Corporation, respondent (L.G., April, p. 574, and May, p. 697). The names of both applicant organizations will appear on the ballot.

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and The Algoma Central and Hudson Bay Railway Company, respondent (L.G., May, p. 697).

3. United Packinghouse Workers of America, applicant, and Purity Flour Mills Limited, St. Boniface, Man., respondent, and Purity Flour Mill Workers' Federal Union, Local No. 53 (TLC), intervener (L.G., June, p. 872). The names of the applicant and of the intervener will appear on the ballot.

4. Seafarers' International Union of North America, Canadian District, applicant, and Hall Corporation of Canada, Montreal, respondent (L.G., July, p. 1020). The names of the applicant and of the United Mine Workers of America, District 50, Region 75, Local 13618, will appear on the ballot.

Applications for Certification Withdrawn

1. National Association of Marine Engineers of Canada, Inc., applicant, and Canadian Pacific Steamships Limited, respondent (L.G., July, p. 1020).
2. United Mine Workers of America, District 50, Region 75, Local 13735, applicant, and Hall Corporation of Canada, Montreal, respondent (L.G., June, p. 872).

Applications for Certification Received

1. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers employed by Lake Erie Navigation Co., Limited, Walkerville, Ont. (Investigating Officer: F. J. Ainsborough) (See above).
2. Federal Union Local 493 (TLC), on behalf of a unit of painters employed by Canadian Pacific Railway Company (B.C. Coast Steamship Service) (Investigating Officer: D. S. Tysoe).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

3. International Union of Operating Engineers, Local 857, on behalf of a unit of maintenance employees of Canadian National Railways employed in the Macdonald Hotel, Edmonton (Investigating Officer: G. R. Currie).

4. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel employed by The Packers Steamship Company Limited, Vancouver (Investigating Officer: G. R. Currie).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During June the Minister appointed conciliation officers to deal with the following disputes:—

(1) The Quebec Central Transportation Company, Sherbrooke, Que., and the Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. Trépanier).

(2) Colonial Steamships Limited, Port Colbourne, Ont., and Canadian Merchant Service Guild, Inc. (Conciliation Officer: F. J. Ainsborough).

(3) McCabe Grain Company Limited (Seed Plant), St. Boniface, Man., and Malt and Grain Process Workers, International Union of United Brewery, Flour,

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: R. H. Hooper).

(4) Nova Scotian Hotel, Halifax, N.S., Canadian National Railways, and Local 662, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: H. R. Pettigrove).

(5) Canadian Overseas Telecommunications Corporation (Clerical Employees) and Overseas Communication Union, Local 272 (Conciliation Officer: R. Trépanier).

(6) Purity Flour Mills Limited, Calgary, Alta., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

(1) Railway Express Agency, Inc., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier) (L.G., July, p. 1020).

(2) Canadian Overseas Telecommunications Corporation (Clerical Employees) and Overseas Communication Union, Local 272 (Conciliation Officer: R. Trépanier) (See above).

(3) Purity Flour Mills Limited, Calgary, Alta., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. S. Tysoe) (See above).

Conciliation Boards Appointed

(1) Quebec Railway, Light and Power Company and National Catholic Transport

Brotherhood of Quebec, Inc. (L.G., July, p. 1021). The Board had not been fully constituted at the end of the month.

(2) Quebec Railway, Light and Power Company and Catholic Syndicate of Garage Employees of the Quebec Railway, Light and Power Company, Inc. (L.G., July, p. 1021). The Board had not been fully constituted at the end of the month.

Conciliation Board Reports Received

(1) Canadian National Newfoundland Steamship Service, Canadian National Railways (unlicensed personnel) and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 285 (L.G., May, p. 699). Text of the Board's report is reproduced below.

(2) Canadian National Newfoundland Steamship Service, Canadian National Railways (pursers and chief stewards) and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 286 (L.G., May, p. 699). The text of the Board's report is reproduced below.

(3) Canadian National Newfoundland Steamship Service, Canadian National Railways and Canadian Merchant Service Guild, Inc. (L.G., July, p. 1022). The text of the Board's report is reproduced below.

Settlement following Board Procedure

(1) Canadian Overseas Telecommunications Corporation (operators), Montreal, and Overseas Communication Union, Local 272 (L.G., Jan., p. 54).

Report of Boards in Dispute between Canadian National Newfoundland Steamship Service, Canadian National Railways and Canadian Brotherhood of Railway Employees and Other Transport Workers, Divisions 285 and 286

DIVISION 285

To the MINISTER OF LABOUR:

The undersigned were appointed by you as members of a Board of Conciliation to investigate and endeavour to conciliate the matters at issue between the parties; and, under letter dated May 19, 1953, you extended to June 30, 1953 the time for filing the Report of the Board as provided by the Industrial Relations and Disputes Investigation Act.

The Board held several hearings with the representatives of the parties at which evidence under oath was taken and written briefs and oral arguments were submitted by both sides on the issues remaining in dispute between the parties.

The Board now begs to submit the following unanimous recommendations:—

1. *Basic Wages.* The Board recommends for all personnel affected a wage increase of five per cent (5%) on the wage scale

applicable under the Collective Agreement between the parties which expired on December 31, 1952.

2. *Overtime Rates and Minimum Overtime Payments.* The Board does not recommend any change in the existing provisions of the agreement except that a 5 per cent increase be allowed on existing overtime rates.

3. *Sick Benefits.* The Board does not recommend any change in the existing provision with respect to Sick Benefit payments to employees.

4. *Retroactivity.* The Board recommends that the above-mentioned increase of wages be paid retroactively as from January 1, 1953.

The members of the Board were not satisfied that the Union had established its case for an increase in wages as such. However, all members of the Board were in agreement that the Unlicensed Personnel were entitled to some consideration by reason of the hours worked and the number of days on which, due to the nature of the service, they are continuously attached to the ship. As it is not feasible—because of difficulties in application arising out of the special requirements of the steamship operations—to recommend additional days of leave, the Board has awarded a wage increase in lieu of a shorter working week and additional time away from service on the ship.

The Board realizes that one or the other of the parties or possibly both may not find the recommendations of the Board satisfactory. Nevertheless, it expresses the hope that both may be prepared to accept

DIVISION 286

To the MINISTER OF LABOUR:

The undersigned were appointed by you as members of a Board of Conciliation to investigate and endeavour to conciliate the matters at issue between the parties; and, under letter dated May 19, 1953, you extended to June 30, 1953 the time for filing the report of the Board as provided by the Industrial Relations and Disputes Investigation Act.

The Board held several hearings with the representatives of the parties at which evidence under oath was taken and written briefs and oral arguments were submitted by both sides on the issues remaining in dispute between the parties.

The Board now begs to submit the following unanimous recommendations:—

1. *Basic Wages.* The Board recommends for all personnel affected a wage increase

On June 29, 1953, the Minister of Labour received unanimous reports of the Boards of Conciliation and Investigation appointed to deal with matters in dispute between Divisions 285 and 286, Canadian Brotherhood of Railway Employees and Other Transport Workers, and Canadian National Newfoundland Steamship Service, Canadian National Railways, affecting unlicensed personnel, pursers and chief stewards.

The Boards were under the Chairmanship of Edmund J. Phelan, QC, St. John's, Newfoundland, who was appointed by the Minister on the joint recommendation of the other members of the Boards. The nominee of the company on both Boards was Frank J. Ryan and the union nominee on both Boards was James Higgins, QC; both are of St. John's, Newfoundland.

The texts of the Boards' reports are reproduced herewith.

this award as an honest attempt by the members of the Board to adjudge and adjust fairly matters on which the parties themselves hold such divergent views.

Dated the 27th day of June, A.D. 1953.

Respectfully submitted,

(Sgd.) E. J. PHELAN,
Chairman.

(Sgd.) JAMES HIGGINS,
Member.

(Sgd.) FRANK RYAN,
Member.

of five per cent (5%) on the wage scale applicable under the Collective Agreement between the parties which expired on December 31, 1952.

2. *Standby Wages.* The Board recommends that, while the vessel is laid up for overhaul at any time, all Pursers and Chief Stewards be employed in their usual capacities and at the usual rates of pay for their respective ranks on the vessel to which they are attached or in some similar employment with the Company. This provision is to apply to the actual period only during which the ship is undergoing customary overhaul and is not to be applicable to any period during which the vessel is out of service for any reason other than customary overhaul.

3. *Sick Benefits.* The Board does not recommend any change in the existing provision with respect to Sick Benefit payments to employees.

4. *Retroactivity.* The Board recommends that the above-mentioned increase of wages be paid retroactively as from January 1, 1953. The provision for Standby Wages should become effective as from the date of this report.

The members of the Board were not satisfied that the Union had established its case for an increase in wages as such. However, all members of the Board were in agreement that the Pursers and Chief Stewards were entitled to some consideration by reason of the hours worked and the number of days on which, due to the nature of the service, they are continuously attached to the ship. As it is not feasible—because of difficulties in application arising out of the special requirements of the steamship operations—to recommend additional days of leave, the Board has

awarded a wage increase in lieu of a shorter working week and additional time away from service on the ship.

The Board realizes that one or the other of the parties or possibly both may not find the recommendations of the Board satisfactory. Nevertheless, it expresses the hope that both may be prepared to accept this award as an honest attempt by the members of the Board to adjudge and adjust fairly matters on which the parties themselves hold such divergent views.

Dated the 27th day of June, A.D. 1953.

(Respectfully submitted,

(Sgd.) E. J. PHELAN,
Chairman.

(Sgd.) JAMES HIGGINS,
Member.

(Sgd.) FRANK RYAN,
Member.

Report of Board in Dispute between

Canadian National Newfoundland Steamship Service,
Canadian National Railways
and
Canadian Merchant Service Guild Inc.

To the MINISTER OF LABOUR:

The undersigned were appointed by you as members of a Board of Conciliation to investigate and endeavour to conciliate the matters at issue between the parties; and, under letter dated May 27, 1953, you extended to June 30, 1953 the time for filing the report of the Board as provided by the Industrial Relations and Disputes Investigation Act.

The Board held several hearings with the representatives of the parties at which evidence under oath was taken and written briefs and oral arguments were submitted by both sides on the issues remaining in dispute between the parties.

The Board now begs to submit the following unanimous recommendations:—

1. *Basic Wages.* The Board recommends for all personnel affected a wage increase of five per cent (5%) on the wage scale applicable under the Collective Agreement between the parties which expired on December 31, 1952.

2. *Standby Wages.* The Board recommends that, while the vessel is laid up for overhaul at any time, all Deck Officers be employed in their usual capacities and at the usual rates of pay for their respective ranks on the vessel to which they are

On June 29, 1953, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Canadian Merchant Service Guild Inc., and Canadian National Newfoundland Steamship Service, Canadian National Railways, affecting deck officers.

The Board was under the Chairmanship of Edmund J. Phelan, QC, St. John's, Newfoundland, who was appointed by the Minister on the joint recommendation of the other two members of the Board. The nominee of the company was Frank J. Ryan, the union nominee, Mr. W. Frank Chafe; both are of St. John's, Newfoundland.

The text of the Board's report is reproduced herewith.

attached or in some similar employment with the Company. This provision is to apply to the actual period only during which the ship is undergoing customary overhaul and is not to be applicable to any period during which the vessel is out of service for any reason other than customary overhaul.

3. *Sick Benefits.* The Board does not recommend any change in the existing provision with respect to Sick Benefit payments to employees.

4. *Retroactivity.* The Board recommends that the above-mentioned increase in wages be paid retroactively as from January 1, 1953. The provision for Standby Wages should become effective as from the date of this report.

The majority of the members of the Board (Mr. Chafe, the Guild nominee, dissenting) were not satisfied that the Guild had established its case for an increase in wages as such. However, all members of the Board were in agreement that the Deck Officers were entitled to some consideration by reason of the hours worked and the number of days on which, due to the nature of the service, they are continuously attached to the ship. As it is not feasible—because of difficulties in application arising out of the special

requirements of the steamship operations—to recommend additional days of leave, the Board has awarded a wage increase in lieu of a shorter working week and additional time away from service on the ship.

The Board realizes that one or the other of the parties or possibly both may not find the recommendations of the Board satisfactory. Nevertheless, it expresses the hope that both may be prepared to accept this award as an honest attempt by the members of the Board to adjudge and adjust fairly matters on which the parties themselves hold such divergent views.

Dated the 26th day of June, A.D. 1953.

Respectfully submitted,

(Sgd.) E. J. PHELAN,
Chairman.

(Sgd.) FRANK CHAFE,
Member.

(Sgd.) FRANK RYAN,
Member.

17th Annual Report of U.S. National Labor Relations Board

The United States National Labor Relations Board, during the fiscal year ending June 30, 1952, conducted the largest number of representation elections in its 17-year history, the Board's annual report discloses.

The Board conducted 6,866 elections to determine whether or not 778,724 employees wished to be represented by unions in bargaining with their employers.

This was an increase of five per cent over the prior record of 6,525 elections established in the fiscal year ending June 30, 1951.

Of these elections, 5,158, or 75 per cent, were conducted by agreement of the employers and the unions involved. This also was an all-time record number. The prior record was 4,973 in fiscal 1951. The Board ordered the remaining 1,708 to be held.

In fiscal 1952, collective bargaining agents were selected in 4,960 elections. This was 72 per cent of the elections held, compared with selection of bargaining agents in 74 per cent of the elections in fiscal 1951, and 73 per cent in 1950.

In the 1952 elections, the groups choosing bargaining agents embraced a total of 587,363 employees. This was 75 per cent of those eligible to vote.

A total of 674,412 employees cast valid ballots in the Board elections. This was 87 per cent of those who were eligible to vote.

Unions affiliated with the American Federation of Labor won bargaining rights in 3,089 of the 4,711 elections in which they took part. This was 65.5 per cent of all elections in which they participated. In these elections, AFL unions won the right to represent 243,674 employees.

Unions affiliated with the Congress of Industrial Organizations won 1,404 out of 2,502 elections in which they took part. This was 56 per cent. In these elections, CIO unions won the right to represent 226,876 employees.

Unaffiliated unions won 467 out of 776 elections. This was 60 per cent. In these elections, these unions won the right to represent 116,813 employees.

AFL and CIO unions during fiscal 1952 competed with each other for representation rights in 722 elections in which 222,120 employees were eligible to vote.

AFL unions won 337 of these elections, giving them the right to represent 94,215 employees. CIO unions won 298 elections, giving them the right to represent 98,029 employees. A majority of employees voted against union representation in 75 of these elections, embracing 23,344 employees. Unaffiliated unions won 12 of these elections (which were three or four union competitions) embracing 6,532 employees.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Mining

Asbestos Mining—*Matheson, Ont.—Canadian Johns-Manville Ontario Limited and United Steelworkers of America, Local 4379.*

Agreement to be in effect from January 29, 1953, to January 29, 1954, and thereafter from year to year, subject to two months' notice.

Check-off: voluntary but irrevocable (previously voluntary and revocable).

Hours: 8 per day, 6 days a week, a 48-hour week. **Overtime:** time and one-half for work in excess of above hours and for all work between 4 p.m. Saturday and 4 p.m. Sunday and on six (previously five) specified *paid holidays*.

Vacations with pay: one week after one, two weeks after three, and 3 weeks after fifteen years' continuous service (previously one week after one, nine days after three, and two weeks after five years of continuous service).

Medical plan: during the life of this agreement the two parties will work out and put into effect a medical plan whereby dependents of the employees are covered.

Hourly wage rates for certain classifications: erection and repair department—machinists \$1.31 to \$1.62, electricians \$1.40 to \$1.62, carpenters \$1.40 and \$1.50, blacksmiths \$1.42 and \$1.52, diesel mechanics \$1.41 to \$1.64; millwrights, welders, sheet-metal workers \$1.33 to \$1.52; roustabout crane operator \$1.42, trailer truck driver \$1.49, service truck driver \$1.26; yard labour \$1.20. Mine department—drillers, primary \$1.40, secondary \$1.39; powder man \$1.30, shovel operator \$1.74, shovel groundsmen \$1.42, dumpman \$1.25, blaster \$1.50, bulldozer operators \$1.43 and \$1.56, truck drivers \$1.28 and \$1.40; churn drill operator \$1.45, helper \$1.39. Mill department—crushermen \$1.27 and \$1.38; crusher house leader \$1.45, floor attendant, bagger, screen repairman \$1.26; shipper, sewer \$1.28; dryer fireman \$1.31, dumpman \$1.20, fibre grader \$1.50; pressure packer operator, trailings disposal attendant \$1.35. (The above rates are, with a few exceptions, from 6 to 8 cents per hour higher than the previous rates.)

Night shift differential: the company will pay a premium of 3 cents per hour to all full-time workers employed on the evening and night shifts (a new provision).

Seniority: in promotions (except to positions outside the bargaining unit), transfers, the filling of vacancies, and increases and decreases in the working force the principle of seniority shall govern, provided the qualifications of the employees concerned are approximately equal.

Provision is made for *grievance procedure*.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Manufacturing

Metal Products—*Toronto, Ont.—John T. Hepburn Limited and United Steelworkers of America, Local 3335.*

Agreement to be in effect from February 2, 1953, to November 30, 1953, and thereafter from year to year, subject to notice during the month of September in any year.

Check-off: compulsory for all eligible employees with the exception of those having five or more years of service with the company. However, during the months of May any employee may notify the company that he wishes to be exempted from the check-off and the deductions will be discontinued.

Hours: 8½ per day Monday through Friday, a 42½-hour week (previously 9 per day, 45 per week). **Overtime:** time and one-half for work in excess of above daily hours and for work on eight specified *paid holidays*.

Vacations with pay: after one year's continuous service one week, after five years two weeks and after 25 years of continuous service, three weeks. Employees with less than one year of continuous service will receive vacations with pay according to provincial regulations.

Hourly wage rates for certain classifications: general machinists \$1.41 to \$1.79, machinist improver \$1.39 to \$1.54; milling, horizontal boring \$1.34 to \$1.73; engine lathe, shaper \$1.34 to \$1.67; planer, vertical boring, slotter \$1.39 to \$1.67; layout man \$1.46 to \$1.67, steel saw operator \$1.28 to \$1.38, jig borer \$1.62 to \$1.85, tool maker \$1.56 to \$1.90, crane operator \$1.31 to \$1.54, truck drivers \$1.31 to \$1.43, storekeepers \$1.28 to \$1.61, millwrights \$1.41 to \$1.73, electrician \$1.41 to \$1.61, blacksmith \$1.48 to \$1.76, rivet heater \$1.29 to \$1.41, welder \$1.31 to \$1.71; unskilled labour, rough painter, sweeper \$1.25 to \$1.34; beginners and youths under 21 years of age—starting rate \$1.18, after 90 days \$1.24, after 180 days \$1.29, after 210 days to be considered for re-classification. (With one exception, the above rates are 17 cents per hour higher than the previous rates.)

Night shift differential: a night shift differential of 7 cents per hour will be paid.

Out-of-town jobs: on away-from-plant projects shop men will be paid 10 cents per hour in excess of their regular shop rates. In addition, on jobs outside of the city limits they will be paid transportation and travelling time, on a straight time basis, both ways between the city limits and the job. If the job is outside the Toronto district, the company will pay transportation expenses both ways (lower berth in case of night travel), provided that on long-term contracts employees agree to stay on the job continuously for at least three months. On projects lasting one week or longer the company will pay a maximum of \$16 per week (\$2.29 per day), and on projects lasting less than one week a maximum of \$3.50 per day, toward the cost of board and room or living out, on condition that the recipient works the total regularly-assigned hours unless incapacitated by legitimate causes. Where employees are living and boarding at a campsite provided by the company or by arrangements with the operator of such camp the prevailing rate for living out and board will be paid by the company, but only up to a maximum of \$2.29 per day.

Provision is made for *grievance procedure, seniority rights* and the continuing employment of *physically handicapped workers*.

Sheet Metal Tools—Hamilton, Ont.—

Brown Boggs Foundry and Machine Company Limited and United Electrical, Radio and Machine Workers of America, Local 520.

Agreement to be in effect from April 30, 1953, to May 1, 1954, and for a further period of one year, subject to notice.

Check-off: voluntary but irrevocable.

Hours: 8½ per day Monday through Friday, except that for night shift workers at Victoria plant the hours will be 9½ per day Monday through Thursday, 4½ on Friday, a 42½-hour week in either case; for watchmen and engineers eight per day six days per week, a 48-hour week. Employees on rotating shifts will receive a paid lunch period of 30 minutes. *Overtime:* time and one-half for the first two hours after the daily number of assigned hours and for the first six hours on Saturday (except for watchmen and engineers), double time thereafter and for all work on Sundays or, in the case of watchmen and engineers, the seventh consecutive day of work. Time and one-half for work on eight specified *paid holidays*.

Rest and wash-up periods: employees will be given two 5-minute wash-up periods; at the Sherman Avenue plant they will also be granted two 10-minute rest periods.

Vacations with pay: one week with pay equal to 2 per cent of earnings during preceding year to employees with less than three years' service, two weeks after three years and three weeks after 15 (previously 20) years of service.

Hourly wage rates for certain classifications, retroactive to February 11, 1953: blacksmiths \$1.38 to \$1.50, boring mill operators \$1.47 to \$1.73; chain slinger, crane operator \$1.43 to \$1.53; chipper \$1.38 to \$1.48, coremakers \$1.57 to \$1.67, draftsmen \$1.43 to \$1.68, radial drill operators \$1.57 to \$1.77, fitters \$1.45 to \$1.72, grinders \$1.37 to \$1.75; heat treater \$1.62 to \$1.72, helper

\$1.33 to \$1.43; labourers, sand mixer, tool crib attendant, watchman \$1.37 to \$1.42; lathe operators \$1.47 to \$1.77, millwrights and engineers \$1.38 to \$1.57, moulders \$1.57 to \$1.81; moulding machine operator \$1.57 to \$1.67, helper \$1.38 to \$1.47; planer operators \$1.53 to \$1.77, stock chaser \$1.56 to \$1.62, welders \$1.52 to \$1.77, assistant \$1.42 to \$1.52; apprentices \$1.13 to \$1.41. (The above rates are 5 cents per hour higher than the previous rates.) Effective July 1, 1953, the wage rates of all eligible employees will be increased by 2 cents per hour.

Night shift differential: the company will pay a bonus of 9 cents per hour to all employees on any shift starting between 2 p.m. and 6 a.m. Overtime rates for night shift employees will be based on regular rates and will not include night shift bonus.

Welfare plan: the company agrees to contribute 50 per cent towards the Group Insurance Welfare Plan; the remaining 50 per cent will be contributed by the employees in the form of weekly payroll deductions. A non-contributory pension plan shall become effective from the date of approval by the Department of National Revenue and remain in effect for a period of five years.

Provision is made for *apprenticeship plan, grievance procedure, seniority rights* and a *union-company safety committee*.

Metal Products—Montreal, Que.—Canadian

Tube and Steel Products Limited and the United Steelworkers of America, Local 2423.

Agreement to be in effect from November 7, 1952, to May 7, 1954, and thereafter from year to year, subject to notice.

Check-off: voluntary but irrevocable.

Hours: eight per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work in excess of the standard daily work hours and for work between 7 a.m. Saturday and 7 a.m. Monday, double time for work on eight specified *paid holidays*.

Vacations with pay: one week after one year, one week and one day after two years, two weeks after three years and three weeks after 15 years of continuous service. Employees with less than one year's service will be granted one-half day for each full-calendar month of continuous employment. Vacations will be granted only to employees who have not been absent more than 14 standard working days during the period entitling them to their vacations.

Job classification: the parties agree "to enter into a job classification program using the CWS system" as provided by a procedural agreement executed at the same time as this agreement.

Wages: the wage rates settled at the signing of this agreement shall remain in effect for the period of this agreement or any renewal thereof unless 60 days prior to August 7, 1953, either party gives notice to the other party that they wish to open negotiations for discussion of the basic wage rates only.

Off-shift differential: employees will be paid a shift premium of 3 cents per hour for work on the second shift and of 5 cents per hour for work on the third shift.

Provision is made for *seniority rights, grievance procedure* and the *safety and health* of employees.

Aluminum Products—Isle Maligne, Que.

—Aluminum Company of Canada Limited (Isle Maligne Works) and Le Syndicat National des Employes de l'Aluminium de St. Joseph d'Alma, Inc. (National Syndicate of Aluminum Employees of St. Joseph d'Alma, Inc.)

Agreement to be in effect from January 27, 1953, to January 27, 1954, and thereafter from year to year, subject to notice.

Check-off: voluntary and revocable.

Hours: eight per day, an average of 42 hours per week. Shift workers will be allowed up to 20 minutes per shift off for meals. *Overtime:* time and one-half for work in excess of the scheduled hours per pay period, double time for work on six specified *paid holidays*. An additional two days will be observed as statutory holidays by day workers. Owing to the nature of continuous operations, statutory holidays cannot be allowed shift workers.

Vacations with pay: one week after one year and two weeks after three years of continuous service, provided an employee has worked at least 1,650 hours (exclusive of overtime) since he last qualified for a vacation. The company retains the right to withhold the total or any proportion of allowance for vacation from any worker who has lost, without reasonable excuse, more than 48 hours from work during the preceding 12 months.

Hourly wage rates for certain classifications: plant maintenance—blacksmiths \$1.59 to \$1.81, burners \$1.50 to \$1.57, carpenters \$1.62 to \$1.74, crawler crane operators \$1.62 to \$1.70; electricians \$1.60 to \$1.86, assistants \$1.45 to \$1.55; helpers (mechanical trades) \$1.45 to \$1.49, millwrights \$1.59 to \$1.83, tractor operators \$1.47 to \$1.61, truck drivers \$1.44 to \$1.54, labourers \$1.38 and \$1.40; potroom operation—head syphoner \$1.43; head channel changer, crust breaker operator \$1.39; trimmer \$1.41; syphoner, rod raiser \$1.36; channel changer, stud inserter \$1.33; cranemen \$1.35 and \$1.37; stud machinery operator \$1.37 (potroom employees will be paid a production bonus in addition to above minimum hourly rates); remelt, shipping, etc.—bundler \$1.38 to \$1.49, craneman \$1.39 to \$1.46, ore unloader \$1.38 to \$1.47, mix distributor \$1.53, pot baker \$1.46 to \$1.48, potroom service men \$1.39 to \$1.47, pourer \$1.44 to \$1.55; sand blast operator \$1.38 to \$1.44, assistant \$1.38. (The above rates are from 11 to 17 cents per hour higher than the previous basic rates; however, the previous agreement provided for a cost-of-living bonus of 40 cents per week for each point increase in the DBS cost-of-living index above 182, while the present agreement does not provide for any cost-of-living bonus.)

Seniority: skill, competence and efficiency, as determined by the company, shall govern in all cases of promotions, demotions, transfers, suspensions, lay-offs, dismissals and rehiring. When two or more candidates satisfy the normal requirements of the job, the employee with the longest continuous service will be given preference. The company shall also take into account the employee's continuous service in the department concerned, his family status and place of regional residence.

Provision is made for *grievance procedure*.

Construction

Electricians—St. John's Nfld.—Electrical Employers and the International Brotherhood of Electrical Workers, Local 566.

Agreement to be in effect from May 1, 1953, to April 30, 1954, and thereafter from year to year, subject to two months' notice.

Union security: union shop. No member of the union will be permitted to contract for or perform electrical work for a contractor who is not a party to this agreement.

Hours: eight per day Monday through Friday, four on Saturday, a 44-hour week. *Overtime:* time and one-half for work after the regular working day until midnight, double time thereafter and for work on Sundays and on 9½ specified holidays, 5½ of which are *paid holidays*. (Previous agreement provided for two paid holidays.)

Hourly wage rates: journeymen \$1.52, if in charge of work where three or more journeymen are employed 10 cents per hour above journeyman's rate; apprentices, 1st year 30 per cent, 2nd year 40 per cent, 3rd year 52 per cent and 4th year 65 per cent of journeyman's rate. (Previous rate for journeyman was \$1.40.)

Out-of-town jobs: employees on out-of-town jobs shall have all board and transportation costs paid by the employer. They will also be paid travelling time on the basis of a normal working day, except that Sunday travel will be paid for at the overtime rate. If, at the request of the employer, an employee's car is used when employment is outside the city a mileage allowance of 12 cents per mile each way will be paid by the employer.

Apprentices: the ratio of apprentices to journeymen shall be one apprentice to every 2 journeymen and one apprentice for the shop.

Provision is made for the *settling of differences*.

Carpenters—Fredericton, N.B.—Capital Builders Exchange and United Brotherhood of Carpenters and Joiners of America, Local 1893.

Agreement to be in effect from May 1, 1953, to April 30, 1954, and thereafter from year to year, subject to 3 months' notice.

Union security: preference of employment will be given to local union carpenters if available. Union carpenters will work with non-union carpenters only while competent carpenters are not available.

Hours: eight per day Monday through Friday, four on Saturday, a 44-hour week (previously eight per day six days a week, a 48-hour week). *Overtime:* time and one-half for the first 4 hours in excess of above hours, double time thereafter until a break of 8 hours occurs and for work on Sundays and on 7 specified and all other proclaimed holidays. In case of emergencies (completion of concrete pour, etc.) a total of 4 hours extra may be worked during any week without overtime penalty.

Hourly wage rate: no carpenter in the Fredericton District shall work for less than \$1.40 (previously \$1.30) per hour.

Out-of-town jobs: carpenters on out-of-town jobs will receive transportation to and

from the job; in case of night travel a sleeper will be provided. Meals and travelling time up to 8 hours in 24 will be paid for. However, return transportation and travelling time will not be paid in the case of a man quitting or being discharged for cause who has been on the job less than 30 working days.

Provision is made for the *settling of differences*.

Carpenters—Guelph, Ont.—Certain General Contractors and United Brotherhood of Carpenters and Joiners of America, Local 2173.

Agreement to be in effect from May 1, 1953, to April 30, 1954, and thereafter subject to 60 days' notice.

Union security: the employers agree to employ as carpenters members of the union so long as the union can furnish mechanics to take care of the work. All new employees, if competent, will be asked by the business agent to join the union.

Hours: eight per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work in excess of the regular daily hours and for work on Saturday between 8 a.m. and 12 noon; double time for all other work on Saturdays and for all work on Sundays and on seven specified holidays. No work shall be performed on Labour Day.

Vacations with pay will be granted in accordance with the provincial law; pay will be computed on the basis of 4 per cent of earnings.

Minimum hourly wage rate for journeymen carpenters shall be \$1.60 (an increase of 10 cents over the previous rate).

Shift work: shifts after the regular working day will be paid for at the rate of eight hours' pay for seven hours' work. In split shifts all hours other than those worked during the regular day will be paid for at the overtime rate.

Out-of-town work: on jobs outside the city limits but within a radius of four miles from Guelph the employer will provide transportation beyond the city limits and pay for travelling time one way; beyond the 4-mile limit he will provide transportation and pay for travelling time both ways.

Apprentices shall be governed by the Ontario Apprenticeship Act. An employer will be allowed one apprentice to every eight journeymen.

Provision is made for *grievance procedure*.

Plumbers—Kingston, Ont.—The Master Plumbers' Association of the City of Kingston and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 221.

Agreement to be in effect from May 1, 1953, to May 1, 1954, and thereafter from year to year, subject to two months' notice.

Hours: eight per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work after the regular working hours up to 12 midnight, double time from 12 midnight to 8 a.m. and for work on Saturdays, Sundays and on seven specified holidays. However, if to finish a

regular repair job on a regular working day will not take longer than one hour, it may be done at straight time. Emergency work may be performed on Saturday morning at the rate of time and one-half.

Vacations with pay: commencing July 1, 1953, employees will be paid a vacation-with-pay allowance of 4 per cent of their wages. The vacation period shall be mutually agreed upon between the employer and employee.

Hourly wage rate: journeymen \$1.80 (previously \$1.72).

Out-of-town jobs: men working outside of Kingston will have their board and transportation paid, the board allowance to be 50 cents per hour for each full day worked. For travelling between 8 a.m. and 5 p.m. they will be paid travelling time.

Provision is made for the *settling of grievances*.

Bricklayers—Vancouver, B.C.—The General Contractors Association of Vancouver, B.C., and The Bricklayers, Masons and Plasterers' International Union of America, Local 1.

Agreement to be in effect from April 1, 1953, to March 31, 1954, or until a further agreement is signed, but may be continued from year to year by mutual consent.

Union security: only competent union journeymen shall be hired; if such are not available the contractor may obtain bricklayers and stonemasons elsewhere but the latter must join the union within 30 days or be replaced by competent union tradesmen when available.

Hours: eight per day Monday through Friday, a 40-hour week. *Overtime:* double time for all work in excess of the regular working periods of eight hours. Nine specified holidays will be recognized; no work shall be performed on Labour Day.

Vacation pay will be provided as required by provincial law.

Hourly wage rates, effective April 27, 1953: journeymen, bricklayers and stonemasons \$2.32; foremen will be paid 28 cents per hour over the journeyman's rate. Bricklayers working under dirty or disagreeable conditions (heat, fumes) will be paid one hour's pay extra per day or any portion thereof. When required to work on industrial stacks they will receive one hour's pay extra for any portion of the first four hours and also one hour's pay for any portion of the second four hours each day they work over and above a height of 60 feet.

Off-shift differential: time and one-seventh will be paid for work on the second and third shifts.

Out-of-town jobs: when required to travel to and from the job daily, travelling time and free transportation will be provided both ways between the city limits and the job; when bricklayers are requested to furnish their own private transportation they will be paid at the rate of 8 cents per mile. On jobs from which they do not return home daily, bricklayers will receive travelling expenses, first class board and room and travelling time up to eight hours in any 24-hour period. However, in order to be entitled to return fare, travelling time and expenses they must remain on the job at least 30 days or until the job is completed. If unable to work due to conditions directly under the control of the

employer, bricklayers and masons will be guaranteed a minimum of 40 hours per week, excluding Saturdays and Sundays. In case of illness they will receive necessary board and room for one week and if then still unable to work they will be given their return fare and transportation.

Apprentices will be employed in accordance with the provisions of the British Columbia Apprenticeship Act.

Provision is made for *grievance procedure* and *accident prevention*.

Labourers—Vancouver, B.C.—The General Contractors Association of Vancouver, B.C., and International Hod Carriers, Building and Common Labourers' Union of America, Local 602.

Agreement to be in effect from April 1, 1953, to March 31, 1954, or until a further agreement is signed, but may be continued from year to year by mutual consent.

Union security: only competent union men shall be hired; if they are not available the contractor may hire other labourers but the latter must join the union within 30 days or be replaced by competent union men when available.

Hours: eight per day Monday through Friday, a 40-hour week. *Overtime*: time and one-half for the first two hours in excess of eight hours per day and up to eight hours on Saturdays, double time thereafter until a break of eight hours occurs and for work on Sundays and on nine specified holidays. No work shall be performed on Labour Day.

Vacation pay will be provided as required by provincial law.

Hourly wage rates, effective May 11, 1953: common and building labourers \$1.55; jack-hammermen, breakermen, drill runners and timbermen \$1.75; powdermen \$1.90, rock foremen \$2. (The above rates are 5 cents per hour higher than the previous rates.)

Shift work: eight hours' pay will be granted for seven hours' work on night shifts, when required and continued for three or more consecutive nights, and on shifts starting after 4 p.m. on jobs in occupied buildings where work must be done after regular working hours.

Out-of-town jobs: all workmen on out-of-town jobs shall receive transportation to and from the job; in the case of night travel, a sleeper will be provided. Meals and travelling time, up to 8 hours in 24, will be paid for. However, in the case of a man quitting or being discharged for cause before he has been on the job 60 days or before the completion of the job, return transportation and travelling time will not be paid. On jobs beyond the city limits but within the jurisdiction of the agreement, transportation to and from the city limits shall be provided. Men shall report at the city limits in time to reach the job by 8 a.m. In all cities or towns, and also where there is a union agreement, the hours of work customarily in those cities or towns or as specified in the agreement shall be worked.

On out-of-town jobs from which they cannot return home daily, and where a camp is maintained, board and lodging will be provided by the employer; where no camp is provided, board and lodging will be arranged for by the employer.

Provision is made for *grievance procedure*.

Transportation, Storage, Communication

Longshoremen—Vancouver, B.C.—Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union, Local 501 (Deep Sea Vessels).

The two-year agreement which became effective September 16, 1951 (see *LABOUR GAZETTE*, February 1952, p. 176), has been amended as follows:—

Wage rates: effective October 1, 1952, the base rate of wages for discharging and loading deep sea vessels were increased by 5 cents and the rate for hatch tenders, dock gang leaders and side runners by 15 cents per hour, with corresponding increases in the overtime and other rates. The basic straight time ship and dock hourly rates are now as follows (overtime rates in parentheses): dock gang leader, side runner (loading only), hatch tender \$2.25 (\$3.28); double winch driver, all other labour \$2.05 (\$3.08).

Longshoremen—Vancouver, B.C.—Shipping Federation of British Columbia (Coastwise Section) and International Longshoremen's Association, Local 38-163.

Agreement to be in effect from November 16, 1952, to November 16, 1953, and thereafter from year to year, subject to 60 days' notice.

Union security: preferred employment for coastwise longshore work will be given, when they are available, to men who have been registered by the Federation for such work and who are regularly enrolled members of the Association.

Hours and overtime: straight time is all time between 8 a.m. and 5 p.m., Monday through Friday, and between 8 a.m. and 1 p.m. on Saturdays. All other time is overtime. When men have worked all night and are ordered to continue work on the same job after 8 a.m., they will be paid the overtime rate from 8 a.m. until released. The recognized meal hour shall be any one hour of the following periods: 11 p.m. to 12 p.m. or 12 p.m. to 1 a.m., 5 a.m. to 6 a.m. or 6 a.m. to 7 a.m., 11 a.m. to 12 noon or 12 noon to 1 p.m., 5 p.m. to 6 p.m. or 6 p.m. to 7 p.m. Men shall not be worked more than five consecutive hours from the last meal hour taken without eating, except when finishing a vessel when time may be extended one hour.

Statutory holidays: 10 specified holidays will be recognized. In addition, any other holiday proclaimed by Dominion Statute may be mutually agreed upon.

Vacation pay of 4 cents per hour for each hour worked, whether straight or overtime, will be granted to all employees.

Hourly wage rates: double winch driver, lift truck driver, hatch tender (where employed) \$2.01 (overtime \$2.96); all other labour \$1.91 (overtime \$2.86). (The above basic rates are 5 cents per hour higher than the previous rates.) If required to work both hours of the 2-hour meal period double winch drivers, lift-truck drivers and hatch tenders will be paid \$2.96, and all other labour \$2.86, per hour for the last hour of the 2-hour period in the case of the noon meal hour and \$4.39 and \$4.29, respectively,

in the case of any other meal hour. When men are required to work for more than 5 consecutive hours from 6 p.m. in order to finish a ship, they shall be paid at the penalty meal hour rate after the fifth hour. When loading or discharging certain specified commodities (fish meal, green hides, sulphur in bulk, etc.) employees will be paid 10 cents per hour in excess of the above rates. When a vessel cannot reach

her berth without first discharging or shifting cargo, all men shall be paid at the rate of \$2.86 per hour while working and \$1.43 per hour while travelling or standing by. Free meals will be furnished on board vessel when the men are not permitted to go ashore.

Provision is made for the settling of disputes and for a Safety and Welfare Committee.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement, the repeal of three others, and the amendment of ten. In addition to those summarized below, they include: the repeal of the agreements for grocers and butchers at Sherbrooke and for retail stores at Granby and at Farnham and the amendment of the agreement for barbers and hairdressers at Trois Rivières, published in the *Quebec Official Gazette* May 30, and the amendment of the agreement for garages and service stations at Quebec gazetted June 6.

Requests for new agreements for retail stores at Dolbeau, for the sheet metal industry at Montreal and requests for the amendment of the agreements for the building trades at Trois Rivières, for tavern employees and for the automobile industry at Quebec were gazetted May 30. Requests for new agreements for garages and service stations at Sherbrooke and for structural

steel erectors in the province and requests for the amendment of the agreements for the bakery industry and for metal trades at Quebec and for the men's and boys' clothing and the dress manufacturing industries in the province were gazetted June 6.

Requests for the amendment of the agreements for barbers and hairdressers at St. Jean and Iberville, at Trois Rivières, at St. Jérôme and at Joliette, for the uncorrugated paper box industry and for hardware and paint stores at Quebec, for the building trades at Montreal, for gasoline and service stations at Chicoutimi and for tannery employees in the province were all gazetted June 13.

Orders in Council were also published approving the by-laws and constitution of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

Manufacturing

Retail Fur Industry, Montreal.

An Order in Council dated May 29 and published June 6 makes binding the terms of a new agreement for this industry between The Retail Merchants Association of Canada—Quebec, Inc., Fur Section, and "L'Union nationale du Vêtement, Inc., Section de la Fourrure". Agreement to be in effect from June 6, 1953, until March 31, 1954, thereafter from year to year subject to notice.

It applies to all parties represented by the contracting association shown above, to private firms that signed the agreement and to all retail fur merchants within the territorial jurisdiction of the agreement. It does not apply to the fur trimming and dyeing industry.

Territorial jurisdiction comprises the Island of Montreal and the area within a radius of 50 miles from its limits.

Hours: 40 per week distributed between 8 a.m. and 6 p.m. Monday through Friday, on Saturday till 1 p.m. From September till December inclusive, four hours extra per week may be worked at regular rates. Outside the Island of Montreal 44 hours per week may be worked at regular rates; from September to December inclusive 48 hours per week.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Overtime: time and one-half for work in excess of regular hours; time and one-half in addition to regular rates for work on any of eight specified *paid holidays*.

Minimum weekly wage rates: cutter (class A) \$76.80, (class B) \$64.80; male operator (class A) \$64, (class B) \$50; male finisher (class A) \$56.80, (class B) \$47.20; male blocker (class A) \$50, (class B) \$38.80; female operator (class A) \$47.60, (class B) \$38.80; female finisher (class A) \$47.60, (class B) \$38.80; female coat closer \$47.60; female lining cutters \$42.80; female lining sewers \$38; lining makers \$44.80. (These rates are from \$2.40 to \$4.80 per week higher than those previously in effect.) The above minimum rates may be reduced by 15 per cent in any firm located outside the Island of Montreal, in a town with a population under 25,000. This provision does not apply to any branch of a firm located within the limits of the Island of Montreal, newly found during the term of the present agreement. Minimum rates for apprentices are \$2 per week higher and are now as follows: male and female apprentices from \$19.20 in first 6 months of first year to \$29.20 in first 6 months of third year; apprentice cutters from \$38 in first 6 months of first year to \$58 in second 6 months of third year. Wage rates for skilled workers not adjusted by reason of their being higher than the minimum rates fixed in the agreement will be increased by 6½ per cent.

Vacation: one week with pay after one year of service; two weeks after two years' continuous service with the same employer. (Vacation provisions are unchanged.)

Other provisions stipulate the number of class A employees to be engaged on each operation; prohibit contracting, subcontracting or piece work inside the employer's shop; prohibit work at home by an employee already engaged by an employer subject to the terms of the agreement for this industry; indicate the ratio of apprentices to the number of skilled workers employed.

Uncorrugated Paper Box Industry, District of Quebec.

An Order in Council dated May 20 and published May 30 amends the previous Orders in Council for this industry (L.G., Oct. 1951, p. 1376; Feb. 1952, p. 139, July, p. 930).

Hours: 45 per week of 5½ days (a reduction of three hours per week).

Minimum hourly wage rates are the same as those rates established for Zone II in an amendment to the agreement for this industry covering the province and previously summarized (L.G., April 1953, p. 581). However, the classification general hand (male) 92 cents per hour is added to the wage scale.

Vacation with pay: one week with pay after one year of continuous service with the same employer; two weeks with pay after five or more years' continuous service. (The last provision is new.)

Printing Trades

Conditions affecting employees engaged in the printing trades respecting wages, classifications, etc., are those specified in the agreement, as amended, relating to the printing trades in the district of Quebec (L.G., April 1951, p. 544; April 1952, p. 451; March 1953, p. 432, June, p. 885).

Garages and Service Stations, Montreal.

An Order in Council dated May 20 and published May 30 amends the previous Orders in Council for this industry (L.G., April 1950, p. 517, May, p. 694; Sept. 1951, p. 1250). Another amendment was published in the *Quebec Official Gazette* September 1, 1951, as well as another in the issue of April 12, 1952. The name Canadian Automotive Wholesalers' and Manufacturers' Association, Eastern Division, Montreal, replaces the name The Canadian Automotive Wholesalers' Association, Eastern Division, Montreal, in the list of contracting parties. Agreement to be in effect from May 30, 1953, until February 18, 1954, thereafter from year to year subject to notice.

Industrial jurisdiction: the present agreement applies to employers, professional employers, artisans and wage earners in garages, gasoline stations, service stations and parking grounds, etc. It does not apply to commercial and industrial firms nor to public bus or truck transport concerns who limit such services to their own needs. Nor does it apply to firms manufacturing motor vehicles or engaged in assembling parts on new vehicles.

Territorial jurisdiction: the Island of Montreal.

Hours: day and night journeymen and apprentices 49 per week; garage employees on day work 60 per week, on night work 72 per week; service men in gasoline and service stations 60 per week on one shift operations and on the day shift of 2-shift operations, on the evening shift of 2-shift operations work begins at 7 p.m. and ends at 2 a.m. and 3-shift operations are as follows: 7 a.m. to 3 p.m., 3 p.m. to 11 p.m. and 11 p.m. to 7 a.m.; demolishers 60 per week; watchmen 72 per week.

Overtime: day journeymen and apprentices, time and one-half for work in excess of regular hours and on Saturday afternoon, double time between 11 p.m. and 7 a.m. Monday to Saturday morning inclusively and after 5 p.m. on Saturday; night journeymen and apprentices, time and one-half for work in excess of regular hours and after 7 a.m. Monday to Friday inclusively, double time between 11 a.m. and 7 p.m. Monday through Saturday; garage employees, time and one-half for work in excess of regular hours; service men on one shift operations and on the day shift of 2-shift operations, time and one-half for work in excess of regular hours, double time for work between 10 p.m. and 7 a.m., on the evening shift of 2-shift operations time and one-half for work after 2 a.m. and for work after the regular finishing time on 3-shift operations. Double time is paid for work on Sundays or the alternate day of rest and six specified holidays, four of which are *paid holidays* to all employees except garage employees and watchmen.

Minimum hourly wage rates in garages and machine shops—day work, journeymen (first class) \$1.20, (second class) \$1.05, (third class) 85 cents; apprentices from 45 cents in first 6 months to 75 cents in third year; garage employees (less than 4 months of experience) 50 cents, others 60 cents; night work, the above rates plus 5 cents per hour with the exception of garage employees who receive 10 cents per hour in addition to the above rates; gasoline and service stations—service men (one shift) 60 cents,

(day shift of 2-shift operations) 60 cents, (night shift) 80 cents, (day shift of 3-shift operations) 70 cents, (evening shift) 80 cents, (night shift) \$1 per hour; demolishers (less than 4 months of experience) 65 cents, others 75 cents; watchmen 55 cents.

Guaranteed weekly pay: a minimum guarantee of 44 hours' pay to all journeymen and apprentices who are on the premises and at the disposal of their employers 49 hours during the week; absence reduces the guarantee to the *pro rata* of hours of absence.

Vacation: six working days with pay annually after one year's service, one half-day for each calendar month of service to those employed less than one year; two weeks with pay after five or more years of service.

Other provisions of this amendment include definitions, apprenticeship regulations, uniforms, compensation for treatment following an accident, as well as regulations governing outside work, tools, ratio between journeymen and apprentices and other general provisions concerning the rates of wages and hours of labour.

Glass Processing Industry, Quebec.

An Order in Council dated May 20 and gazetted May 30 amends the previous Orders in Council for this industry (L.G., Oct. 1950, p. 1679; June 1951, p. 827; July 1952, p. 931).

Hours are unchanged at 9 per day, 45 per week. However, urgent work may be done on Saturdays but, employees may be compelled to work only on alternate Saturdays.

Minimum hourly wage rates for certain classifications are from 5 to 8 cents per hour higher and are now as follows: setters (classes A, B, C) \$1.21, \$1.07 and 89 cents per hour; levellers (A, B, C) \$1.18, \$1.04, 89 cents; silverers, cutters (A, B, C) \$1.15, \$1.01, 86 cents; scratch polisher, spinner, examiner, buffer, belt worker, froster, sand polisher, draughtsman (classes B and C) 96 and 81 cents per hour; shipper (full time) class "B" \$1.06, class "C" 88 cents; packer 94 and 81 cents; truck driver 99 and 83 cents; maintenance men from 71 cents in first year to \$1.10 after 3 years. Minimum rates for all classifications during first year of employment are unchanged and range from 61 to 71 cents per hour.

Vacation: one week with pay after one year of continuous employment with the same employer; two weeks with pay after five years. Employees who have not completed one year of service as of July 1 in any year are entitled to as many half days of vacation as they have months of service.

Transportation and Public Utilities

Longshoremen (Ocean Navigation), Quebec.

An Order in Council dated May 20 and published May 30 amends the previous Orders in Council for this industry (L.G., Sept. 1949, p. 1116; Dec. 1951, p. 1672).

Hours: eight per day, from 8 a.m. to 12 noon and from 1 p.m. to 5 p.m. Provision is made for day and night shifts.

Overtime: time and one-half for work between 5 p.m. and 7 a.m.; double time between 7 a.m. and 8 a.m. on Sundays or any of four specified holidays. Special rates are provided for work during meal hours.

Minimum hourly wage rate: \$1.61 (an increase of 16 cents).

Other provisions include regulations governing notice for starting times and the revision of certain working conditions.

Checkers (Ocean Navigation), Quebec.

An Order in Council dated May 20 and published May 30 amends the previous Orders in Council for this industry (L.G., Dec. 1951, p. 1673).

Hours and overtime are unchanged as follows: nine per day, 8 a.m. to 12 noon and 1 p.m. to 6 p.m. Time and one-half between 5 p.m. and midnight and between 1 a.m. and 7 a.m. However, work done between 7 a.m. and 8 a.m. will be paid at double time instead of time and one-half as previously.

Minimum hourly wage rate: \$1.40 (an increase of 20 cents per hour). Checkers ordered out to work during day or night hours and on Sundays and holidays will be paid a minimum of two hours. They will be given two hours' notice for day calls, three hours' notice for 10 a.m. and 3 p.m. calls as well as for night and Sunday calls. A premium of 35 cents per hour will be paid for work in connection with certain hazardous cargoes.

Freight Handlers (Longshoremen) (Inland and Coastal Navigation), Montreal.

An Order in Council dated May 29 and published June 6 amends the previous Orders in Council for this industry (L.G., Dec. 1950, p. 2068; June 1951, p. 830; July 1952, p. 931, and previous issues).

Minimum hourly wage rates are increased from \$1.27 to \$1.43 for work done between 7 a.m. and 7 p.m. and from \$1.37 to \$1.63 per hour for work between 7 p.m. and 7 a.m. Designated freight handlers operating piling machines or tractors will be paid 10 cents per hour in addition to above rates.

Construction

Building Trades, Joliette.

An Order in Council dated May 20 and published May 30 amends the previous Orders in Council for this industry (L.G., Nov. 1950, p. 1905; June 1951, p. 829; Aug. 1952, p. 1084; April 1953, p. 596, and previous issues). Agreement, as amended, is extended to February 28, 1955, and thereafter from year to year, subject to notice.

Minimum hourly wage rates for all classifications in Zones I and II are 10 cents per hour higher than those previously in effect. New minimum rates for certain classifications are now as follows: sprinkler fitter, bricklayer, block layer and jointer pointer, plasterer \$1.50 per hour in both Zones; carpenter and joiner, asbestos coverer (other than pipe insulation) roofer (slate and tile), roofer (composition, gravel, etc.) floor scraping, etc., rigger (hand or machine), millwright, pipe insulation mechanic, painter-gilder, cork setter (insulation), mastic floor layer, tile, asphalt and terrazzo layer, marble layer, pipe welder (acetylene or electric) \$1.50 in Zone I, \$1.40 in Zone II; electrician \$1.55 in Zone I, \$1.50 in Zone II; tinsmith, roofer (sheet metal worker, shop or job), plumber, steamfitter, pipe mechanic,

oil burner mechanic \$1.50 in Zone I, \$1.45 in Zone II; power shovel operator \$1.55 in Zone I, \$1.45 in Zone II; painter, sprayman, decorator, glazier, etc. \$1.35 in Zone I, \$1.25 in Zone II; labourer (common) \$1.10 in Zone I, \$1.05 in Zone II; roller operator (steam or gasoline), bulldozer operator, grader operator \$1.30 in both Zones; tractor operator \$1.35 in both Zones.

Building Trades, Quebec.

An Order in Council dated May 29 and published June 6 extends the previous Orders in Council for this industry (L.G., Sept. 1950, p. 1679; July 1951, p. 877, Aug., p. 1109, Sept., p. 1251, Nov., p. 1539, Dec., p. 1672; Oct. 1952, p. 1362, Nov., p. 1481; March 1953, p. 433, July, p. 1032, and previous issues) to July 1, 1953.

Industrial Standards Acts, etc.

Recent proceedings under the Industrial Standards Act, etc.* include five new schedules, all summarized below.

NEW BRUNSWICK

Construction

Plumbers, Moncton.

An Order in Council dated June 4 and gazetted June 17 makes binding the terms of a new schedule for the plumbing and pipefitting trades in the Zone comprising the area within a radius of five miles from the City Hall in the city of Moncton and including the village of Dieppe, to be in effect from July 1, 1953, until May 1, 1954.

The terms of this schedule are similar to those which were previously in effect and summarized in the *LABOUR GAZETTE*, January 1953, on p. 99, with the exception of the following:—

Minimum hourly wage rate for work done during regular working periods is increased from \$1.40 to \$1.50 per hour; for work done during special working periods from \$1.50 to \$1.60 per hour. (Weekly hours remain at 44.)

ONTARIO

Construction

Lathers, Ottawa.

An Order in Council dated April 30 and gazetted May 14 makes binding the terms of a new schedule for lathers at Ottawa, to be in effect from May 26, 1953, during pleasure.

Hours: eight per day, Monday through Friday, 40 per week. Provisions is made for shift work.

Overtime: time and one-half for work in excess of regular hours till midnight Monday through Friday and on Saturday between 8 a.m. and noon; double time for all other overtime including Sundays or any of seven specified holidays. No overtime work will be done without a permit from the advisory committee. No permit will be issued for overtime work on a holiday except in cases of extreme necessity.

Minimum hourly wage rate is increased from \$1.40 per hour (L.G., Oct. 1948) to \$1.85 per hour for work during regular working periods and for night work. Employees are entitled to eight hours' pay for seven hours' work on night shift. (Regular weekly hours, 40 per week.)

The advisory committee may fix a lower minimum rate for handicapped workers.

*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations.

Summaries of these Acts and amendments have been published in the *LABOUR GAZETTE*, as follows: Nova Scotia—Industrial Standards Act, in issues of July 1936, p. 604, Aug. 1937, p. 861, July 1939, p. 671, Aug. 1946, p. 1102, July 1948, p. 749, Oct. 1952, p. 1364; New Brunswick—Industrial Standards Act in issues of Oct. 1939, p. 996, Aug. 1941, p. 956, Dec. 1944, p. 1551, Dec. 1948, p. 1434; Ontario—Industrial Standards Act, in issues of June 1935, p. 534, May 1936, p. 410, May 1937, p. 505, May 1938, p. 501, June 1939, p. 574, Aug. 1948, p. 890, Aug. 1949, p. 999; Manitoba—Fair Wages Act, Part II, in the issues of May 1938, p. 499, June 1939, p. 570, Feb. 1941, p. 137, June 1942, p. 696, June 1946, p. 826; Saskatchewan—Industrial Standards Act, in the issues of June 1937, p. 635, May 1938, p. 507, June 1939, p. 581, June 1940, p. 559, June 1948, p. 627, July 1950, p. 1071; Alberta—Alberta Labour Act (The original Industrial Standards Act was made part of the Alberta Labour Act—see L.G., June 1947, p. 837), in issues of June 1935, p. 534, June 1938, p. 501, June 1937, p. 640, June 1938, p. 633, June 1939, p. 567, Dec. 1950, p. 2082.

Painters and Decorators, Hamilton.

An Order in Council dated May 7 and gazetted May 23 makes binding the terms of a new schedule for painters and decorators at Hamilton, to be in effect from June 2, 1953, during pleasure.

The terms of this schedule are similar to those previously in effect and summarized in the *LABOUR GAZETTE*, September 1951, p. 1254, with the exception of the following:—

Specified holidays are increased from seven to eight by the addition of Hamilton Civic Holiday.

Minimum hourly wage rates are 15 cents per hour higher and are now as follows: spray painting \$1.75 per hour; paper-hanging \$1.70; painting and all other work \$1.65. (Regular weekly hours remain at 40 per week.)

Painters and Decorators, Sault Ste. Marie.

An Order in Council dated May 21 and gazetted June 6 makes binding the terms of a new schedule for painters and decorators at Sault Ste. Marie, to be in effect from June 16, 1953, during pleasure.

The terms of this schedule are similar to those previously in effect and summarized in the *LABOUR GAZETTE*, January 1952, p. 57, with the exception of the following:—

Specified holidays: Saturday after midday is not included in the list of specified holidays as previously.

Overtime: time and one-half during the 7-hour period immediately following a regular working day and during the 4-hour

period immediately following eight hours' work in any 24-hour period known as night work; double time for all other overtime including Sundays and seven specified holidays. No overtime without a permit from advisory committee. (Previously this applied to Labour Day only.)

Minimum hourly wage rates for a 44-hour week are increased from \$1.35 to \$1.75 for spray painting; from \$1.25 to \$1.65 for other work.

ALBERTA

Construction

Painters and Decorators, Calgary.

An Order in Council approved May 22 and gazetted June 15 makes obligatory the terms of a new schedule for painters and decorators at Calgary, to be in effect from June 25, 1953, until June 24, 1954.

Hours: eight per day, 40 per week. Provision is made for night shift work.

Overtime: time and one-half for all work done between 5 p.m. and 8 p.m. Monday through Friday and between 8 a.m. and 5 p.m. Saturday; double time for work done during other hours and for work on Sunday or any of nine specified holidays.

Minimum hourly wage rate: journeymen \$1.50 per hour; spray painters and men working on swing scaffolds 10 cents per hour extra. Work on night shift will be paid for at the rate of eight hours' pay for seven hours' work.

Apprenticeship conditions governed by the Alberta Apprenticeship Act.

Reduction of Waste Important LMPC Task

One of the most important activities of the LMPC at Canadian Tube and Steel Products in Montreal (see p. 1153) has been helping to reduce waste.

A questionnaire on the problem of waste designed to provide the basis for an organized attack on this industrial problem has been prepared. Incorporated in it are many LMPC ideas.

The questionnaire divides the types of materials where care should be exercised into four categories: *fabricating materials*, such as steel and brass; *maintenance materials*, such as fuel, oils and greases, acids and belting; *tooling materials*, such as tool steels, dies, etc.; and such *shipping materials* as boxes, kegs and ties. A series of questions, presented under each category, acts as an excellent yardstick for discus-

sion of the waste problem. In conclusion, the precis notes that "a good many answers (to these questions) are to be found in the scrap pan. Let's take a look and have a few suggestions ready for the next meeting."

One company official has commented on the LMPC as follows: "It has been our experience that in joint discussion . . . a free interchange of opinions and suggestions is creating a better understanding of the production problems confronting the successful operation of the plant which will serve as a constructive means of boosting mutual confidence, teamwork, and morale Our LMPC program we feel serves as a morale builder and a resultant instrument to improve production the sum of which provides a basic foundation for healthier industrial relations."

Legal Decisions Affecting Labour

Supreme Court of Canada renders judgment in cases involving labour relations boards of British Columbia, Nova Scotia, Ontario, Quebec

The Supreme Court of Canada on June 8 handed down decisions in four cases which arose out of the operation of labour relations legislation in British Columbia, Nova Scotia, Ontario and Quebec. In each of these cases the issue brought before the Court centred around the duty of the Labour Relations Board in respect to the certification of a union as bargaining agent for a group of employees.

In the British Columbia case, the complaint was that the Board had wrongly interpreted the definition of "employee" by failing to exclude from a bargaining unit employees who had access to confidential information. The Court held that the position taken by the Board was one that could reasonably be reached on the evidence and that in such circumstances the decision of the Board was final.

In the Nova Scotia case, the question was whether under the statute the Board had discretion to refuse certification to an applicant union, which had satisfied the Board that it fulfilled the conditions for certification set out in the Act, on the grounds that one of its leaders was a Communist. The Court held that the Board did not have authority to disqualify the union on that ground.

In the Ontario case, the complaint was that the Board had failed to exercise its duty to make a full inquiry into the question of "membership in good standing" which it was required to determine in order to decide whether the union was representative of the employees concerned. The Court held that the complaint was justified and that the order issued as a result of the incomplete inquiry was invalid.

In the Quebec case, the complaint was that the Board, without any hearing of the union's side, revoked a certificate as bargaining agent on the grounds that the union was engaging in an illegal strike. The Court held that the Board has a duty to hear both parties on any issue it decides and that the order made without a proper hearing was invalid.

In these cases the Supreme Court of Canada established that decisions of labour boards may in certain circumstances be brought before the courts for review even if the statute setting up the tribunal pro-

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

vides that its decision shall be final. The legislature is presumed to intend only that there shall be no right of appeal when the board is exercising the jurisdiction conferred upon it. If it exceeds its jurisdiction (that is, if it does more than the statute expressly permits) or if it declines jurisdiction (that is, fails to do all that the statute requires it to do), then there is the usual access to the courts. A board cannot add to its jurisdiction by a misinterpretation of the law.

The Labour Relations Board et al v. Canada Safeway Limited.

In the *Safeway* case, the Supreme Court dealt with the question whether the British Columbia Labour Relations Board had acted within its powers in including in a bargaining unit office employees who had access to confidential information.

The Retail, Wholesale and Department Store Union, Local 580, applied to the British Columbia Labour Relations Board for certification as the bargaining authority for office employees (except department managers and outside salesmen) at the distributing warehouses in Vancouver of Canada Safeway Limited. The Act provides that "the Board shall determine whether the unit is appropriate for collective bargaining, and the Board may, before certification, include additional employees in, or exclude employees from, the unit."

In the interpretation section of the Act, "employee" is defined as

a person employed by an employer to do skilled or unskilled manual, clerical, or technical work, but does not include:—

(a) a person employed in a confidential capacity or a person who has authority to employ or discharge employees:

(b) a person who participates in collective bargaining on behalf of an employer, or who participates in the consideration of an employer's labour policy . . .

The Board determined that the office employees, except in certain positions and classes of work which it listed on the back of the certification order, were a unit appropriate for collective bargaining. The unit comprised 24 comptometer operators, nine operators of Powers machines, six telephone operators and two duplicating machine operators. The excepted positions and classes of work were: managers, assistant managers, managerial secretaries, personnel records, payroll clerks, chief accountant, accountant, supervisor of comptometer operators, supervisor of Powers machine operators, pricing department clerk, advertising clerk, bulletin typist.

The company, by means of a writ of *certiorari*, obtained a review of the Board's decision in the British Columbia Supreme Court. The Court held that the Board's decision was within its powers. The company appealed this decision to the British Columbia Court of Appeal, which reversed it, holding that the Board had exceeded its powers. The union and the British Columbia Labour Relations Board then brought an appeal in the Supreme Court of Canada.

With two judges dissenting, the Supreme Court of Canada allowed the appeal and restored the judgment of the British Columbia trial court.

Mr. Justice Rand, in his reasons, described the nature of the work of the operators in question. The comptometer operators are engaged in the preparation and assembly of statistical and report material. What may be called the primary figures come to the central office from the warehouses, merchandising departments and retail stores in the zone, and are combined, consolidated or summarized in such detail and such manner as the company requires. In this matter appear prices, wages, bonuses, profits and other items. The Powers machines are used among other things to make out cheques to employees, for the preparation of invoices of goods to the retail stores, records of cost prices, sale prices and profit margins throughout the zone, and of daily and quarterly reports of volume sales of individual commodities. The duplicating machine operators reproduce the statistical returns and distribute incoming and handle outgoing mail.

From this description he considered it to be clear that the work done is simply the mechanical production of statements of the business. These statements may contain information which the company does not "broadcast from the housetops" but the operators do nothing about it except to transcribe it for the use of others. Their work is basically instrumental. The argument that they should be excluded from the definition of employees covered by the Act is based on the fact that they are "exposed to" the information.

This is a condition which is present more or less in every business and an employee is under a legal duty as a term of his employment to treat all such matters as the exclusive concern of the proprietor.

But the question under the statute is not to be determined by the test whether the employee has incidental access to this information; it is rather whether between the particular employee and the employer there exists a relation of a character that stands out from the generality of relations and bears a special quality of confidence. In ordinary parlance, how can we say that a person skilled to operate a comptometer and employed primarily because of that skill, who is presumably so fully occupied with the particular work of transcribing or consolidating, that the figures in general mean little to him, is by that exposure converted into an employee with a "confidential" relation? Between the management and the confidential employee there is an element of personal trust which permits some degree of "thinking aloud" on special matters; it may be on matters in relation to employees, competitors or the public or on proposed action of any sort or description; but that information is of a nature out of the ordinary and is kept within a strictly limited group. In many instances it is of the essence of the confidence that it be not disclosed to any member of any group or body of the generality of employees.

In his opinion, there is nothing of that sort here. With a large office of upwards of 35 employees engaged in similar occupation, the matter which they work into reports, so far as it is known to one of them, is of common knowledge throughout the office. They occupy no exceptional position in office organization. Most of them are now members of the union. He found no validity in the argument that "the certification of the union to represent them would open the floodgates of exposure of the company's business chiefly to competitors".

No such information would be used by any tribunal except by compelling the company to produce it or by permitting it to be disclosed by witnesses; but no evidence would be countenanced that had been obtained by a breach of duty. The feature a union would be interested in is the financial result of the business, and in this case that fact is published to the world.

He then went on to discuss how "confidential capacity" may be determined. He said that there is an element of confidence between an employer and all his employees and an ascending scale up to those whose relation takes on the "confidential capacity". The point at which that is reached is a matter of judgment to be formed by weighing all the circumstances. As an example, the handling of typewritten reports on advanced stages of atomic development might well today be classed as done by one in such a capacity. Apart from qualifications as a competent operator, integrity and the capacity for self-discipline and control might be an important consideration. Twenty-five years from now all that information may be as common as the formulas of chemistry.

Under the Act the responsibility for determining "confidential capacity" rests with the Board. In his words: "The task of evaluating all these considerations has been committed by the legislature to the Board; and so long as its judgment can be said to be consonant with a rational appreciation of the situation presented, the Court is without power to modify or set it aside."

Mr. Justice Taschereau, Mr. Justice Cartwright and Mr. Justice Estey, accepting the reasons of Chief Justice Farris of the Supreme Court of British Columbia, held that the appeal should be allowed simply on the grounds that, on the evidence before it, it was open to the Board to come to the conclusion that the operators in question were not in fact employed in such a capacity as to be excluded from the term "employees" within the meaning of the Act. In such circumstances they considered that effect must be given to the section of the Act which provides that this question is to be determined by the Board and its decision is final. They did not consider it necessary to inquire whether they would have reached the same conclusion.

Mr. Justice Kerwin, also concurring, did not rely on the provision making the Board's decision final but was satisfied that the Board and Chief Justice Farris came to the right conclusion on the question at issue. He dealt with the argument that the operators in question should be excluded as much as the accountant or supervisors. In his view, the duties of accountants and supervisors comprise much more than tabulating on machines information from various sources. They would collate the information with a view to presenting it, and

making recommendations in connection with it, to a superior employee. For these reasons he thought that the excepted employees were clearly distinguished from those in the unit.

Dissenting Opinions

The Chief Justice and Mr. Justice Kellock dissented, and would have dismissed the appeal. The Chief Justice accepted the reasons of the Chief Justice of the British Columbia Court of Appeal. Mr. Justice Kellock, in giving his reasons, said first that the sections providing that the question of whether a person is an employee is to be determined by the Board, and making the Board's decision final, do not exclude the supervisory jurisdiction of the court of there is "an error on the face of the proceedings".

The error alleged to be apparent on the face of the record in the case at bar is the view taken by the Board of the statutory definition of "employee". Although it is for the Board to determine whether or not a particular person is brought within the statutory definition, the Board may not misconstrue that definition.

He went on to discuss the meaning of "confidential":—

The difference to my mind between a person employed in a confidential capacity and one not so employed is that, in the former case, for reasons, it may be, of convenience or necessity on the part of the employer in the conduct of his business or affairs, the employee is put in possession of matter which the employer regards, from his standpoint, as secret or private.

In this case, the company operates chain stores on a large scale and of necessity requires the assistance of a considerable number of employees in dealing with matters which it desires to keep private. While it is true that being a public company, its annual profits and losses are published, profits or losses for each individual store are not published and "it is obvious that the respondent would have the best of reasons for desiring to keep such information to itself and not available to its competitors". It is detailed information of this sort that the employees in question are dealing with. In his view the Board, in its interpretation, was departing from the plain meaning of the language used by the legislature.

Smith & Rhuland Limited v. The Queen, on the relation of Brice Andrews et al.

The case concerns the rejection by the Labour Relations Board of Nova Scotia of an application from the Industrial Union

of Marine and Shipbuilding Workers of Canada, Local 18, for certification as the bargaining agent of employees in a collective unit. The Board found the unit appropriate for bargaining purposes and the other conditions of certification to be met, but refused certification on the ground that the secretary-treasurer of the union, Bell, who had organized the local body and as its acting secretary-treasurer had signed the application, was a Communist and the dominating influence in the union. The Supreme Court of Nova Scotia, on *certiorari*, set aside the Board's order dismissing the application and directed the Board to reconsider it, holding that the Board had, in the circumstances, no discretion to refuse but that, even if it had, the discretion had been improperly exercised. Before the Supreme Court of Canada both these grounds were challenged.

The first, that the Board had no discretion to refuse certification if the prescribed conditions were met, depends on the interpretation of the word "may" in Section 9(2)(b) of the Nova Scotia Trade Union Act, which reads:—

If a vote of the employees in the unit has been taken under the direction of the Board and the Board is satisfied that not less than 60 per cent of such employees have voted and that a majority of such 60 per cent have selected the trade union to be bargaining agent on their behalf; the Board may certify the trade union as the bargaining agent of the employees in the unit.

The provincial Interpretation Act provides that "may" shall be construed as being permissive. Such definitions in the Interpretation Act are to apply "in so far as they are not inconsistent with the interests and object" of the Acts to which they extend.

The reasons of Mr. Justice Kerwin, Mr. Justice Estey and Mr. Justice Rand were delivered by Mr. Justice Rand.

Examining the Trade Union Act, Mr. Justice Rand found that it exemplified strikingly the contrasted uses of "shall" and "may":—

For instance, in 9(1) we have "the Board shall determine" whether the unit is appropriate; "the Board may . . . include additional employees in the unit"; "the Board shall take such steps to determine the wishes of the employees"; 9(4) "the Board . . . may, for the purpose . . . make such examination of records or other inquiries, etc."; "the Board may prescribe the nature of the evidence to be furnished"; 9(5) "the Board, in determining the appropriate unit, shall have regard to the community of interests"; 9(7) "if the Board is not satisfied . . . it shall reject the application and may designate the time before a new application will be considered"; Sec. 11, the Board "may revoke the certificate."

There are other examples, and in the face of them, Mr. Justice Rand held that it would be "an act of temerity to hold that in the clause before us the word is to be taken in an imperative sense". The word is to be taken as permissive and as "connoting an area of discretion".

The remaining question was whether the Board, in its rejection, acted within the limits of that discretion. In examining this question, Mr. Justice Rand assumed the findings made as to Bell's adherence to the doctrines of communism and the strategy and techniques by which they are propagated.

The Board's finding of domination was based on the key position of general secretary-treasurer and organizer which Bell held, on his acceptance of communistic teachings and by the fact that the Communist Party requires its adherents to seek by deceit, treachery and revolution to subvert democratic institutions. As summed up by His Lordship:—

That is to say, the circumstance that an officer of a federated labour union holds to these doctrines is, *per se*, and apart from illegal acts or conduct, a ground upon which its local unions, so long as he remains an officer, can be denied the benefits of the Trade Union Act.

No one can doubt, he said, that the problem presented in choosing between toleration of those who hold such doctrines and restrictions repugnant to our political traditions is a difficult one; but there are certain facts which must be faced.

He pointed out that there is no law in this country against holding such views nor of being a member of a group or party supporting them:—

This man is eligible for election or appointment to the highest political offices in the province: on what ground can it be said that the legislature of which he might be a member has empowered the Board, in effect, to exclude him from a labour union? or to exclude a labour union from the benefits of the statute because it avails itself, in legitimate activities, of his abilities?

If it should be shown that a union is not intended to be an instrument of advantage and security to its members "but one to destroy the very power from which it seeks privilege" then a different situation would be presented. That was the situation in *Branch Lines Limited v. Canadian Seamen's Union* which was held to justify a revocation of the certificate by the Canada Labour Relations Board.

In this case nothing was urged against the local union; it seeks the legitimate end of the welfare of its members. The

federated body to which the local belongs is affiliated with the Canadian Congress of Labour. During 1951, two local units of this union were certified by the Board. To treat the communistic views of the organizer as a ground for refusing certification he termed "a want of faith in the intelligence and loyalty of the membership of both the local and the federation".

The dangers from the propagation of the communist dogmas lie essentially in the receptivity of the environment. The Canadian social order rests on the enlightened opinion and the reasonable satisfaction of the wants and desires of the people as a whole; but how can that state of things be advanced by the action of a local tribunal otherwise than on the footing of trust and confidence in those with whose interests the tribunal deals? Employees of every rank and description throughout the Dominion furnish the substance of the national life and the security of the state itself resides in their solidarity as loyal subjects. To them, as to all citizens, we must look for the protection and defence of that security within the governmental structure, and in these days on them rests an immediate responsibility for keeping under scrutiny the motives and actions of their leaders. Those are the considerations that have shaped the legislative policy of this country to the present time and they underlie the statute before us.

For these reasons he did not think that the Board was empowered to take away rights from a labour organization because there was among its officers an individual holding political views considered by the Board to be dangerous. There must be some evidence that, with the acquiescence of the members, he had directed the union towards ends destructive of its legitimate purposes to justify excluding employees from the rights and privileges of a statute designed primarily for their benefit. The appeal was accordingly dismissed.

Mr. Justice Kellock, holding with the majority that the appeal should be dismissed, adopted somewhat different reasoning. In his view, when the statute provides that the Board "may" certify the union, it contemplates the other questions which the Board has to decide concerning the appropriateness of the unit as set out in Section 9(3). This he considered to be the only interpretation of "may" which would be in harmony with Section 8, which provides for the certification of a union to represent a craft unit and which says that, under certain conditions, the union "shall be entitled" to be certified. He did not consider that "may" was intended to denote an area of discretion; accordingly other considerations than those the Board is directed by the statute to consider are

irrelevant. In this case he held that the Board's decision was reached upon a consideration of extraneous matters; for this reason he would dismiss the appeal.

Dissenting Opinions

Mr. Justice Taschereau, Mr. Justice Cartwright and Mr. Justice Fauteux dissented, holding that the Board properly exercised a discretion conferred on it by the statute and that it was not the function of the court to interfere. Mr. Justice Cartwright, in a judgment with which Mr. Justice Fauteux concurred, summed up his position as follows:—

In the case at bar, the Board was guided by the fact, as found by it, that the dominant leadership and direction of the applicant union was provided by a member of the Communist Party, to the conclusion that certification would be inconsistent with the principle and purpose of the Act and contrary to the public interest. I am quite unable to say as a matter of law that this was an extraneous consideration. It must not be forgotten that under Section 11 certification once granted may be revoked but only after it has been in effect for not less than ten months. It is not necessary that I should express an opinion as to whether the decision of the Board was right or wise. It appears to me to be a decision made in the *bona fide* exercise of a discretion which the legislature has seen fit to commit to it and not to the courts.

They would have allowed the appeal and set aside the order of the Supreme Court of Nova Scotia.

Toronto Newspaper Guild, Local 87 v. Globe Printing Company.

By leave of the Court of Appeal for Ontario, the Toronto Newspaper Guild, Local 87, appealed from a judgment of that Court affirming an order of the High Court of Justice quashing a certificate of the Ontario Labour Relations Board. The certificate entitled the union to act as bargaining agent for the employees of the circulation department of the Globe Printing Company.

With two judges dissenting, the Supreme Court of Canada dismissed the appeal.

Mr. Justice Kellock in his reasons for decision set out the facts in detail. The Toronto Newspaper Guild applied to the Ontario Labour Relations Board to be certified as bargaining agent for certain employees in the circulation department of the Globe Printing Company, claiming to have a majority of the employees as members in good standing.

The Labour Relations Act 1948 (Ontario) and regulations under it (the legislation under which the application was made) empower the Board to grant certification

if satisfied that the majority of the employees in a unit appropriate for collective bargaining are members in good standing of an applicant trade union. If a question arises whether a person is a member in good standing of a trade union, the Board is to decide the question, such decision to be final and conclusive. Another section of the Act provides that the decisions of the Board are not to be reviewed by any court.

As required by the rules made by the Board, the application was verified by the affidavit of the secretary of the applicant union and written notice of its filing was duly given to the company by the registrar of the Board. In its reply the company requested the Board to determine if the applicant represented a majority of the employees in the unit. A hearing was called by the registrar.

The statute contains provisions which indicate the nature of the hearing that is to be held:—

(7) The Board and each member thereof shall have the power of summoning any person and requiring him to give evidence on oath before the Board and to produce such documents and things as may be deemed requisite for the full investigation of any matter coming before the Board and shall have the like power to enforce the attendance of witnesses and to compel them to give evidence and to produce documents and things as is vested in any court in civil cases.

(8) The Board and each member thereof may receive and accept such evidence and information on oath, affidavit or otherwise as in its or his discretion it or he may deem fit and proper whether admissible as evidence in a court of law or not.

It is further established by case law (*Board of Education v. Rice*, 1911 A.C., 179) that a tribunal of the nature of the one here in question "must act in good faith and fairly listen to both sides, for that is a duty lying upon every one who decides anything," and that it must give a fair opportunity to those who are parties in the controversy for correcting or contradicting any relevant statement prejudicial to their view.

At the hearing, after the matter of the composition of the bargaining unit was disposed of, the Board proceeded to deal with the claim of the union to have a majority of the employees in its membership. The union claimed to have 59 members and filed documents said to represent 57 members who had paid initiation fees or dues. As requested by the Board, the company's counsel filed lists of employees of the department as of the date of the application and the date of the hearing.

Counsel for the company then contended that the documents filed by the union in support of its membership claims did not show that a majority of the employees in the unit were members in good standing and he asked to cross-examine the union secretary. He stated that he had information that a number of employees had sent in resignations. The chairman stated that he saw no relevancy to resignations. Counsel for the union objected to any cross-examination of union officials and said that the documents which had been filed did represent members in good standing according to the union's constitution. The chairman ruled against cross-examination of the witness. Counsel for the company then urged that a heavy onus lay upon the Board to make a full investigation to satisfy itself, and that it should itself question the witness and examine the documents, or examine some or all of the employees in the department, or order a vote by secret ballot.

The Board did not take a vote, or, so far as is disclosed by the record, make any further inquiry, and issued an order certifying the union as bargaining agent for the employees in the defined unit.

Mr. Justice Kellock considered it to be plain from this recital of the facts that there was no hearing of the matter before the Board for investigation within any reasonable interpretation of the word.

In the case at bar it was impossible for the Board to determine whether any one of the persons alleged to be members of the appellant was in fact a member in good standing if the Board refused to enter upon the question as to whether or not, assuming membership to have originally existed, it had continued. This was the very obligation placed upon the Board by the statute. By refusing to enter upon it, the Board in fact declined jurisdiction. It is well settled that any order pronounced by an inferior tribunal in such circumstances is subject to the supervising jurisdiction of the superior courts, exercisable by way of *certiorari*.

He then dealt with the contention of counsel for the Guild that a mere refusal to permit the cross-examination of a witness does not amount to a "manifest defect of jurisdiction" such as to make the Board's action subject to court review. The refusal to permit cross-examination might not have been so considered had the Board not itself declined to enter into the inquiry which the statute laid upon it.

He dismissed the point that the Board's failure to consider resignations might have been for the reason that under the union constitution any withdrawal of membership was ineffective at the time of the

hearing, since this point was not raised in the courts below nor was any material filed with the court.

Mr. Justice Fauteux reviewed the obligation of the Board to decide any question submitted before concluding that the alleged members of the union were in good standing.

On a consideration of the material admittedly showing what took place before the Board, I cannot convince myself that the latter did not decline jurisdiction as a result of its rulings on the various requests made at hearing by the respondent, all of them being directed to the contestation of the right of the appellant trade union to be certified as bargaining agent. In the perspective of all that took place, the ruling as to the evidence is, I think, as much, if not more, consistent with a declining of jurisdiction than with a wrongful refusal to receive evidence.

Mr. Justice Kerwin, after reviewing the facts and the applicable legislation, noted that, since the Board refused to order a vote as requested by the employer, the Board's jurisdiction to certify depended upon its being satisfied that the majority of the employees in the unit were members in good standing of the union.

But the Board said that it was irrelevant whether certain individuals had resigned from the Union and it therefore declined to investigate that all important question. In proceeding to certify, it exceeded its jurisdiction and excess of jurisdiction has invariably been held to be a ground upon which a Superior Court could quash an order of an inferior tribunal.

Dissenting Opinions

Mr. Justice Cartwright, dissenting, was unable to find from the record that the Board's procedure was such that it had exceeded its jurisdiction or that it had failed to fulfil a duty laid upon it by the statute.

What is complained of is that the Board refused to permit cross-examination or to receive or obtain for itself evidence all directed to establishing that between the date of the application for certification and the date of the hearing a number of employees of the respondent who had theretofore been members of the appellant had sent in their resignations and had consequently ceased to be "members in good standing".

He pointed out that it was clear that before ruling that resignations were irrelevant, the Board heard full argument from counsel for both parties.

The ruling indicates that the Board reached the conclusion that a member who sent in his resignation during the stated period nonetheless remained a member in

good standing at the date of the hearing. If this conclusion was right then the evidence tendered was irrelevant. It may well be that the conclusion was wrong; but that would, or might, depend upon the provisions of the constitution of the appellant which may or may not have been before the Board or upon the contents of the written applications for membership which were before the Board.

Even assuming that the Board was wrong in refusing to receive evidence, the refusal, in his view, was for the reason that even if received it would not prove the subject matter into which the Board was bound to inquire, that is whether those who sent in their resignations ceased to be members in good standing.

I conclude, therefore, that no refusal to hear the parties, or excess of jurisdiction or declining of jurisdiction is made out and that effect must be given to the provisions of the statute which render the decision of the Board final and forbid its review.

Mr. Justice Rand also dissented from the Court's decision. After reviewing the legislation, he said that the provision of the Act excluding the control of the courts is designed to apply to the scope of action within which the Board is intended by the legislature to act. *Ultra vires* action is a matter for the superior courts. The real controversy lies in the determination of the boundaries of that contemplated scope.

Certainly where the Board is at liberty to inform itself of matters of fact by any means, as it is here, and where it can act if "satisfied" of certain things and where its findings are declared to be final and judicial review excluded, I doubt that the test can be anything less than this: is the action or decision within any rational compass that can be attributed to the statutory language?

He noted that neither the statute nor the regulations made any reference to a hearing; the hearing is a step that arises by implication from procedural rules. Assuming that the parties have a right to a hearing, "it has been encrusted with so many qualifying powers in the Board that its ordinary function has been virtually emasculated". It is reduced to an opportunity for each side to present its own evidence unilaterally and by its own means only. It may be disclosed to the Board only.

Such a method, in his view, "clashes with the lessons of our law's experience; the best means to truth remain those of open disclosure of the facts". Yet, he pointed out, both unions and employers are apt to insist strongly upon the secrecy of what is called "confidential" matter. In general the open public court is recognized as "the

citadel of our legal system". Authority to make decisions on matters undisclosed to both sides is the first step toward arbitrary judgment, the final stage of which, if allowed to be pursued, is dictation.

These considerations, however, he held to be irrelevant where there is no clear departure from the field of action defined by the statute, and he found none in this case. It is to the legislature, not the courts, that complaints against the procedure authorized by the legislation must be addressed.

L'Alliance des Professeurs catholiques de Montréal v. La Commission des Relations ouvrières de la province de Québec et La Commission des Ecoles catholiques de Montréal, Mise-en-cause.

In the Montreal teachers' case, the Supreme Court, with no dissenting opinion, found the Board's decertification order to be invalid. The Chief Justice in his reasons for decision carefully set out the steps leading up to the placing of the issue before the Supreme Court.

On May 12, 1944, the Quebec Labour Relations Board certified *L'Alliance des Professeurs Catholiques de Montréal* (the Association of Catholic Teachers of Montreal) as the bargaining agent for all teachers in the French schools of the Montreal Catholic School Commission.

In January 1949, the Association and the School Commission had not succeeded in negotiating a collective agreement covering salaries for the current year. At a general meeting of the Association held January 12, the majority of the members present voted in favour of a strike which was to begin Monday, January 17. The strike took place on that date but, at the end of the week, the teachers decided to return to work, and did so on Monday, January 24. During the strike, on January 21, the School Commission addressed a letter to the Board requesting the cancellation of the certificate as bargaining agent held by the Association. On the same day, without a hearing or notice to the Association, the Board rendered a decision cancelling the certification. This decision was sent to the Association by telegram the same day and confirmed by a letter the following day.

On April 27, 1949, the Association applied to a judge of the Superior Court for an order authorizing the issue of a writ of summons. In its application which accompanied the writ, the Association claimed that the cancellation of the certificate as bargaining agent was illegal, since a strike was not a just cause for cancellation and

because, in addition, the Association had not received any notice of the request for decertification. It asked for a declaration that the Board had exceeded its jurisdiction in its decision of January 21 and that in consequence this decision should be adjudged null and void. Leave was given to bring the issue into court and an order was made restraining the Board from acting on the revocation until the trial of the action.

The judgment of the Superior Court given September 23, 1950, confirmed the writ of prohibition and quashed the Board's decertification order. The Labour Relations Board appealed this decision to the Court of King's Bench, Appeal Side, and the appeal court reversed the decision. The Association then brought an appeal to the Supreme Court of Canada.

After setting out the facts the Chief Justice reviewed the reasons given by Mr. Justice Savard in the Superior Court for finding that the Board had exceeded its jurisdiction and that the decertification order should be quashed. He stressed the fact that not only did the Board render a decision without notice to the Association, or the holding of a hearing, but that it actually gave the decision before the matter was properly before it. The application of the School Commission was prepared at Montreal after a meeting of the Commission and was dated January 21. That is the same day that the Board, sitting at Quebec, granted the request, although it did not receive the Commission's submission until January 24.

What this amounts to is that the Board granted the request of the School Commission without even having received it, and then telegraphed the decision cancelling the certification to the Association. In the Chief Justice's words,

Voilà une justice expéditive, s'il en est une: Le jugement rendu avant que la requête fut devant la Commission intimée et la partie intéressée informée par télégramme.

He held with the judge of the Superior Court that this procedure was contrary to the fundamental principles of justice.

He then reviewed the article of the Code of Civil Procedure which provides that no judicial question can be adjudicated upon unless the party against whom it is made has been heard or duly summoned; he cited numerous cases in which the principle had been applied.

Whatever powers of discretion a body such as the Labour Relations Board may have, it is not a question here of discretion but of the most arbitrary action. Even

if it is called an administrative body, whenever it exercises a semi-judicial function, as it did in this instance, it becomes an inferior tribunal in the sense of Article 1003 of the Code of Civil Procedure. It did more than exceed its jurisdiction; it acted without any jurisdiction and its action gives rise to a writ of prohibition.

He dealt next with the semi-judicial nature of the Board's functions. The Association possessed the certificate as bargaining agent issued by the Board. Under Section 7 of the Labour Relations Act, the Board, before issuing the certificate, was under a duty to assure itself of the representative character of the Association and of its right to be recognized, after having examined its books and records. He called attention to the phrase "right to be recognized" which appears in the Act.

In addition, under Section 41, the Board may, for cause, revise or cancel any decision or order rendered by it or any certificate issued by it. This power is given the Board only "for cause". The situation then was that the Association had been recognized by the Board and that this recognition could not be revoked arbitrarily, nor even in the exercise of discretion, but only "for cause". Consequently, in revoking the Association's certificate, the Board was taking away a right and the decision that it rendered was thus strictly a judicial decision in which the Board was called upon to judge whether cause existed to take away the right.

In such circumstances, the rule is that the party whose right is at stake must be given a hearing and the opportunity to defend himself. This is borne out by many cases. The Chief Justice quoted from a judgment of the Privy Council in a Quebec case (*Lapointe v. Association de Bienfaisance et de retraite de la Police de Montréal*, 1908 AC 535):—

They are bound in the exercise of their functions by the rule expressed in the maxim '*Audi alteram partem*' that no man should be condemned to consequence resulting from alleged misconduct unheard, and without having the opportunity of making his defence. This rule is not confined to the conduct of strictly legal tribunals, but is applicable to every tribunal or body of persons invested with authority to adjudicate upon matters involving civil consequences to individuals.

This well-recognized principle is found in the Act itself. Section 50 gives certain powers to the Labour Relations Board and stipulates that, in case of violation of the section on forbidden practices, the Board may, without prejudice to any other

penalty, decree the dissolution of the association, but "after giving it an opportunity to be heard and to produce any evidence tending to exculpate it". In the appeal court, the point was made that since this provision appeared in the Act only in the case of violations of the section on forbidden practices, it must have been intended that no notice was required under Section 41. That no one may be condemned or deprived of his rights without being heard is a general rule of law and it would take more than the silence of a statute to deprive any one of it. It would be necessary for the legislature to use explicit terms to put aside this obligation which rests on all tribunals.

He then dealt with the main argument upon which the majority of the appeal court had based their opinion, that is, that the fact that the Act (Section 36) gave the Board all the powers, immunities and privileges of commissioners appointed under the Public Inquiry Commission Act, and that a provision of that Act is to the effect that "no writ of injunction or prohibition or other legal proceeding shall interfere with or stay the proceedings of the commissioners in the inquiry (RSQ 1941, c. 9, s. 17)." Along with the judge of the trial court, he was of the opinion that there was no reason to conclude that the Legislature intended to make this provision applicable to the Labour Relations Board. In any case it could not be invoked to prevent a writ of prohibition against a judgment rendered without jurisdiction.

Much could be said, the Chief Justice remarked, on the constitutionality of statutory provisions which purport to prevent superior courts from examining the validity of decisions rendered by this or that board and of shutting off access to the regular courts of the country. In this case, the constitutionality of the section was not raised. The Supreme Court of Canada could have raised the issue, in which event the Attorney General of Canada and of the Attorney General of the Province of Quebec would have had to be notified. In his view it was better to wait until that question becomes essential to the decision of a case. In this case it was not essential.

Mr. Justice Fauteux and Mr. Justice Kerwin, each writing separate reasons for decision, were in agreement with the Chief Justice that the appeal should be allowed on the ground that the Board was bound to give notice to the teachers' Association and to hear any representations the

Association desired to make before deciding whether the certificate should be cancelled.

Mr. Justice Rand considered that this question also had been raised in the appeal: whether a strike called in violation of the Labour Relations Act and of the Public Services Employees Disputes Act is a cause for revoking a certificate of representation under the Labour Relations Act to a professional syndicate, i.e. an employee organization incorporated under the Professional Syndicates Act.

In considering this question he first looked at the Labour Relations Act to determine the scope within which the legislation was conceived and enacted and was intended to be administered. In his words, the object is

to promote the reconciliation, with the least waste, and by rational means, of the conflicting interests of employers and employees. Indirectly it seeks the broader object of maintaining confidence and faith of the community in itself and its solidarity in freedom by furnishing means for reaching adjustments between those who employ and those employed in the execution of the various functions of our complex life.

The effect of revocation would be to deprive the syndicate of its right to

require negotiation by the employer until, on the basis of the argument submitted by counsel for the Board, the Board in its wisdom thought the punishment had been sufficient or until the Association, to the satisfaction of the Board, in some form or other, "had purged itself of its sin". Until then, the Association would, in effect, be outlawed. Such a conception could not, in his view, be reconciled, on any reasonable view of the objects of the statute, with promoting harmony in any service or work, public or private.

Further, it is a basic rule that where an Act creates an offence and provides a penalty for it, that penalty, in the absence of language indicating a contrary intent, is to be presumed to be the only punishment intended. There is nothing in the statute in question from which the slightest implication can be drawn that other punishment was intended; but the Board imposed other and severe punishment.

The argument that the strike showed the Association not to be a group that seeks its object "with respect for law and authority", as in the definition of "association", he thought could not be taken seriously.

Recent Regulations, Federal and Provincial

General increase in minimum rates made in Saskatchewan; regulations under province's Mines Regulation Act revised. In Manitoba, annual fair wage schedule for construction industry is issued. Details of procedure for payment of pensions to disabled laid down in Alberta

Under the Saskatchewan Minimum Wage Act, a general increase in the minimum rates to \$26 and \$24.50 a week became effective June 1; the coverage of the Act was extended to the entire province. Since the coverage of the Hours of Work Act and the Minimum Wage Act is the same, hours of work orders were revised and reissued to make provision for the extension.

Significant changes were made in a new revision of the regulations under the Saskatchewan Mines Regulation Act.

In Manitoba, the annual fair wage schedule for the construction industry was issued, establishing higher minimum rates of pay.

Regulations made under the recently proclaimed Boiler and Pressure Vessels Act of Ontario set out qualifications for certificates of competency of boiler inspectors and the procedure for registration and approval of designs of boilers, pressure vessels and plants.

Schedules of fees for the examination of building plans were set out in regulations under the Ontario Factory, Shop and Office Building Act.

Details of administrative procedure for the payment of pensions to disabled persons were laid down in Alberta.

FEDERAL

Department of Veterans Affairs Act

Disabled veterans employed in sheltered employment workshops operated by the Minister of Veterans Affairs are deemed to be "employees" within the meaning of the Government Employees Compensation Act as a result of a revision of the Vetcraft Shops Regulations made by an Order in Council (P.C. 1953-502) on March 31 and gazetted April 22. Employees in Vetcraft Shops, who are paid at wage rates recommended by the Minister and approved by Treasury Board, will receive compensation for injury or disablement incurred from their employment at the same rate as persons employed by private employers, according to the terms of the Workmen's Compensation Act of the province in which the accident occurs or the disease is contracted.

The other provisions of the regulations were not changed (L.G., 1951, p. 1700).

PROVINCIAL

Alberta Disabled Persons' Pensions Act

Regulations under the Disabled Persons' Pensions Act passed at the 1953 session of the Alberta Legislature have been issued laying down the details of administrative procedure under the Act, which provides for the payment of pensions to needy disabled residents of the province.

The Act defines a "disabled person" as one who is suffering from a chronic disability and is physically unfit for gainful employment. A disability is considered chronic when a person has suffered from it for a period of 12 months or longer. The pension, not to exceed \$40 a month, is payable to a disabled person who is at least 21 years of age and who has resided in Alberta for the 10 years immediately preceding the date of his application for a pension, provided he is not in receipt of certain other types of assistance, such as an allowance under the Blind Persons Act, and provided that his income, including the pension, does not exceed \$720 a year if he is unmarried or \$1,200 a year for both the recipient and his wife if he is married. The Act came in force on June 1.

Also effective on that date, the regulations, gazetted April 30 and approved by O.C. 550-53, provide for the making and investigation of applications and the payment of pensions. In form and wording the regulations are similar to those providing for old age assistance and other pensions.

A person who has attained the age of 20 years and eight months may apply for the pension. The following particulars must be given in the application: the full name of the applicant (a married woman must also give her full maiden name); the place and date of birth of the applicant and his spouse; his present address and the place or places of residence during the 10 years preceding the date of application; the particulars of marital status; the occupation, income and means of subsistence of the applicant and spouse; and particulars of any real or personal property (apart from household furnishings or personal effects) owned by the applicant or spouse at the date of application or transferred to any person during the preceding five years. The application must be supported by a statutory declaration that all statements made are true and that no information required has been concealed or omitted.

An investigation must be made before the Pensions Board may grant, suspend or reinstate a pension or alter the rate of a pension. The regulations set out the evidence which may be accepted by the Board as proof of age, marital status and residence and outline the method of determining income.

The Board is to include as income the pension paid under the Act, any assistance given to an applicant's spouse under any other pension legislation, interest from real or personal property and the value of board and lodging furnished either free or for a nominal charge. The amount considered as income, where board and lodging are supplied free or for a nominal sum, may not be less than \$10 a month for lodging, \$20 a month for board, or \$30 a month for board and lodging for a single person and \$15, \$30 and \$45, respectively, for a married couple.

Temporary absences from Alberta which when totalled and averaged do not exceed 60 days a year are not considered to be interruptions in the residence in Alberta of the applicant. Certain types of employment outside the province are also deemed to be equivalent to residence in Alberta. They include employment on ships, trains and fishing boats, seasonal employment for not more than six months in one year, employment by a Canadian firm or by the United Nations and missionary work, provided that, in any of these cases, the applicant had a permanent place of abode in the province or maintained a self-contained domestic establishment there. Absence from Alberta on government service or with the Armed Forces (including

war service with an ally of Canada) is also counted as residence in Alberta, if the applicant returned to Alberta when his duties abroad ended.

The pension, payable at the end of each calendar month, is to be suspended while a recipient is absent from Alberta; but the Board may pay the pension for any period of absence less than 92 days in the year preceding the recipient's return. The pension must also be suspended if the recipient is in prison with a sentence of more than 30 days, if he is in a public mental hospital, or if he does not comply with the Act or regulations. An amendment made by O.C. 671/53, gazetted May 30, requires suspension of the pension if the recipient is in a provincial sanatorium or other public institution.

Any increase or reduction in income or real property of a recipient or his wife must be reported to the Board. Authority is given to the Board to recover any sum improperly paid to the recipient.

Alberta Widows' Pensions Act

The Widows' Pensions Regulations (L.G., 1952, p. 1103) were re-issued without significant change, effective from April 1. The new regulations were approved by O.C. 549-53 and gazetted April 30.

The Board administering the Act and regulations, formerly known as the Old Age Pensions Board, is now the Pensions Board. It also administers the Blind Persons Act, the Old Age Assistance Act, the Supplementary Allowances Act, and the Disabled Persons' Pensions Act. With respect to administrative procedure, the Widows' Pensions Regulations are almost identical with the Disabled Persons' Pensions Regulations described above.

An amendment to the Widows' Pensions Regulations, gazetted May 30 and effective June 1, makes confinement of a widow to a provincial sanatorium or other public institution a reason for suspending payment of her pension.

British Columbia Electrical Energy Inspection Act

New schedules of fees for inspection services have been issued under the British Columbia Electrical Energy Inspection Act. In all but a few cases, the fees are higher than previously. The schedules form a part of the regulations under the Act (L.G., 1950, p. 1064; 1951, p. 244), which were re-issued with little other change by O.C. 653 of March 21, gazetted April 9. These regulations require permits for electrical work anywhere in the province and provide for the inspection of all such work.

British Columbia Hours of Work and Minimum Wage Acts

Commercial travellers in British Columbia are now exempt from the operation of the Hours of Work Act and the Male and Female Minimum Wage Acts. The exemption, provided for by Hours of Work Regulation No. 39 and Minimum Wage Regulation No. 1, took effect on May 28.

Amendments to the Minimum Wage Acts, passed during the 1953 session of the Legislature, authorized the Board of Industrial Relations to make exemptions for the purpose of efficient administration. It had been found impracticable for employers to keep the required daily records of the wages and hours of these employees.

British Columbia Workmen's Compensation Act

Work in a prison hospital unit is now considered employment in which workers who contract tuberculosis may receive compensation under certain conditions. The change in the schedule of industrial diseases, gazetted April 9, was made and became effective April 1.

To be eligible for compensation for tuberculosis, a worker in a prison hospital unit must be free from evidence of the disease when tuberculosis became an industrial disease applicable to him under the Act, that is, on April 1, 1953; must be free from the disease when first entering such employment; and must continue to be free from evidence of tuberculosis for six months after being employed unless he can show by means of a negative tuberculin test that he was free from tuberculosis infection at the time of employment.

Similar places of employment already covered in the schedule are hospitals, sanatoria, clinics, the British Columbia Medical Research Institute, and a public health unit of the provincial Government, of the University of British Columbia, of any municipality, of a school board, or of a branch of the Victorian Order of Nurses.

Manitoba Fair Wage Act

Fair Wage Schedule for 1953-54

The annual schedule of minimum rates of wages and maximum hours of work prescribed by the Fair Wage Board for certain public and private construction work in Manitoba (Reg. 11/53) was gazetted April 25 and will be in effect from May 1, 1953, to April 30, 1954. The schedule as regards Zone "A" rates and hours (Greater Winnipeg) is chiefly based on provisions of existing collective agreements.

The number of zones for which differing rates are set by the schedule was reduced from three to two. Zone "A" rates apply

to public and private work in Winnipeg and a 30-mile radius; Zone "B" rates apply to public work elsewhere in the province and to private work in cities and towns with a population of more than 2,000. These cities and towns are now listed and include Brandon, Dauphin, Flin Flon, Minnedosa, Neepawa, Portage la Prairie, Steinbach, Swan River and The Pas. Formerly, the schedule set rates for Zone "C", which applied to public and private work in Brandon, now included in Zone "B".

"Public work" includes public works authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister and an employer.

"Private work" means the construction, remodelling, demolition or repair of any building or construction work in the Greater Winnipeg Water District or of any such work, irrespective of the number of contracts made, in any city or town with a population exceeding 2,000, or in any other part of the province to which the Act may be extended by the Lieutenant-Governor in Council, provided that the total cost of such work exceeds \$100.

All the minimum hourly rates in Part I of the schedule were raised except those for bridge and structural steel and iron workers; linoleum floor layers; and persons employed on mastic floor work as kettlemen, rubbers and finishers and spreaders and layers. The increase is 10 cents an hour in most cases.

A rate of \$1.40 an hour is set for the first time for helpers with at least two years' experience assisting journeymen electrical workers in Zone "A". For these workers, a maximum 48-hour week is set.

By a further change, lathers working on wood and wire must now receive the higher rates formerly paid only to metal lathers. Previously, these workers were governed by a lower rate fixed for lathers working on material other than metal.

The maximum weekly hours in all cases remain the same as those fixed for last year.

In Part II of the schedule the minimum rates for all classes of workers engaged in public road and bridge works in those parts of the province outside the limits of the City of Winnipeg were raised by five cents an hour. The maximum hours for which straight-time rates are paid over each two-week period remain at 108.

As previously, with respect to overtime, it is provided that time worked in excess of the standard weekly hours listed in the schedule must be paid for at not less than time and one-half the minimum scheduled rate and work on Sundays must be paid for at double time.

The schedule also notes that employers in construction work in Greater Winnipeg are required to affix vacation-with-pay stamps in a worker's stamp-book to the extent of two per cent of the total wages earned in each pay-period.

The schedule follows:—

FAIR WAGE SCHEDULE

Zone "A" Rates Apply:

To both "public work" and "private work", as above defined, Winnipeg and a radius of thirty (30) miles, measured from the intersection of Osborne Street and Broadway.

Zone "B" Rates Apply:

- (1) To "public work", as above defined, in all other parts of the Province except where Zone "A" rates apply.
- (2) To "private work", as above defined, wherever the population exceeds 2,000 except where Zone "A" rates apply.
- (3) In the Town of Flin Flon the minimum basic wage rate specified in Zone "B" applies but the maximum hours per week shall in all cases be 48.

SCHEDULE "A"—PART I

The following schedule shall apply from and after May 1, A.D. 1953, on "Private Work" and on "Public Works", as described above:

Occupation	ZONE "A"		ZONE "B"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Minimum per hour	Maximum per week	Minimum per hour	Maximum per week
1. Asbestos Workers—				
(a) Journeyman.....	\$ 1.80	40	\$ 1.70	48
(b) 1st Class Improvers.....	1.50	40	1.45	48
(c) 2nd Class Improvers.....	1.35	40	1.30	48

SCHEDULE "A" PART I—continued

The following schedule shall apply from and after May 1, A.D. 1953, on "Private Work" and on "Public Works", as described above:

Occupation	ZONE "A"		ZONE "B"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Minimum per hour	Maximum per week	Minimum per hour	Maximum per week
	\$		\$	
2. Bricklayers.....	2.10	40	1.95	44
3. Bridge and Structural Steel and Iron Workers.....	1.90	40	1.90	44
4. Carpenters and Millwrights.....	1.90	40	1.75	44
Carpenters.....	City of Brandon		1.80	44
5. Cement Finishers (in warehouse or large floor area jobs)	1.25	48	1.20	48
6. Electrical Workers (inside wiremen, licensed journeymen).....	1.90	40	1.75	48
Helpers with two (2) years or more experience assisting journeymen.....	1.40	40		
Licensed Journeymen.....	Town of Flin Flon		1.75	48
7. Elevator Constructors (passenger and freight).....	1.92	40	1.92	44
Helpers.....	1.34	40	1.34	44
8. Building Labourers—				
(a) Assisting mechanics in the setting of cut stone, terra cotta, tile and marble, bending reinforcing materials, mixing mortar.....	1.25	48	1.20	48
(b) General Building Labourers.....	1.05	48	1.00	48
9. (a) Lathers, Wood, Wire and Metal.....	1.70	40		
(b) Lathers.....			1.35	48
10. Linoleum Floor Layers.....	1.05	48	1.00	48
11. Marble Setters.....	1.90	40	1.75	44
12. Mastic Floor Kettlemen.....	.95	48	.90	48
13. Mastic Floor Rubbers and Finishers.....	.95	48	.90	48
14. Mastic Floor Spreaders and Layers.....	1.15	48	1.10	48
15. Operating Engineers and Firemen on Construction—				
Class A: Engineers in charge of hoisting engines of three drums or more operating any type of machine, or operating clam-shells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over, or operating drop hammer pile drivers; in all cases irrespective of motive power.....	1.65	48	1.45	48
Class B: Engineers in charge of hoisting engines having only two drums or a single drum, used in handling building material or steam shovels and draglines not specified in "A" hereof; irrespective of motive power.....	1.65	48	1.45	48
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of The Steam Boiler Act or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons, or trenching machines or bull dozers over size D4 or equivalent; irrespective of motive power.....	1.50	48	1.35	48
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting Engineers in charge of same.....	1.25	48	1.15	48
Class E: Operators operating concrete mixers over ½ yard capacity or bull dozers up to and including size D4 or equivalent; irrespective of motive power.....	1.25	48	1.15	48
Class F: Operators of gas or electric engines for machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled laborers.....	1.25	48	1.15	48
16. Painters, Decorators, Paperhangers and Glaziers.....	1.65	40	1.60	48
Swing Stage and Spray Painters.....	1.75	40	1.70	48
17. Plasterers.....	2.10	40	1.95	44
18. Journeymen of the Plumbing and Pipefitting Industry	2.00	40	1.60	44
Helpers.....	1.25	40	1.15	44
19. Roofers—Mop Handlers.....	1.05	48	1.00	48

SCHEDULE "A" PART I—continued

The following schedule shall apply from and after May 1, A.D. 1953, on "Private Work" and on "Public Works", as described above:

Occupation	ZONE "A"		ZONE "B"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Minimum per hour	Maximum per week	Minimum per hour	Maximum per week
20. Sewer Construction Work—	\$		\$	
(a) Caisson Workers.....	1.25	48	1.20	48
(b) Labourers.....	1.05	48	1.00	48
(c) Pipe Layers.....	1.10	48	1.05	48
(d) Tunnellers.....	1.10	48	1.05	48
21. Sheet Metal Workers.....	1.75	42½	1.45	48
22. Shinglers.....	1.50	40	1.40	48
23. Stonecutters.....	1.70	44	1.60	48
24. Stonemasons.....	2.10	40	1.95	44
25. Terrazzo and Oxi-Chloride Workers—				
(a) Layers.....	1.70	40	1.70	48
(b) Machine Rubbers (Dry).....	1.25	48	1.20	48
(c) Machine Rubbers (Wet).....	1.05	48	1.05	48
26. Tile Setters (including all clay product tile and Vitrolite Glass).....	1.90	40	1.75	44
27. Tile Setters (plastic, metal, asphalt, rubber and linotile).....	1.40	40	1.25	48
28. Timber and Crib Men working on grain elevators or bridges doing the "crib work" on grain elevators, or rough timber work on bridges.....	1.35	48	1.35	48
29. Truck drivers (while in charge of truck on construction work only).....	1.25	48	1.20	48
30. Watchmen.....	.80			

Ontario Boilers and Pressure Vessels Act

New regulations were issued under Section 44 of the Boilers and Pressure Vessels Act, 1951, replacing all those made under the previous Act, by an Order in Council O. Reg. 44/53 made on April 2 and gazetted April 18.

New sections in the 1951 Act provide that all inspectors of boilers and pressure vessels, including those of boiler insurance companies, must hold certificates of competency and require the design of a boiler or pressure vessel to be submitted to and approved by the Chief Inspector before construction is begun. The Act was proclaimed in force on March 27, 1953. The regulations therefore set out the qualifications of inspectors, and the procedure for registering designs of boilers and pressure vessels and plants. They also specify the type of identification markings which must be stamped on a boiler when it has been registered and fix the fees for inspection.

To qualify as an inspector an applicant must be at least 25 years old and have had a minimum of five years' experience in one or a combination of two or more of the following: mechanical engineering, in-

cluding designing, constructing, installing and operating boilers and pressure vessels; steam engineering; or inspection of high pressure boilers. If the applicant holds a degree in engineering from a Canadian university, the period of experience required is reduced to three years.

Application for a certificate must be in writing and must be accompanied by the prescribed fee.

An applicant with the required qualifications who passes the examinations and tests required by the Minister must be granted a certificate of competency. A certificate of competency may be issued without examination, on payment of the fee, to a person qualified to inspect boilers and pressure vessels in another province or in any of the states of the U.S.A.

The certificate of a government inspector remains in force during the period of his appointment. If a certificate is issued to a person other than a government inspector, it will expire on the first Monday in March following the end of the year during which it is issued but it may be renewed on payment of the required renewal fee. A penalty is provided for late renewal of certificates.

SCHEDULE "A"—PART II

Public Roads and Bridge Works

31. The following schedule shall apply from and after May 1st, 1953, on Public Works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works, in all parts of Manitoba outside the limits of the City of Winnipeg.

Occupation	Basic Wage Rate Minimum Per Hour	Maximum hours of straight time rates over each two-week period
32. Aggregate Batch Man.....	\$1.00	108
33. Asphaltic Oil Distributor Driver.....	1.00	108
34. Blade Grader (12 h.p. and over) Operator.....	1.00	108
35. Concrete Finisher.....	1.00	108
*36. Concrete Paver Operator.....	1.25	108
*37. Dragline, Shovel and Crane Operator.....	1.30	108
38. Elevator Grader Operator.....	1.00	108
39. Engineer, Stationary Boiler.....	1.15	108
40. Laborers.....	.95	108
41. Motor Patrol Operator.....	1.00	108
42. Roller Operator, 6-ton and over, steel wheels.....	1.05	108
*43. Scraper and Bull Dozer Operator.....	1.15	108
44. Spreader and Finishing Machine Operator.....	1.00	108
45. Teamsters.....	.90	108
46. Teamsters and Two-Horse Teams.....	1.15	108
47. Teamsters and Four-Horse Teams.....	1.40	108
48. Timber Men (timber work where use of hammers, saws, axes and augers only are required).....	1.10	108
49. Tractor Operator, 50 h.p. drawbar or over.....	1.00	108
50. Tractor Operator, under 50 h.p. drawbar.....	.95	108
51. Truck Drivers.....	1.00	108
52. Watchman and Flagman.....	.75	

53. Where due to emergency or inclement weather, less than 108 hours are worked in any two-week period an employer may, during the next two-week period employ his employees at straight time rates for as many hours additional to the regular 108 hours as have been lost during the preceding two-week period.

54. (1) Where a new employee agrees with his employer to prove his ability to operate one of these machines by a short trial period at a probationary rate, not later than the date upon which the employee starts work, the employer shall send to the Department, by registered mail, a letter signed by the employee and the employer, certifying that for a probationary period not exceeding 30 days, a rate of 15c. below the schedule rate has been agreed upon.

(2) Subsection (1) is applicable only to: Concrete Paver Operator, Dragline, Shovel and Crane Operator, Scraper and Bull Dozer Operator.

*Probationary Rates.

A certificate of competency may be suspended or cancelled if the inspector is untrustworthy, wilfully negligent in making inspections or is proved to have knowingly falsified an inspection report.

An application for registration and approval of a design of a boiler, pressure vessel or plant must be made by the manufacturer in the form appended to the regulations and sent to the Chief Inspector accompanied by three sets of drawings and specifications and by the prescribed fee. When the design is approved, the Chief Inspector must register the design, assign to it a registration number and return one set of drawings stamped "approved" show-

ing the date of approval and the registration number. If the Chief Inspector does not approve the design, he must return one set of specifications with a memorandum of his reasons for withholding approval. An approved design may be revised by the owner by following the same procedure as for a new design.

The Chief Inspector is required to maintain a register of the designs of all boilers, pressure vessels and plants registered under the Act.

All boilers and pressure vessels which are manufactured from a registered design must have an identification marking not less than $\frac{3}{8}$ inch high, as prescribed in the

regulations, stamped into the boiler plate on a conspicuous place or, if permitted by the Chief Inspector, a metal plate bearing the identification markings may be affixed to the boiler.

Special rules are laid down with respect to the installation of refrigeration equipment in hockey, skating and curling rinks and are chiefly designed to provide protection against fire and dangerous fumes when certain types of refrigerants are used.

The forms to be used for inspection certificates issued for a boiler under construction, for a used boiler or for the annual inspection, and for a certificate of approval permitting operation of the boiler or pressure vessel until its annual inspection, are included in the regulations. A table of fees for the issue of certificates of competency, inspection fees and fees to be paid for approval of designs is also set out. The fee for the annual inspection of boilers, pressure vessels and refrigeration plants in charitable institutions, as defined in the regulations, is one-half the prescribed fee.

Other provisions deal with the expenses incurred by inspectors in making an inspection which in certain cases must be paid by the manufacturer or owner of the boiler, pressure vessel or plant.

Ontario Factory, Shop and Office Building Act

One of the amendments to the Factory, Shop and Office Building Act made in 1953 provided for the payment of fees for the examination of building plans which is required by Section 13 of the Act. Formerly, such plans were examined free of charge.

The fees to be charged for examination and approval of building plans or plans of alteration for any factory or a building over two storeys in height which is to be used as a shop, bakeshop, restaurant or office building are now set out by Order in Council O. Reg. 45/53 made on April 2 and gazetted April 18. The fees are based on the estimated cost of the building or alteration.

If the estimated cost, as approved by the Chief Inspector, is not more than \$100, no fee will be charged; if the cost is between \$100 and \$1,000 the fee will be \$3; where the cost is over \$1,000, the fee will be \$3 plus \$1 for each additional \$1,000 or fraction of that amount in excess of the first \$1,000. The maximum fee which may be charged is \$5,000.

The application form for approval of drawings and specifications is appended to

the regulations. This form must be filled out and submitted to the Chief Inspector along with the drawings and specifications, in duplicate, and the estimated cost of the building.

When the fees have been paid, the plans are examined and, if approved and certified, one copy is returned to the applicant, after which the construction or alterations may be proceeded with.

Ontario Workmen's Compensation Act

Aerial-testing or flying by the manufacturer of aeroplanes was removed from the list of industries in which employers are liable to contribute to the Accident Fund under the Workmen's Compensation Act, by O. Reg. 47/53, approved on April 2 and gazetted April 18.

Saskatchewan Mines Regulation Act

Continuing the trend towards more uniform mine safety regulations across Canada, the rules governing the operation of mines under the Saskatchewan Mines Regulation Act were completely revised. They were approved by Order in Council 735/53 on April 7 and gazetted April 25.

The new rules are similar to legislation in effect in Manitoba, Ontario and the Yukon and Northwest Territories. New provisions were included or higher standards imposed with respect to medical certificates, mine rescue stations, the keeping of mine plans and other records, mine hoisting, fire protection, and the operation of quarries and metallurgical works. The rules cover all mines in the province except coal mines, which come under the Coal Miners' Safety and Welfare Act. Safety rules for petroleum, natural gas and oil operations are no longer included, as these were removed from the coverage of the Act at the 1953 session of the Legislature. Regulations covering the safe operation of such undertakings were recently issued under the Oil and Gas Conservation Act (L.G., April, p. 591).

The regulations, which are lengthy and extensive, are organized and arranged under 25 subject headings. These are: interpretation, powers and duties, procedure re fatal accidents, mine rescue stations, records and returns, mine plans, other notices and information, protection of unused workings, medical examinations, classifications of hoistmen, general safety regulations, handling water, care and use of explosives, ladders and stairways, general regulations for the protection of workmen,

shaft sinking equipment and practice, hoisting equipment and practice, records, signals, haulage, protection from machinery, steam and compressed air, use of electricity, clay, sand and gravel pits and quarries, crushing plants, mills and metallurgical works.

Many of the new provisions are designed to provide a greater measure of protection for the health and safety of workmen. These are set out below. Other new provisions, which are mainly of a technical nature, establish higher standards for the operation and equipment of mines.

Medical Certificates

As a precaution against silicosis, new provisions, similar to those in the Ontario Mining Act, require all persons working in a dust exposure occupation to hold a medical certificate. "Dust exposure occupation" means employment underground, in ore or rock-crushing operations, and any other occupation at the surface designated by the Chief Inspector.

An initial certificate may be granted to an employee who, upon being examined by a doctor before commencing employment, is found to be free from diseases of the respiratory organs and is otherwise fit for employment in a dust exposure occupation. Within a month of the first anniversary of his initial certificate the miner must again be examined and have his certificate endorsed. In a year's time (within a month of the first anniversary of his endorsed certificate), on being examined for the third time and still found free of respiratory diseases, the miner will be granted a miner's certificate good for one year and renewable after that time if the miner passes an annual medical examination.

The Chief Inspector may exempt persons from being required to hold medical certificates if, in his opinion, the mine where they are employed does not contain silica in quantities likely to cause silicosis.

As before, a hoistman who operates a hoist which carries persons is required to hold a medical certificate. The regulations now require a record of the medical certificates of all hoistmen in a hoistroom to be kept posted showing names and the date of the last certificate issued to each.

Hours and Minimum Age

With respect to hours, the regulations state that hours of work underground must be in accordance with the provisions of the Hours of Work Act. Under Hours of Work

Order O.C. 1019/53, workers in mines may work up to 48 hours a week at straight time rates, after which time and one-half must be paid. The regulations also limit the hours during which a workman may operate a hoist to eight in any consecutive 24. However, a hoistman may work four hours extra when another is absent from duty, and extra time may be worked in hoisting and lowering men at the beginning and end of each shift in a mine where the work is not carried out continuously on three shifts a day.

The minimum age for a person operating a hoist in which persons are carried is now 21 years and the former minimum of 18 years now applies only to operators of other types of hoists.

Welfare Provisions

With regard to sanitation, the regulations now require one sanitary convenience for every 25 men or less on any shift of workers underground, and one sanitary convenience and one urinal for every 25 men or less on any shift employed on the surface. Where women are employed, one toilet for every 15 or less must be provided.

In any case where men are employed underground or in a hot or dusty surface occupation, accommodation for drying and changing clothes and supplies of warm and cold water must be provided above ground near the principal mine entrance. Previously, this was required only if more than 10 persons were ordinarily employed below ground each day.

A protective hat must be worn not only by anyone employed underground but by any workmen in any place in a pit or quarry designated by an inspector.

Mine Rescue Stations

Mine rescue stations must be established in such places in the province as the Minister of Mines may direct. He must appoint a person to be in charge of the station and to train rescue crews and supervisors in the use and maintenance of mine rescue equipment. Mines in areas where there is no mine rescue station must be equipped with such rescue apparatus as the Chief Inspector may direct. The manager is responsible for the supervision of all mine rescue crews unless an inspector directs otherwise.

Where fire occurs and the services of mine rescue stations are required, the owner, manager or superintendent must immediately notify the Rescue Superintendent and the Chief Inspector.

Fire Protection

As regards fire protection, the manager must draw up the general procedure to be followed in case of fire underground, in any mine plant building, or in surface buildings. All persons concerned must be kept informed of their duties and notice of the procedure must be kept posted in the shaft-house, hoistroom and other prominent places. No person may build a fire underground unless authorized to do so and only after the necessary fire-fighting equipment has been provided.

No person may smoke or use open flame lamps in any area designated by the Chief Inspector as a fire hazard area. The manager must maintain suitable signs in such an area.

Where the Chief Inspector recommends to the Minister that a connection between mines be made and equipped as a refuge station, a committee, consisting of a representative of each of the mining companies concerned and a mining engineer recommended by the Chief Inspector as chairman, is to be appointed to investigate the matter. On the recommendation of the committee and with the approval of the Minister, the Chief Inspector may order the connection and refuge station to be established.

A new section provides that all plant buildings where men are regularly employed, except those used for explosives, must have, in addition to the main entrance, adequate auxiliary exits which must be ready for use in case of fire.

Where persons are employed underground, there must be a system of checking in and out those underground.

If there is a non-continuous shift operation, the oncoming shift must be warned, before beginning work, of any abnormal conditions affecting safety by means of a written record signed by a responsible person from the off-going shift and countersigned by the corresponding responsible person on the oncoming shift.

Special Safety Rules for Gravel Pits, Quarries and Metallurgical Works

No person may work near the pit wall of a gravel pit or quarry until it has been found safe by the pit foreman. Men working on the wall must wear a life line, securely snubbed above the working place or held taut by one or more fellow workmen. When a load is being hoisted or lowered, the signalman must clear the area. Unless the movement of the hoist is visible to the hoistman at all times, a suitable signal system with signals approved by

the inspector must be installed. Adequate lighting, safe footing and sufficient room must be provided for all workmen required to work about machinery.

In a mill or metallurgical works, no person may enter a storage bin from which material is drawn off at the bottom, unless a second person is in constant attendance and precautions are taken against the danger of caving material. The owner or manager must provide life lines, and workmen must wear them continually when the interests of safety demand it. If the inspector is of the opinion that working platforms in or at bins should be used, they must be provided and maintained in a safe working condition. At all furnaces of the hand-filled type, the room at the furnace top where workmen are engaged must be adequately ventilated. A stairway equipped with a handrail must be provided from the top of the furnace to the ground level. When a workman is required to go above the casting floor, he must notify the foreman or person in charge who must make sure that another workman is in attendance outside the gaseous area to give the alarm and render assistance in case of danger. Communication by telephone, gong or other mechanical means must be maintained between the furnace top and other dangerous places and the cashouse or other place where workmen are continuously on duty.

Inspection

As regards mine inspection generally, inspectors are now expressly required to notify the mine owner or agent in writing of any dangerous practice or defective equipment and to set a time within which the danger must be removed. He may also order the immediate cessation of work and the departure of all persons from any mine or part of a mine which he considers unsafe.

The requirements for inspecting hoists and testing the safety equipment were made more stringent. The owner or manager of a mine where a hoist is in use must appoint a competent person to inspect the shaft at least once a week, and at least once a month to examine thoroughly the guides, timber, walls and hoisting equipment generally. A shaft inspection record book must be kept for each shaft and a record made of every examination.

A shaft conveyance must be equipped with safety catches and mechanism of an

approved type. Before a shaft conveyance so equipped is first used, or is again put into use after alteration or repairs to safety catch mechanism have been made, a test must be made and the catches and mechanism must be found to function according to the requirements of the inspector. If the inspector deems it necessary, he may, after consultation with the manager, conduct specific tests of the efficiency of the safety devices on the hoist equipment.

New provisions with respect to steam boilers and air receivers require them to be inspected at least once a year by a boiler inspector of the Department of Labour. The inspection report must be forwarded to the Chief Inspector and the inspection certificate must be posted in the boiler room at all times. Every steam boiler must be equipped with a proper safety valve, steam gauge and water gauge showing the pressure of the steam and the height of the water in each boiler.

Records and Mine Plans

The mine owner or manager is now required to keep additional or more complete records and mine plans. A hoistman's log book must now be kept at every shaft or winze hoist and entries are to be made regarding working conditions, tests, stoppages, etc. A rope record book must also be kept containing a record of the testing of the hoisting rope and other required data. Where electric hoists are used, a weekly examination of the hoist motor and control and safety devices must be carried out and a report entered in the electrical hoisting equipment record book.

Before January 15 of each year the owner or agent must send to the Department a return for the preceding year showing the number employed above and below ground, classifications, wage and hour statistics, quantity, value and weight of minerals sold during the year and other particulars required by the Minister. If required, the owner or agent of a metal-liferous mine must report monthly or quarterly.

The owner or manager is now required to keep up-to-date plans of the surface, underground workings, vertical mine sections and ventilating system of the mine.

Saskatchewan Minimum Wage Act

Extension of Coverage

The Minimum Wage Act of Saskatchewan has been extended to apply to the

entire province. Originally applied to the cities, and from time to time extended both as to geographical area and occupations covered, the Act has since March 1, 1952, applied to all occupations except farming and domestic service in private homes in the cities, towns and villages with 300 or more persons, to five specified summer resorts, and to any area in the province where mining, logging, lumbering and factory operations are carried on.

The two orders designated by the letters "A" and "B" (L.G., 1952, p. 468), which set out the geographical areas and occupations covered by the Act, were replaced by Orders "C" and "D", which were approved by Orders in Council 654/53 and 653/53, respectively, on March 24 and gazetted April 4.

The new Order "C" states that the Act is extended to all portions of the province other than the cities. Order "D", which makes no change as to the occupations covered, provides that the Act will apply to all industries, businesses, trades and occupations, except agriculture and domestic service in private homes, in the area covered by Order "C".

The change in coverage became effective April 13.

New Revision of Minimum Wage Orders

Revised minimum wage orders, approved by Orders in Council 847-855/53 on April 17 and gazetted May 1, went into effect on June 1, raising the minimum wage to \$26 a week in the eight cities and nine larger towns, and to \$24.50 a week in the remainder of the province. Hourly part-time rates were increased by five cents an hour. The last general increase in rates was made in 1951 (L.G., 1951, p. 841) when the minimum was raised to \$24 and \$21.50.

The only workers excepted from the orders are agricultural workers; domestic servants in private homes; firemen (who are covered by the Fire Departments Platoon Act); employees of rural municipalities employed solely on road maintenance and workers engaged in the construction of highways; student nurses, laboratory technicians and X-ray technicians whose wages and working conditions are fixed by regulations under the Hospital Standards Act; cooks and cookees employed by boarding car contractors and in cook cars operated by highway construction contractors; and persons employed solely in a managerial capacity.

There are now eight orders instead of ten. The only changes in coverage are that Orders 3 and 4, which formerly applied

to 131 smaller places (over 300 in population), now apply, as a result of the extension of the Minimum Wage Act noted above, to the entire province outside the cities and nine larger towns. The former Order 9, which applied to five specified summer resorts, and Order 10, which

applied to mines and factories in areas outside centres of 300 or more population, were repealed. Workers in these work-places now come under Orders 3 and 4.

The coverage of the eight orders and the minimum wage set by each are as follows:—

Order No.:	Coverage	Minimum Wage
Order No. 1:	All employees (except those under Order No. 2) in, and within a five-mile radius of, the cities and nine larger towns.	Full-time \$26 a week. Part-time 70 cents an hour.
Order No. 2:	All employees in hotels, restaurants, educational institutions, hospitals and nursing homes in, and within a five-mile radius of, the cities and nine larger towns.	Full-time \$26 a week. Part-time 70 cents an hour.
Order No. 3:	All employees (except those under Order No. 4) in the remainder of the province.	Full-time \$24.50 a week. Part-time 60 cents an hour.
Order No. 4:	All employees in hotels, restaurants, educational institutions, hospitals and nursing homes in the remainder of the province.	Full-time \$24.50 a week. Part-time 60 cents an hour.
Order No. 5:	Long-distance truckers.	2½ cents a mile or 75 cents an hour, whichever is greater.
Order No. 6:	Janitors and caretakers in residential buildings.	Full-time \$33 a week. Part-time 70 cents an hour.
Order No. 7:	All employees in logging and lumbering.	70 cents an hour. For cooks, cookees, bull cooks and watchmen, \$135 a month.
Order No. 8:	Employees in places of amusement (theatres, dance halls, rinks, bowling-alleys, etc.)	Full-time \$26 a week. Part-time (cities) 70 cents an hour; (elsewhere) 65 cents an hour.

Except with respect to janitors and caretakers in residential buildings, full-time employees are those who work 36 hours or more in a week. For janitors and caretakers, the full-time work-week is 48 hours or more.

While the same minimum wage is fixed for hotels, restaurants, educational institutions, hospitals and nursing homes as for other work places, separate orders are made for workers in hospitals, hotels, restaurants, etc., because of the special conditions laid down by the Board for the workers in these establishments. These conditions include a different requirement for pay for work on a public holiday (in addition to the regular daily wage, wages at the regular rate or equivalent time off with pay within four weeks); a minimum age of 16 years; a prohibition of deductions for provision, repair or laundering of uniforms where these are required by the employer; maximum deductions for board and/or lodging; regulation of time allowed for meals; and the requirement that hours must be confined within a 12-hour period in a day and no employee required to report for duty more than three times in the 12-hour period. A special provision relating to women workers forbids a woman worker to begin or finish work at any time

between 12.30 a.m. and 6 a.m. She may, however, work until 1.30 a.m. if free transportation to her home is furnished by the employer. No change was made in any of these provisions in the revision of the orders.

As noted above, the general increase provided for by Orders 1 and 2 was from \$24 to \$26 in the province's eight cities—Regina, Saskatoon, Moose Jaw, Prince Albert, North Battleford, Swift Current, Weyburn and Yorkton—and in the towns of Canora, Estevan, Humboldt, Kamsack, Lloydminster, Melfort, Melville, Nipawin and Shaunavon. The increase in the full-time minimum set by Orders 3 and 4 for the remainder of the province was from \$21.50 to \$24.50.

For long-distance truckers who regularly travel in the course of their duties to two or more cities, towns or villages at least 10 miles apart the increase allowed was five cents an hour. Their former minimum was 2½ cents a mile or 70 cents an hour.

Janitors and caretakers in residential buildings must now receive at least \$33 a week, an increase of \$2.50 a week over their former minimum of \$30.50.

In the lumbering and logging industry, which includes river driving, rafting, booming and cutting and any factory in connection with these operations, the increase in the general minimum rate was from 65 to 70 cents an hour. Cooks, cookees, bull cooks and watchmen were granted a \$10 increase, from \$125 to \$135 a month. If meals and lodging are furnished, the employer may deduct not more than \$1.60 a day from the employee's wages (formerly \$1.50).

Persons employed in amusement places are now subject to a minimum rate of \$26, an increase of \$2 over their former rate.

Certain other increases were also provided for. The minimum rates for messengers on foot or bicycle in the cities and larger towns were raised from \$15 to \$16 a week or from 45 to 50 cents an hour if they work part-time. Elsewhere in the province they must now receive \$14 instead of \$13 a week and 45 cents an hour instead of 40 cents for part-time work. The minimum rate for full-time employees who drive horse-drawn or motor vehicles was increased from \$27 to \$29 a week and for part-time employees from 65 to 70 cents an hour.

As before, the orders provide that a part-time worker must receive at least three hours' pay at his minimum rate for each occasion on which he is asked to report for duty whether or not he is required to work for three hours. Janitors and caretakers (other than those employed in residential buildings, who are under Order No. 6) and students employed outside school hours must be paid the minimum part-time rate but are not subject to the three-hour minimum applicable to other part-time workers. Part-time workers in amusement places in any part of the province other than the cities are not subject to the three-hour minimum.

A change in the provisions of the orders dealing with payment for eight specified public holidays (New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day) makes it clear that, when Christmas Day and New Year's Day fall on Sunday, the following day is to be observed as a holiday and paid for according to the requirements laid down in the orders. Similarly, when the Monday following Remembrance Day is

declared a holiday, the holiday provisions apply to the Monday and not to November 11. The change is in line with a 1953 amendment to the Act.

A provision formerly contained in Order No. 8 covering places of amusement and left out in the 1952 revision was again added to the Order. It permits the Chairman of the Minimum Wage Board to exempt an employer from the requirement that all employees be at least 16 years of age.

Saskatchewan Hours of Work Act

New Revision of Orders

The extension of the coverage of the Minimum Wage Act and therefore of the Hours of Work Act, since its application is the same, made necessary the revision of the orders under the Hours of Work Act. These orders, last revised on March 1, 1952 (L.G., 1952, p. 465) grant complete or partial exemption from the requirement laid down by the Act, that time and one-half the regular rate must be paid for work done after eight hours in a day or after 44 hours in a week. One order grants complete exemption from the Act to certain groups. Others relax the overtime requirement by permitting a 48-hour week to be worked before overtime is payable or by allowing the 44-hour week to be averaged over a period of time, usually a month.

Of the eleven 1952 orders, eight were re-issued without change. These apply to oil truck drivers; garages and service stations; poultry processing plants, creameries and stock yards; public transportation in Regina; skating rinks in Saskatoon; swimming pools in Regina; chartered accountants; and newspaper work.

The order removing certain groups from the Act (including doctors and lawyers, seasonal workers, delivery men, caretakers, and long distance truckers) was revised to add further exemptions and to remove from the list workers in five specified summer resorts.

The two remaining orders were revised and one new order covering offices was issued, bringing the total number of new orders to 12. (A thirteenth order repeals the 1952 orders.) These three set out overtime requirements for the smaller centres of the province and *for the first time* include places under 300 in population.

The new orders, all effective on June 1, were gazetted May 1, with the exception of O.C. 1019/53, which was gazetted May 22. The orders are as follows:—

O.C. 857/53—As before, grants complete exemption from the Act for doctors

and internes, lawyers and law students, country cream pick-up drivers whose wages are not less than \$150 per month, retail milk and bread salesmen, employees delivering carbonated beverages to retail outlets, highway and pipeline construction workers, airport construction workers, workers in the logging industry (except office employees and workers in sawmills and planing mills), employees in fish-filleting plants, long-distance truckers, and janitors in buildings used for residential purposes. Newly exempted from the Act are: (1) any occupation, other than office work, in connection with the construction of any irrigation project under the Water Rights Act; (2) any occupation, other than office work, in connection with the geographical and seismographical industry; and (3) the occupation of a cook, cookee, bull cook or watchman in the logging industry. Employees in the summer resorts of Carlyle Lake, Kenosee Lake, Katepwe, Regina Beach, and Waskesiu are no longer exempt.

O.C. 858/53—Authorizes an arrangement by which weekly hours of oil-truck drivers in excess of 44 during the busy season may be offset by any lesser number of hours than 44 worked in the slack season, and provides for payment of overtime on a yearly basis.

O.C. 859/53—Permits a nine-hour day and 48-hour week in garages and service stations in cities, without payment of overtime.

O.C. 860/53—Permits a nine-hour day, without payment of overtime, and permits the 44-hour week to be averaged over a month for workers in creameries in cities, in poultry processing plants in centres of more than 3,500 population, and in stockyards.

O.C. 861/53—Permits employees in any occupation in connection with public transportation in Regina to work nine hours in a day and 192 hours in a month without overtime. After these limits, time and one-half must be paid.

O.C. 862/53—Permits the 44-hour week to be averaged over a month between November 1 and March 31 of each year for employees of the Saskatoon Playgrounds Association engaged in maintaining or assisting in maintaining skating rinks.

O.C. 863/53—Permits employees of swimming pools operated by the City of Regina to work up to 88 hours in a two-week period, without payment of overtime, between May 15 and September 15 in any year.

O.C. 864/53—Exempts chartered accountants and students in accountancy

from the overtime requirements of time and one-half after 44 hours in a week while they are employed in any city, town or village in which there is no office of a practising public accountant.

O.C. 1019/53—Permits employees in any place of employment in the nine larger towns and 131 other towns and villages of 300 and more population, *except those employed in factories, shops and offices*, to work up to 48 hours a week before overtime must be paid. This provision, unchanged from the previous order, applies for one year (June 1, 1953 to May 31, 1954) in the above-mentioned places. The same provision now applies for the first time and for an indefinite period to areas with fewer than 300 inhabitants.

O.C. 866/53—Permits the 44-hour week to be averaged over a month for editorial writers, reporters, advertising men and supervisors of delivery boys employed by daily newspapers in cities.

O.C. 867/53—Permits employees in shops in cities with fewer than 10,000 persons, in the nine larger towns and in 48 other listed towns and villages (with more than 500 persons) to work up to 11 hours on one day of the week, without payment of overtime, provided that overtime is payable after eight hours on other days and after 44 hours in a week. Permits shop employees in 83 smaller towns and villages (for the period between June 1, 1953 and May 31, 1954) and in places with fewer than 300 persons (for an indefinite period) to work up to 48 hours in a week before overtime must be paid. The provisions of the order are new only with respect to the areas with less than 300 population.

O.C. 868/53—Permits office employees in places with less than 500 inhabitants to work a 48-hour week, after which overtime must be paid. The provision applies from June 1, 1953 to May 31, 1954 in 83 listed towns and villages, with between 300 and 500 inhabitants. It applies indefinitely to office employees in places under 300 population which were not previously covered by hours of work legislation.

In summary, the position regarding overtime under the Saskatchewan Hours of Work Act and orders is as follows: overtime at the rate of time and one-half the regular rate is payable after a 44-hour week in all workplaces in cities (except garages, service stations, and other workplaces governed by special orders), in factories everywhere in the province, and in shops and offices in centres with more than 500 population. A 48-hour week, after which overtime must be paid, is permitted elsewhere.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance benefit declined substantially in May, statistics* reveal. Decreases were recorded in every province

Initial and renewal claims for unemployment insurance benefit declined substantially in May, with decreases recorded in every province.

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that during May 71,476 initial and renewal claims for benefit were received in local offices across Canada. This represents a decline of 39 per cent from the 117,171 claims recorded for April. The most significant decreases occurred in Quebec (19,000) and in Ontario (10,000). The May 1952, total was 83,806.

Ordinary claimants on the live unemployment register on May 31 declined during the month by about 34 per cent. On that date 143,083 ordinary claimants (109,001 males and 34,082 females) were on the live register, compared with 215,242 (179,024 males and 36,218 females) on April 30, and 143,490 (104,897 males and 38,593 females) on May 31, 1952. While this month's figure of ordinary claims stands at approximately the same level as at one year ago, it represents a relatively reduced volume when related to the insured population. Insured population estimates for May 1 are not yet available but at April 1 this year the insured populations was estimated at 3,278,000, a six-per cent increase over the 3,090,240 estimated for April 1, 1952. Other claimants on the live register on May 31 were: 17,819 short-time, 3,262 temporary lay-off and residual of 356 supplementary benefit claimants (postal claimants in Newfoundland and Quebec).

Adjudication centres disposed of 81,828 initial and renewal claims during the month. Entitlement to benefit was granted in 57,635 cases. Claims disallowed numbered 13,375, while disqualifications were imposed in 17,117 cases (including 6,299 on revised and supplementary benefit claims). Chief reasons for disqualification were: "not unemployed", 5,420 cases (for 64 per

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

cent of these cases the duration of the disqualification period was six days or less); "voluntarily left employment without just cause", 4,698 cases; "not capable of and not available for work", 1,752 cases.

Beneficiaries who began receipt of benefit during May totalled 60,514, compared with 83,659 during April and 58,360 during May 1952.

A total of \$12,195,255 was paid during May in compensation for 3,919,260 days of proven unemployment, in comparison with \$16,389,294 and 5,225,796 days during April and \$10,374,007 and 3,875,281 days during May 1952.

During the week May 30-June 5, a total of 125,558 beneficiaries received \$2,248,673 in compensation for 726,684 unemployed days, compared with 196,315 beneficiaries who were paid \$3,634,010 in compensation for 1,159,164 days of unemployment during the last week of April and 132,022 beneficiaries who received \$1,987,922 in compensation for 748,592 unemployed days during the week May 31-June 6, 1952.

The average daily rate of benefit for the week under review was \$3.09, compared with \$3.14 last month and \$2.66 for the same week last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for May show that insurance books have been issued to 3,688,164 employees who have made contributions to the Unemployment Insurance fund at one time or another since April 1, 1953.

At May 31, employers registered numbered 246,973, a decrease of 513 since April 30.

*See Tables E-1 to E-6 at end of book.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 906, February 18, 1953

Held: (1) *That, in the case of a claimant who voluntarily left full-time employment in "A" to move with her husband to "B" where she registered for part-time work only because she could find no one to look after her child in the afternoons, the insurance officer would have been justified in relation to the application of Section 27(1)(b) of the Act, in granting her a little time in order to ascertain whether or not there was some likelihood of her finding part-time employment in "B" which is one of the large cities of Canada and a thriving business centre.*

(2) *That, as she had not yet succeeded in finding the kind of employment she desired when her appeal from the decision of the insurance officer disqualifying her under Section 27(1)(b) of the Act was heard by a court of referees two months later, she should have then been considered as not available for work within the meaning of the Act.*

Material Facts of Case—The claimant, married, 29 years of age, was employed in "A" (a city in Ontario) by a pottery manufacturer as a shipper from 1948 to August 28, 1952. Her rate of pay at the time of separation was \$35 a week.

On October 6, 1952, she filed an initial application for benefit at the Commission's office in "B" (a city in Alberta) and stated that she had voluntarily left her employment in "A" to move to "B" where her husband, a member of the armed forces, had been posted.

On October 14, 1952, the claimant stated to the local office that, as she had a small son who was attending kindergarten in the mornings and having no one to look after him in the afternoons, she would be available for work from Monday to Saturday from 8:00 a.m. until noon; and that in her last employment she had worked one and a half years part-time and the last two years full-time.

The insurance officer disqualified her from the receipt of benefit for an indefinite period as from October 14, 1952, because he considered that she was not available for work within the meaning of Section 27(1)(b) of the Act.

The claimant appealed to a court of referees, before which she appeared on November 5, 1952, and which unanimously allowed her appeal on the grounds that, inasmuch as during the four years of her last employment she had worked on a part-time basis for one and a half years, she had proved her availability for work and it could not be rightly contended that there were no reasonable prospects of part-time employment for her. The court suggested to the claimant, however, that she should broaden her registration and not limit her employment to that of a shipper, because a point would soon be reached where it could be held that she was not available for work at all.

The insurance officer appealed to the Umpire, contending that the court, in allowing the claimant's appeal, had disregarded the principle laid down in CU-B 594.

Conclusions—Paragraph 3 of decision CU-B 594, referred to by the insurance officer in his appeal to me, reads as follows:—

It is my firm opinion that unless there are special circumstances such as being the breadwinner of the family and there are reasonable opportunities of part-time work in the district, a married woman cannot voluntarily leave full-time employment, register in her usual occupation for part-time work only, and be considered as available for work within the meaning of the Act.

In the present case the claimant voluntarily left full-time employment in "A" not because she wanted part-time work but because she wished to follow her husband who had been posted to another city. In her previous place of residence she had been able to make arrangements for someone to look after her child while she was at work whereas the circumstances were now different as, being a stranger in "B", she did not know of anyone who would take care of him in the afternoon during which period of the day he did not attend kindergarten.

Without discussing the merit of her action in voluntarily leaving her employment in "A" when she had no prospect of work in "B", I feel that the circumstances of the case in relation to the application

of Section 27(1)(b) of the Act were of a kind which come within the exceptions contemplated in the above-quoted principle and that therefore the insurance officer would have been justified in granting her a little time in order to ascertain whether or not there was some likelihood of her finding part-time employment in "B", which is one of the large cities of Canada and a thriving business centre.

As it turned out, the claimant had not succeeded in finding employment suitable to her at the time her case was heard by the court of referees and the court should have considered that if she had proved her availability for work up until then she could no longer do so.

For those reasons the claimant is disqualified from the receipt of benefit as from the date that this decision is communicated to her and until she proves that she is available for work within the meaning of the Act.

Decision CU-B 907, February 18, 1953

Held: *That a claimant who decided to change her occupation from that of seamstress to that of office worker and for that reason voluntarily left her employment and was taking a business course during the normal working hours was not available for work within the meaning of the Act.*

Material Facts of Case—The claimant, single, 22 years of age, filed an initial application for benefit on November 13, 1952, and stated that she had been employed as a seamstress by a clothing manufacturer from 1949 to September 6, 1952, when she voluntarily left because she had to sew heavy coats on a machine and found the work too heavy. She stated also that she had commenced taking a business course on September 9, 1952.

The insurance officer disqualified her from the receipt of benefit for an indefinite period as from November 13, 1952, because while attending a business course, she

could not be considered as being available for work within the meaning of Section 27(1)(b) of the Act.

In her appeal to a court of referees she pointed out that the heavy work that she had to do at the clothing factory began to have an adverse effect on her health and, not wanting to have a nervous breakdown, as had had one of the girls who was doing similar work, she decided to leave and look for lighter work; that as she lacked training and experience in the kind of work she desired, i.e., store or office work, she decided to take a business course; she stated also that she was under the impression that as a trainee she was entitled to unemployment insurance benefit.

The court of referees by a unanimous finding disallowed her appeal.

The claimant applied to the chairman for leave to appeal to the Umpire which was granted.

Conclusions—In order to be entitled to unemployment insurance benefit a claimant, besides fulfilling all the other requirements of the Act, must prove that he is available for work. This means that he must establish to the satisfaction of the adjudicating authorities that he is looking for work and willing to accept immediately any offer of suitable employment.

(In view of the circumstances of the case) the fact that the claimant is attending a business course during the normal working hours precludes her from fulfilling that condition and for that reason she was rightly disqualified from the receipt of benefit.

It is true that the Act recognizes that a claimant may attend a course of instruction or training during the normal working hours and still prove his availability for work but then he must be directed to that course by the Unemployment Insurance Commission (Section 29(2)).

The unanimous finding of the court of referees is therefore upheld and the appeal is dismissed.

Racketeering on N.Y. Waterfront

(Continued from page 1144)

work may not be available receive a sliding scale of payments from a fund composed of levies on all waterfront employers.

This levy, states Waverley, averages between 12 and 15 per cent of the total pierside labour costs each year. The idle

workers are eligible for the subsistence wage if they appear at board offices twice a day seeking employment. According to the Port Chairman, this system has done away entirely with the "casual work system" which was similar to the "shape-up" practised in New York.

Labour Conditions

in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during June Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 172 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition.

In the same period, a total of 117 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts for the manufacture of supplies and equipment awarded during June are set out below:—

Department	No. of Contracts	Aggregate Amount
Agriculture	2	\$ 59,345.00
Defence Construction (1951) Ltd.	1	31,950.00
Defence Construction (1951) Ltd. (Building and Maintenance).....	4	71,969.75
Post Office	14	103,032.19
Public Works	8	73,208.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Tregothic Marsh N S: Hennessey & Spicer, construction of dyke.

Central Mortgage and Housing Corporation

St John's Nfld: L G Rawding Construction Ltd, landscaping & hard surfacing of driveways; Terminal Construction Co Ltd, landscaping; Richard Conway, *exterior painting. *Greenwood N S*: L G Rawding Construction Ltd, *landscaping; Atlantic Paving Co Ltd, surfacing of walks & drives. *Aylmer P Q*: S Granger & Sons, *installation of water tanks; Edgar Milot Inc, *exterior painting. *Hull P Q*: Edgar Milot Inc, *exterior painting. *Montreal P Q*: Planned Renovators Co, *painting of garages. *Nitro P Q*: Marquis Construction Engr, exterior finishing of houses in cedar grain shingles; Planned Renovators Co, exterior painting. *Amnprior Ont*: Edgar Milot Inc, *exterior painting. *Barriefield Ont*: Borgstrom Bros Ltd, landscaping. *Chesley Ont*: J Hartsema, exterior painting. *Cobourg Ont*: H J MacFarland Construction Co Ltd, construction of ground services. *Downsview Ont*: Ainsworth Electric Co Ltd, installation of electrical distribution system. *Ottawa Ont*: H Presley Painting & Decorating Ltd,

exterior painting. *Pembroke Ont*: Edgar Milot Inc, *exterior painting. *Port Arthur Ont*: Bilodeau & Heath Co Ltd, construction of houses. *Prescott Ont*: Robert D Markey Construction Co, *landscaping. *Renfrew Ont*: Gordon James & Son, landscaping; Edgar Milot Inc, *exterior painting. *Rockcliffe Ont*: Terminal Construction Co Ltd, landscaping. *Sault Ste Marie Ont*: E P A Construction Co Ltd, construction of houses. *Uplands Ont*: Borgstrom Bros Ltd, landscaping. *Moose Jaw Sask*: Ralph Ashton, exterior painting. *Cold Lake Alta*: Baynes Manning Ltd, installation of sewer & water services. *Lethbridge Alta*: Bill Hopps & Co Ltd, exterior painting. *Comox B C*: Williams & Crothers Ltd, paving of streets & driveways; J W Chilcott, landscaping. *Courtenay B C*: Dominion Paint Co, *exterior painting. *Port Alberni B C*: C Schattenkirk, *exterior painting. *Vancouver B C*: Holland Landscapers, landscaping. *Victoria B C*: C Schattenkirk, exterior painting.

Defence Construction (1951) Limited

Bedford N S: Cameron Contracting Ltd, construction of central power plant bldg. *St Hubert P Q*: Kelly Lumber & Construction Ltd, extension of watermains, sewers & storm drains. *Ville la Salle P Q*: L Gordon Tarlton Ltd, construction of administration bldg. *Pelawawa Ont*: Storms Contracting Ltd, improvements to water works. *Picton Ont*: H J McFarland Construction Co Ltd, construction of roads & storm sewers. *Winnipeg Man*: Simmons Construction Co, site preparation & pav-

ing; Peter Leitch Construction Co Ltd, construction of warehouses. *Regina Sask*: Poole Construction Co Ltd, construction of reserve division bldgs. *Claresholm Alta*: Oland Construction Ltd, construction of chapel. *Penhold Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of chapels. *Comox B C*: Smith Bros & Wilson, residual construction to complete radio station. *Esquimalt B C*: Hume & Rumble Ltd, construction of pole line & outdoor sub-station.

Building and Maintenance

Grosse Ile P Q: J A Y Bouchard Inc, repairs to pre-isolation bldg, Defence Research Laboratory. *Hamilton Ont*: Barclay Construction Ltd, construction of temporary accommodation bldg, HMCS "Star". *Trenton Ont*: Robertson Construction & Engineering Co Ltd, installation of

additional floor in bldg, RCAF Station. *Gimli Man*: Wallace & Wallace, construction of roofs on reservoirs, RCAF Station. *Cold Lake Alta*: Bird Construction Co Ltd, construction of VHF/DF bldg, RCAF Station; Bird Construction Co Ltd, construction of canteen bldg, RCAF Station.

National Harbours Board

Halifax Harbour N S: The Canada Gunitite Co Ltd, reconditioning concrete piling. *Montreal Harbour P Q*: Marine Industries Ltd, dredging Canadian Vickers' Sinking Basin.

Department of Public Works

Catalina Nfld: J P Porter Co Ltd, *dredging. *Fortune Nfld*: McNamara Construction Co Ltd, *dredging. *Chester N S*: J P Porter Company Ltd, *dredging. *Grand Etang N S*: R A Douglas Ltd, repairs to piers. *Little Harbour N S*: Alex McIsaac, breakwater reconstruction. *Livingstones Cove N S*: F W Digdon & Sons Ltd, *dredging. *Yarmouth N S*: Standard Dredging Co Ltd, *dredging. *Cape Tormentine N B*: L G & M H Smith Ltd, wharf repairs. *New Mills N B*: Diamond Construction Co Ltd, *dredging. *Richibucto N B*: Fred Warman & Co Ltd, alterations & repairs, public bldg. *St Mary's (Shippigan Is) N B*: Roger LeBlanc, *dredging. *Carleton P Q*: Andre Lacroix, wharf enlargement. *Cloridorme P Q*: Gulf Maritime Construction Ltd, wharf extension. *Entry Island M I, P Q*: Capt Edgar Jourdain, wharf extension. *Old Harry M I, P Q*: Gulf Maritime Construction Co Ltd, wharf extension. *Pointe Jaune P Q*: Marcel Cauvier & J E Keays, wharf extension. *Ste Anne de Bellevue P Q*: Leeds Construction Ltd, installation of elevator, Military Hospital. *Ste Anne de Sorel P Q*: Lucien Lachapelle, *dredging. *St Ignace de Loyola P Q*: Royalmount Construction Ltd, wharf improvements. *St Laurent P Q*: Edouard Leger, interior alterations, Postal Station "O". *St Maurice de L'Echourie (Grant Keesseaw) P Q*: Marcel Cauvier & J E Keays, wharf extension. *Barrie Ont*: Bertram Bros, alterations for Air Filter Centre, RCAF Station. *Burlington Ont*: McNamara Construction Co Ltd, repairs to breakwater. *Kingston Ont*: Dominion Bridge Co Ltd, replacing existing wood deck on bascule span of LaSalle Causeway. *Kingston Ont*: C D Cole Electric Co Ltd, fluorescent lighting installation. *Hamilton Ont*: Norman Stewart, alterations to public bldg. *Oshawa Ont*: Trans-Northern Engineer & Sales Co Ltd, temporary postal accommodation. *Ottawa Ont*: Wilfrid D St Cyr, repairs & alterations to plumbing & ventilation systems, Parliament Bldgs; A Lanctot Construction Co, roof shelter for generator units, Booth St; W O Pickthorne & Son Ltd, installation of security lighting, Royal Canadian Mint; William D'Aoust, supply & erection of shelving, Canadian Bank Note Bldg; Automatic Sprinkler Co of Canada, installation of sprinkler system, Elgin Annex bldg; Edge Ltd, installation of soot disposal system, central heating plant, Tunney's Pasture; Montflex Inc, linoleum flooring, Temporary Bldgs Nos 6 & 9; William D'Aoust, alterations to Mortimer Bldg; Stanley G Brookes, construction of new transformer room, 35 George St. *Prescott, Ont*: Thos L Grooms, alterations to public bldg. *Ridgeway Ont*: Smith Bros Construction Co Ltd, erection of public bldg. *Scarboro Ont*: Eric Reilly Construction Ltd, erosion protection work, National Research Council. *Windsor Ont*: The Foundation Co of Canada Ltd, construction of Sandwich, Windsor, Amherstburg Rlwy Bldg. *Regina Sask*: Olynk Construction Ltd, construction of drainage & sewerage systems. *Edmonton Alta*: McKenzie Electric, electrical work, Mercantile Bldg. *Hartley Bay B C*: Skeena River Piledriving Co, construction of float & approach. *Port Alberni B C*: Pacific Piledriving Co Ltd, float renewal. *Quathiaski Cove B C*: F Gagne & Son, wharf repairs & improvements. *Sardis B C*: Ricketts-Sewell Electric Ltd, installation of electrical distribution system, Coqualeetza Indian Hospital. *Sturdies Bay B C*: Victoria Piledriving Co Ltd, wharf repairs & improvements. *Sumas to Hope B C*: Fraser River Dredging Co, *dredging, Fraser River; Cecil Carey, *dredging, Fraser River. *Victoria B C*: Canada Paint & Contracting Co, alterations to Belmont Bldg.

Department of Transport

Port aux Basques Nfld: M R Chappell, construction of transit shed. *Indian Point P E I*: Wallace Noye, Allison Raynor, James Noye, William Noye, renewal of protection wall on lighthouse pier. *Seal Island N S*: L E Armstrong & P E Armstrong, construction of dwelling. *Forestville P Q*: North Shore Construction Co Ltd, construction of hardsurface runway at airport. *Mont Joli P Q*: Montcalm Construction Inc, installation of airport lighting facilities. *Killarney Ont*: N A McDougall, construction of dwelling. *Malton Ont*: H J McFarland Construction Co Ltd, additional airport development. *Mississagi Strait Lightstation Ont*: Thomas Prestage, construction of dwelling. *Port Weller Ont*: Gordon H Stewart, construction of dwelling. *St Catharines Ont*: R A Blyth, painting of bridge over Welland Canal. *Embarras Alta*: Yukon Construction Co Ltd, construction of single men's barracks. *150 Mile House B C*: Malmquist & Vaupel Ltd, construction of dwellings.

Prices and the Cost of Living*

Consumer Price Index, July 2, 1953

The consumer price index rose half a point—0.4 per cent—between June 1 and July 2. It was the second consecutive rise following six consecutive declines.

At July 2 the index stood at 115.4; on June 1 it was 114.9.

The half-point rise was largely due to seasonal increases in eggs and fresh fruits and vegetables, which were the principal factors advancing the food index from 111.4 to 112.7. Among other food items, beef was relatively unchanged; fresh pork was lower in price while cured pork products were higher; fractional increases were recorded for flour and bread, and similar decreases for cheese and butter.

An increase in the clothing index from 110.1 to 110.3 was mainly attributable to higher quotations for knitting yarns, overalls and workshirts. The household operation component advanced from 116.6 to 117.0, reflecting increases in coal, gas and household help in a number of centres. The shelter index increased from 123.6 to 123.9 following advances in both the rent and home-ownership sub-groups.

In the other commodities and services group, higher quotations for newspaper subscriptions and drugs outweighed a decrease in personal care items; the index moved from 115.1 to 115.2.

The index one year earlier (July 2, 1952) was 116.1; group indexes were: food 116.0, shelter 120.6, clothing 111.7, household operation 115.9, and other commodities and services 115.6.

Cost-of-Living Index, July 2, 1953

The cost-of-living index (1935-39=100) rose from 184.8 to 186.0 between June 1 and July 2. At July 2, 1952, it was 188.0.

Group indexes at July 2 (June 1 figures in parentheses) were: food 229.2 (225.7), rent 152.9 (152.5), fuel and light 153.5 (152.6), clothing 206.5 (206.4), home furnishings and services 196.0 (196.2) and miscellaneous 149.2 (149.0).

Group indexes one year earlier (July 2, 1952) were: food 239.5, rent 147.9, fuel and light 149.8, clothing 209.1, home furnishings and services 196.7 and miscellaneous 147.4.

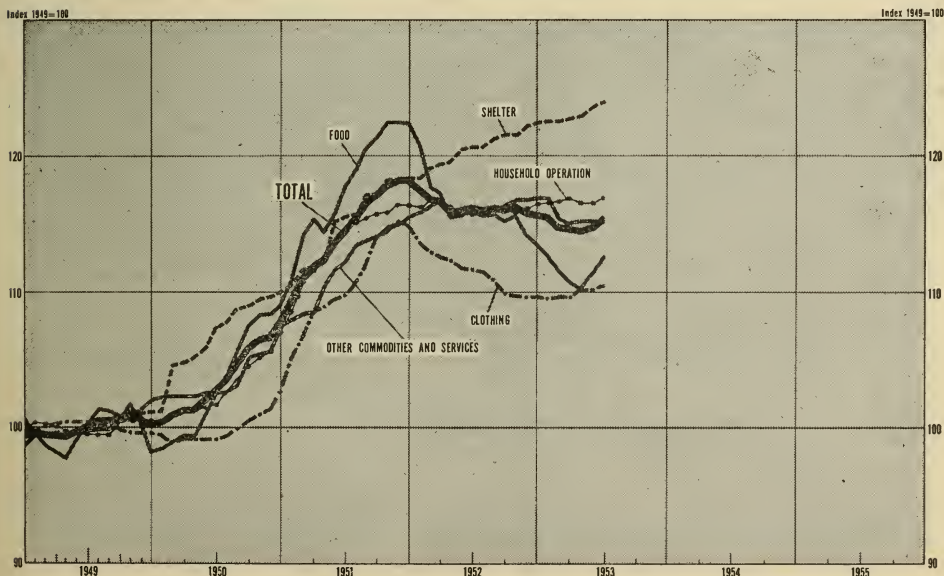
City Cost-of-Living Indexes, June 1, 1953

Mainly because of increases in food prices and rent, cost-of-living indexes advanced in each of the nine regional cities between May 1 and June 1, 1953.

Prices of fresh and cured pork were substantially higher in all nine cities. Beef, eggs and fresh fruits and vegetables were generally firmer. Butter prices were mostly lower.

*See Tables F-1 to F-6 at end of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



Rents moved up in six cities but were unchanged in the remaining three.

Slight increases in clothing prices were reported in six centres. Clothing indexes for Winnipeg and Saskatoon remained unchanged while a small drop was recorded for Toronto.

Changes in the other three component group indexes were small and scattered throughout the nine cities. Among the more important changes were decreases in refrigerator prices in Halifax, Saint John, Montreal, Winnipeg and Edmonton; increases in laundry rates in Saint John and Montreal; and a seasonal decrease in coal prices in Vancouver.

Composite city cost-of-living index point changes between May 1 and June 1 were: Montreal +1.8 to 190.1, Toronto +1.3 to 182.2, Saskatoon +1.2 to 183.4, Edmonton +1.2 to 177.8, Halifax +0.8 to 173.4, Saint John +0.8 to 181.0, Winnipeg +0.8 to 177.2, St. John's +0.1 to 101.2* and Vancouver +0.1 to 187.6.

Wholesale Prices, June 1953

Wholesale prices moved up 0.7 per cent between May and June but were still 2.1 per cent below those a year earlier. The higher prices in June, compared with May, were concentrated mainly in animal products, although advances were noted in five other major groups.

*Index on base June 1951=100.

The animal product prices index advanced from 239.1 to 247.5 as a result of sharp increases in pork coupled with lesser increases for other livestock, fresh meats, eggs and unmanufactured leather.

In the non-metallic group, advances in crude petroleum, sulphur, imported anthracite coal and lime were responsible for a rise in the index from 173.9 to 176.4.

Fibres, textiles and textile products index climbed from 241.2 to 241.7 as advances in worsted yarns, wool cloth and imported raw wool outweighed decreases in raw cotton, rayon fabrics, domestic raw wool and carpets.

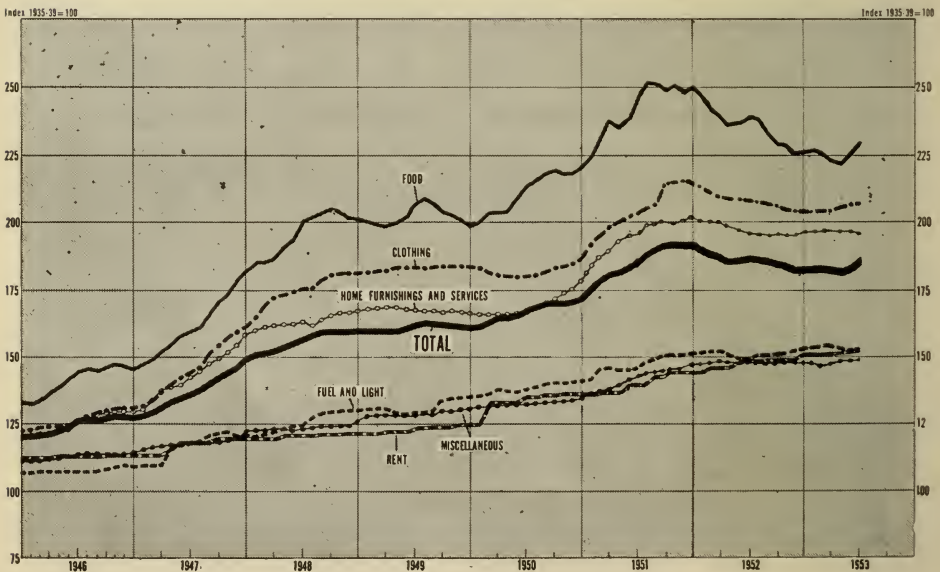
Slight increases in paint materials and inorganic chemicals were reflected in a change in the chemical products group index from 176.2 to 176.4.

The non-ferrous metals index advanced from 168.1 to 168.6 as a result of higher quotations for lead overbalancing declines for tin and copper ingots.

The vegetable products index remained unchanged at 197.4 as increases in milled cereals, coffee, cocoa, potatoes, fresh fruits and molasses balanced losses for grains, livestock feeds, vegetable oils, rubber, unmanufactured tobacco and dried fruits.

Iron and its products registered a further small decline for the second month; the index dropped from 221.2 to 220.6 because of continued weakness in steel scrap, which outweighed advances in castings and forgings and certain rolling mill products.

COST-OF-LIVING INDEX FROM JANUARY 1946



Canadian farm product prices at terminal markets recorded a further advance in June, the index rising to 219.3 from 216.9 in May.

Prices of residential building materials were slightly firmer in June; the composite index advanced to 284.1 from 282.8 in May.

Strikes and Lockouts

Canada, June, 1953*

Time lost in industrial disputes resulting in work stoppages in the first six months of 1953 has been substantially below the idleness in the same period in 1952. The number of stoppages was down and there was a sharp decline in the number of workers involved.

In June 1953, the time loss was somewhat higher than in the previous month. No great amount of loss was shown by any one stoppage but four disputes with the greatest loss were: flour, cereal and feed mill workers at Peterborough, Ont., and Saskatoon, Sask.; salmon fishermen, seiners and gillnetters in British Columbia waters; yarns and carpet factory workers at Guelph, Ont; and shoe factory workers at Preston, Ont.

Wages and related questions were the central issues in 24 of the 31 stoppages, causing more than 86 per cent of the total loss. Of the other disputes, three arose over union questions, three over causes affecting working conditions and one over dismissal of a worker.

Preliminary figures for June 1953, show 31 strikes and lockouts, involving 6,452 workers, with a time loss of 57,346 man-working days, compared with 30 strikes and lockouts in May 1953, with 4,748 involved and a loss of 36,127 days. In June 1952, there were 42 strikes and lockouts with 59,706 workers involved and a loss of 717,845 days.

For the first six months of 1953 preliminarily figures show 85 strikes and lockouts, involving 19,447 workers and a loss of 210,438 days. In the same period in 1952 there were 121 strikes and lockouts, with 88,620 workers involved and a loss of 1,329,153 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in June 1953, was 0.07 per cent of the estimated working time; 0.04 per cent in May 1953; 0.87 per cent in June 1952; 0.04 per cent for the first six months of 1953; and 0.27 per cent for the first six months of 1952.

Of the 31 stoppages in June 1953, four were settled in favour of the workers, three in favour of the employers, six were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the month 16 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began in November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and waitresses at Timmins, Ont., on May 23, 1952.)

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in April 1953, was 107 and 14 were still in progress from the previous month, making a total of 121 during the month. In all

*See Tables G-1 and G-2 at end of book.

stoppages of work in progress, 20,400 workers were involved and a time loss of 76,000 working days caused.

Of the 107 disputes leading to stoppages of work which began in April, six, directly involving 800 workers, arose over demands for advances in wages, and 44, directly involving 7,300 workers, over other wage questions; two, directly involving 800 workers, over questions as to working hours; 14, directly involving 3,100 workers, over questions respecting the employment of particular classes or persons; 40, directly involving 1,600 workers, over other questions respecting working arrangements; and one, directly involving 1,800 workers, was in support of workers involved in another dispute.

Ceylon

In 1952 there were 75 strikes directly involving 11,523 workers and causing a time loss of 56,404 man-working days.

Japan

For 1952 there were 590 industrial disputes resulting in work stoppages. These directly involved 1,623,610 workers resulting in a time loss of 5,013,744 man-working days.

United States

Preliminary figures for May 1953, show 525 work stoppages resulting from labour-management disputes beginning in the month in which 270,000 workers were involved. The time loss for all work stoppages in progress during the month was 3,000,000 man-days. Corresponding figures for April 1953, are 500 work stoppages involving 275,000 workers and a time loss of 2,500,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.
List No. 60.

Accidents

1. **U.S. Bureau of Labor Standards.** *Hazards in operating Bakery Machines.* Washington, G.P.O., 1952. Pp. 22.

2. **U.S. Bureau of Labor Standards.** *Mr. Manager, Guard Your Investment in Manpower.* Washington, G.P.O., 1953. Pp. 12. This pamphlet is about taking proper precautions for installing safeguards for machinery.

Arbitration, Industrial

3. **Backman, Jules.** *Economic Data utilized in Wage Arbitration.* Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 56.

4. **Freidin, Jesse.** *Labor Arbitration and the Courts..* Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 58.

5. **Handsaker, Morrison.** *The Submission Agreement in Contract Arbitration,* by Morrison and Marjorie Handsaker. Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 101.

6. **Kennedy, Van Dusen.** *Arbitration in the San Francisco Hotel and Restaurant Industries.* Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 113.

7. **Kuhn, Alfred.** *Arbitration in Transit; an Evaluation of Wage Criteria.* Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 203.

8. **Simkin, William E.** *Acceptability as a Factor in Arbitration under an Existing Agreement.* Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 67.

9. **Skilton, Robert Henry.** *Industrial Discipline and the Arbitration Process.* Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 76.

10. **Tripp, Louis Reed.** *Wage-Reopening Arbitration.* Philadelphia, University of Pennsylvania Press for the Labor Relations Council of the Wharton School of Finance and Commerce, 1952. Pp. 108.

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Arbitration, Industrial—Railroad Employees

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Labour Statistics

	PAGE
A—Labour Force	
<i>D.B.S. Labour Force Survey</i>	
Table A-1—Estimated Distribution of Canadian Manpower.....	1207
Table A-2—Persons Looking for Work in Canada.....	1207
Table A-3—Regional Distributions, Week Ended May 16, 1953.....	1208
<i>Immigration Branch, Department of Citizenship and Immigration</i>	
Table A-4—Distribution of All Immigrants by Region.....	1208
Table A-5—Distribution of Workers Entering Canada by Occupations.....	1209
B—Labour Income	
<i>Dominion Bureau of Statistics Monthly Estimates of Labour Income</i>	
Table B-1—Estimates of Labour Income.....	1209
C—Employment, Hours and Earnings	
<i>Dominion Bureau of Statistics: Employment and Payrolls</i>	
Table C-1—Employment Index Numbers by Provinces.....	1210
Table C-2—Employment, Payrolls and Weekly Wages and Salaries.....	1210
Table C-3—Summary of Employment, Payrolls and Average Weekly Wages and Salaries.....	1211
<i>Dominion Bureau of Statistics: Man-Hours and Hourly Earnings</i>	
Table C-4—Hours and Earnings in Manufacturing.....	1212
Table C-5—Hours and Earnings in Manufacturing by Provinces and Cities.....	1212
Table C-6—Hours and Earnings by Industry.....	1213
<i>Economics and Research Branch, Department of Labour</i>	
Table C-7—Real Earnings in Manufacturing.....	1214
D—Employment Service Statistics	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	1215
Table D-2—Unfilled Vacancies by Industry and by Sex.....	1216
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	1217
Table D-4—Activities of National Employment Service Offices.....	1218
Table D-5—Applications and Placements Since 1943.....	1223
E—Unemployment Insurance	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Number Receiving Benefit with Amount Paid.....	1223
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	1224
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	1224
Table E-4—Claimants Not Entitled to Benefit with Reasons for Non-Entitlement.....	1225
Table E-5—Estimates of the Insured Population.....	1225
Table E-6—Unemployment Insurance Fund.....	1226
F—Prices	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada.....	1227
Table F-1a—Consumer Price Index Numbers, Canada.....	1228
Table F-2—Index Numbers of the Cost of Living for Nine Cities of Canada.....	1229
Table F-3—Index Numbers of Staple Food Items.....	1229
Table F-4—Retail Prices of Staple Foods and Coal by Cities.....	1230
Table F-5—Index Numbers of the Cost of Living in Canada and Other Countries.....	1234
Table F-6—Index Numbers of Wholesale Prices in Canada.....	1235
G—Strikes and Lockouts	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	1236
Table G-2—Strikes and Lockouts in Canada During June.....	1237

A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended May 16, 1953			Week Ended April 18, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian noninstitutional population.....	10,006	4,995	5,011	10,002	4,993	5,009
A. Civilian labour force.....	5,321	4,151	1,170	5,241	4,097	1,144
Persons at work.....	5,108	3,969	1,139	4,941	3,834	1,107
35 hours or more.....	4,720	3,767	953	4,645	3,674	971
Less than 35 hours.....	388	202	186	296	160	136
Usually work 35 hours or more.....	177	130	47	104	88	16
(a) Laid off for part of the week.....	*	*	*	*	*	*
(b) on short time.....	25	19	*	24	20	*
(c) lost job during the week.....	*	*	*	*	*	*
(d) found job during the week.....	*	*	*	*	*	*
(e) bad weather.....	20	20	*	22	21	*
(f) illness.....	20	15	*	25	19	*
(g) industrial dispute.....	*	*	*	*	*	*
(h) vacation.....	24	14	10	*	*	*
(i) other.....	73	49	24	16	14	*
Usually work less than 35 hours.....	211	72	139	192	72	120
Persons with jobs not at work.....	99	80	19	135	112	23
Usually work 35 hours or more.....	96	78	18	131	109	22
(a) laid off for full week.....	11	*	*	27	24	*
(b) bad weather.....	*	*	*	*	*	*
(c) illness.....	54	45	*	62	50	12
(d) industrial dispute.....	*	*	*	*	*	*
(e) vacation.....	20	14	*	18	13	*
(f) other.....	*	*	*	16	14	*
Usually work less than 35 hours.....	*	*	*	*	*	*
Persons without jobs and seeking work ⁽¹⁾	114	102	12	165	151	14
B. Persons not in the labour force.....	4,685	844	3,841	4,761	896	3,865
(a) permanently unable or too old to work.....	181	115	66	175	117	58
(b) keeping house.....	3,316	*	3,314	3,338	*	3,336
(c) going to school.....	663	334	329	681	346	335
(d) retired or voluntarily idle.....	509	383	126	547	419	128
(e) other.....	16	10	*	20	12	*

⁽¹⁾ Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended May 16, 1953			Week Ended April 18, 1953		
	Total	Seeking Full-Time Work	Seeking Part-Time Work	Total	Seeking Full-Time Work	Seeking Part-Time Work
Total looking for work.....	124	113	11	176	158	18
Without jobs.....	114	105	*	165	151	14
Under 1 month.....	36	—	—	46	—	—
1- 3 months.....	38	—	—	62	—	—
4- 6 months.....	27	—	—	42	—	—
7-12 months.....	10	—	—	10	—	—
13-18 months.....	*	—	—	*	—	—
19- and over.....	*	—	—	*	—	—
Worked.....	10	*	*	11	*	*
1-14 hours.....	*	*	*	*	*	*
15-34 hours.....	*	*	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED MAY 16, 1953

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Quebec	Ontario	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
<i>Both Sexes</i>	5,321	* 108	406	1,512	1,903	960	432
Agricultural.....	892	*	65	212	219	372	22
Non-Agricultural.....	4,429	106	341	1,300	1,684	588	410
<i>Males</i>	4,151	* 88	327	1,177	1,453	773	333
Agricultural.....	843	*	62	207	208	347	17
Non-Agricultural.....	3,308	86	265	970	1,245	426	316
<i>Females</i>	1,170	* 20	* 79	335	450	187	* 99
Agricultural.....	49	*	*	*	11	25	*
Non-Agricultural.....	1,121	20	76	330	439	162	94
<i>All ages</i>	5,231	108	406	1,512	1,903	960	432
14-19 years.....	498	14	39	179	152	89	25
20-24 years.....	734	18	55	240	241	130	50
25-44 years.....	2,461	50	184	697	886	435	209
45-64 years.....	1,414	* 23	108	355	540	259	129
65 years and over.....	214	*	20	41	84	47	19
<i>Persons with Jobs</i>							
<i>All status groups</i>	5,207	103	390	1,469	1,876	949	420
Males.....	4,049	83	311	1,139	1,429	764	323
Females.....	1,158	20	79	330	447	185	97
Agricultural.....	887	*	64	211	218	371	21
Non-Agricultural.....	4,320	101	326	1,258	1,658	578	399
<i>Paid workers</i>	3,902	84	285	1,139	1,510	533	351
Males.....	2,870	67	216	835	1,102	384	266
Females.....	1,032	17	69	304	408	149	85
<i>Persons without Jobs and Seeking Work</i>							
<i>Both Sexes</i>	114	*	16	43	27	11	12
<i>Persons not in the Labour Force</i>							
<i>Both sexes</i>	4,685	130	438	1,306	1,541	838	432
Males.....	844	35	87	215	252	153	102
Females.....	3,841	95	351	1,091	1,289	685	330

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.-May.....	2,065	18,173	44,270	10,673	6,907	82,088	37,786
1953—Jan.-May.....	1,912	11,099	30,982	10,901	5,066	59,960	24,727

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total workers
1951—Total.....	4,001	5,317	.....	.....	.....	25,890	.....	.....	.....	5,402	114,786
1952—Total.....	7,054	6,900	.....	.....	.....	16,971	.....	.....	.....	1,526	85,029
1952—Jan.-May.....	2,685	3,083	.....	.....	.....	9,572	.....	.....	.....	793	46,060
1953—Jan.-May.....	3,644	2,371	698	1,276	4,342	7,955	281	9,282	2,439	382	32,670

Due to changes in occupational classifications, comparisons with earlier periods can not be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
†1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	70	270	52	208	178	28	806
1952—Average.....	76	299	62	230	197	31	895
1950—December.....	64	251	50	193	162	26	746
1951—January.....	63	249	42	189	164	27	734
February.....	63	252	41	190	162	25	733
March.....	60	257	39	193	175	26	750
April.....	60	263	45	199	171	27	765
May.....	66	266	52	205	177	28	794
June.....	72	273	55	211	179	28	818
July.....	71	273	55	212	179	30	820
August.....	72	277	60	214	180	29	832
September.....	76	282	61	217	182	29	847
October.....	81	280	60	219	188	30	858
November.....	83	280	60	223	191	30	867
December.....	81	286	52	222	188	29	858
1952—January.....	79	279	49	215	188	29	839
February.....	80	284	47	216	193	29	849
March.....	74	290	48	218	193	29	852
April.....	63	291	53	222	193	30	852
May.....	69	292	60	227	197	30	875
June.....	71	292	61	231	200	30	885
July.....	71	294	70	234	201	31	901
August.....	78	304	75	234	197	31	919
September.....	80	312	74	236	198	31	931
October.....	82	314	77	239	202	32	946
November.....	83	318	75	242	202	32	952
December.....	76	322	62	245	205	32	942
1953—January.....	71	317	58	247*	203	32	928
February.....	69	322	56	235	207	31	920
March.....	61	325	57	236	213	32	924
April.....	61	326	63	253*	213	33	949

† Includes Newfoundland, since 1949.

* Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100.) (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At May 1, employers in the principal non-agricultural industries reported a total employment of 2,403,162.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average.....	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
1952—Average.....	184.7	193.4	155.0	181.3	175.0	193.8	176.7	155.7	217.9	191.3
Jan. 1, 1952.....	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952.....	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952.....	178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952.....	177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952.....	177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952.....	182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952.....	185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1952.....	188.8	207.9	160.4	172.3	183.5	195.9	182.7	166.1	231.5	183.9
Sept. 1, 1952.....	190.6	209.2	163.8	183.5	179.3	198.3	182.7	164.2	235.3	201.9
Oct. 1, 1952.....	192.6	205.4	163.6	186.0	182.1	200.7	183.0	162.4	230.7	206.3
Nov. 1, 1952.....	192.3	199.8	160.2	177.1	182.8	200.4	182.6	164.2	231.3	205.2
Dec. 1, 1952.....	192.2	199.0	158.0	180.9	183.1	200.7	183.9	164.7	231.6	200.8
Jan. 1, 1953.....	187.0	184.4	154.5	178.9	175.6	198.2	177.9	158.5	226.6	190.7
Feb. 1, 1953.....	182.5	176.5	151.1	167.3	171.3	195.7	173.3	148.4	219.3	181.1
Mar. 1, 1953.....	182.0	167.6	146.7	164.3	170.6	195.4	170.9	147.6	221.3	183.1
Apr. 1, 1953.....	182.0	168.0	145.5	161.3	169.1	196.0	171.5	147.7	219.3	187.5
May 1, 1953.....	184.0	177.6	146.5	159.1	171.9	197.0	174.8	152.5	223.3	190.8
Percentage Distribution of Employees of Reporting Establishments at May 1, 1953.	100.0	0.2	3.4	2.3	29.0	43.6	5.2	2.3	5.0	9.0

NOTE.—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average.....	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.86	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.94	177.5	360.2	202.8	46.21
1951—Average.....	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
1952—Average.....	184.7	426.1	230.9	54.13	192.4	474.0	246.2	56.11
Jan. 1, 1952.....	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952.....	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952.....	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952.....	177.9	411.5	231.7	54.32	188.3	467.2	248.1	56.55
May 1, 1952.....	177.4	410.6	231.8	54.34	188.7	468.4	248.1	56.55
June 1, 1952.....	182.5	420.2	230.7	54.08	190.9	470.1	246.2	56.10
July 1, 1952.....	185.5	426.3	230.2	53.96	191.4	470.1	245.5	55.95
Aug. 1, 1952.....	188.8	433.3	229.9	53.89	194.1	474.6	244.4	55.71
Sept. 1, 1952.....	190.6	442.7	232.7	54.55	198.5	490.9	247.3	56.36
Oct. 1, 1952.....	192.6	452.2	235.2	55.12	200.8	503.0	250.5	57.09
Nov. 1, 1952.....	192.3	455.8	237.4	55.65	199.8	505.7	253.0	57.66
Dec. 1, 1952.....	192.2	459.5	239.4	56.12	199.6	512.2	256.5	58.46
Jan. 1, 1953.....	187.0	428.7	229.6	53.81	196.3	473.2	241.0	54.93
Feb. 1, 1953.....	182.5	441.1	242.0	56.72	197.6	510.3	258.1	58.83
Mar. 1, 1953.....	182.0	445.0	244.9	57.40	199.5	518.7	260.0	59.25
Apr. 1, 1953.....	182.0	444.4	244.6	57.33	201.1	524.5	260.8	59.44
May 1, 1953.....	184.0	450.8	245.3	57.51	201.5	525.7	260.8	59.44

¹ Includes (1) Forestry (chiefly logging) (2) Mining (including milling), quarrying and oil wells. (3) Manufacturing. (4) Construction. (5) Transportation, storage and communication. (6) Public utility operation. (7) Trade. (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939 = 100)

Source: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939 = 100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			May 1 1953	Apr. 1 1953	May 1 1952
	May 1 1953	Apr. 1 1953	May 1 1952	May 1 1953	Apr. 1 1953	May 1 1952			
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	177.6	168.0	175.6	406.1	384.9	364.6	45.52	45.61	41.32
Nova Scotia.....	146.5	145.5	146.2	337.4	332.2	324.9	49.38	48.97	47.62
New Brunswick.....	159.1	161.3	167.4	386.1	394.5	383.8	49.35	49.72	46.53
Quebec.....	171.9	169.1	164.2	440.1	435.4	401.0	54.51	54.83	52.00
Ontario.....	197.0	196.0	188.3	480.0	475.7	432.2	59.71	59.48	56.27
Manitoba.....	174.8	171.5	170.9	374.1	363.6	342.6	55.06	54.52	51.57
Saskatchewan.....	152.5	147.7	147.3	340.8	327.3	307.8	54.12	53.64	50.66
Alberta.....	223.3	219.3	207.0	513.8	498.2	441.6	58.52	57.78	54.27
British Columbia.....	190.8	187.5	192.7	467.7	451.7	444.5	63.72	62.64	59.97
CANADA.....	184.0	182.0	177.4	450.8	444.4	410.6	57.51	57.33	54.34
(b) METROPOLITAN AREAS									
Sydney.....	109.8	110.6	111.7	292.6	278.6	294.9	59.56	56.31	59.01
Halifax.....	206.7	215.5	209.9	415.1	439.3	399.9	47.20	47.90	44.62
Saint John.....	165.3	186.0	170.6	345.7	384.6	342.5	44.80	44.30	43.02
Quebec.....	166.4	162.3	153.8	419.2	407.2	359.8	46.94	46.74	43.60
Sherbrooke.....	168.7	169.6	170.4	409.4	418.4	392.9	47.15	47.95	44.74
Three Rivers.....	161.9	157.9	171.1	435.9	423.3	422.5	52.90	53.65	49.40
Drummondville.....	173.8	172.4	184.7	474.8	477.1	460.5	52.30	52.97	47.73
Montreal.....	189.3	187.2	177.7	461.3	454.7	409.8	55.68	55.51	52.73
Ottawa—Hull.....	188.7	188.7	187.1	417.9	417.3	391.1	51.22	51.14	48.42
Peterborough.....	193.8	191.0	196.1	547.7	548.8	538.3	59.70	60.71	57.98
Oshawa.....	307.6	308.1	251.3	876.0	888.6	675.0	67.22	68.08	63.53
Niagara Falls.....	314.4	305.6	269.5	924.5	897.8	701.7	71.03	70.97	62.75
St. Catharines.....	243.4	243.2	238.1	663.2	659.7	622.1	66.86	66.55	64.12
Toronto.....	210.0	209.1	196.0	499.3	494.4	439.6	60.06	59.73	56.66
Hamilton.....	208.4	207.9	202.5	533.2	532.6	490.0	61.88	61.97	58.59
Brantford.....	191.0	193.3	211.4	532.0	527.8	588.8	57.87	56.72	57.83
Galt.....	167.4	165.0	152.9	441.0	435.2	376.7	54.15	54.18	50.55
Kitchener.....	184.8	183.9	170.6	478.6	476.8	416.0	54.97	55.03	51.81
Sudbury.....	185.1	182.7	174.2	432.5	427.3	389.0	70.14	70.23	67.09
London.....	204.7	202.8	189.1	474.0	465.4	416.0	54.79	54.29	52.09
Sarnia.....	311.2	313.3	311.6	803.1	812.7	756.7	71.44	71.81	67.32
Windsor.....	247.5	243.8	234.1	618.8	618.3	554.8	69.61	70.59	66.07
Sault Ste. Marie.....	260.4	256.3	238.2	629.9	629.2	575.3	64.14	65.10	64.20
Ft. William—Pt. Arthur.....	237.6	231.1	226.2	565.7	535.7	505.5	60.77	59.17	56.81
Winnipeg.....	176.6	174.3	171.3	374.7	367.6	343.2	51.80	51.48	48.87
Regina.....	177.9	175.1	164.6	391.0	383.8	344.7	50.06	49.94	47.42
Saskatoon.....	199.0	190.6	189.0	443.6	423.6	396.9	49.32	49.18	46.60
Edmonton.....	307.7	295.9	257.2	770.4	723.1	562.9	58.98	57.56	51.48
Calgary.....	230.0	228.8	219.8	495.1	487.9	451.6	55.50	54.99	52.88
Vancouver.....	200.5	200.8	202.4	472.1	466.3	455.0	59.06	58.25	56.37
Victoria.....	231.9	229.3	223.7	546.7	537.7	501.6	56.51	56.20	53.74
(c) INDUSTRIES									
Forestry (chiefly logging).....	93.0	123.9	123.1	321.2	425.6	400.8	59.81	59.89	56.38
Mining.....	120.5	120.6	122.4	284.0	280.7	276.1	68.02	67.19	65.09
Manufacturing.....	201.5	201.1	188.7	525.7	524.5	468.4	59.44	59.44	56.55
Durable Goods ¹	264.4	263.3	243.3	696.8	694.9	608.2	64.04	64.12	60.73
Non-Durable Goods.....	161.0	160.9	153.5	402.9	402.1	368.0	54.57	54.51	52.28
Construction.....	175.0	156.8	174.2	556.5	509.5	512.9	59.77	61.07	55.35
Transportation, storage, communi- cation.....	183.1	176.7	181.1	392.5	372.2	358.9	61.32	60.26	56.70
Public utility operation.....	195.4	192.4	188.4	429.5	425.1	395.6	64.73	65.05	61.82
Trade.....	181.0	180.1	173.2	402.5	396.3	363.9	48.58	48.06	45.91
Finance, insurance and real estate.....	182.6	182.5	178.3	327.4	325.0	304.3	52.17	51.84	49.65
Service ²	190.7	189.3	183.7	420.9	415.1	376.1	37.05	36.80	34.22
Industrial composite.....	184.0	182.0	177.4	450.8	444.4	410.6	57.51	57.33	54.34

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-1 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	\$	No.	cts.	\$	No.	cts.	\$
1945—Average.....	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.82	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
*Jan. 1, 1952.....	38.1	127.1	48.43	38.3	136.4	52.24	37.9	116.8	44.27
Feb. 1, 1952.....	41.6	127.1	52.87	41.9	137.5	57.61	41.2	115.7	47.67
Mar. 1, 1952.....	41.7	127.8	53.29	41.8	138.4	57.85	41.5	116.0	48.14
Apr. 1, 1952.....	42.1	129.0	54.31	42.3	139.6	59.05	41.8	116.9	48.86
May 1, 1952.....	41.9	129.4	54.22	42.1	139.5	58.73	41.6	117.8	49.00
June 1, 1952.....	41.3	129.7	53.57	41.4	139.6	57.79	41.3	118.4	48.90
July 1, 1952.....	41.3	128.6	53.11	41.4	138.3	57.26	41.2	117.9	48.57
Aug. 1, 1952.....	41.1	128.9	52.98	41.1	139.4	57.29	41.1	117.5	48.29
Sept. 1, 1952.....	41.6	129.5	53.87	41.8	141.2	59.02	41.4	116.8	48.36
Oct. 1, 1952.....	42.1	129.9	54.69	42.2	141.8	59.84	42.0	117.0	49.14
Nov. 1, 1952.....	42.1	131.0	55.15	42.1	142.6	60.03	42.1	118.4	49.85
Dec. 1, 1952.....	42.5	132.1	56.14	42.6	143.6	61.17	42.2	119.3	50.34
*Jan. 1, 1953.....	38.3	134.0	51.32	38.5	144.5	55.63	38.2	121.8	46.53
Feb. 1, 1953.....	41.9	134.2	56.23	41.9	145.7	61.05	41.8	120.8	50.49
Mar. 1, 1953.....	42.1	134.4	56.58	42.4	146.3	62.03	41.7	120.7	50.33
Apr. 1, 1953.....	42.1	134.9	56.79	42.3	146.7	62.05	41.8	121.3	50.70
May 1, 1953.....	41.9	135.6	56.82	42.2	146.9	61.99	41.5	122.4	50.80

*The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	May 1, 1953	Apr. 1, 1953	May 1, 1952	May 1, 1953	Apr. 1, 1953	May 1, 1952
	Newfoundland.....	42.8	42.2	43.0	131.6	130.2	124.6
Nova Scotia.....	42.0	41.7	42.6	121.5	121.1	115.4
New Brunswick.....	42.5	42.3	43.7	120.5	119.4	114.3
Quebec.....	43.3	43.6	43.5	121.1	120.6	115.2
Ontario.....	41.5	41.7	41.2	143.6	143.0	137.6
Manitoba.....	40.9	40.9	40.9	131.1	130.1	121.6
Saskatchewan.....	40.8	41.3	41.1	134.3	135.0	129.4
Alberta.....	40.6	40.4	40.4	139.5	137.5	130.3
British Columbia.....	38.4	38.1	38.6	164.6	163.9	157.8
Montreal.....	42.3	42.6	42.7	127.7	127.4	120.5
Toronto.....	41.0	41.1	40.7	143.4	142.7	136.1
Hamilton.....	40.4	40.8	39.8	155.5	155.8	148.2
Windsor.....	43.0	43.7	42.2	164.8	165.1	159.3
Winnipeg.....	40.6	40.6	40.6	130.0	128.8	120.1
Vancouver.....	38.2	37.7	38.0	161.0	160.4	154.9

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1 1953	Apr. 1 1953	May 1 1952	May 1 1953	Apr. 1 1953	May 1 1952	May 1 1953	Apr. 1 1953	May 1 1952
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	42.4	41.8	42.4	153.5	152.5	147.3	65.66	63.79	62.46
Metal mining.....	44.5	44.8	44.2	156.0	154.2	147.7	69.42	69.08	65.28
Gold.....	46.3	46.5	46.0	133.2	131.7	130.8	61.67	61.24	60.17
Other metal.....	43.4	43.7	43.1	171.0	168.9	159.8	74.21	73.81	68.87
Fuels.....	38.1	35.8	38.7	153.0	152.1	152.5	58.29	54.45	59.02
Coal.....	37.0	33.7	37.7	149.3	147.3	149.7	55.24	49.64	56.44
Oil and natural gas.....	42.3	43.9	42.7	165.7	166.5	162.9	70.09	73.09	69.56
Non-metal.....	42.8	42.1	42.7	143.3	145.5	135.5	61.33	61.26	57.86
Manufacturing	41.9	42.1	41.9	135.6	134.9	129.4	56.82	56.79	54.22
Food and beverages.....	41.5	41.9	42.5	116.4	116.0	111.1	48.31	48.60	47.22
Meat products.....	40.4	41.3	42.7	143.7	143.8	139.4	58.05	59.39	59.52
Canned and preserved fruits and vegetables.....	39.3	40.4	39.8	103.5	104.2	94.0	40.68	42.10	37.41
Grain mill products.....	40.9	42.6	44.3	127.2	126.2	121.4	52.02	53.76	53.78
Bread and other bakery products.....	44.2	44.5	44.5	102.8	102.1	97.5	45.44	45.43	43.39
Distilled and malt liquors.....	41.7	41.1	41.3	140.3	140.8	138.2	58.51	57.87	57.08
Tobacco and tobacco products.....	41.3	40.1	41.2	134.3	124.2	128.0	55.47	49.80	52.74
Rubber products.....	41.6	42.0	41.2	144.2	143.2	135.6	59.99	60.14	55.87
Leather products.....	41.3	42.1	41.0	95.9	94.7	90.7	39.61	39.87	37.19
Boots and shoes (except rubber).....	41.1	42.3	41.1	92.3	91.2	87.6	37.94	38.58	36.00
Textile products (except clothing).....	42.0	42.6	41.0	107.5	107.3	103.6	45.15	45.71	42.48
Cotton yarn and broad woven goods.....	39.0	40.1	36.8	110.3	110.4	102.6	43.02	44.27	37.76
Woolen goods.....	43.8	44.2	42.8	101.4	102.1	100.4	44.41	45.13	42.97
Synthetic textiles and silk.....	45.5	45.8	44.4	108.8	108.1	106.5	49.50	49.51	47.29
Clothing (textile and fur).....	39.4	40.4	38.9	95.0	95.2	91.0	37.43	38.46	35.40
Men's clothing.....	40.1	40.7	39.5	94.0	93.8	88.5	37.69	38.18	34.96
Women's clothing.....	36.0	37.8	37.4	100.4	101.8	95.6	36.14	38.48	35.75
Knit goods.....	41.1	41.6	38.9	95.4	94.9	93.3	39.21	39.48	36.29
*Wood products.....	42.2	42.1	41.6	120.4	120.0	117.2	50.81	50.52	48.76
Saw and planing mills.....	41.4	41.2	40.7	128.9	128.9	127.0	53.36	53.11	51.69
Furniture.....	43.3	43.3	42.9	109.6	108.8	103.8	47.46	47.11	44.53
Other wood products.....	43.7	44.3	43.3	103.5	102.9	98.7	45.23	45.58	42.74
Paper products.....	43.8	43.6	44.3	150.3	149.8	142.0	65.83	65.31	62.91
Pulp and paper mills.....	44.4	44.1	45.5	160.7	160.4	150.4	71.35	70.74	68.43
Other paper products.....	42.3	42.3	40.5	119.2	118.5	112.6	50.42	50.13	45.60
Printing, publishing and allied industries.....	40.3	40.3	39.8	157.7	157.2	147.4	63.55	63.35	58.67
*Iron and steel products.....	41.7	41.9	42.2	152.6	151.7	144.3	63.63	63.56	60.89
Agricultural implements.....	39.8	39.0	40.3	162.8	159.0	160.9	64.79	62.01	64.84
Fabricated and structural steel.....	41.5	41.1	43.0	160.2	158.6	148.5	66.48	65.18	63.86
Hardware and tools.....	42.8	43.0	42.3	135.9	136.5	129.8	58.17	58.70	54.91
Heating and cooking appliances.....	42.0	41.9	42.3	134.0	132.4	126.8	56.28	55.48	53.30
Iron castings.....	43.0	43.4	42.6	149.9	149.3	141.2	64.46	64.80	60.15
Machinery manufacturing.....	42.9	43.3	43.6	144.3	144.2	136.3	61.90	62.44	59.43
Primary iron and steel.....	40.0	40.7	41.7	169.5	168.7	155.9	67.80	68.66	65.01
Sheet metal products.....	41.0	41.0	41.0	142.2	142.1	133.6	58.30	58.26	54.78
*Transportation equipment.....	42.7	42.8	42.4	156.6	157.1	146.3	66.87	67.24	62.03
Aircraft and parts.....	43.4	44.5	44.7	154.5	157.5	146.7	67.05	70.09	65.57
Motor vehicles.....	43.8	44.6	42.5	169.2	169.3	160.8	74.11	75.51	68.34
Motor vehicle parts and accessories.....	42.2	42.4	41.9	156.8	156.5	151.8	66.17	66.36	63.60
Railroad and rolling stock equipment.....	41.1	40.2	40.4	157.6	157.1	141.7	64.77	63.15	57.25
Shipbuilding and repairing.....	43.5	42.8	44.4	146.1	145.2	134.8	63.55	62.15	59.85
*Non-ferrous metal products.....	41.6	41.5	41.6	150.2	149.2	145.1	62.48	61.92	60.36
Aluminum products.....	42.5	42.3	42.4	141.2	139.2	131.3	60.01	58.88	55.67
Brass and copper products.....	42.1	42.3	42.4	142.4	140.9	135.6	59.95	59.60	57.49
Smelting and refining.....	41.2	41.0	41.4	162.3	161.8	158.3	66.87	66.34	65.54
*Electrical apparatus and supplies.....	41.6	41.8	41.0	142.6	142.6	138.1	59.32	59.61	56.62
Heavy electrical machinery and equipment.....	41.6	42.1	41.1	156.3	158.0	150.6	65.02	66.52	61.90
*Non-metallic mineral products.....	43.9	44.2	43.9	133.3	133.5	126.3	58.52	59.01	55.45
Clay products.....	45.1	44.9	44.7	124.0	124.6	119.8	55.92	55.95	53.55
Glass and glass products.....	45.4	45.9	45.1	129.5	128.9	122.0	58.79	59.17	55.02
Products of petroleum and coal.....	42.1	41.1	42.0	181.6	178.7	169.3	76.45	73.45	71.11
Chemical products.....	42.2	41.9	42.4	137.9	135.9	132.2	58.19	56.94	56.05
Medicinal and pharmaceutical preparations.....	41.1	41.0	41.1	112.9	112.0	105.6	46.40	45.92	43.40
Acids, alkalis and salts.....	41.3	41.7	41.7	157.4	155.4	152.7	65.01	64.80	63.68
Miscellaneous manufacturing industries.....	41.9	41.8	41.7	111.1	109.4	104.1	46.55	45.73	43.41
*Durable goods.....	42.2	42.3	42.1	146.9	146.7	139.5	61.99	62.05	58.73
Non-durable goods.....	41.5	41.8	41.6	122.4	121.3	117.8	50.80	50.70	49.00
Construction.....	41.5	42.0	41.6	142.7	143.8	132.1	59.22	60.40	54.95
Buildings and structures.....	40.7	40.4	41.9	157.0	156.8	142.4	63.90	63.35	59.67
Highways, bridges and streets.....	41.1	44.2	40.1	106.1	108.4	104.3	43.61	47.91	41.82
Electric and motor transportation.....	45.1	45.2	45.3	134.3	132.8	127.7	60.57	60.03	57.85
Service.....	42.2	42.4	42.8	78.1	77.2	74.2	32.96	32.73	31.76
Hotels and restaurants.....	42.9	43.0	43.5	77.8	76.5	73.6	33.38	32.90	32.02
Laundries and dry cleaning plants.....	41.8	42.0	42.2	75.0	75.1	71.6	31.35	31.64	30.22

*Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

Source: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	73.6	75.0	98.1
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.5	103.6	44.03	105.6	102.9	102.6
Monthly Average 1951.....	42.1	116.8	49.15	117.8	113.7	103.6
Monthly Average 1952.....	41.7	129.2	53.88	129.2	116.5	110.9
Week Preceding:						
May 1, 1952.....	41.7	129.4	53.96	129.4	115.9	111.6
June 1, 1952.....	41.3	129.7	53.57	128.4	116.0	110.7
July 1, 1952.....	41.3	128.6	53.11	127.3	116.1	109.6
August 1, 1952.....	41.1	128.9	52.98	127.0	116.0	109.5
September 1, 1952.....	41.6	129.5	53.87	129.2	116.1	111.3
October 1, 1952.....	42.1	129.9	54.69	131.1	116.0	113.0
November 1, 1952.....	42.1	131.0	55.15	132.2	116.1	113.9
December 1, 1952.....	42.5	132.1	56.14	134.5	115.8	116.1
January 1, 1953.....	42.2*	134.0	56.55	135.6	115.7	117.2
February 1, 1953.....	41.9	134.2	56.23	134.8	115.5	116.7
March 1, 1953.....	42.1	134.4	56.58	135.7	114.6	118.4
April 1, 1953.....	42.1	134.9	56.79	136.2	114.4	119.1
May 1, 1953 ⁽¹⁾	41.9	135.6	56.82	136.2	114.9	118.5

NOTE:—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38.3 hours, \$51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be regis-

tered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
July 1, 1947.....	59,921	35,263	95,184	80,985	33,514	114,499
July 1, 1948.....	34,242	22,183	56,425	80,206	38,364	118,570
July 1, 1949.....	20,679	21,775	42,454	103,275	44,216	147,491
July 1, 1950.....	24,392	15,500	39,892	136,291	68,280	204,571
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
July 1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
Aug. 1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
Sept. 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
Oct. 1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
Nov. 1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
Dec. 1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
Jan. 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
Feb. 1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
March 1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953.....	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953 ⁽¹⁾	24,564	21,143	45,707	152,488	49,614	202,102
July 1, 1953 ⁽¹⁾	21,229	20,088	41,317	124,396	55,920	180,316

*—Current vacancies only. Deferred vacancies are excluded.

⁽¹⁾—Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
MAY 30, 1953⁽¹⁾**

(Source: Form U.I.C. 761)

Industry	Male	Female	Total	Change from			
				April 30, 1953	May 29, 1952		
Agriculture, Fishing, Trapping	2,010	822	2,832	+	605	+	693
Forestry	1,485	6	1,491	-	779	-	1,085
Mining, Quarrying and Oil Wells	866	52	918	+	40	+	64
Metal Mining.....	496	16	512	-	69		
Fuels.....	186	11	197	+	49		
Non-Metal Mining.....	102	9	111	+	52		
Quarrying, Clay and Sand Pits.....	21	1	22	+	1		
Prospecting.....	61	15	76	+	7		
Manufacturing	6,028	4,058	10,086	+	240	+	585
Foods and Beverages.....	722	606	1,328	+	298		
Tobacco and Tobacco Products.....	4	3	7		0		
Rubber Products.....	66	27	93	+	8		
Leather Products.....	144	246	390	+	31		
Textile Products (except clothing).....	168	247	415	+	23		
Clothing (textile and fur).....	387	1,674	2,061	-	51		
Wood Products.....	639	77	716	+	47		
Paper Products.....	207	57	264	-	32		
Printing, Publishing and Allied Industries.....	354	156	510	+	53		
Iron and Steel Products.....	877	155	1,032	+	54		
Transportation Equipment.....	1,191	142	1,333	-	282		
Non-Ferrous Metal Products.....	216	61	277	+	38		
Electrical Apparatus and Supplies.....	343	206	549	+	64		
Non-Metallic Mineral Products.....	137	32	169	+	12		
Products of Petroleum and Coal.....	63	13	76	+	4		
Chemical Products.....	315	165	480	-	38		
Miscellaneous Manufacturing Industries.....	195	191	386	+	11		
Construction	4,346	115	4,461	+	309	-	1,606
General Contractors.....	3,433	76	3,509	+	196		
Special Trade Contractors.....	913	39	952	+	113		
Transportation, Storage and Communication	1,865	354	2,219	+	98		
Transportation.....	1,687	125	1,812	+	43		
Storage.....	90	27	117	+	15		See Foot Note (2)
Communication.....	88	202	290	+	40		
Public Utility Operation	240	32	272	-	32		
Trade	3,806	3,492	7,298	+	388	+	1,847
Wholesale.....	1,216	772	1,988	+	203		
Retail.....	2,590	2,720	5,310	+	185		
Finance, Insurance and Real Estate	1,446	1,357	2,803	+	573	+	1,141
Service	4,061	11,173	15,234	+	1,800	+	376
Community or Public Service.....	374	1,548	1,922	+	283		
Government Service.....	1,572	642	2,214	+	311		
Recreation Service.....	180	170	350	-	51		
Business Service.....	518	451	969		0		
Personal Service.....	1,417	8,362	9,779	+	1,257		
Grand Total	26,153	21,461	47,614	+	3,242	+	2,449

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

(2) Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT MAY 28, 1953⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,781	802	2,583	3,258	888	4,146
Clerical workers.....	2,758	4,958	7,716	6,721	12,485	19,206
Sales workers.....	1,949	1,633	3,582	2,848	6,234	9,082
Personal and domestic service workers..	1,793	9,541	11,334	14,878	8,754	23,632
Seamen.....	39	.....	39	1,173	8	1,181
Agriculture and fishing.....	1,994	266	2,260	1,279	239	1,518
Skilled and semiskilled workers.....	9,277	2,635	11,912	67,064	12,331	79,395
Food and kindred products (inc. tobacco).....	107	50	157	767	530	1,297
Textiles, clothing, etc.....	239	1,634	1,873	2,914	8,056	10,970
Lumber and wood products.....	1,144	3	1,147	12,998	103	13,101
Pulp, paper (inc. printing).....	73	17	90	574	349	923
Leather and leather products.....	74	159	233	634	599	1,233
Stone, clay and glass products.....	54	7	61	204	35	239
Metalworking.....	1,262	36	1,298	6,188	344	6,532
Electrical.....	284	106	390	1,031	293	1,324
Transportation equipment.....	38	.....	38	229	21	250
Mining.....	235	.....	235	1,527	.....	1,527
Construction.....	1,960	.....	1,960	15,224	1	15,225
Transportation (except seamen).....	1,244	18	1,262	10,806	58	10,864
Communications and public utility..	73	1	74	468	5	473
Trade and service.....	463	388	851	1,516	830	2,346
Other skilled and semiskilled.....	1,754	179	1,933	8,000	851	8,851
Foremen.....	99	11	110	1,937	205	2,142
Apprentices.....	174	26	200	2,047	51	2,098
Unskilled workers.....	4,973	1,308	6,281	55,267	8,675	63,942
Food and tobacco.....	170	248	418	1,296	2,203	3,499
Lumber and lumber products.....	249	8	257	4,279	126	4,405
Metalworking.....	162	35	197	2,540	321	2,861
Construction.....	1,825	2	1,827	13,042	16	13,058
Other unskilled workers.....	2,567	1,015	3,582	34,110	6,009	40,119
Grand Total.....	24,564	21,143	45,707	152,488	49,614	202,102

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-1.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, MAY, 1953; LIVE APPLICATIONS AT JULY 2, 1953

Office	Vacancies (Source: U.I.C. 751)			Applicants (Source: U.I.C. 751)				Unplaced end of period	Source: U.I.C. 757 Live Applica- tions at July 2, 1953			
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies			Placements		
										Regular	Casual	Transfers out
Newfoundland												
Corner Brook.....	266	405	136		12,484	2,115	521	403	28	42	6,556	4,556
Grand Falls.....	19	62	42		2,045	269	34	13	3		1,069	798
St. John's.....	103	41	3		1,158	111	131	106	6		732	288
	144	302	91		9,731	1,705	353	284	19		4,755	3,170
Prince Edward Island												
Charlottetown.....	307	1,320	366		1,763	1,464	1,289	895	150	33	933	966
Summerside.....	224	511	223		765	592	562	312	105	29	663	689
	83	809	143		798	684	727	583	45	4	270	277
Nova Scotia												
Amherst.....	1,831	4,016	1,704	30	15,107	6,751	5,002	2,439	888	358	10,391	9,032
Bridgewater.....	1	150			475	251	14	146	11	7	7	440
Halifax.....	48	60	50		676	239	168	46	6	73	411	342
Inverness.....	1,513	2,141	1,278		3,634	2,308	2,408	1,520	419	6	2,890	2,882
Kentville.....	88	43	1		1,910	51	42	37			511	512
Liverpool.....	15	231	186	27	1,357	291	390	33	6	46	217	185
New Glasgow.....	52	66	22		1,096	813	533	288		11	1,445	1,061
Springhill.....	38	346	46	3	1,531	1,055	947	397	359	7	1,380	1,339
Sydney.....	44	822	51		3,151	1,250	1,183	63	11	4	789	808
Truro.....	61	122	61		725	211	152	12		136	789	568
Yarmouth+Shelburne.....	6	18	6		1,653	211	152	12			789	568
New Brunswick												
Bathurst.....	2,270	4,167	2,366	595	20,791	7,496	3,581	2,356	422	202	13,480	9,757
Campbellton.....	31	64	27		3,324	391	171	37	21	115	1,370	781
Edmundston.....	37	180	55		2,336	505	305	44	24	90	1,383	552
Fredericton.....	43	110	16		1,779	335	178	118	11	17	1,730	369
Minto.....	115	307	130		1,628	612	298	155	76	10	1,284	827
Moncton.....	21	73	35		1,504	542	123	58	1	3	1,487	500
Newcastle.....	1,295	1,763	1,418	398	3,690	2,285	1,084	771	190	2	2,602	2,224
Saint John.....	17	152	31		1,819	212	121	121	4	7	1,016	944
St. Stephen.....	657	1,148	504	114	3,071	1,874	1,086	840	78	23	2,739	2,489
Sussex.....	38	1,163	51	13	1,374	102	178	121	4	3	2,526	2,489
Woodstock.....	4	99	37		1,246	96	62	49	6		148	117
	12	108	62		1,015	149	79	43	7		318	318
Quebec												
Asbestos.....	13,372	35,288	13,801	420	117,117	51,566	36,205	23,374	3,629	593	76,008	62,462
Beauharnois.....	41	170	90		544	331	129	91	16	1	373	261
Buckingham.....	27	129	13	6	624	198	140	105	5	2	286	286
Caupersac.....	26	215	17	8	1,221	465	269	192	10	20	823	520
	227	169	9	7	2,705	282	182	379	1	7	1,352	791

Chandler.....	2	12	9	1,777	154	10	5	1	580	273
Chicoutimi.....	276	375	301	1,577	770	395	292	29	356	1,065
Dolbeau.....	5	87	20	1,570	139	77	54	1	1,049	914
Drummondville.....	55	216	58	1,630	638	239	125	21	1,044	1,464
Farnham.....	10	14	3	1,684	180	18	16	.....	454	359
Gaspé.....	29	86	7	1,322	163	134	183	33	573	272
Granby.....	139	240	131	1,840	498	357	183	.....	673	709
Hull.....	180	398	76	1,987	749	310	170	32	1,286	1,151
Joliette.....	132	305	198	1,827	1,081	296	132	27	1,126	1,162
Jonquiere.....	80	427	116	1,793	1,091	588	304	14	1,363	1,162
Lachute.....	16	69	18	2,387	146	165	48	1	264	279
La Malbaie.....	48	77	8	2,370	246	163	89	.....	526	526
La Tuque.....	247	247	68	3,573	323	207	140	8	378	371
Levis.....	233	233	253	2,355	352	176	118	7	1,573	1,289
Louiseville.....	5	46	4	3,78	176	274	14	.....	375	282
Mamwaki.....	4	241	9	1,020	257	274	109	123	394	399
Matane.....	55	254	35	2,210	330	265	229	7	752	354
Megantic.....	14	319	6	959	435	306	304	.....	487	332
Mont-Laurel.....	19	52	23	1,959	109	171	79	13	614	387
Montmagny.....	18	137	56	1,459	403	169	9	.....	914	580
Montreal.....	6,893	19,839	7,670	30,014	23,354	18,270	12,217	2,494	23,013	22,100
New Richmond.....	356	117	12	1,401	497	412	424	.....	642	461
Port Alfred.....	7	61	15	974	138	64	38	2	353	412
Quebec.....	964	2,221	1,057	10,584	4,279	2,985	1,265	229	7,086	5,032
Rimouski.....	1,240	633	718	5,427	612	929	818	38	2,821	804
Riviere du Loup.....	16	539	62	3,896	224	465	421	.....	2,049	1,065
Roberval.....	16	33	18	1,137	206	28	18	7	556	373
Rouyn.....	107	301	86	2,943	788	329	177	50	2,106	1,132
Ste. Agathe.....	23	332	64	936	123	334	251	.....	372	180
Ste. Anne de Bellevue.....	37	225	64	612	210	196	170	1	317	247
Ste. Therese.....	75	324	103	2,069	440	299	220	.....	427	550
St. Georges Est.....	149	1,230	220	1,009	1,009	2,162	1,119	.....	1,253	890
St. Hyacinthe.....	761	505	803	1,263	616	482	401	33	1,965	782
St. Jean.....	159	319	199	1,173	545	362	210	8	1,890	840
St. Jerome.....	52	277	59	1,795	785	290	185	28	1,396	1,396
St. Joseph d'Alma.....	19	93	26	1,836	496	87	54	17	1,147	1,207
Sept Iles.....	41	521	33	1,117	567	393	364	4	1,043	237
Shawinigan Falls.....	34	439	50	1,005	493	328	328	46	2,030	1,688
Sherbrooke.....	181	1,084	234	2,820	1,750	1,079	580	253	2,220	2,036
Sorel.....	83	237	98	1,115	425	200	122	23	931	907
Theford Mines.....	69	168	76	1,162	578	192	133	6	883	614
Three Rivers.....	176	505	176	4,130	729	369	55	52	2,809	1,980
Val d'Or.....	64	192	85	1,546	140	140	76	1	874	791
Valleyfield.....	43	188	62	1,297	679	253	110	15	1,216	1,142
Victoriaville.....	154	387	203	916	853	317	189	20	790	724
Ontario.....	15,705	50,564	16,607	70,330	64,959	51,218	28,767	7,892	51,737	50,799
Amrpor.....	21	92	33	118	77	96	68	2	84	70
Barrie.....	198	468	221	611	557	315	31	.....	443	455
Belleville.....	50	288	56	725	436	302	140	79	500	435
Bracebridge.....	214	494	285	304	304	431	352	.....	266	172
Brampton.....	124	234	122	168	217	215	172	4	126	135
Brantford.....	84	432	102	1,099	487	290	290	43	1,777	1,711
Brockville.....	21	214	33	2,066	282	245	174	15	1,108	154
Carlton Place.....	7	25	7	173	58	34	25	.....	131	101
Chatham.....	158	354	119	886	542	385	214	51	549	547
Cobourg.....	30	265	25	282	200	349	221	40	201	207

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES MAY 1953; LIVE APPLICATIONS AT JULY 2, 1953

Office	Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Source: U.I.C. 757 Live Applications at July 2, 1953			
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies	Placements		Unplaced end of period		
								Regular	Casual			Transfers out
Ontario—Con.												
Collingwood	55	385	25	3	753	355	387	339	18	395	265	
Cornwall	84	863	68	3	1,036	1,076	1,034	670	147	816	1,085	
Fort Erie	26	172	65	42	323	71	103	64	9	193	204	
Fort Frances	71	169	66	24	365	126	148	108	9	156	113	
Fort William	121	1,035	170	136	1,322	1,002	882	620	105	627	417	
Galt	163	332	143	19	438	318	318	167	19	370	370	
Gananoque	10	83	10	10	105	105	99	56	17	82	101	
Goderich	47	133	76	10	186	127	123	67	6	150	155	
Guelph	154	330	183	3	441	509	350	170	21	379	383	
Hamilton	521	2,840	626	7	5,426	5,019	3,276	1,493	2	4,462	5,379	
Hawkesbury	78	99	40	184	724	184	170	102	11	274	147	
Ingersoll	49	192	75	1	343	165	150	84	4	222	147	
Kapuskasing	10	240	147	1	1,139	258	150	84	4	880	465	
Kenora	41	195	55	34	393	113	138	117	1	206	739	
Kingston	268	884	306	3	931	996	964	541	82	11	789	
Kirkland Lake	91	359	137	19	922	332	367	183	54	477	500	
Kitchener—Waterloo	303	744	357	8	614	828	778	488	77	907	980	
Leamington	48	262	61	133	434	204	219	86	84	162	191	
Lindsay	94	202	112	222	204	204	219	83	25	151	191	
Listowel	52	54	51	192	192	85	62	53	1	130	129	
London	813	2,774	1,148	2	2,198	2,895	2,566	1,223	592	1,407	1,514	
Midland	59	164	70	70	387	212	179	115	16	214	214	
Napanee	6	70	21	35	331	180	82	45	3	350	298	
New Toronto	412	1,045	305	28	982	1,088	763	525	18	725	775	
Niagara Falls	141	735	185	4	1,065	763	657	367	78	378	408	
North Bay	87	663	95	4	842	739	651	349	159	467	458	
Oakville	481	481	228	3	116	272	280	269	65	149	123	
Orillia	27	82	52	1	352	465	462	269	178	244	240	
Oshawa	328	1,358	291	70	1,937	2,272	1,868	1,327	364	1,669	1,701	
Ottawa	1,354	2,709	1,413	70	2,371	2,889	2,562	1,455	46	1,855	2,130	
Owen Sound	162	298	129	11	396	396	383	155	46	572	444	
Parry Sound	16	93	20	6	170	70	71	41	144	78	87	
Pembroke	94	680	104	6	926	926	791	413	1	516	443	
Perrin	35	121	65	1	322	79	68	14	14	173	217	
Peterborough	91	322	149	3	729	373	373	291	11	1,021	981	
Picton	46	173	30	3	1,003	132	115	78	4	1,104	80	
Port Arthur	199	1,631	260	35	3,117	1,455	1,537	1,120	139	1,338	806	
Port Colborne	122	370	125	125	272	402	270	215	4	236	227	
Prescott	139	332	112	2	970	402	129	109	9	106	93	
Roseau	24	96	35	2	1,369	1,210	1,013	563	108	936	953	
St. Catharines	160	1,027	335	3	1,989	1,210	1,013	563	108	936	953	
St. Thomas	102	301	127	4	495	374	333	139	29	403	283	

Sarnia.....	68	425	97	1,030	741	506	271	66	875	654
Sault Ste. Marie.....	495	973	222	992	842	709	484	78	613	552
Simcoe.....	36	176	472	799	368	348	171	53	416	338
Stouffville.....	10	177	4	280	398	136	95	30	114	59
Smith Falls.....	91	63	8	183	136	61	29	17	171	210
Stratford.....	56	345	72	368	446	404	131	108	335	331
Surgeon Falls.....	92	1,045	20	898	276	354	217	15	613	508
Tudbury.....	228	1,028	285	2,481	1,584	984	582	188	1,414	1,052
Timmins.....	393	761	522	1,843	1,984	872	471	149	1,071	862
Toronto.....	6,212	15,042	5,876	14,344	19,568	14,789	7,796	2,706	12,991	12,986
Trenton.....	36	245	74	529	425	250	177	1	361	435
Walkerton.....	43	209	80	261	200	257	147	78	160	143
Wallaceburg.....	13	533	11	484	344	286	144	2	337	297
Welland.....	45	566	29	882	940	531	256	95	733	724
Weston.....	443	528	311	327	483	440	356	319	319	324
Windsor.....	355	1,806	204	3,042	3,060	2,149	1,012	551	2,197	2,046
Woodstock.....	129	299	132	256	333	276	195	32	204	142
Manitoba.....	3,630	8,984	3,931	15,866	12,718	8,326	3,914	2,246	10,573	9,444
Brandon.....	423	762	467	1,175	609	604	350	71	418	365
Dauphin.....	85	200	45	631	420	287	163	36	12	291
Flin Flon.....	60	267	135	156	232	160	87	46	146	177
Portage la Prairie.....	80	256	92	743	336	224	166	17	342	318
The Pas.....	96	79	53	75	73	62	53	2	48	47
Winnipeg.....	2,886	7,420	3,139	13,086	11,038	6,989	3,095	2,074	9,311	8,246
Saskatchewan.....	3,072	5,936	3,376	7,206	5,742	5,365	3,071	8,812	4,366	3,105
Estevan.....	88	136	72	179	92	178	125	4	81	87
Moose Jaw.....	364	589	282	569	677	573	379	52	2	2
North Battleford.....	164	128	139	652	112	174	115	52	3	418
Prince Albert.....	97	360	108	3	381	231	231	67	335	173
Regina.....	836	2,107	995	1,301	1,911	1,813	881	21	588	571
Saskatoon.....	1,073	1,911	1,278	2,535	1,911	1,813	952	437	632	634
Swift Current.....	152	193	169	2,535	1,756	1,571	900	210	1,928	853
Weyburn.....	105	154	93	242	185	151	113	11	130	92
Yorkton.....	193	358	240	101	139	138	91	7	61	60
Alberta.....	4,865	11,991	3,578	12,862	14,014	11,983	7,658	2,208	8,448	7,146
Blainmore.....	55	105	78	359	87	35	35	2	302	249
Calgary.....	1,234	4,743	1,302	3,432	5,875	4,465	2,701	860	2,864	2,956
Drumheller.....	31	192	26	671	180	173	180	40	495	291
Edmonton.....	2,657	4,891	1,342	6,093	5,612	5,579	2,888	1,291	3,318	2,528
Edson.....	119	241	120	226	270	152	124	175	201	158
Lethbridge.....	466	1,078	390	1,258	1,317	946	811	45	726	500
Medicine Hat.....	116	367	95	383	427	456	214	12	301	246
Red Deer.....	119	236	166	390	263	167	111	1	213	204
Yellowknife.....	68	138	59	50	6	3	1	1	28	14

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, MAY, 1953; LIVE APPLICATIONS AT JULY 2, 1953

Office	Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Placements		Unplaced at end of period	Source: U.I.C. 757 Live Applications at July 2, 1953
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Registered during period	Referred to vacancies	Regular	Casual	Transfers out	Unplaced end of period		
British Columbia	2,815	12,646	3,597	288	23,089	13,097	7,284	1,979	217	26,239	23,349	
Chilliwack.....	103	385	63	9	1,152	595	351	44	15	498	513	
Courtenay.....	32	225	56	4	809	307	149	15	1	625	498	
Cranbrook.....	17	123	14	4	564	278	117	1	1	427	239	
Dawson Creek.....	19	257	52	3	318	158	209	1	1	194	95	
Duncan.....	78	279	69	4	308	381	163	39	1	235	400	
Kamloops.....	38	349	91	3	674	330	207	3	1	430	295	
Kelowna.....	19	116	24	.....	537	421	84	6	4	481	338
Mission City.....	38	690	505	.....	798	611	216	.....	10	570	535
Nanaimo.....	45	285	73	.....	851	401	190	18	5	554	450
Nelson.....	16	136	32	.....	1,175	319	70	26	1	649	450
New Westminster.....	113	1,411	93	8	4,243	1,604	682	670	37	3,315	3,203	
Penticton.....	33	166	15	.....	582	246	149	6	.....	216	225
Port Alberni.....	17	217	38	2	315	237	155	6	.....	292	255
Prince George.....	56	657	124	15	1,736	622	532	22	4	1,406	986	
Prince Rupert.....	74	460	56	1	1,496	497	273	93	.....	492	370
Princeton.....	4	128	.....	16	161	87	114	.....	.....	98	44
Trail.....	37	210	52	2	573	457	129	12	.....	443	408
Vancouver.....	1,481	4,756	1,570	40	10,820	5,488	2,458	805	125	12,910	11,718	
Vernon.....	46	276	93	7	734	267	186	7	5	340	235	
Victoria.....	306	1,104	377	7	1,900	1,210	565	201	9	1,816	2,142	
Whitehorse.....	243	416	200	170	347	340	285	.....	.....	208	116
Canada	48,133	135,347	49,465	2,597	189,994	136,387	79,561	20,254	2,975	208,371	*189,316	
Males.....	28,132	91,905	27,184	2,421	131,047	95,016	60,732	10,871	2,795	155,651	*124,306	
Females.....	20,001	43,442	22,281	173	55,877	41,371	18,829	9,383	180	52,720	*55,320	

(1) Includes current and deferred vacancies.

(2) Latest figures subject to revision.

*Forestville is not shown in the List of Local Offices but the figure for "Live Applications is included in the totals".

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)
1943-1953

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952.....	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (5 months).....	780,442	280,498	1,060,940	249,272	124,671	373,943

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of May, 1953		
		Number Com-mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland.....	2,342	1,959	156,638	\$ 581,460
Prince Edward Island.....	314	199	23,444	68,165
Nova Scotia.....	5,956	3,345	226,035	705,747
New Brunswick.....	6,821	4,021	251,502	801,800
Quebec.....	55,064	24,554	1,565,165	4,852,382
Ontario.....	27,605	14,077	889,134	2,718,920
Manitoba.....	5,326	2,265	167,693	472,975
Saskatchewan.....	1,099	527	55,919	169,085
Alberta.....	4,239	2,260	169,436	554,243
British Columbia.....	16,792	7,307	414,294	1,320,478
Total, Canada, May, 1953.....	125,558	60,514	3,919,260	12,195,255
Total, Canada, April, 1953.....	196,315	83,659	5,225,796	16,389,294
Total, Canada, May, 1952.....	132,022	58,360	3,875,281	10,374,007

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF MAY 31, 1953

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	5,222	620	223	602	1,124	884	1,769
Male.....	4,961	578	204	558	1,087	843	1,691
Female.....	261	42	19	44	37	41	76
Prince Edward Island.....	589	98	26	78	96	73	218
Male.....	456	76	20	63	76	56	165
Female.....	133	22	6	15	20	17	53
Nova Scotia.....	8,766	1,731	684	1,060	1,725	1,189	2,377
Male.....	7,654	1,582	619	926	1,520	1,057	1,950
Female.....	1,112	149	65	134	205	132	427
New Brunswick.....	10,309	1,621	1,243	1,527	2,179	1,399	2,340
Male.....	8,930	1,390	1,043	1,332	1,947	1,268	1,945
Female.....	1,379	231	195	195	232	131	395
Quebec.....	64,608	11,907	6,203	7,783	12,402	11,070	15,243
Male.....	48,422	8,137	4,047	5,590	9,923	9,478	11,247
Female.....	16,186	3,770	2,156	2,193	2,479	1,592	3,996
Ontario.....	38,898	8,524	3,246	4,726	6,845	4,417	11,140
Male.....	26,034	5,319	2,062	3,130	4,560	3,097	7,866
Female.....	12,864	3,205	1,184	1,596	2,285	1,320	3,274
Manitoba.....	6,853	1,130	484	817	1,178	777	2,467
Male.....	3,859	549	250	409	592	426	1,633
Female.....	2,994	581	234	408	586	351	834
Saskatchewan.....	1,677	180	84	145	301	213	754
Male.....	1,114	105	39	90	205	133	542
Female.....	563	75	45	55	96	80	212
Alberta.....	9,193	2,202	552	1,137	2,323	1,149	1,830
Male.....	7,949	1,865	457	1,026	2,126	996	1,479
Female.....	1,244	337	95	111	197	153	351
British Columbia.....	18,405	3,690	1,511	2,469	3,212	1,895	5,628
Male.....	13,629	2,725	1,123	1,760	2,426	1,387	4,208
Female.....	4,776	965	388	709	786	508	1,420
TOTAL*.....	164,520	31,703	14,256	20,344	31,385	23,066	43,766
MALE.....	123,008	22,326	9,869	14,884	24,462	18,741	32,726
FEMALE.....	41,512	9,377	4,387	5,460	6,923	4,325	11,040

*Includes 356 supplementary benefit claims.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, MAY, 1953

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,657	1,332	325	2,891	1,251	1,640	746
Prince Edward Island.....	223	164	59	230	175	55	61
Nova Scotia.....	3,953	2,317	1,636	4,492	3,407	1,085	1,064
New Brunswick.....	4,241	2,775	1,466	5,013	3,754	1,259	1,120
Quebec.....	26,346	17,025	9,321	30,217	20,915	9,302	7,355
Ontario.....	19,494	12,113	7,381	21,125	15,946	5,179	4,200
Manitoba.....	2,824	1,853	971	3,067	2,130	937	288
Saskatchewan.....	523	365	158	656	374	282	89
Alberta.....	3,078	1,985	1,093	3,796	2,788	1,008	476
British Columbia.....	9,137	5,369	3,768	10,341	6,895	3,446	1,939
Total, Canada, May, 1953.....	71,476*	45,298	26,178	81,828†	57,635	24,193	17,338
Total, Canada, April, 1953.....	117,171	81,933	35,238	138,879	90,427	48,452	27,690
Total, Canada, May, 1952.....	83,806	48,610	35,196	84,075	64,216	19,859	25,092

*In addition, revised claims received numbered 16,812. †In addition, 17,458 revised claims were disposed of. Of these, 1,161 were special requests not granted, and 851 were appeals by claimants. There were 1,852 revised claims pending at the end of the month.

TABLE E-4.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of May, 1953	Month of April, 1953	Month of May, 1952
Claims Disallowed.....	13,375	36,305	11,907
Claimants disqualified*—			
Not unemployed.....			2,259
Disqualification—total.....	5,420	5,670	
6 days or less.....	3,468	3,522	
7 days or more.....	1,952	2,148	
Not capable of and not available for work.....	1,752	1,833	1,752
Loss of work due to a labour dispute.....	56	47	325
Refused offer of work and neglected opportunity to work.....	1,540	1,252	1,590
Discharged for misconduct.....	592	785	563
Voluntarily left employment without just cause.....	4,698	5,673	4,597
Failure to fulfil additional conditions imposed upon certain married women	692	712	691
Other reasons†.....	2,367	3,466	1,666
Total.....	30,492	61,293	25,350

*Claimants disqualified May, 1953, include 6,000 on revised and 299 on supplementary benefit claims.

†These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants*
1952—April.....	3,090,240	2,851,570	238,670
May.....	3,062,000	2,843,900	218,100
June.....	3,068,000	2,924,500	143,500
July.....	3,097,000	2,974,300	122,700
August.....	3,132,000	3,019,400	112,600
September.....	3,151,000	3,049,000	102,000
October.....	3,171,000	3,078,400	92,600
November.....	3,186,000	3,074,500	111,500
December.....	3,241,000	3,079,100	161,900
1953—January.....	3,286,000	3,007,400	278,600†
February.....	3,283,000	2,928,300	354,700†
March.....	3,280,000	2,916,800	363,200†
April.....	3,278,000	2,917,900	360,100†

*Ordinary claimants on the live unemployment register on the last working day of the preceding month.

†Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JUNE 30, 1953

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)			RECEIPTS			DISBURSEMENTS			Balance in Fund
	Employer and Employee	Government		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		Total	
		\$	\$				Ordinary	Supplementary		
To 1948.....	441,772,355 96	87,948,417 69	15,449 49	35,485,221 38	565,221,444 52	117,486,505 31	.....	117,486,505 31	\$	447,734,939 21
1949.....	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	\$	520,535,437 26
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	.....	85,006,136 24	\$	582,646,972 52
1951.....	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	.....	83,082,101 75	\$	695,580,376 79
1952.....	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,599,677 68	.....	85,599,677 68	\$	778,590,324 43
1953.....	155,184,595 03	31,035,653 43	36,085 94	22,950,737 44	209,207,051 84	128,814,174 79	.....	128,814,174 79	\$	904,004,016 20
To 1953.....	1,082,603,034 24	218,353,874 56	145,626 43	119,617,885 13	1,420,720,420 36	549,775,347 93	.....	549,775,347 93	\$	569,135,255 70
April.....	13,247,472 35	2,649,979 50	2,186 29	2,002,394 23	17,902,032 37	16,351,122 37	.....	16,351,122 37	\$	19,182,442 11
May.....	13,369,793 82	2,676,051 96	625 00	2,065,494 36	18,111,965 14	12,188,765 09	.....	12,188,765 09	\$	866,090,977 02
June.....	*12,418,746 38	2,484,024 75	3,195 50	2,022,231 63	16,928,198 26	8,398,564 65	.....	8,398,564 65	\$	864,568,478 88
Sub-Total.....	39,036,012 55	7,810,056 21	6,006 79	6,090,120 22	52,942,195 77	36,908,452 11	.....	36,908,452 11	\$	39,958,881 55
Total.....	1,121,639,046 79	†226,163,930 77	151,633 22	125,708,005 35	1,473,662,616 13	586,743,800 04	.....	586,743,800 04	\$	609,094,137 25

* Stamps \$5,399,344.42 Meter \$1,559,949.62 Bulk \$5,459,452.34 Total \$12,418,746.38.

† Government Refunds re Supplementary Benefit classes 3 and 4: July 3, 1950 to date \$1,827,834.25.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 at 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	65.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	75.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	233.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July.....	86.5	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7
August.....	86.1	187.6	238.0	147.9	150.1	208.6	196.0	147.8	214.8
September.....	85.0	186.5	234.2	148.9	150.3	207.7	195.8	147.8	212.7
October.....	85.5	185.0	229.3	148.9	150.9	206.7	195.9	148.5	210.1
November.....	83.3	184.8	229.0	148.9	151.1	205.5	195.5	148.8	209.7
December.....	82.7	184.2	226.1	149.9	152.7	205.4	195.3	148.8	208.4
1953									
January.....	82.9	184.4	226.2	150.2	153.9	205.3	196.0	148.9	208.6
February.....	83.4	184.9	227.4	150.5	154.3	205.2	191.1	149.0	209.2
March.....	82.7	184.2	225.7	150.7	154.4	205.5	196.3	147.9	208.0
April.....	82.4	183.9	223.5	150.9	155.5	205.5	196.8	148.7	207.0
May.....	82.1	183.6	222.8	151.0	153.2	206.3	196.2	149.0	206.5
June.....	83.3	184.8	225.7	152.5	152.6	206.4	196.2	149.0	207.9
July.....	84.5	186.0	229.2	152.9	153.5	206.5	196.0	149.2	209.7

*For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.
†Commodities in the cost-of-living index excluding rents and services.

**TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO APRIL 1953**

(1949 = 100.0)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
1949—January.....	99.8	100.8	99.2	99.7	99.9	98.9
February.....	99.7	99.7	99.3	99.7	100.2	99.4
March.....	99.4	98.7	99.2	100.0	100.1	99.5
April.....	99.3	98.1	99.6	100.2	100.1	99.5
May.....	99.2	97.9	99.7	100.3	99.8	99.8
June.....	99.6	99.2	99.7	100.3	99.7	99.8
July.....	100.0	100.2	100.3	100.3	99.7	99.8
August.....	100.4	101.3	100.2	100.1	99.6	99.9
September.....	100.4	101.2	100.5	100.2	99.6	99.9
October.....	100.6	100.8	100.5	99.8	100.6	100.9
November.....	101.0	101.9	100.5	99.7	100.5	101.0
December.....	100.5	100.3	101.0	99.7	100.4	101.1
Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—January.....	100.1	98.1	101.1	99.6	100.6	102.0
February.....	100.2	98.4	101.1	99.5	100.6	102.2
March.....	100.9	98.8	104.7	98.9	100.8	102.2
April.....	101.2	99.3	104.9	99.2	101.2	102.2
May.....	101.2	99.3	105.1	99.1	101.1	102.2
June.....	101.9	100.9	105.9	99.1	101.5	102.3
July.....	102.7	102.6	107.4	99.1	101.6	102.4
August.....	103.3	103.8	107.8	99.3	102.6	102.5
September.....	104.3	105.4	108.7	99.9	103.4	103.0
October.....	105.9	107.6	109.0	100.6	104.6	105.2
November.....	106.4	108.4	109.5	101.0	105.1	105.4
December.....	106.6	108.4	109.6	101.3	105.5	105.7
Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—January.....	107.7	109.0	110.0	102.6	107.1	107.4
February.....	109.1	111.0	110.4	105.1	108.6	108.0
March.....	110.8	114.1	111.5	106.7	110.5	108.3
April.....	111.7	115.5	111.8	108.5	111.4	108.6
May.....	112.2	114.3	112.4	109.0	112.7	110.4
June.....	113.7	115.8	115.2	109.5	113.8	111.8
July.....	114.6	117.9	115.5	109.7	114.3	112.2
August.....	115.5	119.0	115.8	110.7	115.1	113.4
September.....	116.5	120.5	117.2	111.9	115.5	113.6
October.....	117.1	121.3	117.2	114.1	115.8	114.1
November.....	117.9	122.5	118.2	114.5	115.9	114.8
December.....	118.1	122.5	118.2	115.2	116.4	115.9
Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—January.....	118.2	122.4	118.3	114.9	116.4	115.5
February.....	117.6	120.8	118.3	113.5	116.3	115.8
March.....	116.9	117.6	119.1	112.9	116.9	116.4
April.....	116.8	117.2	119.4	112.5	116.8	116.6
May.....	115.9	115.5	119.6	112.3	116.2	115.6
June.....	116.0	115.7	120.4	111.8	115.9	115.7
July.....	116.1	116.0	120.6	111.7	115.9	115.6
August.....	116.0	115.7	120.6	111.6	115.8	115.8
September.....	116.1	115.8	121.2	110.9	116.0	115.8
October.....	116.0	115.1	121.5	109.9	116.2	116.4
November.....	116.1	115.7	121.4	109.8	115.9	116.6
December.....	115.8	114.1	122.2	108.7	116.1	116.6
1953—January.....	115.7	113.5	122.3	109.7	116.5	116.7
February.....	115.5	112.7	122.5	109.6	116.6	116.7
March.....	114.8	111.6	122.5	109.7	116.7	115.2
April.....	114.6	110.9	122.7	109.7	116.9	115.0
May.....	114.4	110.1	122.9	110.1	116.6	115.1
June.....	114.9	111.4	123.6	110.1	116.6	115.1
July.....	115.4	112.7	123.9	110.3	117.0	115.2

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF JUNE, 1953

(August 1939=100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	June 1, 1952	May 1, 1953	June 1, 1953						
①St. John's, Nfld.	102.7	101.1	101.2	98.6	107.3	106.8	101.9	101.1	99.3
Halifax	179.2	172.6	173.4	215.1	128.5	155.3	222.2	188.6	139.9
St. John	185.6	180.2	181.0	218.0	131.5	152.0	229.0	189.3	152.0
Montreal	192.5	188.3	190.1	241.6	154.9	143.0	194.4	203.7	144.3
Toronto	184.4	180.9	182.2	214.9	162.0	178.5	207.0	188.9	147.9
Winnipeg	180.6	176.4	177.2	227.5	137.0	134.4	202.5	196.6	141.1
Saskatoon	180.9	182.2	183.4	236.8	135.2	162.2	217.9	202.6	133.9
Edmonton	177.5	176.6	177.8	233.3	129.6	121.3	213.4	190.7	143.8
Vancouver	190.6	187.5	187.6	233.0	139.0	174.3	217.2	194.8	154.1

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

①St. John's Index on the base: June 1951=100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	June 1950	June 1951	June 1952	May 1953	June 1953	Price, June 1953
Beef, sirloin steak	lb.	120.7	154.8	303.4	362.1	331.1	290.6	292.1	80.8
Beef, round steak	lb.	125.7	167.9	337.2	402.1	371.5	320.4	321.2	75.4
Beef, blade	lb.	132.7	162.3	362.6	459.2	404.1	342.6	342.0	54.5
Beef, stewing, boneless	lb.	136.7	168.3	404.3	525.4	476.2	401.5	401.5	54.3
Lamb, leg roast	lb.	109.9	152.8	302.2	324.6	325.3	281.6	281.6	80.6
Pork, fresh loin, centre cut	lb.	125.3	143.8	238.1	260.7	227.7	261.7	281.9	75.5
Pork, fresh shoulder, hock-off	lb.	127.0	143.4	267.3	317.9	263.8	266.5	289.9	54.5
Bacon, side, fancy, sliced, rind-off	$\frac{1}{2}$ lb.	132.3	142.5	221.4	216.8	177.2	198.5	224.1	41.1
Lard, pure, package	lb.	151.3	159.6	189.2	280.1	139.8	172.9	176.6	19.2
Shortening, package	lb.	134.7	137.5	218.8	276.3	212.0	202.1	203.5	29.0
Eggs, Grade A, large, carton	doz.	156.4	181.3	160.8	231.3	160.6	211.2	215.0	67.2
Milk	qt.	111.0	95.4	166.1	178.9	191.7	191.7	191.7	21.1
Butter, creamery, prints	lb.	140.5	148.0	212.1	249.9	231.5	236.7	234.1	63.9
Cheese, plain, mild, $\frac{1}{4}$ lb.	pkg.	174.6	165.4	222.2	246.1	261.8	262.5	262.5	34.8
Bread, plain, white, wrapped, sliced	lb.	106.5	106.3	165.1	183.9	191.8	193.3	194.9	12.7
Flour, all-purpose	lb.	127.3	124.2	221.2	227.2	227.2	227.2	230.2	7.8
Corn Flakes, 8 oz.	pkg.	101.1	100.0	163.0	182.5	194.3	195.4	195.4	18.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.	tin	129.9	137.7	172.5	229.7	229.7	249.3	246.5	26.0
Peas, 20 oz.	tin	117.5	121.7	144.9	157.9	168.8	175.2	175.2	21.8
Corn, cream, choice, 20 oz.	tin	128.3	132.7	170.5	177.5	193.8	181.7	180.8	19.3
Onions, cooking	lb.	108.2	126.5	177.5	171.9	294.5	205.3	197.6	10.2
Potatoes, No. 1, table	10 lbs.	89.9	149.4	160.5	134.3	408.7	168.6	169.4	38.6
Prunes, pkg.	lb.	115.8	120.2	204.3	245.5	238.1	239.8	242.3	28.5
Raisins, seedless, bulk or in bag	lb.	104.0	108.6	132.6	163.9	173.2	166.5	166.5	24.8
Oranges, California	doz.	132.5	154.3	159.7	150.0	132.5	120.5	123.7	33.9
Jam, strawberry, 16 oz.	jar	111.3	115.1	148.5	166.0	165.4	152.9	152.4	25.6
Peaches, 15 oz.	tin	101.5	108.1	140.1	152.7	154.0	146.6	145.3	21.5
Sugar, granulated, bulk or in bag	lb.	132.3	132.3	164.8	194.9	183.8	169.4	167.8	10.5
Coffee, medium quality, in bag	lb.	141.6	131.7	271.2	312.4	310.3	311.2	310.6	106.3
Tea, black, $\frac{1}{2}$ lb.	pkg.	145.2	131.6	180.6	185.1	187.2	175.5	175.5	51.2

Descriptions and Units of Sale Apply to June, 1953, Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed) per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hook-off, per lb.		
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	103·8	.....	^a 68·8	^a 52·0	63·0	81·5	73·4	^e 39·7	59·5
P.E.I.—									
2—Charlottetown.....	82·5	73·8	^a 59·5	^a 53·6	51·0	77·6	63·5	37·8	45·8
Nova Scotia—									
3—Halifax.....	86·4	75·9	^a 53·3	53·8	52·7	76·2	^c 53·3	43·5	54·6
4—Sydney.....	84·0	75·9	^a 57·3	58·5	55·0	76·4	59·9	40·9	50·5
New Brunswick—									
5—Moncton.....	83·0	76·0	55·0	50·0	46·1	76·6	55·3	44·6	51·5
6—Saint John.....	83·8	77·3	^a 58·5	55·9	50·3	79·7	54·5	44·7	49·4
Quebec—									
7—Chicoutimi.....	96·2	92·8	63·4	51·8	51·3	78·8	74·8	39·6	49·8
8—Hull.....	74·4	73·8	50·6	50·9	43·2	71·1	52·5	41·0	52·6
9—Montreal.....	91·4	87·2	^a 52·4	55·1	45·2	80·0	56·6	42·2	57·5
10—Quebec.....	93·5	89·4	^a 48·6	48·4	50·6	69·6	55·1	37·4	53·5
11—Sherbrooke.....	88·6	82·3	^a 55·8	57·0	42·9	73·2	54·4	36·0	45·0
12—Sorel.....	92·8	84·8	^a 59·4	50·1	50·8	68·9	52·7	37·1	56·0
13—Three Rivers.....	94·1	84·1	47·5	46·6	43·0	73·4	56·4	39·1	58·7
Ontario—									
14—Brantford.....	73·0	69·2	54·8	51·3	44·1	77·9	52·2	42·3	48·5
15—Cornwall.....	73·0	73·4	^a 45·7	53·6	40·4	76·4	54·6	40·0	54·0
16—Fort William.....	78·4	76·9	^a 59·2	59·0	52·3	75·0	.....	40·4	58·8
17—Hamilton.....	79·8	74·7	53·6	54·2	45·2	78·1	47·5	42·6	51·2
18—Kirkland Lake.....	75·8	73·7	^a 53·2	52·0	44·7	75·8	^d 60·3	45·6	56·2
19—London.....	77·5	74·1	^a 50·7	52·7	43·8	79·7	46·2	42·2	54·2
20—North Bay.....	69·3	68·3	^a 48·6	47·9	45·7	73·9	46·0	41·2	51·9
21—Oshawa.....	72·2	72·2	49·5	48·8	44·6	75·2	43·8	40·4	48·2
22—Ottawa.....	80·0	74·5	^a 52·4	54·4	39·4	80·3	^d 50·7	42·8	52·0
23—Sault Ste. Marie.....	76·6	75·3	^a 54·4	59·4	50·0	76·7	59·4	40·2	54·5
24—Sudbury.....	72·2	71·1	^a 52·3	51·3	44·9	71·4	^d 55·0	37·1	49·8
25—Toronto.....	82·0	77·9	^a 56·2	54·4	44·1	77·3	46·1	41·5	48·6
26—Windsor.....	72·9	69·5	^a 50·9	56·9	44·8	77·5	^d 53·9	41·4	55·1
Manitoba—									
27—Winnipeg.....	78·8	72·9	54·7	54·1	48·8	74·6	^d 58·5	42·5	51·3
Saskatchewan—									
28—Regina.....	77·5	72·2	^a 55·3	56·6	45·4	72·6	55·0	41·8	53·5
29—Saskatoon.....	72·2	70·6	^a 52·8	58·7	47·8	69·9	^d 59·3	43·7	48·9
Alberta—									
30—Calgary.....	80·6	74·7	64·7	58·4	42·3	70·5	^d 58·8	40·6	54·2
31—Edmonton.....	72·3	68·7	^a 49·9	53·0	46·2	66·3	50·2	40·7	46·0
British Columbia—									
32—Prince Rupert.....	85·0	77·5	^a 58·5	63·3	48·0	77·7	66·0	45·0	63·7
33—Trail.....	88·8	83·0	^a 63·0	66·0	.....	74·8	65·7	44·0	64·7
34—Vancouver.....	89·6	79·5	61·9	59·6	53·2	80·4	^d 63·4	41·6	53·9
35—Victoria.....	93·0	85·2	64·1	61·2	57·1	78·2	58·5	42·5	55·8

FOODS AND COAL BY CITIES, JUNE, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose, per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A", large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....		8.5	12.0	20.9	11.3	60.6	f 85.4	h 32.0	79.0
P.E.I.—									
2—Charlottetown.....		8.5	13.6	19.2	10.8	52.8	g 65.0	17.0	67.9
Nova Scotia—									
3—Halifax.....	73.2	8.2	12.8	18.3	9.6	49.1	g 69.7	20.5	67.9
4—Sydney.....	71.1	8.6	14.0	19.5	10.5	49.6	g 71.6	22.0	69.9
New Brunswick—									
5—Moncton.....		8.2	12.0	18.4	10.1	49.4	g 67.6	20.0	66.8
6—Saint John.....	73.8	8.4	12.7	18.7	9.9	49.5	g 71.4	21.0	68.2
Quebec—									
7—Chicoutimi.....	101.7	8.2	15.2	19.3	10.6	55.0	g 70.4	20.0	61.8
8—Hull.....		7.5	12.7	17.3	10.0	46.0	69.2	22.0	60.5
9—Montreal.....	78.6	7.6	12.0	17.3	9.5	48.5	69.1	20.0	60.8
10—Quebec.....	81.5	7.4	12.0	18.1	9.6	50.2	68.3	20.0	62.4
11—Sherbrooke.....	79.2	7.7	12.4	17.4	9.3	47.6	g 69.1	20.0	59.8
12—Sorel.....	86.8	7.4	12.0	17.7	9.7	46.5	g 65.1	19.0	60.6
13—Three Rivers.....		7.5	11.3	17.4	10.3	49.6	g 70.0	19.0	59.6
Ontario—									
14—Brantford.....	74.3	7.8	12.0	17.5	9.8	44.8	g 67.4	21.0	62.3
15—Cornwall.....		7.4	12.0	18.0	10.1	47.0	g 68.0	19.0	62.2
16—Fort William.....		7.5	13.3	18.6	11.1	53.0	g 65.4	23.0	63.2
17—Hamilton.....	86.3	7.9	12.0	17.5	10.0	45.4	g 68.7	22.0	63.8
18—Kirkland Lake.....		8.0	11.3	18.9	11.2	50.2	71.4	25.0	64.6
19—London.....	86.9	7.6	12.0	17.4	10.0	43.9	g 63.8	21.0	63.2
20—North Bay.....	79.3	8.0	12.7	19.4	11.3	49.2	g 69.2	22.0	64.4
21—Oshawa.....		7.6	12.0	17.1	9.8	46.2	g 66.8	21.0	62.6
22—Ottawa.....	80.4	7.6	12.7	17.5	10.1	48.2	70.7	21.8	62.6
23—Sault Ste. Marie.....		8.0	13.3	19.2	10.8	48.3	70.9	23.0	65.9
24—Sudbury.....		8.1	12.7	18.4	11.0	48.8	69.6	23.0	63.4
25—Toronto.....	85.9	7.7	12.0	17.3	9.6	44.6	g 67.5	22.0	62.8
26—Windsor.....	84.3	7.8	12.0	17.9	10.1	47.0	g 67.4	22.0	63.4
Manitoba—									
27—Winnipeg.....	80.7	7.5	14.0	17.8	12.1	t 67.2	g 62.4	20.0	62.1
Saskatchewan—									
28—Regina.....	76.3	7.3	13.6	18.8	12.9	t 64.4	57.9	19.0	60.2
29—Saskatoon.....		7.4	12.8	17.7	14.0	t 61.9	57.5	20.5	61.0
Alberta—									
30—Calgary.....	84.7	7.5	13.6	18.2	12.0	t 59.7	g 62.3	21.0	62.1
31—Edmonton.....	75.7	7.7	13.6	17.9	11.8	t 61.9	g 58.6	20.0	64.1
British Columbia—									
32—Prince Rupert.....	95.0	8.2	15.0	18.8	11.1	t 62.3	71.8	31.0	65.7
33—Trail.....	94.3	7.7	16.0	18.3	11.9	t 63.3	g 67.7	25.0	63.5
34—Vancouver.....	86.2	7.5	14.9	17.7	9.7	t 57.2	g 64.8	21.8	64.9
35—Victoria.....	94.2	7.6	16.0	17.9	10.1	t 57.3	g 68.4	24.0	65.2

TABLE F-4.—RETAIL PRICES OF STAPLE
Source: Dominion

Locality	Cheese, plain, processed, per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
Newfoundland—										
1—St. John's.....	36.1	33.6	.....	33.6	.....	16.5	50.1 ^s	32.4	25.5	24.3
P.E.I.—										
2—Charlottetown.....	37.3	.....	21.0	30.2	28.2	19.2	20.5	29.1	22.4	22.0
Nova Scotia—										
3—Halifax.....	35.3	39.5	20.6	29.0	25.1	16.9	21.5	27.5	23.7	20.0
4—Sydney.....	36.9	37.4	20.5	29.0	26.3	18.0	23.1	28.5	22.8	20.8
New Brunswick—										
5—Moncton.....	34.9	39.1	22.2	29.6	25.8	16.7	21.8	27.1	23.4	19.5
6—Saint John.....	36.1	39.5	20.7	28.9	26.2	16.8	20.7	25.6	23.3	19.1
Quebec—										
7—Chicoutimi.....	36.6	.....	19.8	34.3	27.3	18.8	.....	26.6	22.8	20.8
8—Hull.....	33.2	.....	17.7	28.5	25.7	16.4	20.8	23.4	20.2	17.0
9—Montreal.....	34.3	.....	20.9	28.5	26.2	16.7	20.6	22.6	22.0	19.0
10—Quebec.....	34.8	.....	21.3	28.8	26.6	17.0	20.4	25.2	21.5	18.2
11—Sherbrooke.....	35.0	.....	20.1	30.1	24.7	16.9	20.3	23.7	21.8	20.6
12—Sorel.....	33.4	.....	20.1	29.7	26.1	16.3	22.2	25.0	19.1	18.1
13—Three Rivers.....	34.3	.....	18.6	28.5	25.4	17.8	.....	24.0	21.5	20.5
Ontario—										
14—Brantford.....	33.8	39.5	18.3	27.8	24.1	16.9	20.9	24.8	20.6	18.1
15—Cornwall.....	34.5	38.7	19.0	28.1	25.2	15.9	19.4	24.9	19.7	19.1
16—Fort William.....	35.6	40.3	18.6	28.3	24.7	18.2	21.4	26.0	21.9	19.8
17—Hamilton.....	34.3	39.7	19.6	29.2	24.7	16.6	19.8	24.5	20.8	17.9
18—Kirkland Lake.....	35.4	39.0	20.2	29.4	26.8	18.5	21.9	25.8	.....	19.2
19—London.....	33.8	39.0	19.8	27.8	26.1	16.8	19.9	24.8	21.0	17.3
20—North Bay.....	35.4	38.4	22.0	28.6	31.8	16.8	.....	25.2	22.5	18.9
21—Oshawa.....	33.2	39.7	19.8	26.8	23.8	16.2	20.0	23.8	20.3	17.2
22—Ottawa.....	33.9	39.5	18.5	29.0	25.4	16.2	21.6	23.9	21.4	17.0
23—Sault Ste. Marie.....	35.8	38.9	20.9	28.6	26.0	17.4	.....	25.8	21.6	18.8
24—Sudbury.....	34.2	38.0	20.0	29.4	26.0	18.0	.....	22.7	21.8	18.2
25—Toronto.....	33.5	39.6	19.6	28.2	23.6	16.7	20.0	23.7	20.7	16.6
26—Windsor.....	35.1	39.7	19.8	28.8	25.4	17.5	20.8	22.6	16.9 ^m	17.6
Manitoba—										
27—Winnipeg.....	35.6	41.0	18.0	28.1	24.9	17.1	22.1	25.9	18.6 ^m	19.0
Saskatchewan—										
28—Regina.....	35.8	40.8	17.4	30.7	25.0	18.5	23.4	29.2	22.8	20.3
29—Saskatoon.....	34.7	40.9	16.9	28.5	24.8	18.8	23.0	28.7	23.0	21.2
Alberta—										
30—Calgary.....	33.8	40.5	16.4	29.6	24.3	17.3	25.2	31.0	22.0	22.8
31—Edmonton.....	35.0	41.6	17.1	31.1	24.5	18.1	22.5	30.0	22.4	22.0
British Columbia—										
32—Prince Rupert.....	37.6	40.8	18.5	31.3	27.0	20.7	23.6	32.6	20.5 ^m	19.6 ^m
33—Trail.....	35.8	40.1	17.4	31.5	.....	20.4	24.7	32.1	21.0 ^m	21.4 ^m
34—Vancouver.....	35.9	40.0	17.5	27.5	23.8	17.0	22.4	29.1	15.5 ^m	15.8 ^m
35—Victoria.....	36.1	39.4	18.4	29.2	23.0	17.0	20.8	29.6	18.9 ^m	17.3 ^m

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported.

FOODS AND COAL BY CITIES, JUNE, 1953

Bureau of Statistics

Locality	Oranges, California, 288's, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb. pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
									Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$
Newfoundland—										
1—St. John's.....	45.3	32.0	41.3	12.3	34.0	^k 26.3	^w 61.4	^v 124.4	.....	23.04
P.E.I.—										
2—Charlottetown.....	37.8	23.5	22.1	9.9	27.1	ⁿ 27.6	46.5	^v 115.5	.....	17.50
Nova Scotia—										
3—Halifax.....	33.6	21.3	29.2	9.2	28.7	ⁿ 24.1	46.1	112.8	.....	19.44
4—Sydney.....	32.7	25.6	28.7	10.3	29.8	ⁿ 26.0	46.6	^v 118.4	.....	13.60
New Brunswick—										
5—Moncton.....	35.1	22.0	27.4	9.1	27.6	ⁿ 25.7	45.9	109.7	.....	18.75
6—Saint John.....	34.8	21.6	23.4	9.6	28.8	ⁿ 26.7	47.6	^v 113.1	.....	19.68
Quebec—										
7—Chicoutimi.....	34.8	18.4	31.0	12.1	29.3	ⁿ 28.0	55.5	^v 111.6	29.00	.....
8—Hull.....	30.3	18.9	30.4	11.3	27.3	ⁿ 25.2	51.7	110.2	27.50	.....
9—Montreal.....	33.6	17.5	28.9	10.5	29.7	ⁿ 24.8	53.6	107.6	27.09	.....
10—Quebec.....	33.0	17.8	24.9	10.2	28.3	ⁿ 26.2	55.1	110.3	28.88	.....
11—Sherbrooke.....	32.1	17.8	28.7	10.6	28.8	ⁿ 24.7	54.3	108.8	26.75	.....
12—Sorel.....	35.4	17.6	33.1	11.9	26.6	ⁿ 22.9	52.5	109.4	26.25	.....
13—Three Rivers.....	33.9	18.3	27.4	10.3	27.2	24.7	54.2	^v 110.2	27.00	.....
Ontario—										
14—Brantford.....	33.0	18.7	36.8	9.0	29.4	ⁿ 23.0	52.1	102.0	26.25	.....
15—Cornwall.....	30.9	19.0	30.8	9.9	28.3	ⁿ 24.4	52.0	107.4	28.50	.....
16—Fort William.....	36.3	20.1	50.9	10.6	26.1	ⁿ 24.6	51.0	104.9	26.38	.....
17—Hamilton.....	32.7	19.1	35.1	9.9	28.6	23.3	53.6	104.2	25.19	.....
18—Kirkland Lake.....	35.7	19.8	38.6	10.2	28.8	26.4	55.2	100.2	33.38	.....
19—London.....	30.0	19.0	35.7	9.4	28.2	22.8	48.7	104.7	25.75	.....
20—North Bay.....	34.5	20.3	33.8	9.1	.....	^k 23.2	52.7	113.2	27.75	.....
21—Oshawa.....	32.7	19.3	40.6	8.9	26.6	ⁿ 22.8	54.6	102.6	26.90	.....
22—Ottawa.....	30.6	19.0	31.6	9.5	28.6	ⁿ 25.1	52.4	105.4	27.50	.....
23—Sault Ste. Marie.....	33.3	19.9	43.4	10.3	29.6	23.5	54.7	106.0	25.50	.....
24—Sudbury.....	33.0	19.2	34.2	10.0	26.6	ⁿ 24.4	52.5	101.2	27.25	.....
25—Toronto.....	32.1	18.9	37.3	8.2	27.4	ⁿ 24.2	51.5	102.8	24.57	.....
26—Windsor.....	31.8	19.0	49.4	9.1	31.3	ⁿ 24.3	50.5	105.2	26.00	.....
Manitoba—										
27—Winnipeg.....	37.8	19.8	37.5	10.1	28.2	ⁿ 27.1	47.3	100.2	.....	21.05
Saskatchewan—										
28—Regina.....	35.7	22.4	43.1	11.0	28.0	27.4	48.5	103.1	.....	18.30
29—Saskatoon.....	38.4	22.1	57.9	12.3	30.4	27.2	46.6	102.9	.....	17.98
Alberta—										
30—Calgary.....	33.9	23.7	47.7	12.1	27.6	ⁿ 25.4	48.2	100.6	.....	.....
31—Edmonton.....	36.3	23.3	55.6	13.6	29.8	ⁿ 25.4	49.3	104.7	.....	8.25
British Columbia—										
32—Prince Rupert.....	37.2	25.2	67.3	10.9	28.0	26.8	50.2	101.0	.....	22.90
33—Trail.....	31.5	25.3	49.3	11.8	27.5	ⁿ 27.6	51.0	97.9	.....	19.75
34—Vancouver.....	32.1	20.2	52.5	9.9	25.8	ⁿ 23.7	47.5	98.6	.....	19.93
35—Victoria.....	30.0	21.0	51.2	10.0	27.3	24.0	46.4	101.1	.....	21.40

(g) Mixed—carton and loose. (h) Evaporated milk, 17-0c. per 16 oz. tin. (k) Californian. (m) 15 oz. tin.
 (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.
 * Revised price.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Consumer Price Index, Dominion Bureau of Statistics	Consumer Price Index, Bureau of Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Consumption Price Index	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City			Paris				Cairo	9 Towns	6 Capital Cities	21 Towns
Base Period	1949	1947-49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June-Aug. 1939	1938	1936-39 = 1000	1st quarter 1949 = 1000
1922.....	(a) 74.9	(b) 71.6	.....	(b) 1183	(h) 185	.....	.....	.....	(c) 164	.....	110.1	(d) 719	.....
1926.....	75.9	75.6	.....	(i) 172	(h) 176	.....	.....	.....	(e) 162	125	106.3	(f) 763	.....
1929.....	75.8	73.3	.....	(i) 164	(h) 151	.....	.....	.....	(e) 161	99	106.6	1150	738
1933.....	58.8	55.3	.....	(i) 140	(h) 118	.....	.....	.....	(e) 131	(k) 103	93.2	1029	900
1939.....	63.2	59.4	100.0	(i) 158	(h) 178	(m) 108	.....	107.5	(e) 138	113	99.9	1051	748
1940.....	65.7	59.9	100.0	(i) 184	(h) 205	(m) 129	.....	122.5	(e) 151	138	103.4	1051	782
1941.....	69.6	62.9	104.4	(i) 199	(h) 226	(m) 150	.....	141.7	(e) 174	279	108.2	1111	810
1944.....	74.6	75.2	199.1	(i) 201	(h) 295	(m) 285	.....	158.2	(e) 207	293	128.8	1270	862
1945.....	75.0	76.9	213.5	(i) 203	(h) 295	(m) 393	.....	157.5	(e) 209	287	132.2	1270	884
1946.....	77.5	83.4	266.7	(i) 203	(h) 291	(m) 645	.....	160.3	(e) 208	279	134.1	1278	891
1947.....	84.8	95.5	300.3	(i) 203	(h) 291	(m) 1030	.....	162.1	(e) 217	281	139.7	1309	919
1948.....	97.0	102.8	318.9	(i) 108	(h) 99	(m) 1632	.....	172.4	(e) 224	279	147.8	1392	982
1949.....	100.0	101.8	336.0	(i) 111	(h) 100	(m) 1818	.....	175.9	(e) 222	278	153.2	1528	1009
1950.....	102.9	102.8	356.2	(i) 114	(h) 110	(m) 1945	.....	177.7	(e) 222	293	159.3	1669	1066
1951.....	113.7	111.0	401.0	(i) 114	(h) 114	(m) 1945	.....	207.5	(e) 222	319	171.0	1806	1155
1952.....	116.5	113.5	455.7	(i) 124	(h) 119	(m) 1945	.....	220.3	(e) 222	326	182.1	2027	1275
1952 March.....	116.9	112.4	448.8	102.6	(l) 118	130.1	.....	223.0	(e) 222	326	182.1	2027	1283
April.....	116.8	112.9	451.3	100.2	(l) 118	145.4	.....	220.3	(e) 222	326	182.1	2027	1283
May.....	115.9	113.0	457.8	102.2	.....	148.1	.....	223.1	(e) 222	326	182.1	2027	1283
June.....	116.0	113.4	463.9	103.9	.....	146.6	.....	223.6	(e) 222	326	182.1	2027	1283
July.....	116.1	114.1	464.8	103.8	.....	144.5	.....	225.1	(e) 222	326	182.1	2027	1283
August.....	116.0	114.3	466.6	103.2	.....	143.1	.....	224.8	(e) 222	326	182.1	2027	1283
September.....	116.1	114.2	465.0	103.0	.....	142.8	.....	225.2	(e) 222	326	182.1	2027	1283
October.....	116.0	114.3	467.6	103.8	.....	145.7	.....	224.8	(e) 222	326	182.1	2027	1283
November.....	116.1	114.3	467.6	103.8	.....	145.7	.....	224.8	(e) 222	326	182.1	2027	1283
December.....	115.8	114.1	432.7	104.5	.....	144.4	.....	224.3	(e) 222	326	182.1	2027	1283
1953 January.....	115.7	113.9	462.4	104.4	.....	144.9	.....	224.2	(e) 222	326	182.1	2027	1283
February.....	115.5	113.4	462.4	104.7	.....	145.6	.....	224.4	(e) 222	326	182.1	2027	1283
March.....	114.8	113.6	462.4	105.4	.....	145.2	.....	224.4	(e) 222	326	182.1	2027	1283
April.....	114.6	113.7	462.4	105.4	.....	144.7	.....	224.4	(e) 222	326	182.1	2027	1283
May.....	114.4	114.0	462.4	106.4	.....	145.5	.....	224.4	(e) 222	326	182.1	2027	1283
June.....	114.9	114.0	462.4	106.4	.....	145.5	.....	224.4	(e) 222	326	182.1	2027	1283

(a) First of Month. (b) Middle of Month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-46 are on base July, 1914 = 100. (i) Annual averages 1938-1950 are on base 1938 = 100. (j) Average of quarterly indexes. (k) Average of quarterly indexes. (l) Average of quarterly indexes. (m) Annual averages 1938-1950 are on base 1938 = 1950.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939=100)
Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1951	1952	May 1952	April 1953	May 1953
All Commodities										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	240.2	226.0	224.6	219.6	220.1
I. Vegetable Products.....	70.8	175.6	125.7	81.4	89.1	218.6	210.3	212.6	197.3	197.4
I. Animals and Their Products.....	94.4	169.3	145.2	70.1	100.6	297.7	248.2	242.1	234.4	239.1
II. Fibres, Textiles and Textile Products.....	81.6	220.4	125.2	70.8	98.9	293.9	251.5	251.8	241.6	241.2
III. Food, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.3	235.5	231.0	234.9	239.9	290.3
IV. Iron and Its Products.....	72.3	164.5	138.2	89.5	104.8	208.7	219.0	218.3	221.5	221.2
V. Non-ferrous Metals and Their Products.....	133.9	133.0	134.9	87.5	100.0	180.6	172.9	173.1	170.7	168.1
VI. Non-Metallic Minerals and Their Products.....	96.7	96.0	109.0	99.1	99.7	169.8	173.9	173.9	174.4	173.9
VII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	187.3	180.1	180.8	176.2	176.2
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	237.9	218.7	220.2	205.7	206.3
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	242.4	230.7	227.8	227.9	228.3
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	289.8	287.5	285.9	285.3	285.4
Residential Building Materials.....	.....	.....	112.4	89.0	102.3	286.2	284.8	283.9	283.6	282.8
Canadian Farm Products Total.....	.....	.....	140.8	69.3	92.6	268.6	247.2	252.7	214.5	216.9
Field.....	.....	.....	137.2	69.3	83.7	200.4	216.9	240.0	173.0	170.6
Animal.....	.....	.....	144.4	69.2	101.5	336.9	277.5	265.4	256.0	263.2

¹ Gold is included from 1935 to date.
*Arithmetically converted from base 1926=100.
The indexes for 1953 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE, 1952-1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January.....	14‡	14	2,136‡	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
March.....	13	21	4,524	5,450	33,018	0.04
April.....	14	21	2,790	3,562	29,120	0.03
May.....	17	30	2,740	4,748	36,127	0.04
June.....	16	31	4,809	6,452	57,346	0.07
Cumulative totals.....	85		19,447		210,438	0.04
1952						
January.....	13‡	13	5,374‡	5,374	71,145	0.09
February.....	12	22	12,394	13,048	47,603	0.06
March.....	16	25	2,877	5,186	65,272	0.08
April.....	22	37	8,418	12,121	178,713	0.21
May.....	30	44	14,853	23,360	248,575	0.30
June.....	28	42	44,704	59,706	717,845	0.37
Cumulative totals.....	121		88,620		1,329,153	0.27

*Preliminary figures.

‡Strikes unterminated at the end of the previous year are included in these totals.

†The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to June, 1953				
MINING—				
Silver and lead miners, Alice Arm, B.C.	1	100	2,400	Commenced May 15; for a new agreement providing for increased wages and union security following reference to conciliation board; un-terminated.
MANUFACTURING—				
<i>Vegetable Foods—</i>				
Flour, cereal and feed mill workers, Peterborough, Ont., and Saskatoon, Sask.	2	176	4,000	Commenced April 22; for new agree-ments providing for increased wages, reduced hours from 44 to 40 per week and other changes follow- ing reference to conciliation board; un-terminated.
<i>Boots and Shoes (Leather)—</i>		(3)		
Shoe factory workers, Preston, Ont.	1	258	5,600	Commenced May 26; for a union agreement providing for increased wages and reduced hours from 45 to 40 per week following reference to conciliation board; un-terminated.
<i>Textiles, Clothing, etc.—</i>				
Clothing and hosiery factory workers, Montreal, P.Q.	2	290	2,900	Commenced November 25, 1952; for a new agreement providing for in-creased wages and other changes following reference to arbitration board; terminated June 12; negoti-ations; compromise.
Knitting factory workers, Plessisville, P.Q.	1	72	1,700	Commenced May 19; for a new agree-ment incorporating cost-of-living bonus in basic rate, seniority, etc., following reference to arbitration board; un-terminated.
<i>Pulp, Paper and Paper Prod-ucts—</i>				
Building board factory workers, South Nelson, N.B.	1	40	1,000	Commenced May 2; for a union agree-ment providing for increased wages and reduced hours from 54 to 48 per week following reference to concilia- tion board; terminated June 30; negotiations; compromise.
<i>Metal Products—</i>				
Jewellery factory workers, Vancouver, B.C.	5	41	800	Commenced December 8, 1952; for implementation of a award of concilia- tion board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; un-terminated.
Aluminum ware factory workers, Wallaceburg, Ont.	1	90	1,900	Commenced March 23; for a new agreement providing for increased wages, extension of relief periods for moulders and hospital and accident insurance plan; un-terminated.
Zinc alloy die casting factory workers, Wallaceburg, Ont.	1	48	1,000	Commenced April 22; for a union agreement providing for increased wages retroactive to Oct. 30-52 and other changes following reference to conciliation board; un-terminated.
Skate factory workers, Kitchener, Ont.	1	54	1,000	Commenced May 14; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to June, 1953—concluded				
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Monument cutters, Toronto, Ont.	9	65	1,400	Commenced May 22; for a new agreement providing for increased wages-pay for eight statutory holidays and health and welfare plan following reference to conciliation board; untermiated.
TRADE— Hardware warehouse workers, Vancouver, B.C.	1	160	160	Commenced May 25; for a new agreement providing for increased wages following reference to conciliation board; terminated June 2; negotiations; compromise.
SERVICE— <i>Public Administration—</i> Civic employees, Saanich, B.C.	1	180	2,520	Commenced May 28; for a new agreement providing for increased wages following reference to conciliation board; terminated June 19; conciliation; compromise.
<i>Business and Personal—</i> Garage workers, Saint John, N.B.	1	4	100	Commenced February 9; for union recognition and implementation of award of conciliation board providing for increased wages in union agreement; employment conditions no longer affected by the end of June; indefinite.
Garage workers. Winnipeg, Man.	1	65	400	Commenced May 22; for implementation of award of conciliation board in union agreement under negotiations providing for increased wages and reduced hours; terminated June 8; return of workers and replacement; in favour of employer.
Strikes and Lockouts Commencing During June, 1953				
FISHING AND TRAPPING— Salmon, fishermen, seiners, gillnetters, British Columbia.	.....	1,500	12,000	Commenced June 15; for increased prices for fish; terminated June 23; negotiations; compromise.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Flour, feed and seed mill workers, Vancouver, Victoria, Langley Prairie, Haney, Abbotsford, Mission, B.C.	6	130	260	Commenced June 26; for a new agreement providing for increased wages following reference to conciliation board; terminated June 30; negotiations; compromise
<i>Textiles, Clothing, etc.—</i> Sports clothes factory workers, Roxton Pond, P.Q.	1	15	300	Commenced June 4; for union recognition; untermiated.
Yarns and carpet factory workers, Guelph, Ont.	2	429	3,900	Commenced June 17; protesting reduction in hours which would reduce take-home pay and alleged violation of seniority; untermiated.
Cotton spinners and weavers, Granby, P.Q.	1	84	168	Commenced June 23; for a union agreement; terminated June 24; negotiations; in favour of workers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts Commencing During June, 1953—concluded				
<i>Metal Products—</i>				
Steel tank factory workers, Fort Erie, Ont.	1	240	3,000	Commenced June 10; for a new agreement with job evaluation plan; terminated June 26; return of workers pending settlement; indefinite.
Spring factory workers, Hamilton, Ont	1	240	1,200	Commenced June 24; for a new agreement providing for increased wages reduced hours from 42½ to 40 per week with same take-home pay, check-off, etc., following reference to conciliation board, unterminated
Motor vehicle factory workers, Toronto, Ont.	1	246	450	Commenced June 29; protesting dismissal of a worker for refusal to work scheduled overtime; unterminated.
Metal furniture factory workers, Toronto, Ont.	1	110	1,375	Commenced June 1; for a new agreement providing for increased wages following reference to conciliation board; terminated June 17; negotiations; in favour of workers.
<i>CONSTRUCTION—</i>				
<i>Buildings and Structures—</i>				
Painters and decorators, Windsor, Ont.	.....	100	1,400	Commenced June 2; for a new agreement providing for increased wages following reference to conciliation board; terminated June 19; return of workers; in favour of employers.
Carpenters, Toronto, Ont.	6	150	75	Commenced June 9; protesting employment of non-union workers on sub-contract; terminated June 9; negotiations; in favour of workers.
Truck drivers, Ioco, B.C.	1	(6) 6	9	Commenced June 12; for pay for travelling time from city limits to job site; terminated June 13; negotiations; in favour of workers.
<i>TRANSPORTATION AND PUBLIC UTILITIES—</i>				
<i>Other Local and Highway Transport—</i>				
Truck drivers, warehousemen and helpers, Windsor, Ont.	.....	600	600	Commenced June 19; protesting alleged delay in filing report by conciliation board; terminated June 22; return of workers; in favour of employers.
Bus transport workers, Saskatchewan.	1	229	229	Commenced June 30; for a new agreement providing for increased wages and reduced hours with same take-home pay, with 5-day week for all following reference to conciliation board; unterminated.
<i>TRADE—</i>				
Wholesale produce warehouse workers, Vancouver, B.C.	1	140	1,700	Commenced June 15, for a union agreement providing for increased wages following reference to conciliation board; unterminated.
Mixed concrete truck drivers, Toronto, Ont.	4	590	3,800	Commenced June 23; for a new agreement providing for increased wages retroactive to Dec. 9-52 following reference to conciliation board; unterminated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 121 indirectly affected; (4) 56 indirectly affected; (5) 20 indirectly affected; (6) 500 indirectly affected.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Obtainable from the Circulation Manager, Department of Labour, Ottawa

Reprints from The Labour Gazette—

PRICE: 10 cents.

Annual Vacations with Pay in Canadian Manufacturing Industries (Aug., 1952.)

The Normal Work Week in Canadian Manufacturing Industries, 1951 (June, 1952).

Wages, Hours and Working Conditions in the Primary Textile Industry (May, 1952.)

Cost of Living Escalator Clauses in Collective Agreements (Dec., 1951).

Numbers of Workers Affected by Collective Agreements in Canada, by Industry (Dec., 1951).

Annual Report of the Department of Labour

(for fiscal year ended March 31, 1952).

PRICE: 25 cents.

Labour Organization in Canada

1952 Report. PRICE: 25 cents.

Strikes and Lockouts in Canada and Other Countries, 1952

PRICE: 15 cents.

Annual Report on Wage Rates and Hours of Labour in Canada

PRICE: 25 cents.

Labour-Management Co-operation Service Publications—

Teamwork in Industry (monthly).

Industrial Democracy at Work.

The Story of Five LMPCs.

Partners in Production No. 2.

Teamwork in Action.

A Stitch in Time.

Co-operation Works Here.

Meters, Motors and Men.

Joint Consultation in the E. B. Eddy Company.

Joint Consultation in Service Industries.

Making the Most of Your LMPC.

The Foreman and the LMPC.

Labour-Management Co-operation Service.

The Labour Representative on an LMPC.

Duties of an LMPC Chairman.

What Management Men Say about LMPCs.

Provincial Labour Standards

(concerning child labour, holidays, hours of work, minimum wages, weekly rest-day and workmen's compensation) PRICE: 10 cents.

2 Minutes of Employment Facts—

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PRICE: 15 cents.

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No. 1—Joint Councils in Industry.

No. 3—Joint Conference of the Building and Construction Industries in Canada, Ottawa, 1921.

No. 5—Canada and the International Labour Conference.

No. 8—National Conference regarding Winter Employment in Canada.

Canadian Railway Board of Adjustment No. 1

Nos. 9-18—Reports of Proceedings of the Board covering three-year periods from 1923 to 1951.

Labour Legislation in Canada as Existing on December 31, 1948

PRICE: \$2.00.

First Supplement (1949-50) PRICE: 25 cents.

Workmen's Compensation in Canada

(a comparison of provincial laws)

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Occupational Monographs—

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Lawyer.

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Mining Occupations.

Motor Vehicle Mechanics and Repairmen.

Optometrist.

Painter.

Plasterer.

Plumber, Pipe Fitter and Steam Fitter.

Printing Trades.

Sheet Metal Worker.

Social Worker.

Technical Occupations in Radio and Electronics.

Tool and Die Maker.

manpower and labour relations

REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

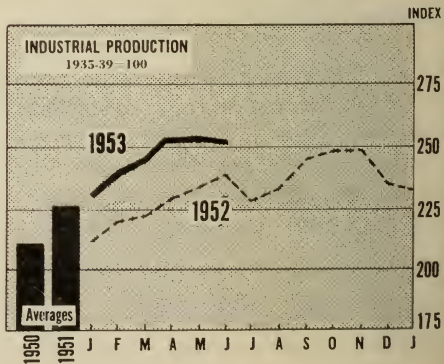
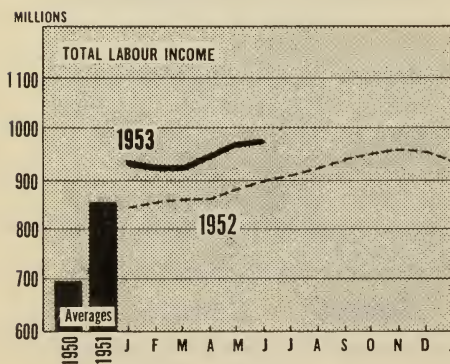
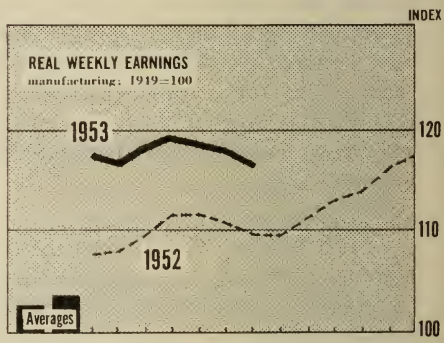
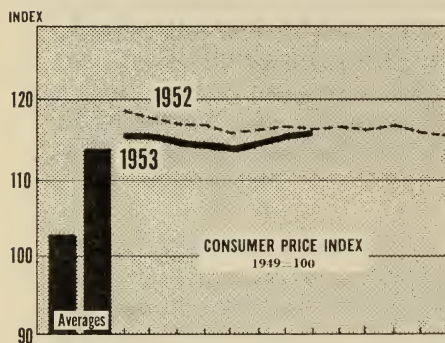
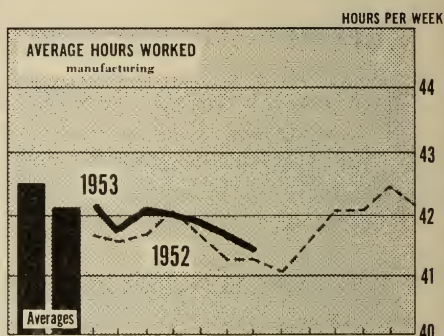
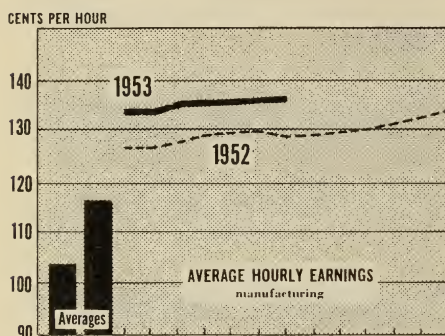
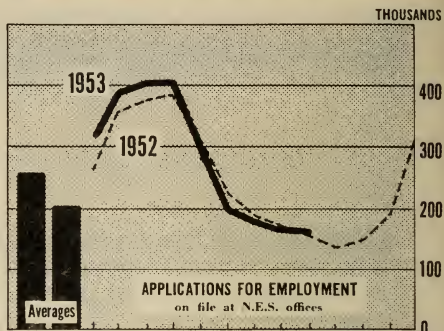
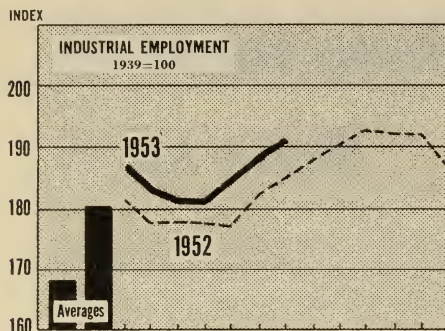
IN general, labour requirements and supplies continued in balance throughout Canada during August, although a slight tightening of the available supply of workers occurred during the month. There were very few changes in labour market classifications and few new developments affecting the manpower situation.

Employment levels again increased in seasonal activities such as farming, food processing, construction and the tourist trade. These industries were mainly responsible for the slightly tighter labour market. During the month, the number of persons at work for 35 hours or more increased by 13,000 to a record total of 4,820,000. Part of this increase was caused by workers returning from annual vacations. It is estimated that, of the total number of workers with jobs, 88 per cent were working full time at August 22 (compared with 85 per cent a year earlier); three per cent were regular part-time workers and six per cent were ill or on vacation.

The number of registrations on file at National Employment Service offices declined by about 3,000 during the month. Total registrations in August were slightly higher than during the same period last year but the number of paid workers has increased by about 90,000 over the year. The ratio of registrations to paid workers, therefore, was slightly lower this August than last.

Increasing labour requirements continued to characterize all major industrial and service categories except mining. Manufacturing employment edged up another index point from June to July, reaching a level about seven per cent above last year's. Construction employment increased about seven per cent during the same month. Mining employment, after remaining relatively stable during most of the summer, was

CURRENT LABOUR TRENDS



affected by the strike at the Noranda gold mine during August. Similarly, over-all employment in the iron and steel group of the manufacturing sector levelled off during the late summer despite increases in the primary iron and steel, fabricated metal products and other industries in this group. This levelling off can be largely attributed to the situation in the agricultural implements industry, where employment has declined steadily for nearly a year.

Another manufacturing group where employment conditions have softened somewhat in recent months is textiles and clothing, particularly the former, although employment in these two industries is still at levels about five and ten per cent, respectively, above a year ago. Reports have been received of non-seasonal layoffs in textile manufacturing. Import competition and rising inventory levels at various stages of distribution are reportedly responsible for these layoffs. Some layoffs have also been reported in the clothing industry, although the extent of part-time employment has actually declined in recent weeks. In both of these industries, much will depend on consumer expenditure patterns during the fall, since the clothing industry is now busy on fall and winter orders.

Evidence of the general balance between the demand and supply of labour in Canada is the fact that at September 1 of this year, 87 of the 111 labour market areas, accounting for 82 per cent of all paid workers, were in the balanced category. This compares with 87 areas and 80 per cent at August 1, 1953 and 85 areas and 78 per cent at September 1, 1952.

Nine of the ten metropolitan areas and 19 of the 30 major industrial areas were in the balanced category at the beginning of September. There were fairly general labour shortages in one metropolitan area (Edmonton) and in one major industrial area (Kitchener). This indicates the relatively strong position of services, manufacturing and construction in the industrial communities. Nine major agricultural areas were in balance and the remaining five had labour shortages, indicating the dual pressure exerted by harvesting and construction requirements in the agricultural regions, particularly in the Prairie Provinces.

Of the ten major industrial areas with slight labour surpluses, two were in the Atlantic region. This region shows a year-to-year decline in non-agricultural employment, most noticeable in New Brunswick. Decreases in employment are most evident in coal mining, logging and primary iron and steel. A marked decline in highway construction activities is also adversely affecting employment levels in New Brunswick.

Five of these surplus areas were located in Quebec. In these cases the surpluses resulted from employment problems in the textile industry, lower construction activity in some localities and difficulties in metal-mining communities.

The three remaining surplus areas in the major industrial labour market category were in Ontario. Problems in these areas are attributable to layoffs in the agricultural implements industry, model change-over in the automobile industry and the completion of some major construction projects.

Labour—Management Relations

AT mid-September, bargaining was continuing in the steel, clothing, rubber, Nova Scotia coal-mining and pulp and paper industries. Important settlements were reached in meat packing and in west coast forestry operations but strike votes were in progress among deep-sea and Great Lakes seamen. Strike activity in general was well below the level of 1952 despite the important disputes in the gold and copper mining areas of northern Ontario and Quebec. A one-month strike of motor transport employees in southwestern Ontario was settled at the end of August.

Non-Wage Items in Recent Bargaining. Although wage rate adjustments have been the main focus of labour-management bargaining in recent months (as indicated in recent issues of the *Current Manpower and Labour Relations Review*), considerable attention has also been given to so-called "fringe" items, including vacations with pay, statutory holidays and health and welfare plans. In an examination of 157 of the more important agreements re-negotiated this year, 63 or 40 per cent were found to contain differences from the previous agreements in one or more of the above-mentioned items.

For the most part, the changes brought practices under the particular agreements into line with conditions already widely in effect in Canadian industry. For example, a continued trend was noted towards the introduction of eight paid statutory holidays and a third week's vacation after 15 years' service. A few agreements, however, introduced conditions in advance of those commonly prevailing.

In comparison with previous agreements, some revision of vacations-with-pay plans was noted in 34 of the current agreements.

Under eight of the agreements, an additional week of vacation after varying periods of service was provided. In five cases a third week was added to the previous two, while in two cases the maximum was extended from three to four weeks.

Under 16 of the re-negotiated agreements, service requirements to qualify for vacations were reduced. In five cases requirements for the second week were lowered to three years or less. Eleven agreements reduced the service requirements for the third week most frequently to 15 years from 20 years or more.

In 14 of the agreements surveyed, the number of paid statutory holidays per year was increased and in two others paid statutory holidays were provided for the first time. The most common change (eight agreements) was an increase in the number of holidays granted to eight, from seven, six or five. Three agreements introduced provision for more than eight holidays. Under one agreement, premium rates for work on paid holidays were also increased from time and one-half to double time; under another, the rate was reduced from double time to time and one-half. Thirteen agreements made changes concerning unpaid statutory holidays.

Bargaining over health and welfare plans resulted in revisions to seven plans which had been in existence previously, while six plans

were introduced in agreements for the first time in 1953. In five of the revised plans benefits were improved, while two made minor changes in financing which reduce the cost to employees.

Current Negotiations and Settlements. During the latter part of August, agreements were reached between the United Packinghouse Workers of America (CIO-CCL) and the three major meat-packing firms, Canada Packers, Burns and Company and Swift Canadian Company. These provided for a general increase in wage rates of five cents an hour for men and four cents for women. In addition, all classifications above the base rate received an additional one-half cent an hour for each 2½ cents by which their rates exceed the base rate. The settlement was thus another of the important cases this year where higher differentials were given to skilled workers.

On August 29, the strike of approximately 1,600 motor transport employees in southwestern Ontario, which started on July 30, came to an end when agreements were concluded between the companies and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC). Under the terms of the two-year agreement, hourly rated drivers and mechanics are to receive increases at intervals during the life of the contract amounting in total to 20 cents for drivers and 24 cents for mechanics. During the period, the mileage rate is also to be increased by one-half cent per mile.

Matters in dispute between 33 lumbering and sawmill operators in the interior of British Columbia and the International Woodworkers of America (CIO-CCL) were settled through acceptance by the operators of the terms of an agreement negotiated earlier between the union and Forest Industrial Relations Limited, representing operators on the west coast. (L.G., August 1953, p. 1102).

At the date of writing, a strike vote had just been taken by the Seafarers International Union (AFL-TLC) among Canadian seamen operating both deep-sea and lake vessels. For some time, negotiations have been in progress between the union and the Shipping Federation of Canada, Inc., representing ocean-going vessel operators, and between the union and four of the major operators on the Great Lakes, Canada Steamship Lines, Limited, Colonial Steamships, Limited, N.M. Paterson and Sons Limited and Upper Lakes and St. Lawrence Transportation Company, Limited.

The main demands of the union on both the deep-sea and lake operators were a general increase of \$50 a month for all unlicensed personnel and a reduction in the standard work week from 56 to 40 hours.

The strike vote was taken following the union's refusal to accept as a basis for the settlement the reports of conciliation boards dealing with the disputes. The majority report of the board dealing with the deep-sea dispute rejected both the wage and hour demands of the union. The report contended that the Canadian merchant fleet has difficulty competing with the fleets of other countries and that any substantial increase in labour costs at this time would endanger the existence of the Canadian operators.

Two conciliation boards dealing with the Great Lakes situation recommended in their majority reports a gradual reduction over the next year to the standard 40-hour week, 48 hours to be the normal work week effective September 1, 1953, 44 hours April 1, 1954 and 40 hours August 1, 1954. They also recommended payment of time and one-half for work beyond the normal working week as set forth. The majority report recommended against the union's request for a \$50 a month wage increase retroactive to January 31, 1953 but pointed out that the suggested hour schedule would result in monthly increases ranging between \$25 and \$40 at the proposed effective date for the 40-hour week.

At Toronto, 1,700 milk drivers, members of local 647, International Brotherhood of Teamsters, Chauffeurs and Warehousemen of America (AFL-TLC) walked off their jobs after a lengthy period of negotiations and conciliations. The strike lasted three full working days and was terminated on September 14. Much of the dispute surrounded the drivers' opposition to the introduction of the five-day delivery week. In the final settlement, however, the five-day delivery week was included, together with a \$6.50 increase in salaries, an increase in commissions, additional paid statutory holidays to bring the total to eight and a lump sum payment of \$50 in lieu of any retroactive feature to the agreement.

Strikes and Lockouts. So far this year, strike activity has been below the level of 1952. Last year, the time lost in strikes was approaching two and one-half million working days by the end of August. This year the comparable figure is only slightly more than 375,000.

Significant recent developments in the strike picture involve the metal-mining industries in northern Ontario and Quebec.

Following the report of a conciliation board, 1,600 miners at Noranda Mines Limited in northern Quebec, represented by the United Steelworkers of America, went on strike August 21. The main issues in this dispute are the union's requests for a 40-hour week, an increase of 30 cents an hour in wage rates, and a check-off of union dues. The majority report of the board recommended continuance of the 48-hour week and rejected the check-off request. On the issue of wages, the chairman recommended eight cents an hour, the union nominee 22 cents and the employer nominee four cents.

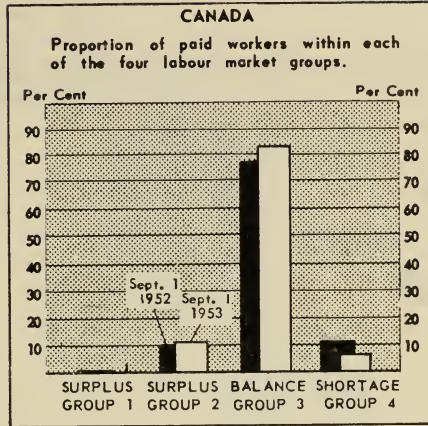
In the northern Ontario gold-mining area of Timmins, the United Steelworkers of America are now involved in strikes at four mines, covering a total of more than 900 employees. Employees of Del'nite Mines went on strike August 25; those at Broulan Reef Mines, Preston East Dome Mines and Hallnor Mines have been on strike since mid-July. There are no indications of an immediate settlement at any of these mines.

Union Developments. Expulsion of the west coast United Fishermen and Allied Workers Union from the Trades and Labour Congress of Canada was announced in late August. This action was based on evidence of "Communist leadership and leanings."

At Oakville, Ont., the United Automobile, Aircraft and Agricultural Implement Workers of America (CIO-CCL) applied for certification as bargaining agents for workers at the new plant of the Ford Motor Company of Canada.

Manpower Situation in Local Areas

SEASONAL manpower requirements of farming, food-processing and construction approached a peak during August and almost all local areas experienced a gradual tightening of labour supplies. At September 1, nine areas were in the labour shortage category (one more than at August 1), 87 were in balance (unchanged), and 15 were in the surplus category (one less than at August 1). Of the nine shortage areas, seven were in the Prairie provinces, where the harvesting of a near-record grain crop was in full swing. Of the 15 surplus areas, seven were in Quebec and four in the Atlantic region.



Year-to-year comparisons of employment conditions indicate that, in relation to demand, the supply of labour is somewhat greater this fall than last (see accompanying chart and table).

There are, for example, six more industrial areas with surplus labour in 1953 than there were in 1952. This increase stems from various causes, including the strike of 1,600 miners at Noranda, lower production of agricultural implements and textiles in Brantford, model change-over at the Chrysler plant in Windsor and the simultaneous completion of a number of construction projects in Cornwall.

Correspondingly, labour shortage areas are less numerous than they were last year. This is largely because of less extensive defence construction work in Goderich and Barrie and less urgent demand for miners in Sudbury and Timmins, for metal-working tradesmen in Ottawa-Hull and for railway construction workers in Sept Iles.

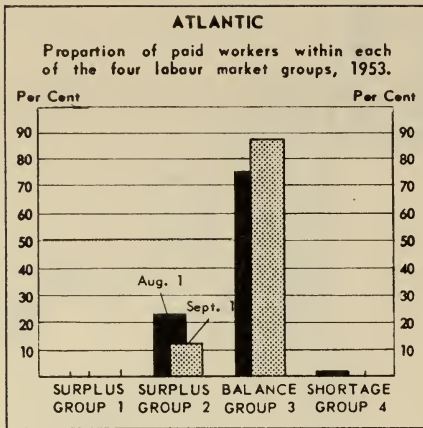
Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Sept. 1 1953	Sept. 1 1952	Sept. 1 1953	Sept. 1 1952	Sept. 1 1953	Sept. 1 1952	Sept. 1 1953	Sept. 1 1952
Metropolitan	-	-	-	1	9	8	1	1
Major Industrial	-	-	10	4	19	23	1	3
Major Agricultural	-	-	-	-	9	8	5	6
Minor	-	1	5	5	50	46	2	5
Total	-	1	15	10	87	85	9	15

*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, SEPTEMBER 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<p>METROPOLITAN AREAS (labour force 75,000 or more)</p>			<p>Calgary Hamilton Montreal Ottawa - Hull Quebec - Levis St. John's Toronto Vancouver - New Westminster Winnipeg</p>	<p>Edmonton</p>
<p>MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)</p>		<p>Brantford Cornwall Lac St. Jean Rouyn - Val d'Or Saint John Shawinigan Falls Sydney Trois Rivières Valleyfield - Leahurst Windsor</p>	<p>Corner Brook Farnham - Granby Fort William - Port Arthur Guelph Halifax Joliette Kingston London Moncton New Glasgow Niagara Peninsula Oshawa Peterborough Sarnia Sherbrooke St. Hyacinthe Sudbury Timmins - Kirkland Lake Victoria</p>	<p>Kitchener</p>
<p>MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)</p>			<p>Earle Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Rivière du Loup Theford - Megantic - St. Georges</p>	<p>Brandon Red Deer Regina Saskatoon Yorkton</p>
<p>MINOR AREAS (labour force 10,000 - 25,000)</p>		<p>Central Vancouver Island Drummondville Fredericton Gospe Newcastle</p>	<p>Bothwell - Trenton Erampton Eridgewater Luckingham Campbellton Chilliwack Cranbrook Dauphin Dowson Creek Drumheller Edmundston Galt Goderich Grand Falls Ingersoll Kamloops Kentville Lachute - St. Thérèse Leamington Lindsay Listowel Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George Prince Rupert Quebec - North Shore Rimouski Sault Ste. Marie Simcoe Sorel St. Agathe - St. Jérôme St. Jean Stroford St. Stephen St. Thomas Summerside Trail - Nelson Truro Victoriaville Walkerton Weyburn Woodstock, Ont. Woodstock, N.E. Yarmouth</p>	<p>Dracbridge Swift Current</p>

ATLANTIC



THE upward trend of employment was halted during August as farm labour requirements gradually declined following the completion of hay and grain harvesting in most areas of the Atlantic region. In the four weeks ending August 22, full-time employment decreased from 374,500 to 354,500 while the number of persons working less than full time increased from 32,000 to 41,000. Part of the decrease of 11,000 in the total number of persons at work resulted from vacations.

Comparison with last year shows a reduction in non-agricultural employment. The year-to-year decline was most noticeable in New Brunswick (4.2 per cent), followed by Nova Scotia (1.9 per cent). The marked reduction in the volume of engineering construction, particularly highway and road work, was mainly responsible for this development. As a result, even though residential building showed somewhat higher employment levels this year than last, total employment in the construction industry declined by about 1,100 in Nova Scotia and 2,500 in New Brunswick. In addition, employment in coal mining, logging and primary iron and steel manufacturing decreased by eight, 28 and ten per cent respectively. Losses in these industries were partly offset by year-to-year employment gains in the pulp and paper industry, saw and planing mills and transportation equipment manufacturing.

There was no significant change in the classification of the various labour markets during August. As in July, most areas were in balance, slight labour surpluses existing in only four of the 21 areas in the region. At the same time last year, 18 areas had approximately balanced labour markets and three slight labour surpluses.

Metropolitan and Major Industrial Areas. In St. John's, Nfld., labour supply and demand remained in approximate balance, though available labour was reduced by the return to work of 550 iron-ore miners who had been temporarily laid off in July.

In the industrial centres employment continued at about the same levels during August as a month earlier. The only notable increases in labour demand were for certain construction skills. These demands increased during the month, however, because much of the work in progress was reaching the stage where additional tradesmen were required. The available supply of skilled construction workers was almost exhausted in Halifax and Moncton but it is expected that requirements will be even higher during the next few weeks. Consequently, it is likely that some shortages will occur for such skills as concrete and cement finishers, carpenters, electricians and bricklayers, which are usually in short supply in the Atlantic region at this time of year.

Major Agricultural and Minor Areas. Very little change occurred in these areas during August. Balanced labour markets were maintained in the same 11 areas as a month earlier and moderate labour surpluses continued in Newcastle and Fredericton. Adequate labour supplies existed for haymaking and grain harvesting as a result of normal seasonal reductions in sawmilling and pulp-cutting employment. Additional employment will be provided to a fairly large number of workers when potato digging and bean harvesting gets under way in the State of Maine and potato digging begins in Prince Edward Island.

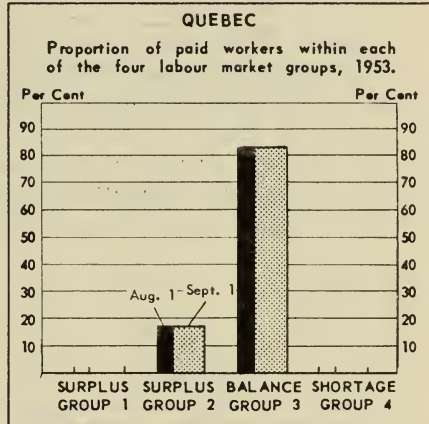
QUEBEC

DURING August, the number of persons with jobs increased by 7,000 in the Quebec region as seasonal peaks were reached in the construction, fishing and canning industries. The number of full-time workers rose by 53,000 from a month earlier, to a total of 1,396,000 at August 22, largely as the result of returning vacationists. Resumption of work in clothing and in a few textile firms reduced the number employed part-time by 8,000, bringing the total working less than 35 hours to 62,000.

An increase of 45,000 in the number of persons with jobs occurred in the 12 months ending August, 1953, despite a slightly lower level of industrial construction activity this year. Residential building was more active throughout the province this year and Montreal and a number of other areas experienced an unprecedented amount of house building. Some outlying districts, on the other hand, were affected by the completion of several large hydro-electric developments and by reduction of road construction. Employment in manufacturing increased considerably during the year and was accompanied by a noticeable decline in short-time operations in paper, clothing and knit goods manufacturing industries.

Labour surpluses disappeared in three areas and returned in one during August. By the beginning of September, 17 of the 24 areas in the region had approximately balanced labour markets. Slight labour surpluses existed in the remaining seven, compared with four a year earlier.

Metropolitan Areas. Employment conditions showed little change in the Montreal area, apart from heavy demand for construction workers in the city and in northern localities. Hirings were few in manufacturing where many plants were closed for vacations. Activity was increasing in clothing manufacturing as production began on fall and winter orders. Skilled machine operators were scarce, as were hand cutters and stitchers in boot and shoe manufacturing.

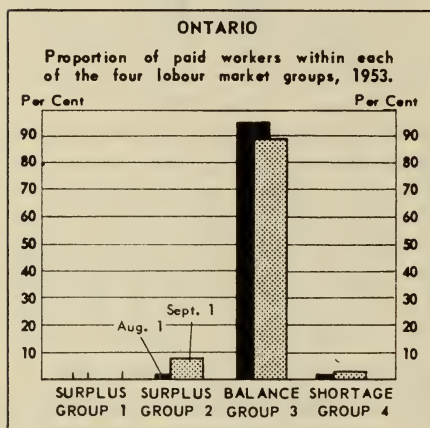


The Quebec city area remained in the balanced category although construction activity increased. The building program this year has been larger than last year but small compared with that of other areas and many workers moved to northern resource developments.

Major Industrial Areas. Slight labour surpluses continued in Shawinigan Falls where the chemical and aluminum industries were operating below full capacity and construction activity was not extensive. The labour surplus was 50 per cent larger than last year, reflecting the lower level of activity in the surrounding rural areas. Moderate labour surpluses also existed in the Lac St. Jean district, Trois Rivières, Valleyfield-Beauharnois and in Rouyn-Val d'Or where 1,600 miners at Noranda Mines went on strike. Farnham-Cranby came into the balanced group during the month.

Major Agricultural and Minor Areas. The Buckingham and Sorel areas came into balance during the month, leaving only the Drummondville and Gaspé districts in the surplus category. The employment situation in these two areas was only slightly improved over last year when moderate surpluses persisted throughout the summer months. The labour situation remained balanced in the Quebec-North Shore area despite the damage of forest fires.

ONTARIO



IN Ontario, the labour market situation remained fairly stable during August. The number of persons with jobs was the same as at the end of July. However, vacations and some temporary plant closures increased the number away from their work by 19,000 during the month to a total of 137,000 at August 22 (107,000 of these were on vacation).

Employment in manufacturing, construction, agriculture and resort establishments continued at peak levels during August. Few qualified workers were available, although

by the end of the month, completion of most harvest operations, followed by hail damage to part of the tobacco crop, reduced requirements for farm workers. Moreover, by the second week in September most tourist resorts were closed and student workers had returned to school. In northern Ontario, the shift of farm workers to logging camps began but will not be completed for several weeks.

In a large section of central southern Ontario, including London, Kitchener, Guelph, Woodstock, Stratford, Simcoe and St. Thomas, the high level of activity in manufacturing industries, together with heavy residential construction this year and the usual seasonal demand for harvest and tobacco workers, utilized nearly all available labour. On

the other hand, further declines in activity in the agricultural implement and textile industries, as well as employment reductions in automobile manufacturing created labour surpluses in some areas.

At the beginning of September, 31 of the 36 areas in Ontario had approximately balanced labour markets. Three major industrial areas recorded surpluses and Bracebridge and Kitchener fell into the shortage category.

Metropolitan Areas. The labour market situation in Toronto remained virtually unchanged during August, the available labour supply barely meeting the demands of the expanding construction industry. During the latter part of August and early September, the Canadian National Exhibition provided temporary employment for many. Further lay-offs occurred in the textile industry in Hamilton but skilled seamers and cutters were still somewhat scarce in that area and construction continued to expand during the month. The demand for labour continued to increase in Ottawa and stenographers, typists, construction workers, truck and taxi drivers and engineers remained in short supply.

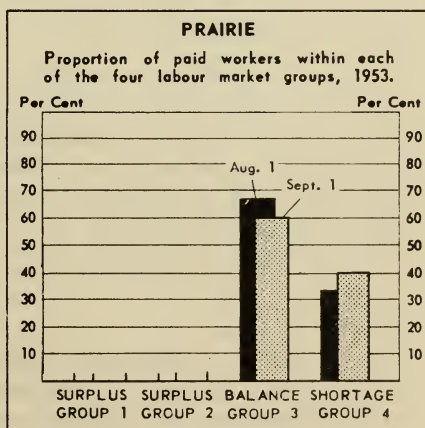
Major Industrial Areas. Employment was fairly stable in most of the major industrial areas during August and early September; nine of the 13 areas were in balance. Brantford remained in the surplus category as further lay-offs occurred in the agricultural implement industry and a surplus developed in Windsor when two automobile plants laid off staff in preparing for production changes. Completion of most of the major construction projects in Cornwall brought the area into the surplus category. However, labour was still scarce in Kitchener, particularly for female clerical, sales and service workers, and construction workers.

Major Agricultural and Minor Areas. At the end of August, 19 of the 20 areas had approximately balanced labour markets. Bracebridge moved into the shortage category as a renewal of activity in the tourist industry toward the end of August temporarily increased labour demand in that area.

PRAIRIE

ADDITIONAL employment expansion occurred in the Prairie region during August despite the absence of almost 40,000 workers on holidays. The number of workers employed more than 35 hours amounted to 887,000 at August 22, an increase of 7,000 from the previous month. Compared with the same time a year earlier, full-time employment registered an increase of 36,000 workers.

The trend of labour requirements in the region has been steadily upward this summer. In the twelve months before July 1,



non-agricultural employment increased more than six per cent; two-fifths of this is attributable to the increase in industrial and residential construction. At July 1, the larger construction firms in the region employed 29 per cent more workers than a year earlier.

The general demand for labour was strengthened during August by the annual manpower requirements of the grain harvest, which developed rapidly because of above-average temperatures. A crop of near-record proportions was in prospect, although hail had brought severe damage and rust and early frost were still hazards in some areas. By the first week in September, harvesting was under way in all but the more northerly districts and vacancies for 1,000 farm hands were reported by the National Employment Service. It was expected, however, that these demands would be satisfied with the aid of farm workers who were moving into the region from eastern Canada.

The increasing demand for labour in all local areas during August was accompanied by a steadily shrinking supply. Seven labour market areas, covering 40 per cent of the region's wage and salary workers, showed clear evidence of fairly general labour shortages at the beginning of September. Of the remaining 13 areas, which were in the balanced labour category, several were approaching shortage conditions.

Metropolitan and Major Industrial Areas. Shortage conditions continued in Edmonton during August. The labour supply situation became even tighter as a result of the recruiting of some 500 workers for a new chemical plant. To the occupations already in short supply in the area (carpenters, bricklayers, automobile mechanics, stenographers and waitresses) were added harvesters (power operators) and construction labourers for northern defence projects.

Labour demand and supply remained in balance in Winnipeg and Calgary, no notable change occurring during the month.

The situation in Fort William-Port Arthur appeared to be one of approaching labour shortage. In addition to the high level of activity in aircraft and motor vehicle manufacturing and in shipbuilding, pulpwood production during the coming winter is expected to be considerably above last year's low level. Vacancies existed for over 1,200 loggers which the National Employment Service does not expect will be filled until after the harvest.

Major Agricultural and Minor Areas. Harvesting requirements depleted the supply of available labour in agricultural and minor areas. Skilled power operators were scarce throughout the region. Owing to the arrival of outside harvest workers, however, no acute shortage of farm labour was anticipated. By the middle of September, more than 1,500 of these workers had been transferred to the areas where they were most urgently required.

PACIFIC

EMPLOYMENT conditions in the Pacific region remained fairly static during August, except for periodic logging shut-downs. These closures were reflected in the full-time employment total which dropped from 384,000 to 372,000 in the four weeks ending August 22. During this

period, there was a corresponding increase in the number of workers employed less than 35 hours per week.

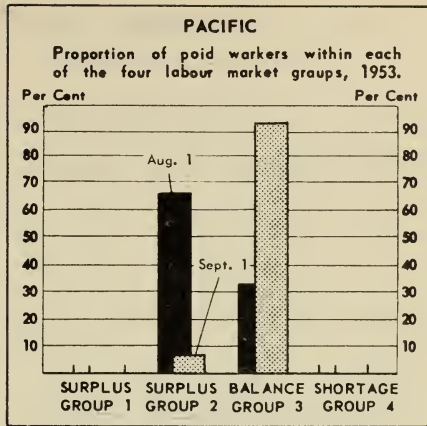
Construction and food processing were the main industries in which employment expansion occurred during August. Hiring for fruit, vegetable and salmon canning was equal to the level of former years and heavy demands for apple pickers were expected during the September harvest period. In contrast to last year, the construction industry was free of labour disputes and employment in recent months has shown year-to-year increases of more than 40 per cent. While peak activity was probably reached in August, new construction projects at various points are expected to sustain the level of employment in this industry for some months.

Logging and sawmilling firms continued to operate at near-capacity levels throughout the month, except for sporadic shut-downs on Vancouver Island. Greater sales of lumber in the United States and Canadian markets have sustained lumber production in 1953, despite the loss of much of the United Kingdom market. There was concern, however, in some areas about heavy log inventories and a number of firms reduced or closed down their woods operations during the month for this reason.

The labour market classification of most areas remained unchanged during the month, since greater employment in construction and food processing was largely offset by surpluses resulting from the intermittent work stoppages in the logging industry. One notable exception was Vancouver—New Westminster, where demand and supply came into balance. As a result, the number of wage and salary workers in balanced areas increased from 33 to 93 per cent of the regional total (see accompanying chart).

Metropolitan and Major Industrial Areas. The employment situation in Vancouver—New Westminster gradually came into balance as a result of greater construction activity, more continuous logging employment and the short-term requirements of the canning industry. The sockeye salmon run was heavy, but scarcity of other species reduced the total salmon pack to about the average for the previous two years. Substantial amounts of new residential, commercial and industrial building increased the construction labour force to its highest point in several years. Shortages persisted in certain occupations, notably carpenters, pipe fitters, high-pressure welders and trowel tradesmen.

Minor Areas. Balanced labour conditions continued in all the remaining areas of the region, except Central Vancouver Island. In this area, the fire hazard and excessive log inventories resulted in short-term lay-offs which had affected about 1,200 lumber workers by the end of August. The demand for construction workers in this area was well maintained and additions to the plywood plant in Port Alberni and the pulp mill in Nanaimo are expected to create more than 400 job opportunities in the coming months.



Current Labour Statistics

(Latest available statistics as of September 10, 1953)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	Aug. 22	5,507,000	- 0.2	-
Persons at work 35 hours or more	Aug. 22	4,820,000	+ 0.3	-
Persons at work less than 35 hours	Aug. 22	273,000	- 0.7	-
Usually work 35 hours or more	Aug. 22	105,000	+15.4	-
On short time	Aug. 22	25,000	+ 8.7	-
Usually work less than 35 hours	Aug. 22	168,000	- 8.7	-
Persons with jobs not at work	Aug. 22	322,000	- 6.1	-
Usually work 35 hours or more	Aug. 22	313,000	- 5.7	-
Usually work less than 35 hours	Aug. 22	*	-	-
Persons without jobs & seeking work ...	Aug. 22	92,000	+ 2.2	-
Persons not in the labour force	Aug. 22	4,550,000	+ 0.6	-
Registered for work, NES (b)				
Atlantic	Aug. 20	21,214	- 6.5	+17.0
Quebec	Aug. 20	55,107	- 6.0	+12.9
Ontario	Aug. 20	50,263	+ 7.0	+ 4.7
Prairie	Aug. 20	16,504	-17.9	- 8.1
Pacific	Aug. 20	21,754	- 2.3	-36.1
Total, all regions	Aug. 20	164,842	- 3.4	- 1.3
Ordinary claims for Unemployment				
Insurance benefit	Aug. 1	110,938	- 7.4	- 1.5
Amount of benefit payments	July	\$7,148,024	-15.0	+13.6
Index of employment (1939=100).....				
Immigration	July 1	190.8	+ 1.8	+ 2.9
Immigration	July	19,697	+ 7.2	-14.6(c)
<i>Industrial Relations</i>				
Strikes and lockouts - days lost	August	92,760	-	-84.4(c)
No. of workers involved	August	8,598	-	-73.0(c)
No. of strikes	August	17	-	-38.2(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	July 1	\$57.58	- 0.2	+ 6.7
Average hourly earnings (mfg.)	July 1	\$ L36	+ 0.1	+ 5.8
Average hourly earnings (mfg.)	July 1	41.4	- 0.7	+ 0.2
Average hours worked per week (mfg.)	July 1	\$56.35	- 0.6	+ 6.1
Average weekly earnings (mfg.)	July 1	186.4	+ 0.2	- 0.6
Cost-of-living index (av. 1935-39=100) ...	Aug. 1	115.7	+ 0.3	- 0.3
Consumer price index (av. 1949=100)	Aug. 1	117.1	- 1.0	+ 6.8
Real weekly earnings (mfg. av. 1949=100)	July 1	117.1	- 1.0	+ 6.8
Total labour income	June	979	+ 1.0	+10.6
<i>Industrial Production</i>				
Total (average 1935-39=100)	June	257.0	+ 0.9	+ 7.8
Manufacturing	June	274.1	+ 0.9	+ 9.1
Durables	June	338.5	+ 0.6	+12.5
Non-Durables	June	233.0	+ 1.2	+ 6.1

(a), (b): See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

Notes of Current Interest

Durkin Resigns Abruptly As U.S. Labour Secretary

Martin P. Durkin abruptly resigned as United States Secretary of Labour September 10. In his letter of resignation to President Eisenhower he charged that the Administration had broken an agreement with him on recommendations to be made for changing the controversial Taft-Hartley labour relations law.

He is expected to return to his post as president of the plumbers' union, the position he held at the time of his surprise appointment to the U.S. Cabinet.

Name New Chairman for Canada Labour Board

C. Rhodes Smith, QC, Chairman of the Restrictive Trade Practices Commission, has been appointed Chairman of the Canada Labour Relations Board. He succeeds Hon. G. B. O'Connor, Chief Justice of Alberta, who was Chairman of the Board since its inception in 1948. Mr. Smith will retain his post as head of the Restrictive Trade Practices Commission.

He was first elected to the Manitoba Legislature in 1941 and since then has served successively as Minister of Labour, Minister of Education and Attorney General in the provincial Cabinet. As Manitoba Minister of Labour he took part in the Federal-Provincial Labour Conferences leading to the drafting of the Industrial Relations and Disputes Investigation Act which authorized the setting up of the Canada Labour Relations Board.

Mr. Smith is a native of Manitoba and a graduate of the University of Manitoba and Oxford University. He served overseas in the First World War and received his commission in 1918. He was called to the Bar in Manitoba in 1923 and has practised law in Winnipeg since 1924. He was appointed a lecturer at the Manitoba Law School in 1925.

Mr. Smith was appointed chairman of the Restrictive Trade Practices Commission on November 1, 1952.

B.C. Fishermen's Union Suspended by TLC

The Trades and Labour Congress of Canada has suspended the United Fishermen and Allied Workers' Union of British Columbia until it "gives proof of taking all reasonable and necessary measures to rid itself of Communist leadership and leanings".

The TLC's executive council's action was announced August 21 by President Percy R. Bengough. The suspension took effect August 24.

The letter advising the 4,000-member union of the suspensions was signed by Mr. Bengough and TLC Secretary-Treasurer Gordon G. Cushing. It was addressed to Homer Stevens, Secretary-Treasurer of the fishermen's union, who was a Labour-Progressive Party candidate in the recent federal election.

An "accumulation of incidents tending to show a very definite leaning towards Communism and its front organizations" led to the suspension, the letter stated.

B.C. Gillnetters Merge With Seafarers' Union

The B.C. Gillnetters' Association, which broke away from the United Fishermen and Allied Workers' Union (see above) early this year, has merged with the Seafarers' International Union, the *Vancouver Province* has reported.

The merger was announced jointly by Fred Rolley, Secretary of the Association, and Norman Cunningham, SIU business agent, who said the alliance had been approved by British Columbia members of the SIU.

AFL Membership Tops Ten Million Mark

Membership in the American Federation of Labour has now passed the ten million mark.

This was revealed by the Federation recently after its executive council began enforcing an order requiring member unions to pay per capita tax on all their dues-paying members.

Previously membership had been listed as 8,089,302. But the tax order revealed some 2,000,000 more members than had been formerly declared.

To Investigate Influence Of Communists in Unions

A sweeping investigation of Communist influence in labour unions in the United States will be carried out this fall, it was announced recently by Senator John Marshall Butler of Maryland.

Senator Butler is head of a special task force of the Senate Judiciary Committee. He and two other senators were named by the Internal Security Subcommittee, a panel of the Judiciary Committee, to run the investigation. Hearings will be held in Washington. Senator Butler will be chairman.

Top unions officials and also rank and file union members "who have had the opportunity to observe what goes on in Communist-dominated unions" will be called upon to give testimony, the Senator said.

AFL Executive Council Makes Decisive Moves

In a week-long conference, the executive council of the American Federation of Labour, meeting in Chicago last month, dealt with several major topics ranging from a recommendation that the International Longshoremen's Association be suspended to increasing the number of vice-presidents on the council. The number of vice-presidents was increased following the secession from the Federation of the United Brotherhood of Carpenters.

The 825,000-member carpenters union left the AFL in protest against the proposed no-raiding agreement with the CIO, charging that the Federation appeared to be more concerned with the CIO than with the jurisdictional disputes within its own ranks.

All council vice-presidents were moved up one step in rank to replace First Vice-President William L. Hutcherson, president emeritus of the carpenters. Dave Beck, President of the International Brotherhood of Teamsters, was elected to fill the vacant 13th vice-presidential post.

Two additional vice-presidential seats were created but have yet to be filled. Mr. Beck's election puts two members of the teamsters' union on the executive council; Dan Tobin, retired IBT president, still holds his AFL post.

The council approved the no-raiding agreement with the CIO which now requires the approval of the latter body and the AFL's annual convention. If approved, the agreement will become effective January 1.

CCCL's Wood, Furniture Federations Unite

At a joint convention held at Quebec early in August, the wrought wood and furniture federations, affiliated with the Canadian and Catholic Confederation of Labour, united under the name of the Federation of The Wrought Wood Workers of Canada.

Before this amalgamation the National Catholic Federation of The Wrought Wood Industry of Canada had 16 locals in Quebec province and a membership of 3,577. The National Furniture Federation had seven locals and some 800 members. The amalgamation, which had been under consideration for a number of years—it was their second joint convention—reduces the number of federations in the CCCL from 17 to 16.

This amalgamation was carried out, according to a spokesman, with a view to reinforcing the ranks of the existing organizations and ensuring the workers of these two important sectors of Canadian industry of better protection for their rights and more effective defence for their working conditions.

F. X. Légaré, Vice-President of the CCCL and formerly Secretary of the Wrought Wood Federation, was elected President of the new Federation. The other officers chosen are as follows: 1st Vice-president, Normand Dubé; 2nd Vice-president, Ovide Fautoux; Secretary, G. Aurèle Pelletier; Treasurer, Léo-Paul Huot.

Unemployment Declines In Both U.S. and U.K.

Employment in the United States reached a record high level in August and unemployment sank to a post-war low. Persons with jobs numbered 63,408,000, the Commerce Department reported, while the number of unemployed dropped to 1,240,000, a drop of 308,000 from the previous month.

Earlier the Department of Labour announced that total civilian employment during 1952 averaged 61.3 million. The total labour force reached a post-war high average of 66.4 million, about 600,000 higher than in 1951.

Unemployment is also on the decline in the United Kingdom. The Ministry of Labour reported that at mid-July unemployment stood at 272,000, a drop of 25,100 from the previous month.

United States unemployment in August was at a level that Commerce Department officials considered close to a minimum.

Machinists, Rubber Union Sign No-Raiding Pact

Two major unions, one in the American Federation of Labour and the other in the Congress of Industrial Organizations, recently concluded a "no-raiding" agreement in which each has promised to respect areas already organized by the other. The two unions, the United Rubber Workers (CIO) and the International Association of Machinists (AFL) signed an agreement similar to the one worked out between the Machinists and the United Auto Workers (L.G., July, p. 989).

Under the agreement, the unions have pledged that neither will seek to disrupt a bargaining relationship already held by the other by attempting to persuade workers to change their affiliation. In addition, the unions have agreed to follow an employer who may move his plant to another location in order to end union organization among his employees.

L. S. Buckmaster, President of the rubber workers, and A. J. Hayes, head of the machinists, announced that the agreement established "common sense rules and orderly procedures which should work to the benefit of both memberships". The pact further provides for joint negotiations with employers "whenever such a course promises to bring the best possible results for the memberships of both organizations".

Immigration Declines In First Half of 1953

Immigration to Canada during the first six months of 1953 was 19,721, under the total for the first six months of 1952, according to figures released by the Department of Citizenship and Immigration. During the first half of last year, 98,057 immigrants entered Canada while 78,336 entered during the first six months of 1953.

During June, however, 18,376 arrived compared with 15,969 in June of 1952.

Immigrants from the British Isles numbered 24,022 for the first six months of 1953, a slight increase over the 23,001 who arrived during the corresponding period in 1952. Similarly, the June 1953 total of British Isle immigrants was higher than the June 1952 figure—5,277 compared to 4,336.

Northern European immigrants again contributed heavily to the 1952 figures, 32,756 arriving during the first half of the year compared with 38,478 who arrived in

the first half of 1952. This marks a decline of 15 per cent in the number of immigrants coming from this area. The largest numbers came from Holland (12,018) and from Germany (14,411). During June of the present year, 8,362 persons arrived from Northern Europe, compared with 7,176 who arrived in June of 1952.

United States immigrants to Canada increased from 3,931 in the first half of 1952 to 4,337 for the corresponding period in 1953. However, in June of the present year, only 381 arrivals from the U.S.A. were noted compared with 925 in June of 1952, a decline of 59 per cent.

Our Resources Useless Without Skilled Workers

W. H. Clark, Vice-president (Industrial Relations) of the Ford Motor Company of Canada, has posed the question whether Canada could realize the full advantages of her tremendous economic expansion unless a greater emphasis were placed by Canadian industry on the training of more skilled workers. He was speaking on the Department of Labour's radio program "Canada at Work", carried by 69 independent Canadian radio stations from coast to coast.

It has been estimated that Canadian industry needs at least 20,000 more apprentices right now and that there are actually 900 fewer Canadian apprentices today than there were in 1948.

Mr. Clark said that Canada's development promised to surpass that enjoyed by any other country and that her population was expected to increase by about 9,000,000 in the next 25 years. It was reasonable to expect, he said, that industry would expand at a corresponding rate and that the result of this would be the creation of 30,000 new jobs each year in Canadian manufacturing industries alone. This, of course, was in addition to the constant flow of replacements needed in industry to take the places of those who retired or left the labour force for other reasons.

In the following talk on the Department's weekly program, Joseph M. Pigott, President of the Pigott Construction Company, Hamilton, Ont., and a leading pioneer in the Canadian apprenticeship field, urged employers to accept the responsibility for the supply of trained workers. Many employers are apathetic, he said.

1953 Housing Upswing Continued in June

The 1953 upswing in new residential construction in Canada continued in June and prospects for its continuance during the second half of the year appear good, the Dominion Bureau of Statistics has reported.

The number of new dwelling units begun and completed in the first six months this year is substantially higher than the 1952 total.

Housing starts during the six-month period numbered 46,746, a gain of 11,455 units over the 35,291 units begun during the first half of 1952. This is almost a 33-per-cent increase.

Completions registered a 39-per-cent gain, numbering 39,491, a figure exceeding by 11,151 last year's January-to-June total of 28,340.

New dwelling units under construction at the end of June totalled 62,791, a number 8,506, or nearly 17 per cent, higher than the 50,285 under construction at the same date last year.

June starts were slightly higher than a year earlier, 11,308 against 11,095. June completions were up sharply at 6,675 against 4,081 in June 1952.

The average time under construction of dwellings completed in June dropped to 7.4 months from 7.8 months in June last year.

U.K. Housing in 1st Half Increases 25 Per Cent

Since the Second World War, Britain has built nearly three times as many houses as were destroyed or made unfit for occupancy by enemy action, the Ministry of Housing has reported.

The completion of 145,000 houses in the first six months of 1953 brought the post-war total to 1,401,000. Another 314,000 were under construction on June 30. Housing figures are nearly 25 per cent higher than last year.

U.S. Housing Starts Begin to Decline

In the United States, housing starts in July were 7 per cent fewer than in June. According to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics, the month's starts numbered 96,000 compared with June's 103,000.

During the first seven months this year, 674,500 new permanent non-farm dwelling

units were begun, slightly more than the 668,400 units for the comparable months last year.

Municipalities Blamed For Housing Shortage

Blame for Ontario's unrelieved housing shortage has been laid to the province's municipalities by A. E. K. Bunnell, Director of the Housing Branch of the Ontario Department of Planning and Development.

Mr. Bunnell told the urban elected representatives section of the Ontario Municipal Association recently that municipalities have made a poor response to these offers:—

The federal-provincial offer in 1950 to acquire raw land, subdivide it, service it, then make it available to builders or municipalities.

The Ontario government offer in 1951 to build 5,000 rental units, to be financed on a full-recovery basis by a federal-provincial partnership, or on a subsidized basis by a federal-provincial-municipal partnership.

The further provincial offer to increase the number of these units to 25,000 when the first 5,000 were completed and if demand persisted.

Mr. Bunnell said that with regard to the first offer, only 10,000 lots have been provided. He admitted, however, that little or no land is available in big cities where the problem is most urgent.

"With regard to rental housing," said Mr. Bunnell, "there is land available which can be readily serviced. Yet the score to date (August 25) is only 1,662 units completed, 375 pending, or a total of only a little over 2,000 units. The Department and the Central Mortgage and Housing Corporation feel that this is a good deal which is being offered the municipalities. But the response shows a pretty poor record for this big province."

Factors aggravating the shortage of housing were listed by Mr. Bunnell as: lack of serviced or readily-serviced land; intervals when there has been a lack of mortgage money, one of which exists now; and the impatience of young people to save the necessary down payment.

Few annexations have overcome the lack of serviced land, said Mr. Bunnell. In most cases existing municipal sewer and water facilities have needed overhauling even without expansion. Furthermore, because the growth in fringe areas has been

largely devoid of industrial assessment, the burden of financing new services has fallen on the resident population.

In the past eight years, 200,000 new housing units have been built in Ontario. But this was only one unit per four new people and did not even dent the housing shortage backlog, said Mr. Bunnell.

U.S. Bans Discrimination In Federal Contracts

In an executive order of August 13, President Eisenhower established a 15-member Government Contracts Committee to prevent discrimination in employment by companies holding federal government contracts. Under the new committee, which replaces the Committee on Government Contract Compliance set up by President Truman, recommendations will be made to contracting agencies for improving and making more effective the non-discrimination provisions of government contracts, complaints of discrimination will be received and referred back to the government agency responsible for taking action and educational programs by non-governmental bodies in co-operation with state and local governments will be encouraged to reduce "the basic causes of discrimination".

The Canadian government took similar measures to prevent discrimination by holders of federal contracts on September 24, 1952, when it was provided that anti-discrimination clauses be inserted in all contracts entered into on or after January 1, 1953 (L.G., Oct. 1952, p. 1318).

Apprenticeship Director Named in Saskatchewan

Frank H. Ellis, a former president of the Regina local of the Machinists union, has been appointed Director of the Apprenticeship Branch of the Saskatchewan Department of Labour. He succeeds J. Stanley Dornan.

Mr. Ellis had worked as an inspector in the apprenticeship branch and had also instructed at the Canadian Vocational Training School in Regina and at the Technical School in Swift Current.

Two Canadian Experts Complete ILO Duties

Following the completion of their services as members of the United Nations and Specialized Agencies Expanded Technical Assistance Program, two Canadian

members selected by the International Labour Organization have returned to Canada. They are Sheldon Ross and John Inglis.

Mr. Ross, formerly one of the editors of the Department of Labour's industrial classification manual and an associate director of the National Selective Service during the war, had assisted the Burmese government in making a manpower survey in industry and agriculture for the purpose of making occupational adjustments in connection with the economic development plans of the country. Mr. Ross is at present with the Department of Resources and Development.

Mr. Inglis, once night school principal at the Vocational Institute in Vancouver, has returned from Greece where he assisted in organizing practical training courses and programs in vocational schools. Mr. Inglis was formerly regional director of vocational training in British Columbia.

Fewer Canadians Receive Blind Persons Allowances

The number of blind persons in Canada receiving allowances under The Blind Persons Act decreased from 8,332 at March 31, 1953, to 8,283 at the end of the second quarter, June 30, 1953.

The federal Government's contributions under the federal-provincial scheme totalled \$732,698.22 for the quarter ended June 30, 1953, compared with \$741,821.15 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$4,439,364.46.

During the quarter, 107 persons receiving blind allowances were transferred to the administration of The Old Age Security Act, compared with 105 in the preceding quarter. Since the inception of the Act, 647 recipients have been transferred.

At June 30, 1953, the average monthly allowance in the provinces ranged from \$37.66 to \$39.54. In all provinces the maximum allowance paid was \$40 a month.

Most 1953 Graduates Have Found Work

Of more than 12,000 students who graduated from Canadian universities this year, only 254, about 2 per cent, were still registered at the National Employment Service offices at the end of July as looking for work. A fair percentage of these 254 graduates were actually working but were still registered with NES because they were seeking more suitable jobs.

Practically all of the university undergraduates, nearly 42,000, found summer employment of one kind or another this year.

More Canadians Receive Old Age Assistance

The number of persons receiving old age assistance in Canada increased from 87,675 at March 31, 1953, to 89,706 at the end of the second quarter, June 30, 1953.

The federal Government's contributions under the federal-provincial scheme totalled \$4,991,000.61 for the quarter ended June 30, 1953, compared with \$4,903,990.47 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$26,397,076.47.

During the quarter, 4,559 persons receiving old age assistance were transferred to the administration of The Old Age Security Act as compared with 4,116 in the preceding quarter. Since the inception of the Act, 18,347 recipients have been transferred.

At June 30, 1953, the average monthly assistance in the provinces paying a maximum of \$40 a month ranged from \$33.53 to \$37.88, except for one province where the average was \$24.92. In Newfoundland, which pays a maximum of \$30 a month, the average was \$29.18.

700,000 Now Receive Old Age Security

The number of persons receiving old age security payments in Canada passed the 700,000 mark in July, statistics released by the federal welfare department reveal.

This figure is an increase of almost 84,000 since the first payments of \$40 per month without regard to income were made to persons 70 years and over in January 1952. Payments, made entirely from federal funds, now total more than \$28,000,000 per month.

More than 5,000 persons sent in applications and were paid for the first time in July, federal welfare officials stated. About 900 of these could have been paid earlier if they had applied in time.

Wage Guarantees Create Problems; No Answer Yet

A study of the relationship between annual wage guarantees and regulations governing the payment of state unemployment compensation has resulted in no proposals for

co-ordinating the two but calls attention to three major policy decisions that will ultimately have to be made.

The study was made by a committee of the United States Interstate Conference of Employment Security Agencies.

Co-ordination of annual wage plans and unemployment compensation will have to await further study in view of the wide variation in annual wage provisions and their possible future growth and importance, the committee said.

The committee did find that, where annual wage plans have been reviewed by state security agencies, guarantee payments "have been universally regarded as wages and therefore constitute a bar to the receipt of unemployment benefits".

The policy decisions that will have to be made if and when guaranteed wage plans become more common, the committee pointed out, are:—

1. What to do about the unemployment compensation principle that the claimant must be out of work and suffer a loss of wages to receive unemployment benefits.

2. What to do about the requirement that the claimant must be available for other work if, under an annual wage plan, he is considered to be attached to his previous job for the duration of the wage payments.

3. What to do about possible conflicts in the definition of "suitable" work under annual wage plans and unemployment compensation eligibility requirements.

The committee suggested that payment of wage guarantees in a lump sum at the end of the guarantee period might dissolve some of these problems.

Encourage Youth to Finish School—Durkin

At the beginning of another school term, the United States Secretary of Labour, Martin P. Durkin, urged parents of teen-aged youth to encourage their children to return to classes.

"Last year one-third of America's 16- and 17-year-olds—20 per cent more than in 1951—failed to return to school after taking summer jobs," he said. "From 1944 until last fall, there had been a steady decline in the number of boys and girls who stayed out of school for work.

"I hope fathers and mothers will prevent a repetition of last year's increase in school stay-outs, for this is a serious problem. Young people are lured by plentiful jobs at good pay and fail to realize that by not finishing their education now they jeopardize future earnings and advancement.

Moreover, our country needs trained people and informed citizens in our efforts to build a free and peaceful world.

"Every year of schooling increases adult income," he added.

Newfoundland Federation Holds 17th Convention

Resolutions dealing with social security and an alternative industry for Bishop's Falls were passed at the 17th annual convention of the Newfoundland Federation of Labour (TLC) in Grand Falls July 20 to 24.

The 75 delegates gave support to a resolution recommending that a national health plan be established. Other social security benefits requested were increases in old age pensions, widows' and mothers' allowances and assistance to the blind.

Noting that the Anglo-Newfoundland Development Company had decided to discontinue operation of its pulp and paper mill at Bishop's Falls where about 160 workers were employed, the Federation adopted a resolution requesting the provincial Government to investigate the possibility of another industry for the area.

A resolution was passed urging that steps be taken to encourage all trade union members in Newfoundland to join co-operative credit societies as a means of bettering their standard of living.

The Federation requested that all provincial Government employees be covered by the Unemployment Insurance Act.

With regard to provincial legislation for the coming year, resolutions were adopted requesting a Fair Employment Practices Act and an act enforcing fair remuneration for female workers. The Federation also demanded that safety and health inspectors be appointed under the Workmen's Compensation Act.

The delegates requested that the Federation's Committee on Constitution and Law consider an amendment setting up a permanent fund to assist member unions with the cost of litigation.

In an address to the convention, George Schollie, Canadian Vice-President of the International Association of Machinists, reviewed labour legislation in Canada over the past 50 years. He urged the delegates to double their efforts to obtain an Industrial Standards Act in Newfoundland.

Mr. Schollie congratulated the Federation for its success in having an Apprenticeship Act included in the statutes of the province, and he urged that trades councils set up standing committees to review the Workmen's Compensation Act in order to

ensure maximum protection for workers against injuries and industrial diseases.

The provincial Government was represented at the convention by Premier Smallwood, Hon. C. H. Ballam, Minister of Labour, and Hon. E. S. Spencer, Minister of Public Works.

C. W. Strong of St. John's was elected president by acclamation, succeeding Frank Chafe, who retired from office because of his increased work as TLC organizer in the province. Vice-presidents elected were: Norman Munn, John Cramm, Arthur Kelly, Philip Oliver and J. J. Thompson. Others elected were Llewellyn Jones, Treasurer, and Joseph Shapter, Secretary.

Public Employees Study Compulsory Arbitration

The advisability of trading the right to strike for compulsory arbitration will be investigated by the National Federation of Public Employees.

The federation, organized last year at a meeting in Winnipeg (L.G., Sept. 1952, p. 1167), is affiliated with the Trades and Labour Congress of Canada and comprises 102 local unions representing about 16,800 employees of municipal governments and public utilities. Almost half the current membership is from Ontario.

At the federation's second convention in Ottawa last month, 46 delegates decided to set up a special committee to study "the possibility of obtaining legislation that would place civic and public employees in the same category as policemen and firemen for collective bargaining purposes". In Ontario, policemen and firemen have not the right to strike but, under provincial law, have the protection of compulsory arbitration.

Garnet Shier of Toronto, President of the Federation, said that "we think a strike is not advisable in the public service and is neither in the best interests of employees or their employers". The delegates agreed, however, that a form of protection similar to compulsory arbitration must be provided to replace the strike weapon.

The convention expressed dissatisfaction with existing labour legislation as it affects public employees, and decided to press for an amendment to the British North America Act to bring civic and public employees under federal legislation. The special committee will present a model code to the federal government outlining what it desires under a national code.

At the TLC convention the following week, Vice-President William Jenoves said the Congress was not responsible for state-

ments made at the public employees' convention. He said compulsory arbitration was not TLC policy. But Mr. Shier, who also attended the TLC convention, said some of the delegates had misunderstood what had appeared in the press. The civic organizations were only studying the question, he said.

Convention Approves ITU's Publishing Set-Up

Unitypo, Inc., the \$4-million corporation set up by the International Typographical Union (AFL-TLC) to compete with publishers in cities where printers are on strike, will remain in existence.

A large majority of the 400 delegates to the union's 95th convention in Detroit, August 17-21, voiced approval of the Unitypo policy, thereby backing up President Woodruff Randolph and his administration. Opposition delegates charged that the policy was wasteful and ineffective but were voted down 3 to 1.

The union-financed corporation publishes daily newspapers with a combined circulation of about 200,000 in ten cities in the United States and in Hamilton, Ont., where the local union has been on strike for more than seven years.

Altogether the union has spent \$4,200,000 in setting up newspaper plants where printers are on strike. Despite the opposition group, the report of the convention's defence committee urged and won support for continuance, and if necessary enlargement, of the program.

A bid for a Canadian vice-president on the ITU executive was defeated. A resolution submitted by a Toronto local requested an amendment to the union's by-laws that would have added a fourth vice-president, a Canadian, to the executive. The committee on laws recommended rejection, explaining it felt the present five elected officers were enough.

CCCL Textile Group Asks Royal Commission

The National Catholic Textile Federation, affiliated with the CCCL, has sent a message to the Prime Minister asking him to institute a royal inquiry in order to clear up the situation in the Canadian textile industry.

René Gosselin, President of the Federation, specified that a royal inquiry should examine the problem of tariffs and the employers' request for an increase in tariff protection against textile imports and

should study the need for such tariff protection and its effect on the Canadian economy.

At the Federation's annual convention, held in July, Mr. Gosselin stressed the need for a Government investigation to be held without delay, for the purpose of clearing up the whole textile industry situation. "We want to know," he said "whether the employers are right in complaining of foreign competition, and we want to know what the Government intends to do towards settling this problem."

The text of Mr. Gosselin's message to the Prime Minister reads as follows:—

"On behalf of the textile workers we ask you to institute royal inquiry to examine problem of tariffs and employers' request for increased tariff protection against foreign textile products. The Inquiry Commission should both study the need for this tariff protection for the Canadian textile industry and its effects on the country's economy."

Revised Reprint of July Article Now Available

The table that accompanied the article "Wage Rates for Male Labourers in Manufacturing" in the July issue of the *LABOUR GAZETTE* has undergone some changes because of later tabulations. The revised table is included in a reprint of the article now available from the Economics and Research Branch, Department of Labour.

The changes in the table will also appear in the Department's annual report *Wage Rates and Hours of Labour in Canada, 1952*, to be published shortly.

The table that accompanied the article was based on preliminary tabulations obtained in the annual survey of wages and salaries conducted by the Department.

Make 1952 Report for Human Rights Yearbook

Canada's 1952 report for the *Human Rights Yearbook* on legislative changes affecting the rights set out in the Universal Declaration has been prepared by the Department of Labour and transmitted to the Human Rights Division of United Nations. Copies are available on request from the Legislation Branch, Department of Labour, Ottawa.

According to the report, no single step was taken by Parliament or any provincial Legislature in 1952 which could be called an important development respecting

human rights. Changes in a number of laws having a bearing on human rights are noted.

The series of *Human Rights Yearbook* published by the United Nations was begun in 1946. The first yearbook contains the texts of all bills of rights and other constitutional provisions in effect in that year in 73 countries; each succeeding volume records the changes made each year.

Million British Women Sign Equal Pay Petition

Nearly one million British women have signed a petition demanding equal pay for equal work for the United Kingdom's seven million women workers, according to British press reports.

Two weeks after this announcement, the Associated Country Women of the World, meeting in triennial convention in Toronto, rejected a British-sponsored resolution urging ACWW support for the principle of equal pay for equal work.

Circulation of the petition was begun last April by the Fawcett Society, a women's employment research organization. Canvassers from all occupations, including the professions, the civil service and trade unions, collected signatures in England, Scotland and Wales.

While admitting that the petition is not an effective political weapon, Mrs. Gertrude Horton, Society Chairman, explained that it will serve to direct government notice to a problem that has occupied the Society's attention, on and off, for more than 30 years.

The justice of the claim has been acknowledged by all British political parties and Parliament has on four occasions—in 1920, 1936, 1944 and 1952—declared itself in favour of the principle; but it still remains to be put into effect.

The motion put before the ACWW said the organization should work for "economic equality for women to complete their citizenship". It was defeated on the grounds that the ACWW is not prepared at present to explore the infinite implications of the suggestion.

"As we specially represent rural women," explained Mrs. Raymond Sayre, retiring President, "the implications would be far-reaching, particularly in relation to life on the land."

Presents Arguments for Equal Pay for Women

"Women should be given equal pay for equal work; furthermore they need ade-

quate and suitable vocational training in order to be happy in some work which is fitted to their nature and to their physical and intellectual aptitudes," states Roger Chartier,¹ MSS, in charge of labour relations classes at the Laval Centre for Adult Education.

Mr. Chartier² studies three ways by which it is possible to determine whether there is equal pay or not: through a study of the comparable output of men and women, through a study of the relative value of women's work with regard to the cost of production, and through objective and scientific job analysis.

The author, who is in favour of the application of the principle "equal pay for equal work", takes his stand on moral and economic grounds. "The application of this principle," he states, "will eliminate, in the determination of wage rates, all considerations of the sex of the worker that have no bearing on output or on the nature or the value of the work itself. Through such objectiveness, a better job analysis will be possible and *all* workers, both men and women, will be assured of fair treatment."

From an economic standpoint, with respect to women workers, Mr. Chartier uses an argument brought up by the Christian syndicates of Europe: "If there is not equal pay for equal work, a lack of balance will inevitably follow; part of the cost price will be incorporated either in an unduly high profit or in an unduly low selling price."

With respect to men, Mr. Chartier is of the opinion that this will gradually bring to an end the competition between male workers and female workers on the labour market.

Mr. Chartier brings forward the argument related to purchasing power. "The application of the principle," he states, "will assuredly bring, for the great majority of the workers, an increase in purchasing power, a greater demand for consumer goods, an increase in production, more work and consequently a higher standard of living."

Finally, Mr. Chartier believes that equal pay for equal work will bring about a more rational distribution of labour within the establishments.

¹Roger Chartier, *La rémunération du travail féminin*, Relations industrielles, Vol. 8, No. 3, Les presses universitaires Laval, Quebec.

²Mr. Chartier is the author of an interesting study, *Problèmes du travail féminin*, Laval Centre for Adult Education, 1952. \$1.

Widow of Sam Gompers Dies in New York

Mrs. Gertrude Gompers, widow of Samuel Gompers, founder and for many years president of the American Federation of Labour, died August 1 in New York at the age of 70. Her husband died three years after their 1921 marriage.

Mrs. Gompers herself was active in trade unionism and had worked for various unions in the United States.

U.S. Labor Department Reorganized by Durkin

Reorganization of the United States Department of Labor, announced recently by Labor Secretary Martin Durkin, will give four assistant secretaries direct responsibility for department functions.

Mr. Durkin said that reorganization will insure more efficient operation of the Department and better enforcement of labour laws. It is the first time assistants have been given such wide powers.

The bureaus of apprenticeship, employment security, veterans' employment service and veterans' employment rights will be under the direction of Assistant Secretary Rocco Siciliano.

The Department's activities in international labour affairs will be supervised by Assistant Secretary Spencer Miller Jr. Assistant Secretary James E. Dodson will supervise management and internal operation of the Department.

The bureaus of labour statistics and labour standards, the wage, hour and public contracts divisions, the women's bureau and other agencies will be supervised by Assistant Secretary Harrison S. Hobart. Mr. Hobart was formerly an official of the Brotherhood of Locomotive Engineers.

Average U.S. Pension Plan Pays \$117.50 Monthly

Retirement income of \$117.50 per month, including \$77.50 from social security, is the average benefit provided in 300 collective bargaining pension programs covering nearly six million workers studied by the United States Bureau of Labor Statistics. This amount can be expected by a worker whose earnings have been \$3,000 per year and who retires after 30 years of service.

The New York State Department of Labor gives \$120.50 per month as the corresponding figure for 230 plans covering nearly one million workers in that state.

A worker with a \$3,000 average income retiring after 20 years of service would receive \$104.50 on the national average and \$106 on the New York State average, ten per cent less in each case. A worker whose average annual wage has been \$4,000 would, after 30 years of service, receive a monthly retirement income of \$136.76 on the national average, 12 per cent higher than the \$3,000 worker. The average pension is higher under plans to which the worker as well as the employer contributes, it was found.

Of interest in this connection is a recent report by the National Industrial Conference Board that payments for pensions and other welfare benefits by corporations in the United States reached new high levels in 1952, continuing the rapid increase in these payments over the last 15 years.

Figures compiled by the Board show that fringe benefits cost private industry a record \$8,054,000,000 in 1952, compared with \$7,677,000,000 in 1951. However, this increase of \$377,000,000 from 1951 to 1952 was the smallest year-to-year gain since 1949. In 1951 the gain was \$1,055,000,000 over 1950; in 1950 it was \$1,497,000,000 over 1949.

In 1952 employers contributed \$3,436,000,000 for private pensions and welfare funds, compared with \$3,125,000,000 in 1951; \$2,101,000,000 for old-age and survivors insurance, compared with \$1,966,000,000; \$1,654,000,000 in taxes and contributions for unemployment insurance, compared with \$1,757,000,000; and \$863,000,000 for other benefits, compared with \$829,000,000 in 1951.

Department Store Union President Dies at 58

Irving M. Simon, President of the Retail, Wholesale and Department Store Union (CIO-CCL), died in New York September 2. He was 58 years of age.

Born in Poland, Mr. Simon began work at the age of 12 in a Brooklyn shoe store. In 1913 he helped form what is now Local 1268, and from 1922 until his death was its business manager.

Mr. Simon became a vice-president of the international union in 1937, the year it joined the Congress of Industrial Organizations. In 1948 he was named president and guided the union from its low ebb following the expulsion of Communist elements to its present membership of 85,000.

F. P. Walsh Again Heads N.Z. Labour Federation

F. P. Walsh was re-elected president of the New Zealand Federation of Labour at its annual convention this year.

Other officers re-elected were W. A. Fox, Vice-president, and K. M. Baxter, Secretary-Treasurer.

The convention adopted resolutions dealing with industrial co-partnership, profit-sharing, tax rebates and employment. The report of the Federation's executive urged support for the United Nations and the International Confederation of Free Trade Unions.

Longshoremen's Union Suspended by AFL

The International Longshoremen's Association has been suspended for an indefinite period by the American Federation of Labour. The action was taken at the AFL executive council meeting last month in Chicago (see page 1258).

The suspension has to be ratified by this month's annual convention of the AFL. The union has the right of appeal.

Reason for the suspension was the ILA's unwillingness to cleanse its ranks of corrupt elements.

Many observers expect the AFL eventually to expel the longshoremen's union; basis for this opinion is the belief that, as the union's leadership is itself involved in the corruption, it is unlikely that it will heed AFL President George Meany's appeal to clean house.

This is the first time the AFL has disciplined a union for engaging in corrupt practices.

In the absence of any move by the ILA leaders to purge the union's ranks of corrupt elements, one local has seceded and several others have announced their intention to withdraw. A local representing 2,500 workers in New York lumber yards has left the ILA and obtained a charter from the International Brotherhood of Teamsters. Locals representing longshoremen along the Great Lakes, the Gulf

of Mexico and other areas outside New York have applied to the AFL for a charter for a new union, to be known as the American Federation of Longshoremen.

Sponsors of the charter estimate that 30,000 longshoremen—half the ILA membership—would transfer to the new union.

AFL officials have indicated that no action will be taken on the charter application until after this month's convention decides what to do about the ILA.

Two Toronto Locals Mark 50th Anniversary

Two local unions in Toronto are this year celebrating their 50th anniversaries. They are Local 35 of the International Photo Engravers Union (AFL-TLC) and Local 12 of the Amalgamated Lithographers of America (CIO-CCL). Both have long records of good relations with industry.

The engravers local was formed by 14 members and received its first charter from the parent union on July 15, 1903. The local began bargaining, called its first strike and won its first collective agreement in 1904. It now numbers some 600 members in the city of Toronto.

Nine charter members of the local are still living. They are Fred Doran and Jim Egan, both members of the original executive, Albert Patterson, Fred Osler, William Ellison, Robert Baird, Herbert Hamel, Frank Anderson and Thomas Bryan.

The pioneer members of the lithographers local originally held membership cards with the Buffalo local of the union. When in 1903 the number of Toronto members reached ten, a permanent Toronto local was formed. It now numbers some 750 members and is the largest in the 1,800-member lithographers union.

The local has gone on strike twice, both times over wages. The first strike was called a few years after founding; the second in 1949.

Only one of the ten original members is living. He is Charles Voss, retired and living in Toronto.

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Guaranteed Wage and Employment Plans in Collective Agreements

Of 937 agreements covering 610,200 workers, only 28 affecting 16,900 employees in manufacturing provide wage or work guarantees other than reporting allowance and call-in pay; in non-manufacturing, only ten

Although the number of guaranteed wage plans in Canadian industry is small, those now in effect show wide variations both in objectives and in the practices followed. In their most limited form, such plans guarantee employees called to work a minimum number of hours at regular pay. More important to the worker's income, however, are those plans which guarantee employment and income over longer periods of time, ranging from a week to as long as a year.

A sample of 937 collective bargaining agreements effective in Canadian industry was examined by the Economics and Research Branch for guaranteed wage or guaranteed employment provisions. In manufacturing, 564 agreements covering 343,100 workers were included in the sample. Only 28 applying to about 16,900 workers provided wage or work guarantees other than reporting allowances and call-in pay. Among the 373 agreements, covering 267,100 workers examined in non-manufacturing industries only ten had similar plans (See Table 1).

Guaranteed wage plans all have the common objective of protecting the worker's income through periods of lay-off. For example, workers in the meat packing industry are guaranteed a certain number of hours of work in each week of employ-

ment. In the past, the irregularity of livestock deliveries to the packing houses often resulted in less than a full week's work. In other industries, periodic lay-offs of longer duration often take place as a result of seasonal variations, "tooling-up" periods or other factors affecting the scheduling of production.

Types of Plans

The various guaranteed wage plans can most readily be grouped according to the period of employment covered by the plan. As will be seen in the table, most of the plans now in effect cover relatively short periods. Their importance to the worker will increase as the period covered grows longer.

"Call-in pay" or "reporting pay" are the most common forms of wage guarantee. These provide minimum pay, usually two to four hours' pay, to workers who either are called in to work or report for work at their usual hour and find no work available.

The guaranteed work week in Canada is mainly found in the meat packing and urban transportation industries. The plans in the two industries differ widely. In meat packing, the purpose is to establish a minimum work week irrespective of the level of livestock deliveries to the plant.

TABLE 1.—GUARANTEED WAGE PROVISIONS IN COLLECTIVE AGREEMENTS

(as shown in a selected sample of 937 agreements)

Type of Provision	Non-Manufacturing		Manufacturing	
	Number of Agreements	Number of Employees Affected	Number of Agreements	Number of Employees Affected
Annual Work or Wage Guarantee.....	3	1,300	2	600
Monthly Wage Guarantee.....			6	4,100
Weekly Work or Wage Guarantee.....	4	1,900	9	1,500
Minimum Call Pay and/or Reporting Pay.....	111	108,300	335	243,000
Weekly Work or Wage Guarantee Combined with Minimum Call Pay.....	3	500	11	10,700
No Provision.....	252	155,100	201	83,200
Totals.....	373	267,100	564	343,100

In urban transportation, the guarantee applies to workers without regular assignments and establishes for them a minimum work week. In both cases, however, once a worker has been on the payroll for the first day or two of the week, he will be paid for a complete week or some stated portion of the week.

Monthly wage guarantees are uncommon in Canadian industries. They are found, however, in specialized sections of the fish processing industry.

Guaranteed annual wages have been popularly discussed in recent years as a result of the stated objectives of certain unions in the United States and in Canada. Some plans have been in existence for several years but their coverage is relatively small. The claim of the employees has been that the employer should either overcome variations in employment throughout the year by better scheduling of production or pay wages during any lay-off.

A guaranteed annual wage plan is illustrated by the now-famous Hormel Plan in the United States, which guarantees employees 52 pay cheques a year¹. The actual hours worked during any period of the year may vary but provision is made to spread the income of the worker more evenly through the year so that it is paid in 52 weekly instalments. A similar plan has been in effect for some years at the Scott-McHale Shoe Company in London, Ont. Here, the amount paid to the employees over any year is covered by a fixed percentage of the total wholesale price of shoes manufactured during that year.

A guaranteed annual employment plan is illustrated by the Proctor and Gamble plan in the United States, in this case a guarantee of 48 hours' work during the year. Other work guarantees are based on hours, so that a minimum number of hours is to be worked in each year. The method of applying a guaranteed annual employment plan will necessarily differ from a guaranteed annual wage plan.

Wage and Employment Guarantees in Canadian Manufacturing Industry

With the exception of two annual wage plans applying to shoe workers, the guarantee provisions in the manufacturing agreements analyzed in this sample are not designed to provide workers with continuity of income or employment for any lengthy period of time. Seventy-four per

cent of the workers under the agreements surveyed are guaranteed two to four hours' pay whenever they are called in to work or report for work at their usual hour. Of the 28 agreements that provide guarantees for longer periods, the limit is usually one week or one month.

Annual Wage Stabilization Plans

Two plans in effect in the shoe industry aim to stabilize the worker's income over the year. Only certain classes of employees are eligible. Each eligible employee is guaranteed one pay cheque for each week that the agreement is effective, regardless of business conditions or regularity of employment. However, the annual wage may fluctuate since the fund from which the pay cheques are drawn is a specified percentage of the wholesale value of shoes packaged during the life of the agreement. Any surplus in the wage fund may be used to build a reserve for use during slack periods or to revise weekly rates of pay upwards. Similarly, when wage payments exceed the amount available, weekly rates may be revised downward.

Monthly Earnings Guarantee

Under six agreements in this sample covering 4,100 workers in fish processing plants, a minimum monthly guarantee is assured to certain classes of employees. However, it applies only to those employees who remain a full season or complete the work for which they are engaged. In fish processing plants, a season is the period during which a preponderance of a particular species of fish is processed.

Weekly Earnings or Work Guarantee

Weekly guarantees of work or wages are provided for in 20 agreements in this survey affecting about 12,200 workers. They are chiefly used in the meat packing industry, where 13 of the existing plans are in force.

Under the meat packing agreements, the work week or the weekly wage is guaranteed. A particular clause may guarantee the payment of a weekly minimum wage corresponding to a specified number of hours of work, or it may guarantee a specified number of hours of work at the employee's regular rate of pay. The guarantee clause is always worded in a manner to exclude overtime premium payments from the guarantee. An example of a weekly work guarantee in the meat packing industry is as follows:—

The Company agrees to guarantee every employee, not otherwise excluded, in every week of employment 36 hours' pay

¹See *Guaranteed Wage Plans in the United States*, Bulletin No. 925, United States Department of Labor.

at regular rates, subject to the following provisions. Premiums for night work and overtime shall not be considered when calculating what guarantee, if any, is to be paid.

- (a) The Company shall adjust gangs in proportion to the work available or expected. To provide employees with the guaranteed hours of work, the Company shall be free to distribute work within Departments and to transfer employees from one department to another, reasonable consideration being given to seniority, to ability, and to extreme changes in temperature.
- (b) An exception to the weekly guarantee occurs in the case of gangs hired on a temporary basis and normally providing employment for a period of less than six consecutive working days.
- (c) The union agrees and the Company expects that employees will perform whatever tasks may be assigned to them conscientiously. If any employee declines to perform the task assigned to him, the Company shall be absolved from its guarantee in respect to the hours so lost by that employee.
- (d) Any employee who is tardy or absent from work on any day or part of a day that he is scheduled or directed to work shall have his guarantee reduced by the time so lost.
- (e) An employee who is employed after the first of the payroll week shall be guaranteed that fraction of 36 hours' work which the number of days remaining of the payroll week is of his scheduled work week.
- (f) The guarantee shall be the same in weeks in which the eight paid public holidays occur as in others. Pay received for public holidays shall be regarded as part of the guarantee.

Four agreements negotiated by the International Association of Machinists to cover small groups of garage employees have a guaranteed employment plan similar in content to that in effect in meat packing plants.

The other three agreements have a weekly wage guarantee covering route salesmen employed in bakeries. One provides for the guarantee of a weekly minimum wage to all regular salesmen. The others, slightly different in content, apply in special cases. They state: "Salesmen whose routes have been reorganized in a degree of lessening their weekly earnings shall, for a period of three months, be guaranteed a weekly earning equal to their previous six months' average."

Wage and Employment Guarantees in Canadian Non-Manufacturing Industries

Call-in pay and reporting pay provisions are somewhat less prevalent in non-manufacturing industry agreements. The most frequent occurrence of this provision is in construction and longshore work.

The **guaranteed work week** is found in some urban transportation agreements and applies to "spare men", as mentioned above.

Annual wage guarantees are provided in two agreements of this survey covering inland water transport. One assures all licensed personnel a percentage of their normal pay (50 per cent or 33½ per cent, depending on classification) during the winter months or other periods when the boats are not operating. This applies to employees who have completed one season of employment and who continue in the service of the company. The other contract bases pay on 12 months for licensed personnel. They receive full pay on the basis of 12 months even though the operating season may be shorter.

Four inland water transport companies not having collective agreements have reported annual guarantees for licensed personnel. One guarantees work during the winter at full monthly rates of pay. The second guarantees 12 months' full salary and places the men on call for work during the winter. Another guarantees 12 months' full salary and mentions nothing about work during the winter. The last one guarantees 8½ months' pay for the regular season and 1½ months' pay during the winter.

Coverage of the Plans

The portion of the working force covered by the various plans may vary. In some cases the guarantee may be restricted to certain highly skilled employees; in others it may apply only to workers with a certain length of seniority. Some plans relate to the basic crew. For example, in the United States, the Sea Board Airline Railway and various AFL unions bargain each year the size of the minimum work force which is to be guaranteed six days of employment each week for the ensuing year.

Recent Developments

Interest in guaranteed wage plans, particularly those related to yearly periods, has been shown in many quarters in recent months. At the international level the problem has been raised at several of the industry committees of the International

Labour Organization. The latest to make a recommendation on the subject was the Textile Committee (International Labour Organization Textiles Committee, 4th Session, February 2 to 13, 1953. See L.G., May, p. 693). This Committee adopted a memorandum recognizing the need for reducing the instability of employment in their industry and urging further study of the principle of a guaranteed annual wage.

At least two international unions with membership in this country have sponsored plans for the guaranteed annual wage. The United Steel Workers of America (CIO-CCL) and the United Automobile Workers (CIO-CCL) have been most active in this respect. At the present time, the United Automobile Workers have laid a proposed guaranteed wage plan before a committee of economists for their advice. There has been, however, no bargaining on this plan in the negotiations within the industry nor have the details been made public.

In mid-1952 the United Steelworkers of America (CIO) signified their intention to seek a guaranteed annual wage in the United States. Although they dropped this demand in their bargaining, they proposed a plan which would supplement unemployment insurance benefits. Employers would be required to contribute $6\frac{1}{2}$ to 7 cents per hour worked by each employee to a fund. The fund would be used to guarantee employees having three years or more of service 30 hours' pay per week for 52 weeks during any spell of unemployment. This amount would be paid in addition to any state unemployment compensation benefits. The union has indicated that it is also interested in getting a similar

guarantee in Canada. In their 1953 bargaining, the union sought unsuccessfully in the United States to have a joint labour-management committee set up to study the subject.

Discussions on the general question of guaranteed annual wages have brought forth a number of arguments about the practical nature of such plans. On the one hand it is contended that the worker's need for food, shelter and clothing continues throughout the year and that employment and wages should do likewise. Moreover, it is held that the social costs of forced idleness should not fall solely on the worker but should either be eliminated or spread over the community as a whole.

It also argued that the guaranteed wage will have important benefits for management. An incentive will be provided to seek methods of regularizing production schedules. It is further contended that a feeling of security among the workers resulting from such a plan will bring increased output and less resistance to technological change. Finally, it is contended that labour turnover would be reduced.

Those opposing guaranteed annual wages point out that the additional cost to industry of such plans would be disadvantageous both to management and to labour. They stress the fact that the fluctuations in production within various industries are very often the result of seasonal factors that cannot be overcome by careful planning. They point out in addition that the wage guarantees would result in management being unable to expand or to contract employment as the need arises.

WAGE RATES, SALARIES, AND HOURS OF LABOUR IN CANADA, 1952

ANNUAL REPORT No. 35

PRICE: 25 CENTS

Contains index numbers of wage rates and average standard weekly hours of work in most Canadian industries; average wage rates and ranges of rates for the more important occupations in these industries; and special compilations for manufacturing as a whole, showing wage rates for unskilled factory labour and salaries of office workers

Trades and Labour Congress Holds 68th Annual Convention

Takes first step towards labour unity, decides to press for guaranteed annual wage, embarks on political education scheme and launches campaign to expose Communist activity in labour movement. Election sees one vice-president unseated; other officers returned by acclamation

Several innovations and departures from previous policy featured the 68th convention of the Trades and Labour Congress of Canada in Ottawa, August 10 to 15. A total of 647 delegates attended.

The convention, which coincided with the 80th anniversary of the formation of the TLC's predecessor, the Canadian Labour Union, took a first cautious step towards labour unity (a reversal of the decision of last year's convention); decided, for the first time, to press for a guaranteed annual wage; agreed, while re-affirming the TLC's non-partisan political policy, to embark on a scheme of political education; and launched a campaign to expose Communist activity in the labour movement.

One new face appears on the executive council as a result of the defeat of a vice-president who had served nine terms in the position.

Disarmament was dropped from the standing platform of principles of the TLC.

The delegates approved salary increases for the Congress President and Secretary-Treasurer and agreed to the establishment of a pension plan for presidents and secretary-treasurers who complete ten terms.

Suggestions that the TLC think about erecting a new building for its national headquarters and about a change in the convention date were advanced but no action was taken on either one.

Appointment of a full-time education director and establishment of an education department, recommended by the committee on officers' reports, was approved by the delegates. A person to fill the newly-created position has not yet been named. At present one man performs both organization and education duties.

The Congress is in sound financial position, has the most members—about 580,000—in its 80-year history and is adding new ones at the rate of 1,000 a month, it was reported.

The need for a new building for Congress headquarters was noted in the report of Secretary-Treasurer Gordon Cushing. By setting aside a sum each year, he pointed out, the TLC would have enough for a new building within ten years. He suggested \$100,000 as a target at which to aim.

The suggestion that the TLC's annual convention be held in a different month was made by Mr. Cushing in the discussion of a resolution asking that the Congress meet each September rather than in August. While he agreed with criticisms that August was a poor convention month because it was too hot and conflicted with the annual vacation period, he ruled out September because the executive "hesitates to hold a convention close to Labour Day" and doesn't wish a TLC convention to conflict the AFL convention, which according to its constitution always begins on the third Monday in September. He recommended either May or June, pointing out that holding of the convention in either of those months would enable the Congress to prepare its annual memorandum for presentation to the Cabinet in October or November, before the session begins, rather than in April, as at present, at which time the session is almost over and the Cabinet too busy to give much time to receiving the TLC delegation.

Other amendments to the platform of principles included: the addition of "federal aid to all grades of education"; the replacement of "nationalization" by "public ownership and democratic management" in the plank "nationalization of banking and credit"; and a new plank, "support of the principle of democratic government based on the will and consent of the people as the only foundation for the building of universal peace and freedom".

J. W. Waddell, President of the Ottawa Allied Trades and Labour Association, the host organization, presided at the opening ceremonies. A welcome to the city was delivered by the Mayor, Charlotte Whitton.

Among the other guest speakers were the Minister of Labour, the Hon. Milton F. Gregg; Hon. Leslie M. Frost, Premier of Ontario; and the fraternal delegates, Arthur Deakin from the British Trades Union Congress and Toney Gallo from the American Federation of Labour.

The convention faced an agenda containing 184 resolutions.

Part of the opening day, which coincided with the federal general election, was devoted to a discussion of a recommendation that the TLC executive seek an amendment to the Canada Election Act so that, if an election again occurs during a convention, the delegates will be permitted to vote.

R. K. Gervin, Chairman of the British Columbia Provincial Executive Committee, suggested that polling booths could be set up in the convention hall. "I think the time has come," he said, "for amendment of the Election Act to provide for persons who go out of town for any legitimate purpose."

We have lost our votes this time but we should not let it happen again, one delegate said.

"Strong representation must be made," added R. H. Brown, a Toronto printing pressmen's delegate, "that not only delegates but those travelling for their union organization be allowed to vote at advance polls as well as railwaymen and commercial travellers."

President Bengough promised that the executive would "see, to the best of our ability, that the Act is changed before the next election."

Labour Unity

In a reversal of the action taken at last year's convention, the TLC has decided to take the first step towards the union of all Canadian labour bodies in one organization. This year's convention urged all affiliates to refrain from raiding and called on the TLC executive to explore further steps towards "eventual organic unity".

(Last year's convention rejected a similar resolution after President Bengough attacked the Canadian Congress of Labour, charging it with attempting to undermine the TLC (L.G., Sept. 1952, p. 1185).

The resolution adopted by the convention was a substitute, drafted by the resolution committee, for two submitted by local unions. It was worded as follows:—

Resolved: that this convention urge all of the affiliated organizations of this Congress to refrain from attempting to entice members from any other legitimate organization

into their own and concentrate upon organizing the unorganized as the first step towards closer relations and eventual organic unity between the national central bodies of organized labour in Canada; and that the incoming executive council be encouraged to explore the further steps which should be taken towards this end.

In the preamble to one of the resolutions replaced by the substitute, Transcona Lodge 484 of the International Association of Machinists stated that "we agree with the change in AFL and CIO policy which has made it possible for them to try to resolve their differences."

One delegate, W. Dawson of a Toronto local of the plumbers' union, would have gone further than the resolution. "How much longer are we going to explore this question?" he asked. "The labour world is waiting for a voice from this convention today. Let's have a definite voice and bring an end to this exploration."

Max Federman of the Toronto District Trades and Labour Council said: "We have no issues today on which labour organizations are taking different positions. We are together in the ICFTU, etc."

During the debate on this resolution, the dismissal of two Canadian officers of the International Brotherhood of Teamsters (L.G., Aug., p. 1118) was indirectly referred to by J. Cain of Toronto, a delegate from the plumbers' union there, who said: "It is important that organized labour in this country should be able to elect its own officers. We should have friendly relations with labour organizations in other countries but domination by none."

Another interjection was made by D. Janzen, delegate from the Vancouver carpenters, who assured the convention that "we will not withdraw from the TLC even though the carpenters have withdrawn from the AFL (see p. 1258)."

The resolution was approved almost unanimously.

Guaranteed Annual Wage

Without debate, the delegates approved a resolution urging all TLC affiliates "to press for" a guaranteed annual wage.

The preamble to the resolution, submitted by the Winnipeg and District Trades and Labour Council, pointed out that since 1935 corporation profits after taxes have increased 176 per cent, income from investment 328 per cent but wages and salaries only 89 per cent.

One delegate questioned these figures. A member of the sponsoring council assured him that they were reliable, being taken from federal government statistics. Theirs

were the only voices from the floor as the resolution was given the stamp of approval.

The resolution said the guaranteed annual wage was "a means of stabilizing the incomes of union members and of securing a more equitable share of the wealth they produce".

Political Action

The convention rejected an attempt to forge a link between the TLC and the CCF and to offer TLC support to candidates who endorse the Congress' legislative program but agreed to embark on a scheme of political education.

Three resolutions, all submitted by Toronto unions, were replaced by a substitute drafted by the convention's resolutions committee. One asked that the TLC's legislative program be sent to the leaders of all political parties with a request for their endorsement and support; in return, the resolution promised support for candidates who promised such endorsement. The second urged the establishment of a Labour League for Political Education at national, provincial and local levels. The third called for the "overthrow" of the "traditional AFL policy of political neutrality" and for recognition and support of the CCF as "the political arm of labour".

The substitute resolution, however, reaffirmed the "non-partisan political policy" of the TLC and requested the executive to "make pertinent political information available" to affiliated organizations and to "give serious consideration to the establishment of a Labour League for Political Education".

Some delegates criticized the substitute resolution for a lack of strength. "This is a watered-down substitute for three strong resolutions," said H. Lees of a Toronto plumbers' local. "We don't need any more political information," said Douglas Carr, delegate from a Toronto local of the Operating Engineers, sponsor of one of the resolutions replaced by the substitute. "We need action."

But after Ken Green of Halifax and District Federal Union No. 273 warned the delegates that defeat of the substitute resolution would mean that no action at all would be taken this year by the Congress, the convention approved the resolution.

Subversive Activities

The TLC has decided to launch "a vigorous educational campaign designed to expose the disruptive, subversive activity of Communists in the labour movement and to ensure an alert, informed and active membership that will see to it that

For the first time in TLC history, a man from the press table was called to the microphone on the platform at this year's convention. It was the first time, too, that the reporter had received such a summons.

The man was Mike Harris, labour correspondent for the *Winnipeg Free Press* and dean of Canadian labour reporters.

The reason he was called to the platform was to receive, from Manitoba delegates to the convention, an inscribed watch to mark his 25th year of labour reporting.

Mr. Harris was introduced to the convention by Winnipeg Alderman Victor Anderson, Secretary of the Winnipeg and District Trades and Labour Council. The presentation was made by Sam Herbst, a Canadian representative of the International Ladies' Garment Workers' Union and a prominent labour figure in Winnipeg.

Communists and fellow-travellers are not elected to office or allowed to attain positions of influence in the trade union movement."

The resolution adopted by the convention also urged the federal Government to take "all necessary precautions against sabotage, especially in essential industries".

The double-barrelled resolution was substituted for one from a Toronto local of the International Association of Machinists that called on the TLC to enlist the co-operation of all anti-communist labour organizations "to kick Communists out of Canadian Labour". The preamble to this resolution specifically named the International Union of Mine, Mill and Smelter Workers.

Objection to the use of the term "fellow-travellers" in the resolution adopted was voiced by H. Lees of a Toronto local of the plumbers' union.

"I must warn against the indiscriminate use of such labels as 'Red' and 'fellow-traveller' applied to progressive thinkers in art, literature, etc.," he said. "It is necessary to safeguard the right of any citizen to criticize the Government, provided he does so through democratic channels. We must be careful not to destroy freedom, especially freedom of speech."

He was supported by another delegate from his local, who urged the deletion of the word "fellow-travellers" from the resolution. "Some of the finest men in this country have been smeared by that phrase," he declared.

Earlier the convention defeated a resolution, submitted by a Hamilton local of the International Brotherhood of Electrical Workers, that would have prevented the Congress from barring delegates "because of opinions said or known to be held" by them. The resolution urged that credentials issued by the local bodies be accepted without question.

Only support for the resolution came from George North, a delegate from the United Fishermen and Allied Workers' Union, British Columbia,* who pointed out that Communists were not prevented from running in federal elections. How then, he asked, could the Congress refuse a seat to Communists who were elected as delegates to the convention?

This argument was quickly answered by another British Columbia delegate, A. T. Alsbury of the Vancouver, New Westminster and District Trades and Labour Council. Communists, he said, are always ready to cry out against what they describe as a denial of political freedom. "They should first express a belief in such freedoms and not use them only to destroy them," he declared. "They are the very people who use democratic rights and privileges for the purpose of trying to destroy them.

"You cannot work with people who co-operate only when it serves their purpose, who co-operate today and stab you in the back tomorrow," he shouted.

When the resolutions committee's recommendation of non-concurrence was voted on, it was overwhelmingly approved; only a few voices were raised in opposition.

Health Insurance

Declaring that the Government has "consistently ignored the views of the labour movement and the public generally in not passing legislation on health insurance," the Congress again this year demanded an all-embracing, Government-subsidized health insurance scheme.

This year's resolution, a substitute for 12 submitted by local unions, added to that adopted at the 1952 convention requests that the plan cover artificial limbs and provide "competently supervised mental homes". It was adopted unanimously.

It called for "the early establishment of a Government-subsidized, contributory national health insurance scheme covering every citizen in Canada which will include

*A week after the convention's close, this union was suspended by the TLC executive council until "it proves it is ridding itself of Communist leadership and leanings".

medical, surgical, dental and optical care, hospitalization and artificial limbs where necessary, psychiatric treatment, as well as competently supervised mental homes."

Most delegates considered it did not go far enough. Some would have liked to see it extended to include sickness benefits and convalescent homes, and one suggested the addition of chiropractors.

One or two, while in complete agreement with the principle, felt that it went too far at the present time in view of the lack of hospital facilities. Also, some said, before such a scheme could be put into effect, assurance would be required that provincial governments would be willing to accept their share of responsibility when the federal Government is willing to put up the funds.

Disappointment and dissatisfaction that repeated representations by the Congress had failed to bring about government action were freely expressed on the convention floor.

A vigorous campaign on the part of all locals was advocated. "There hasn't been enough agitation throughout the country," commented some delegates. "We must go after this more aggressively," said W. A. Acton of a Windsor local of the carpenters' union. "What we should do is personally interview each Member of Parliament, back them into a corner and make them declare themselves."

"Let's make the politicians live up to their promises," added Harry Simon of Toronto, delegate from a Fur Workers' Union local.

Opposition by insurance companies and the doctors was blamed for lack of government action. President Bengough, when he entered the debate to answer some of the points raised by the delegates, recalled attempts to set up a provincial scheme in British Columbia. It had been "tied up at the dock" for five years, he said, because of the opposition of the medical profession.

(Criticism of the medical profession on other grounds was levelled in the convention's opening minutes when Jack Cauley, Vice-chairman of the Ontario Workmen's Compensation Board, accused it of opposing, first the introduction and then the extension of workmen's compensation, and of failing to exercise the proper control over its members.)

He also related how he had opposed the draft of a federal act because it was a "closed shop" for doctors: the man administering the act would have been a qualified doctor.



The Minister of Labour, the Hon. Milton F. Gregg, is congratulated by TLC President Percy Bengough at the conclusion of the Minister's speech to the convention. Mr. Gregg is wearing the guest badge just pinned to his lapel by Mr. Bengough.

"What we want is a contributory system operated by the Government, by a commission on which Labour is represented," he declared.

He agreed with the suggestion that all TLC affiliates conduct an aggressive campaign to press for the early establishment of a national health plan. But he did not favour the proposal to circulate a petition throughout the TLC membership.

I don't believe in petitions," he said. "We, your executive, speak for 550,000 members; a petition may get 100,000 names after a great deal of hard work."

He stated emphatically that participation in any plan by private agencies and, in particular, insurance companies would be totally unacceptable to Labour.

Answering criticisms that the resolution did not go far enough, Mr. Bengough declared that "we can't write into it all

the details involved in such a vast undertaking. The resolution sets out the target for us to aim at; the details come later.

"Once the principle is established, it will take a year or two to get the system working satisfactorily; there will necessarily be changes," he stated.

It will be "impossible" to operate the health insurance scheme advocated by the TLC if doctors are to be paid on a "fee-for-service" basis, Mr. Bengough said. That would be nothing more than a "piece-work" system, he pointed out, "more sickness, more pay."

The doctors' argument, the TLC President said, is that any other system would ruin their profession. "There is no truth in that. The doctors on fixed salaries—in universities, in research laboratories—are the ones who have advanced the medical profession."

Another resolution dealing with health problems seeks government aid in the treatment of poliomyelitis.

The number of cases of this dread disease is steadily growing, stated this resolution, submitted by Winnipeg Lodge 714 of the International Association of Machinists, and the cost of proper treatment has increased proportionately so that it is beyond the means of the worker. The resolution requested the Government "to provide the necessary accommodation and treatment facilities for the victims of this disease on a parallel as available for the treatment of tubercular cases."

Unemployment Insurance

Increased unemployment insurance benefits, set at a percentage—between 60 and 75 per cent—of the worker's earnings, are sought by the TLC. In addition, the Congress wants the waiting period reduced to three days, including the first day of unemployment, which is not compensable; the coverage of the Act extended to include all workers; benefits paid when unemployment is caused by illness; and the exclusion of vacation and accrued benefits when eligibility for payment is being established.

These requests were contained in a resolution substituted for 11 submitted by local organizations. It was approved unanimously.

Five other resolutions dealing with unemployment insurance were adopted. One expressed the TLC's opposition to the inclusion of the worker's age on his unemployment insurance book. Another asked that in future all payments of benefits specify the period covered by the payment. A third requested a revision of Unemployment Insurance Commission regulations so that workers on the five-day work week will not have their benefits proportionately reduced.

Again this year the convention asked that benefits should not be withheld from trade unionists. "locked out because members of another union are on strike".

A resolution urging the extension of benefits to include all commercial fishermen was amended by the resolution committee, who added the words "who are wage earners". After protests by a delegate from the British Columbia United Fishermen and Allied Workers' Union, sponsors of the resolution, that the addition made the request meaningless in British Columbia, the resolution was referred back to the committee. It was adopted when again presented in this form: "Resolved that this convention instruct the incoming executive to investigate the possibility of

working out practical plans to include commercial fishermen and other such groups of workers under the provisions of the Unemployment Insurance Act."

Transferral of unemployment insurance credits accumulated by a worker to his widow's account if she enters insurable employment was urged in a resolution on which the resolutions committee's recommendation was "non-concurrence".

"We feel that the problems of widows should be dealt with by legislation as proposed by the TLC," said committee chairman Reg. Swanborough to explain the committee's recommendation. When many delegates protested, the resolution was sent back to the committee but failed to re-appear before the convention's close.

Criminal Code Amendments

Clarification of the Government's amendments to the Criminal Code to protect legal strikers from prosecution under the sections dealing with the breaking of contracts and the commission of mischief was urged by a resolution adopted at the convention. It was a substitute for three submitted by local unions.

The TLC has drafted and submitted to the Parliamentary committee discussing the amendment of the Criminal Code clauses that would achieve the TLC objective. The resolution adopted urged the inclusion of these clauses in the Code.

Delegates from unions in the public utility field expressed concern that the proposed amendments to the Code placed them in "grave danger" and requested inclusion of a section specifically protecting the right of public utility workers to strike. President Bengough asked why utility workers should be singled out. The TLC's suggested additions to the Code protect the right of all workers to strike, he pointed out.

A. McDiarmid of the Vancouver IBEW local asked whether workers could be forced by the amended Code to cross picket lines on projects where several unions are working. This section could be regarded as a breach of an agreement, he pointed out. President Bengough answered that it was the policy of the Congress that when an affiliate enters into an agreement it should fulfil that agreement.

Some delegates then suggested that all local unions have written into their collective agreements a clause stating that refusal to cross a picket line would not constitute a breach of the agreement.

Government Employees

A total of 24 resolutions dealing with wages, hours and working conditions of federal government employees was submitted. In subject matter they ranged from overtime rates of pay for prevailing rate employees to collective bargaining rights for all government workers, from salary scales to better buildings for Unemployment Insurance Commission offices.

Two resolutions urging the Government to allow employees' organizations in the Civil Service to be certified as bargaining agents and to bargain in accordance with the principles laid down in the Industrial Relations and Disputes Investigation Act were referred to the TLC's standing committee on government employees. All others were adopted by the convention.

They asked:—

1. An upward revision of civil servants' and postal workers' salaries to bring them into line with those paid by industry.

2. The payment of overtime rates to civil servants and postal employees.

3. Introduction of the five-day week for all Civil Servants and postal employees.

4. Reinstatement of the 36½-hour work week for administrative staffs and introduction of the 40-hour work week for postal employees.

5. Better facilities in Unemployment Insurance Commission offices for serving the public.

6. Establishment of labour-management production committees in the Unemployment Insurance Commission.

7. Payment of the same wages to and establishment of the same working conditions for Dominion Experimental Farm employees as for other government employees in the district.

Immigration

Again this year the TLC found fault with Canada's immigration policy, urged a restriction of immigration during the winter months, recommended transferral of the responsibility for immigration to the Department of Labour and called for the creation of an immigration commission "having equal representation from Labour, Management and Government".

A three-pronged resolution drafted by the resolutions committee as a substitute for two submitted by local unions was approved by the convention.

Immigration should be planned in relation to national development requirements, the resolution stated.

Charges that the Immigration Department was not giving immigrants a true

A former Vice-president of the TLC has been re-admitted to the Congress after a seven-year suspension. Delegates to this year's convention unanimously agreed to the return to TLC ranks of Paul Fournier of Montreal, a member of the United Hatters, Cap and Millinery Workers' International Union, who served as a TLC Vice-president in 1943-44.

President Bengough, recommending the lifting of the suspension, told the convention that "due to the length of time I feel he has served his sentence".

Mr. Fournier was suspended by the TLC executive for "vilifying" the Congress by charging that it was Communist-dominated. The suspension was ratified by the 1946 convention.

picture of conditions in Canada and was "peddling" immigrants "as they used to peddle slaves many years ago" were made from the convention floor.

"There's something wrong with an immigration policy that sends government agents abroad to bring workers to this country and fails to inform them of conditions they must meet on arrival," said J. P. McKay, machinists' union delegate from Windsor. "It's a crime the way these people are misinformed and uninformed about our way of life in Canada."

R. K. Gervin, newly-elected TLC Vice-president, made the charge that immigrants were being peddled. "At the present time," he asserted, "the Immigration Department is going round with immigrants in this country and peddling them as they used to peddle slaves many years ago." Officials are apparently trying to destroy the standards of living created over the years, he charged, declaring that immigrants were sent to jobs with low rates of pay and long hours of work.

The reason why immigration should be made the responsibility of the Department of Labour, the resolution stated, was that it "maintains considerable contact with employment conditions through the National Employment Service".

President Bengough reported that there was close co-operation between the Immigration Department and the Department of Labour, a development since the Congress first began to make representations to the Government on the matter, but added: "There's still room for improvement."

Housing

Housing was described as "the greatest national emergency facing us at this time" by a delegate during the discussion on several resolutions concerning housing placed before the convention.

Nine resolutions on the subject were submitted by local unions. Seven were combined into a substitute resolution by the resolutions committee. The substitute and the two remaining resolutions were all approved by the convention.

The substitute resolution, calling on the TLC to continue pressing the federal Government to "accelerate its housing program and take all necessary steps to make available low-cost and low-rent homes for medium and low-income families," made three specific recommendations:—

1. That existing regulations be revised to make it possible for anyone to obtain a NHA home with a maximum down payment of 10 per cent.

2. That money be loaned directly to *bona fide* home builders at a lower rate of interest (instead of guaranteeing lending institutions which are now charging over 5 per cent).

3. That steps be taken to encourage municipalities to enter into agreements for the construction of low-rental houses, subsidized where necessary, so that workers may obtain good, modern homes in relation to their family needs rather than in relation to their incomes, and to assure that services, such as schools, playgrounds, community and shopping centres, in addition to water, sewers, light, power and pavements, be provided.

One of the other housing resolutions asked the federal Government to direct the Central Mortgage and Housing Corporation to assign some of its staff to the job of illustrating to municipalities the "beneficial aspects" of Sections 35 and 12 of the National Housing Act and of encouraging municipalities to make use of those sections. The two sections referred to were recently combined to permit municipalities to initiate the building of multiple housing projects.

Speaking on this resolution, Ford Brand, Vice-president of the Toronto District Trades and Labour Council, said the time has come to "stop bickering about whether house building should be done by public enterprise or private enterprise; we should press the municipalities to take advantage of the National Housing Act as was done in the Regents Park project" in Toronto.

"You have to educate the provincial governments to spend their share, too," added James B. Graham of the Winnipeg carpenters' local.

The third housing resolution approved urged a decrease in the acreage limitation imposed by the Veterans' Land Act.

In the discussion on the substitute resolution, John W. Bruce of a Toronto plumbers' local suggested a lengthening of the amortization period for housing loans. "If the amortization period were lengthened even five years," he said, "a lot of border-line cases would be able to purchase homes."

Other delegates said that Canada, despite its resources and high living standards, trailed behind Scandinavia and Britain in housing, that rents in most housing developments were still too high for most workers and that, as the workmanship on some homes was poor and sloppy, closer inspection of houses under construction should be enforced.

Election of Officers

All members of the TLC executive council but one were re-elected by acclamation. The only contest of the elections resulted in the defeat of a vice-president who had served a total of nine terms in that office.

President Bengough was returned for his 11th term at the helm of the Congress. Others re-elected by acclamation were Secretary-Treasurer Gordon G. Cushing and Vice-Presidents James A. Whitebone, William Jenoves, Claude Jodoin and Carl E. Berg.

R. K. Gervin, Chairman of the British Columbia Provincial Executive Committee and Secretary of the Vancouver, New Westminster and District Trades and Labour Council, replaced Birt Showler as Vice-President for British Columbia. The vote was 320 to 229.

Mr. Showler was first elected a vice-president at the 1943 convention. He suffered defeat in 1947 but regained office the following year.

Three delegates stood for election as TLC fraternal delegate to the British Trades Union Congress; three others withdrew. Harry Colnett, Canadian Organizer for the Brotherhood of Painters, Decorators and Paperhangers of America, topped the poll with 358 votes. A. T. Alsbury, of the Vancouver, New Westminster and District Trades and Labour Council, received 116 votes and Doug McAllister of Malton Lodge 717, International Association of Machinists, 60. Those who declined nomination were Robert H. Brown of Toronto Local 10, International Printing Pressmen and Assistants' Union of North America; Nelson Cox, Vice-President in Canada of the Journeymen Barbers, Hairdressers,



The TLC executive council for the coming year. Front row (left to right): James A. Whitebone, Vice-president (Maritimes); Percy R. Bengough, President; William Jenoves, Vice-President (Ontario). Back row (left to right): R. K. Gervin, Vice-president (British Columbia); Claude Jodoin, Vice-president (Quebec); Carl E. Berg, Vice-president (Prairies); Gordon G. Cushing, General Secretary-Treasurer.

Cosmetologists and Proprietors' International Union of America; and Reg. Swanborough, Vice-President in Canada of the International Association of Fire Fighters.

TLC Secretary-Treasurer Cushing was unopposed for election as the fraternal delegate to the American Federation of Labour.

Taxation

Thirteen resolutions on taxation were submitted by local bodies. All were combined by the resolutions committee into one substitute resolution, which was approved by the convention.

The resolution adopted called for:—

1. The raising of exemptions to \$3,000 for married persons, \$1,500 for single persons and \$400 for each dependent child.
2. The exemption of amounts spent on tools for the job, on tuition fees and textbooks and on medical expenses.
3. Elimination of all forms of sales tax.
4. Re-imposition of the 100-per-cent excess profits tax.

Pensions

The TLC renewed its request for a universal pension at age 65 for men and 60 for women. Unlike last year's resolution on this subject, which did not specify an amount, this year's asked that the pension be \$65 a month.

The request was contained in a substitute resolution that replaced four submitted by local unions. Presented to the delegates in the dying minutes of the convention, the substitute was approved without debate.

Other resolutions on pensions were discussed earlier in the session. One requested payment of at least half the pension paid to blind persons over the age of 21 under the Blind Persons Act to blind persons between the ages of 16 and 21. Another asked that regulations be changed to permit a continuous absence of six months in any 24-month period without cessation of pension. (Present regulations permit three months absence in any calendar year.)

A resolution asking for pensions for widows from the age of 50 was amended

so that it urged that any national scheme of social security include pensions for widows.

A resolution suggesting that the TLC request the setting up of a pension plan along the lines of unemployment insurance and on the same basis of deductions and contributions so that it could be carried from one place of employment to another was amended by the resolutions committee to request the Congress to set up a committee to investigate the feasibility of such a plan.

Convention Speakers

Percy R. Bengough

In his presidential address, Percy R. Bengough enumerated the legislative and administrative changes the TLC would continue to seek from the federal Government, bitterly condemned international Communism for its treatment of East Berlin's striking workers, commented favourably on the recent passage of the federal Fair Employment Practices Act and took pride in the continuing growth of the Congress. He devoted the largest part of his speech to the TLC's demands for a national health insurance scheme.

It is 16 years since the Trades and Labour Congress last met in convention in Ottawa, he recalled in his opening remarks. "Sixteen years seems a long time, but it really isn't when we remember that it is only one-fifth of the time this Congress has been functioning in the interests of its affiliated membership. This year—1953—marks our 80th birthday.

"Eighty years ago in Toronto, trade unionists of the 1870's called together the first convention on a national basis which set the goals and foundations of The Trades and Labour Congress of Canada. What they believed was right; what they did bore fruit; what they envisaged we now enjoy."

When the TLC met in Ottawa in 1937, Mr. Bengough continued, its affiliated membership was just over 140,000; today it exceeds 550,000. "In other words, we who are here today represent four times as many organized workers in all parts of Canada as did the delegates who met in this city 16 years ago."

Building on the firm foundation that has been laid, and using the experience and gains of those who went before, through our organized effort, he stated, substantial improvements to laws and governmental practices have been obtained.

"However much we would like to see further changes and improvements in our

present laws, we can say that the principles which have been laid down in our social security and labour legislation are sound. In particular, our unemployment insurance and our old age pensions are well established on the very best foundations and principles. In both cases the rights of the workers are firmly established. In neither case are the benefits paid as a gift from a benevolent government. In both cases what is received by way of benefits amounts in fact to a return of contributions paid in by the workers when they were gainfully employed.

"We want to see the age limits for old age pensions reduced. We want the monthly payments increased. We want the coverage and provisions of the Unemployment Insurance Act extended. These are immediate and necessary goals of our Congress today."

Enactment last session of the Fair Employment Practices Act, to prevent discrimination in employment under federal jurisdiction on grounds of race, colour, national origin or religion, Mr. Bengough held up as "one of the greatest advances we have ever made in our social laws and marks up a first for Canada, since no other nation in the world has such a law on a national basis."

Important tasks await the new Parliament, the delegates were told. Among those mentioned were the revision of the Criminal Code, which during the last session of Parliament was referred to a special committee.

"We have also been asking that the Unemployment Insurance Act be extended to cover loss of income of workers who are unemployed due to illness. An amendment to the Act was approved at the last session and went into effect on August 3, but it was not an answer to our request for the Act's extension in this direction.

"In making our request for the extension of the Unemployment Insurance Act to cover unemployment due to illness, I know that there has been some anxiety created on the grounds that we were watering down our request for a national health insurance plan. Nothing could be farther from the truth."

Unemployment insurance, Mr. Bengough continued, is a scheme which provides for contributions from employees, employers and government and for the payment of benefits to insured persons when they become unemployed. "We know," he said, "this principle to be sound and that it has worked well in practice. It is the fact of unemployment and not the cause of unemployment that results in the payment of benefits..."

"We consider that unemployment due to illness is just as serious for the worker and his family as is unemployment due to any other cause. The loss of income in both cases causes great hardship. In asking for an extension of the Unemployment Insurance Act to cover loss of income due to unemployment caused by illness, we are thus maintaining in full the principle of unemployment insurance, and we are not in any stretch of the imagination seeking any financial aid for the payment of doctors' or hospital bills. Even though a worker may be receiving payment for doctors' and hospital bills he is still without a pay cheque and in need of funds. Under any circumstances we have to oppose the iniquities that would arise in having a means test in any such legislation."

When, said Mr. Bengough, the Government in reply to the TLC request for such an extension of the Unemployment Insurance Act claimed that it would be unconstitutional, Congress obtained legal opinion from one of Canada's leading constitutional authorities, Prof. F. R. Scott of the Law Department of McGill University. Prof. Scott gave as his opinion that "the Parliament of Canada has jurisdiction to include sickness and disability among the causes of unemployment compensated by the fund."

The proposal, Mr. Bengough added, was fully constitutional. The Government admitted this fact when it sponsored an amendment to the Act making it legal for the Commission to continue the payment of benefits to unemployed workers in receipt of benefits who become ill while unemployed. "It is, therefore," he concluded, "my earnest hope that the delegates will reaffirm their strong desire for such an extension of the Act."

Turning to international affairs, Mr. Bengough said: "We in this Congress accept our international responsibilities especially in these troubled days of the aftermath of World War II. Nor can we forget, despite the current thaw in the cold war, and the reaching of an armistice in Korea, that international Communism through its enslaving dictatorship in Moscow is the outright foe of democracy and all free trade unions. If proof were needed that the Kremlin is completely opposed to free trade unions and the exercise of any vestige of freedom by the workers, we have it in the most glaring form by their actions in East Berlin. There, only a few weeks ago, workers who went on strike to better their

conditions were met with Soviet tanks and guns and the ban on strikes has since been murderously enforced.

"Whatever the present and immediate future may hold in international affairs we shall have to remain ever on the alert for new actions and activities of the agents of conspiracy, and, in particular, any attempts which they may make to insinuate themselves into our organizations."

Mr. Bengough, then referring to the report of the TLC Permanent Committee on Government Employees, said that representations of the Congress had not gone unheeded and that many improvements had been made. Although the federal Government had withheld adoption of the five-day work week of not more than 40 hours on a nation-wide, year-round basis, it has been put into effect in 26 cities, in the Government Printing Bureau and in the Halifax Dockyard. Order in Council P.C. 6190, governing the working conditions of Government hourly-paid employees, has been substantially amended, he said, one of the principal gains being the granting of sick-leave benefits on the basis of nine days a year, cumulative from year to year.

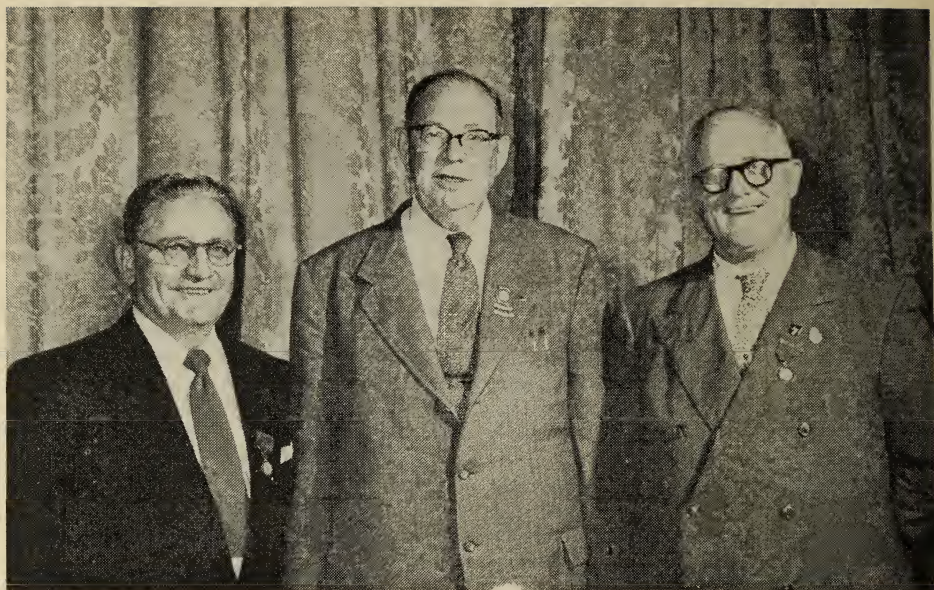
"I have highlighted these facts," Mr. Bengough said, "because I wish to stress that these improvements did not fall out of a tree; they were not the gifts of a benevolent government. Our Congress was successful in gaining these adjustments because our members in government employment were organized and because through our Committee we were able to co-ordinate our efforts. At the same time, I think we can very justifiably commend our Government for these improvements."

Hon. Milton F. Gregg

The end of hostilities in Korea will not curtail Canada's industrial and national expansion, the convention was assured by Hon. Milton F. Gregg, Minister of Labour.

"The conflict in ideologies in the world today has certainly not been resolved with the end of hostilities in Korea," he said. "Therefore our defence program must continue. But even if this were not so, the potentialities of Canada's natural resources are so great that there will be mighty peaceful tasks for this generation, and many to come, in bringing about their development."

In his address, his fourth to a TLC convention since his appointment to the Labour portfolio in 1950, the Minister gave a brief review of the TLC's 80-year history, told the delegates that Congress briefs to the Cabinet had had an influence on recent labour legislation, outlined some of the



The TLC President with the fraternal delegates from the TUC and the AFL. On the left is Toney Gallo, Secretary-Treasurer of the United Cement, Lime and Gypsum Workers' International Union, fraternal delegate from the AFL. On the right is Arthur Deakin, Vice-chairman of the TUC general council and Secretary-Treasurer of the Transport and General Workers' Union, fraternal delegate from the TUC.

challenges that still confront Canadian Labour, commented on the value of labour-management production committees and praised the Congress for its participation in international labour organizations.

In his very first words, he also conveyed the Government's regrets that the federal election date conflicted with the convention's opening day. He told the delegates that he hoped some change could be made in the election laws so that situations of this kind could be avoided in the future. When setting the election date, he pointed out, the Cabinet had to take many factors into consideration.

The fact that the TLC is celebrating its 80th anniversary this year was recognized by Mr. Gregg, who devoted almost half of his speech to a review of Congress history. "The list of men and women who have contributed to the building of the Trades and Labour Congress through the past 80 years is an impressive one," he said. "They have seen to it that Labour has not been selfishly independent of general Canadian development."

The Minister of Labour described the contrast between the 1874 convention in Ottawa of the Canadian Labour Union—at which there were only 15 delegates—and this year's convention of the TLC.

"Any review of legislation," he continued, "shows the effect of the work that you and your predecessors carry on at meetings such as this. Unemployment insurance, our old-age security program, fair employment practices legislation, labour relations legislation—these and other legislation and legislative amendments have all been strongly influenced by your work."

Turning to the challenges that confront labour today, Mr. Gregg remarked that the TLC would obviously continue to seek the improvement of working conditions and economic welfare and that in doing so would "bear in mind the economic needs and aspirations of the people of Canada as a whole". A further challenge, he pointed out, is the maintenance of our democratic way of life.

"I am strongly of the view that one of the most significant accomplishments of unions and employers in recent years has been the establishment of the collective agreement as the rock on which labour-management relations are founded," he said. "Through this document the position of the worker engaged in the production process has changed: he now has greater security within our developing industrial democracy."



The TUC fraternal delegate, Arthur Deakin, presents to TLC President Bengough a "historic emblem of the great fight and struggle of trade unionism," a replica of a mace used in the London dock strike of 1889 by the striking dock workers to protect the boxes in which they were collecting financial contributions; "an emblem of authority," Mr. Deakin called it. At left is TLC Secretary-Treasurer Cushing.

The development of a relationship that permits more successful administration of the collective agreement, and of a readiness to use such instruments as labour-management production committees, has led to the improvements in productivity to which we look for continued gains in our standard of living, the Minister said.

"It is by practising industrial democracy and strongly increased productivity with its diffusion among all our citizens, and peoples of other countries, that we can maintain our democratic ways and institutions," he declared.

He was gratified to know that Canadian labour was not confining itself to an interest in its own problems but was participating actively in international organizations such as the ICFTU. He described his impressions of the recent International Labour Organization conference at Geneva, paying tribute to the work of the two TLC representatives who were members of the Canadian delegation to that conference.

"I am confident that you will see to it that your endeavours here will be of the maximum benefit to our whole nation," Mr. Gregg concluded. The Department of Labour will continue to co-operate fully and

cordially with the leaders of the "mature and progressive" TLC, he promised.

Hon. Leslie M. Frost

Ontario's Premier, Hon. Leslie M. Frost, brought the province's greetings to the delegates on the convention's third morning. The federal election coincided with the convention's opening day, he reminded the delegates, and this prevented his appearance during the opening ceremonies.

Saying that he had heard that the delegates had complained of the loss of their vote on election day, he pointed out that Ontario had changed its election laws to permit anyone who was to be away from home on a provincial election day to vote at an advance poll. (The federal Election Act permits only certain classes of workers to vote in advance.) He suggested that the TLC could make suggestions for further improvement in the Ontario law.

Premier Frost, who followed Rev. F. A. Marrocco on the platform (see below), said his interest in co-operative housing had been aroused by the previous speaker. He indicated that Ontario was ready to offer assistance to such projects and, if present legislation did not permit this, would make the necessary amendments.

Accompanying Premier Frost was Robert Saunders, Chairman of the Ontario Hydro Electric Power Commission, who spoke briefly of the good relations existing between the Commission and the AFL unions on power developments at Niagara Falls.

Arthur Deakin

The man who played a prominent part in the formation of the International Confederation of Free Trade Unions, and has never been forgiven by the Communists for doing so, and who advocated wage restraint in Britain after the war, and was often criticized by his fellow unionists for doing so, told the TLC his reasons for both actions when he addressed the convention as fraternal delegate from the Trades Union Congress.

Arthur Deakin, Vice-chairman of the TUC general council, Secretary-Treasurer of the Transport and General Workers' Union and a Vice-President of the ICFTU, told the delegates he had detected the "sinister forces" at work in the 1949 strike of the Canadian Seamen's Union and had warned British workers not to become involved in it. "I think we did Canada and Canadian seamen a favour by not becoming involved," he said.

In his speech Mr. Deakin, a trade unionist since the age of 14, gave answers to questions surrounding the "split" between the TUC and the British Labour Party, the "welfare state" and the relations between the TUC and the present British Government.

At the beginning of his address he complimented the TLC on the ability of its leaders, past and present, and spoke proudly of the union leaders from his own country. "The British trade union movement has a great deal of experience," he said. "Its voice in the international field is listened to with respect."

He stressed the fact that trade union problems were the same the world over. "Your problems are our problems," he said. "Our approach to the solution may be different but the answer of the trade union movement the world over is the same: improve living standards and enhance human dignity."

The answer to questions he had been asked about the "split" between the Trades Union Congress and the British Labour Party, he said, was simple. He pointed out that constitutionally there was no actual connection between the Congress and the Party but that individual unions affiliated to the Congress were at the same time

affiliated to the Labour Party. A trade union's primary responsibility was to its membership, he explained, and they could never let themselves become the objects of political expediency. Those who anticipated a period of tension between the unions and the Labour Party were "guilty of wishful thinking," he added.

He had been asked: "Doesn't the welfare state sap initiative and destroy competition?"

"Cut-throat competition with low wages and bad conditions of employment is not the incentive needed," he declared.

Mr. Deakin explained that the trade union point of view concerning the welfare state was: (1) the job of government is to provide the greatest possible measure of social security with progressive improvement of living standards, and to plan the economy so that full employment is maintained. (2) To give effect to those two ideas there must be the greatest possible measure of consultation between government, employers associations and organized labour.

In answer to questions of the relationship between the trade union movement and the present Conservative Government in Britain, he said it was "precisely" what it was when the Labour Party formed the Government. "We did not say we would sit tight until we got a Government suited to us," he said. "We have taken our full part in government bodies. Our attitude to any government is dictated by the policies they pursue."

He pointed out that one of the governmental bodies on which the TUC was represented was the Productivity Council. "If you have good agreements and yet have no work to do to earn the money to meet those agreements, you have nothing," he said. "That is why we co-operate with the Government in efforts to increase productivity."

Mr. Deakin stated that wages, prices and profits had been an acute question in Britain for seven years and that he himself had been criticized for having recommended wage restraint on the part of trade unions. A country's currency should have the greatest possible stability, he said. "What matters most to the worker is not how much he gets per week but how much that wage will buy." During the period in office of the Labour government, prices had been kept stable by means of subsidies; the present Government has reduced subsidies, he stated, and the increased costs are being passed on to the consumers.

The last part of Mr. Deakin's speech was a scathing attack on Communism and the Communist-dominated World Federation of Trade Unions.

"I have never been forgiven (by the Communists) for leading the walkout of the free trade unions from the WFTU," he said. "I tried to work with the peoples of the East in the face of the conspiracy against human beings," he explained, but it became evident from 1945 onwards that the WFTU "was being used as a political instrument for the furtherance of communism.

"Communism is not a political faith," he exclaimed. "It is a conspiracy against humanity and human dignity. The purpose of international Communism is plain; the object of attack is the trade union movement in the free countries of the world."

Mr. Deakin received a standing ovation at the conclusion of his speech.

Toney Gallo

"To neglect political action is to court political attack," said Toney Gallo, AFL fraternal delegate to the TLC convention, explaining why the AFL had entered "the political arena".

Mr. Gallo, Secretary-Treasurer of the United Cement, Lime and Gypsum Workers' International Union, pointed out that the AFL had "certain basic social and economic objectives that can be realized only through legislation and not through collective bargaining alone. The achievement of these goals can only be through political action; therefore it is our job to rally our forces in the political field."

The political arm of the AFL, Labour's League for Political Education, has now been placed on a year-round basis, he reported. "Its objective," Mr. Gallo explained, "is not to develop an army of voting puppets but to do its part in developing a more informed and politically-alert citizenry who will demand better public office holders who will see that our democracy will serve all of the people."

Earlier, the AFL fraternal delegate described American Labour's opinion of the new Administration in the United States. Although the AFL had urged support of the new President's opponent, it had accepted the decision of the American people and after the election had pledged co-operation and support to President Eisenhower, he said. It was elated at the appointment of Martin P. Durkin as Secretary of Labour. But the record of the 83rd Congress was not looked on with favour by American Labour.

Jack Cauley

A way to reduce the costs of hospitalization and to relieve the shortage of hospital staffs was suggested to the convention by Jack Cauley, Vice-Chairman of the Ontario Workmen's Compensation Board, who spoke on the first morning of the convention.

A series of convalescent hospitals like that operated by the Ontario Workmen's Compensation Board at Malton, he said, would cost less than conventional hospitals to build and maintain, would halve the cost of treatment and would release a "flood" of staff and beds for active cases.

"We have found," he reported, "that more than 90 per cent of our patients do not require the facilities of an active hospital for more than seven days."

Mr. Cauley, whose address came even before that of President Bengough, indicating the emphasis that the TLC was placing on hospitalization at this year's convention, cited the case histories of six injured workers whose treatment the Ontario Board supervised. All had suffered broken hips.

The Malton convalescent centre had accommodation for only two of them. Two were sent to a general hospital and later to Malton, two were treated entirely in a general hospital. The two who went directly to Malton were discharged first, those treated entirely in hospital last. The recovery of the first two was complete while that of the two who went only to the general hospital, despite their much longer treatment period, was not complete.

"A convalescent hospital costs only a third of what it costs to build an active hospital and treatment there costs only half as much as in a general hospital," he told the delegates. "And more convalescent hospitals would release a flood of staff and beds for active cases."

Mr. Cauley also accused the medical profession of opposing, as the "first step towards socialized medicine," the extension of workmen's compensation and charged it with failing to exercise proper control over its members.

Rev. F. A. Marrocco

Co-operative house-building, with prospective owners contributing their own labour, was suggested to the convention delegates, as a way for workers with low incomes to obtain their own homes, by Rev. F. A. Marrocco, Director of the Social Action Department, Canadian Catholic Conference.

Under a co-operative housing plan, he explained, "people incorporate into housing groups, buy land together, buy materials together, hire labour together and, in their spare time, work together to build homes for one another."

Such plans do not deprive building workers of employment, he declared. Because an income in excess of \$3,000 a year is required to finance a house today, three-quarters of Canadian worker families have no hope of buying homes without special assistance. Under a co-operative housing plan they can have a home for \$7,000, which sum includes the cost of hiring skilled labour for certain jobs and also the cost of supervision by a contractor, he explained.

He warned that co-operative building could not be successful unless those participating first educated themselves for the task. Educational material had been prepared by the Department, he said.

Moshe Bitan

"Israel, due to the guidance of Labour, is a showcase of western democracy," the TLC convention was told by Moshe Bitan, North American representative of *Histadrut* (General Federation of Labour). "I believe it is an example to other under-developed countries."

What Israel is trying to do—build a new country under labour control—may be of interest to many other countries that are under-developed and where the workers are unorganized, he pointed out. The lot of the common man is changing in the Middle East because of the part the labour movement has played in Israel, he said.

"Free labour unions have come to understand that their fate is linked together; you cannot have peace and prosperity in one country if you don't have it in another," Mr. Bitan declared. "In the ICFTU we are building together a family of free labour throughout the world."

Histadrut, he reported, now represents half a million organized workers in a population of only a million and a half. It has three times as many members as it had five years ago.

Lotteries

A resolution that attracted both support and opposition in almost equal measure was one calling for the establishment of government-operated lotteries. So evenly were the supporters and opponents matched that, after two hours of at-times-heated discussion, a show of hands had to be called for.

Sponsors of the resolution, the Quebec Federation of Labour, pointed out that many Canadians are buying tickets on lotteries but the money does not remain in Canada, and that the revenue from Canadian lotteries could be used "to improve social services and eliminate tag days."

In the main, supporters of the resolution based their stand on two points: Canadians do buy lottery tickets (therefore "let's make it legal"), and the money spent on lotteries should remain in Canada.

A Hamilton delegate added that lotteries were the only means available to the trades council in his city for financing charitable work yet it had been "singled out" for prosecution for conducting a lottery.

The opposition presented a variety of reasons why the resolution should be defeated. Ford Brand, Vice-president of the Toronto District Trades and Labour Council, pointed out how inconsistent the convention would be if it demanded lotteries as a means of improving social services after having previously adopted a resolution demanding a national health plan. "Do we want a national health plan or lotteries in aid of hospitals?" he asked.

H. Lees, of a Toronto local of the plumbers' union, declared that lotteries are usually used "to patch up holes in faulty social legislation. I would rather see us strive for better social legislation than to have the holes patched up," he said.

Another Toronto delegate, Les Hood of the Canadian Postal Employees' Association, asserted that a labour organization "has no business" requesting lotteries because "lotteries will not help this country".

One delegate pointed out that many resolutions adopted by the convention had shown that workers can not live comfortably; "how, then, can we afford lotteries?" he asked. Others insisted that gambling was immoral.

Roger Provost, secretary of the resolutions committee, who is also President of the organization sponsoring the resolution, ended the debate with a summary of the pro-lottery case. "Lotteries are legal in Ireland," he said, "and I don't think the people there are any more immoral than we are. As long as lotteries are illegal here, we don't know whether we're buying a genuine ticket or a counterfeit."

He then reminded the convention that "the resolution doesn't say that any one can stand on a street corner and sell lottery tickets."

When the show of hands was called for, it was found the supporters outnumbered the opponents and the resolution was adopted.

Moral Re-Armament

At great length and with considerable heat the convention debated the merits of Moral Re-Armament during an argument that had its beginning when the *Trades and Labour Congress Journal* published in its July issue an editorial criticizing MRA. The editorial described as "particularly important and timely" an ICFTU warning to trade unions to "spurn any connection" with MRA.

Since the issue reached the floor incidental to the debate on officers' reports and was not put to a vote, the convention took no action on it.

During that part of the report of the committee on officers' reports that dealt with the publication of the *Journal*, Frank Hall, Vice-president in Canada of the Brotherhood of Railway and Steamship Clerks, wanted to know who had written the editorial and whether it was a statement of Congress policy.

"I have had some contact with MRA," he said, "but if it is as pictured in this editorial I will have nothing more to do with it. But if it is as I have found it—my contact has been beneficial and I have never found them to have done any harm to the labour movement—then we may well work alongside it."

The only time MRA offered him advice, he reported, was during the 1950 railway strike. A sympathizer came to his hotel room and left him a bottle of whisky, he said, and later an MRA member came and suggested prayer. "We didn't do too badly in that strike," he reminded the delegates. "It wasn't because of the whisky; maybe it was because of the prayer."

Mr. Hall said the President of his own union, George M. Harrison, had told him: "As far as I know, they (MRA) are good people."

"Labour men from various parts of the world say that MRA has been a help to them," he concluded, "and has brought them from their Communist views. The question in my mind is this: Where does the TLC stand?"

TLC Vice-President Jodoin, who attended the ICFTU convention that composed the warning about MRA, said he supported the ICFTU stand. "Members can follow any religion they desire but on an industrial question the TLC itself is competent to

Official business on the TLC convention's opening day was interrupted briefly so that delegates could take note of the completion of 50 year's union membership by one of their vice-presidents.

It was on August 10, 1903, that William Jenoves became a member of the Bricklayers, Masons and Plasterers' International Union of America. He has served continuously as a TLC Vice-president since 1947.

Delegates applauded loudly the announcement of the anniversary.

negotiate and achieve good results for the workers of Canada." There is no need for a third party in solving labour disputes, he said.

A Windsor delegate said the TLC constitution contained all the MRA principles needed.

Roger Provost, President of the Quebec Provincial Federation of Labour and recently-appointed Canadian Director of the United Textile Workers of America, brought the debate to an end when he said:—

"We resent the entry of a third party into labour disputes. We often resent the entry of labour boards into our business. I feel it is still better to settle differences between employees and employers directly rather than through compromise which we are embarrassed to explain to our membership."

Education Director

Appointment of a full-time director of education and establishment of a department of education would be financially possible with an increase of one cent a month in the per capita tax, the committee on officers' reports declared. The suggestion found immediate favour with the delegates.

"Education has become one of the most important functions of the trade union movement," said Bernard Shane of the International Ladies' Garment Workers' Union in Montreal. "Collective bargaining is intricate; members must be able to understand what it involves."

William Black of the Vancouver Hospital Employees' Federal Union observed that "there is more to the trade union movement than the paying of union dues; sometimes we fail to understand the historical background of the movement."

There is no better way to use the finances of the Congress than to teach, commented another delegate.

Max Swerdlow, present Director of Organization and Education, expressed complete agreement with the suggestion. "I have tried to do something for education since my appointment," he told the delegates, "but it is difficult to combine two jobs."

He reminded the convention that the appointment of an education director was "only the first step". The assistance of all delegates and their local union will be needed by the education director, he pointed out.

Other Resolutions

The establishment of regional schools "as a step towards the goal of a complete program of trade union education" was strongly urged by a resolution substituted for one advocating TLC sponsorship of an adult education system and one recommending the establishment under TLC control of a labour college.

The delegates agreed to permit the presentation of an emergency resolution on the Ontario trucking strike that requested the TLC "to exercise all the facilities at its command to persuade the Cabinet of the province of Ontario to stop using the Ontario Provincial Police in the rôle of strikebreakers". The resolution was unanimously approved.

A resolution asking that the speeches of fraternal delegates and other guests be scheduled only for the convention's opening day was carried despite the recommendation of the resolutions committee that it be rejected.

Labour Relations Board

A resolution urging the abolition of all provincial labour relations boards and the return to the Industrial Disputes and Investigation Act was defeated while one urging amendment of labour relations acts to prohibit labour relations boards from "interfering with the internal affairs of unions applying for certification" was carried.

Another resolution adopted urged all TLC affiliates to "strive to reach their objectives as often as possible without recourse to the services of labour relations boards".

Trade

The broadening of Canada's foreign trade policy to include trade with "all countries able and willing to trade on an

equitable basis," the avoidance of dumping* and the adjustment of tariffs so that "we can enjoy the greatest amount of protection compatible with the greatest amount of goods available for distribution and home consumption" were requested in a resolution on trade substituted for eight others.

Greater use of Canadian ports for the carriage of Canada's import and export trade was urged by another resolution.

Apprenticeship

A resolution requesting the federal Government to add \$6 weekly to the subsistence allowance paid apprentices by provincial governments was sent back to the resolutions committee and did not re-appear before the convention's close.

Speaking during the discussion that preceded the referral back to the committee, TLC Vice-president Jenoves said:—"The building trades have been accused, often falsely, of curtailing the number of apprentices. What there is, in fact, is a shortage of employers willing to admit apprentices, saying that it isn't profitable to train them.

"The question on this resolution," he continued, "is: can we expect the Government to subsidize the building industry and not expect other industries to ask for subsidies?"

Two resolutions asking that apprentices be made eligible for unemployment insurance benefits while attending trade schools were held to be covered by the resolution placed before the convention.

Peace

As a substitute for a resolution that urged the Government to express its approval of suggestions for a four-power conference to negotiate outstanding international differences, the resolutions committee presented one reiterating the TLC's determination to work actively in support of "all genuine efforts to build permanent and lasting peace" and its "belief in and support of" the United Nations. The resolution carried.

Other Resolutions

Other resolutions adopted urged:—
Increased family allowances.

*A request for a Royal Commission to examine the question of dumping of foreign textile products on the Canadian market was requested by the Canadian National Textile Federation in a letter sent August 8 to the Prime Minister. Imposition of a quota system to slow down textile imports was demanded earlier this year by the Textile Workers Union of America (CIO-CCL) (L.G., Aug., p. 1120).

An increase to \$2,400 in the maximum for the purchase of Government annuities. The immediate institution of an adequate coast guard.

Speedy and effective action on the St. Lawrence Seaway.

The granting to labour organizations by the CBC of free radio time and the granting by all radio and television outlets at least one hour a day for the presentation of educational material.

The publication by provincial Departments of labour of a monthly labour gazette.

Provision of federal money for all medical research.

The development and extension of the Canadian steel industry through the building of steel mills and fabricating plants so that Canada's iron resources could be processed and financed by Canadians.

Public ownership of all telephone companies.

Increased legislation setting the minimum wage rate at 85 cents per hour and providing equal pay for men and women for comparable work.

Inclusion in all school curricula a "comprehensive" course of study on organized labour and co-operative movements.

Efforts by all TLC affiliates to achieve the 30-hour work week "as soon as possible".

Legislation providing for a maximum five-day, 40-hour week.

Removal of the ban on membership in trade unions for employees of Canadian Arsenals Limited.

Enactment of a Bill of Rights.

Initiation by the Department of Labour of an educational campaign to "popularize" the intent and terms of the Fair Employment Practices Act.

No weakening of the Canadian Broadcasting Corporation's control of radio and television.

Immediate institution of a "more comprehensive" civil defence program.

Amendment of labour laws to compel the payment of retroactive pay from the expiry date of the previous agreement.

Action to ensure that drivers employed on coast-to-coast trucking do not violate trade union principles and are allowed proper rest and meal periods.

That the Department of Labour wage surveys be carried out by tradesmen rather than by "office employees".

Appointment of a Royal Commission to investigate all aspects of the fishing industry.

TLC support of cumulative sick leave plans in all collective agreements.*

A resolution that wrapped several requests on holidays and holiday pay in one package was sent back to the resolutions committee; it was not brought to the floor again before the convention adjourned. It asked: two weeks' annual vacation with pay after one year's service; payment for all statutory holidays, municipal, provincial or national; mandatory observance in all jurisdictions of national holidays declared by the federal Government; payment of at least double time to those who work on such holidays; observance of all statutory holidays on Monday.

The convention rejected resolutions recommending the election of officers by referendum vote and the amendment of the constitution to permit the holding of referendum votes on other matters.

Also rejected were resolutions that would have raised the per capita tax and would have set up a system of pools to equalize the travelling expenses of all delegates.

Second Annual Convention of TLC's

Union Label Trades Department

Union Buying Week in September each year recommended in all Canadian cities. Close to 75 delegates present at one-day session in Ottawa

Institution of a National Union Buying Week was recommended at the second annual convention of the Union Label Trades Department of the Trades and Labour Congress of Canada. The one-day convention was held in Ottawa August 9,

the day before the opening of the TLC's 68th convention.

*Such a plan is included in the agreement recently concluded between the CCCL and a Montreal department store (L.G., Aug., p. 1140).

A resolution approved by the close to 75 delegates attending urged the establishment of the week of Labour Day in September as an annual union buying week in all cities in Canada. It was suggested that the Union Label Council or League in each city conduct a union label show during the week.

The delegates came from international unions, trade councils and union label councils and leagues. Resolutions were passed dealing with the use and promotion of the union label and shop card.

Aim of the Union Label Trades Department, set up as a separate entity within the TLC at the annual convention in Winnipeg last year, is "to promote a greater demand for products bearing a union label and for labour performed by union workers". The work of the Department includes devising and recommending advertising for union label products.

A report of the Department's activity during the past year was read by the Secretary-Treasurer, Gordon G. Cushing, who is also Secretary-Treasurer of the TLC. Mr. Cushing reported that at June 30 there were 13 international unions and eight union label councils affiliated with the Department. In addition, the TLC has affiliated Class A federal unions who normally could display a label on their products.

Publicity had been achieved through the distribution of blotters, pamphlets and book matches. Union label education had been carried out and is continuing, said Mr. Cushing.

The delegates passed a resolution urging all Trades and Labour Councils in Canada to elect committees to organize Union Label Trades Councils in their respective districts. The same resolution urged all local unions in Canada to write to their international offices in the United States and request that they affiliate with the Union Label Trades Department of the TLC.

Declaring that two union labels can be obtained in any Canadian city, the delegates adopted a resolution urging that in future all delegates representing their local unions on Trades and Labour Councils in any city must show at least two labels before being accepted by the trades councils. This resolution was recommended to all Trades and Labour Councils for adoption as part of their by-laws.

In another resolution the delegates recommended that the clause "union label goods and equipment must be used where possible" be inserted in all union contracts with employers.

Another resolution suggested the adoption by the TLC Union Label Trades Department of the insignia already in use by the Union Label Service Department of the American Federation of Labour. This insignia, declared the resolution, could become the symbol of the "union label family of the North American continent" and, in doing so, take its place in the minds of the general public alongside the already universally recognized Allied Printing Trades Label.

Mr. Cushing announced that a trophy, presented by the TLC, would be awarded for the best display of union label goods and services at the annual Congress convention. A judging committee was appointed, the members being Mrs. W. Cameron, Vice-President of the Toronto Union Label League; Arthur Deakin, fraternal delegate from Britain's Trades Union Congress; Tony Gallo, AFL fraternal delegate to the convention; Archie Gordon, United Kingdom Labour Attache in Washington; and George J. Richardson, Secretary-Treasurer of the International Association of Fire Fighters.

The trophy was won by the Vancouver, New Westminster and District Union Label Trades Council for its display of union products. These included bread, clothing, insurance, paper products, insecticides, boots and shoes, jewellery, apple packing services, and the only union-made cedar shingles in Canada.

In accepting the award, Ed Smith, Secretary-Treasurer of the Council and originator of the display, urged the delegates and their families to support the union label and to patronize shops selling union-made goods.

Other displays at the convention were those of the Newfoundland Federation of Labour, which won second place in the contest; the Alberta Federation of Labour, which won third place; the Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America; the International Association of Fire Fighters; the Co-operative Union of Canada; and the Federal Department of Labour.

President Claude Jodoin was re-elected by acclamation, as was Secretary-Treasurer Cushing. Mr. Jodoin is a Vice-President of the TLC.

Vice-presidents elected were Nelson Cox, Canadian Vice-President of the Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America; Sven Jensen, Canadian Vice-President of the Bakery and Confectionery



The trophy-winning display of union label goods at the TLC convention, sponsored by the Vancouver, New Westminster and District Union Label Trades Council. The trophy, presented by the TLC, was awarded for the first time this year. In the booth is Ed Smith, Secretary-Treasurer of the Council and the display's creator.

Workers International Union of America; John Purdie, Canadian Vice-President of the Tobacco Workers' International Union; Mrs. Emily Ross, Canadian Organizer of the United Garment Workers of America; and Ed Smith, Secretary-Treasurer of the

Union Label Trades Council of the Vancouver, New Westminster and District Trades and Labour Council. Mrs. Ross and Messrs. Jensen and Smith were re-elected from last year's executive.

1,472 Job Fatalities in U. K. in 1952

Fatal industrial accidents in the United Kingdom in 1952 numbered 1,472. In addition, there were 145 fatal accidents to seamen serving on vessels registered in the United Kingdom.

Of 472 fatalities in the mining industry, 421 occurred in coal mining, 376 of them underground. Of 804 accidental deaths in manufacturing, 209 occurred on building operations and 108 in metal conversion and founding. On British railways in 1952, a total of 196 fatal accidents occurred.

* * *

Work injuries in United States industry in 1952 numbered 2,031,000, slightly fewer than the 2,100,000 occurring in the previous year.

The 1952 estimate by the Bureau of Labor Statistics includes 15,000 deaths and 84,000 permanent injuries (amputations or lifelong impairment of body functions).

Number of Workers Affected by Collective Agreements in Canada

Number of workers affected by collective agreements in 1951—1,415,250—was 10 per cent higher than previous year's figure. Proportion of employees working under collective agreement reached 37·2 per cent

The number of workers affected by collective agreements in 1951 was ten per cent higher than the previous year's figure. The Department of Labour's sixth annual compilation* totals 1,415,250. This brought the proportion of wage and salary workers in Canada who are working under the terms of collective agreements to 37·2 per cent.

Total figures of the number of workers under agreement and their proportion of wage and salary workers in the labour force for the past six years are as follows:

Year	No. of Workers under Agreement	Percentage of total Wage and Salary Workers†
1946	995,736	30·1
1947	1,120,310	33·7
1948	1,214,542	35·5
1949	1,225,569	34·6
1950	1,282,005	35·2
1951	1,415,250	37·2

(The industrial classification used in former annual tables was changed for 1951 to conform to the standard industrial classification of the Dominion Bureau of Statistics. As a result, publication of the

*The Department of Labour maintains a file of collective agreements obtained, together with information on the number of workers affected, from employers, employers' associations and from unions. In the great majority of cases the number of workers is that reported by employers in the annual survey of wage rates and hours of labour.

Information on the numbers of workers covered by agreements extended under the terms of the Collective Agreement Act of the province of Quebec is that issued by the provincial Government. Under this Act, the provisions of agreements made between employers and a union or unions under certain conditions are extended by provincial order in council to apply to all employers and workers in the industry in the zone affected or in the whole province. Over a fifth of the workers covered by Orders in Council under this Act were also covered by separate agreements with their employers. The latter workers are counted only once in the total figures used in the industry table.

†The number of wage and salary workers was obtained from the Dominion Bureau of Statistics' reference paper, *The Labour Force, November 1945—March, 1952*, using the last quarterly figure in each year.

present article was delayed. Table IV showing numbers of workers covered by agreements in 1946, 1950 and 1951, by industry, is based on this new classification).

The number of workers covered by agreements increased from 1950 to 1951 in all the major industrial divisions except Fishing and Finance.

In some of these divisions significantly large advances were caused by the signing of contracts for establishments not previously covered by collective agreement. This was particularly true of the logging industry, where the addition of a group of workers in the province of Quebec brought about an unusually large increase.

Increased employment has been more important in the advances recorded in construction, aircraft manufacturing and shipbuilding. On the other hand, decreases in employment have brought about reductions in the figures for rubber products and some of the textile groups.

The proportion of the paid workers covered also increased in 1951, as illustrated in Table I.

TABLE I.—PERCENTAGE OF WAGE AND SALARY WORKERS UNDER AGREEMENT, BY INDUSTRY

	1946	1950	1951
	%	%	%
Agriculture	Nil	Nil	Nil
Forestry	29·9	47·5	57·0
Mining	70·1	73·1	79·3
Manufacturing	42·4	49·5	52·5
Construction	52·8	44·7	56·2
Transportation, Storage and Communication	72·7	78·5	81·4
Public Utilities	47·9	49·7	52·5
Trade	5·0	7·1	7·3
Service	6·9	10·7	11·2

Except in the few cases where all workers are required to be union members, agreements cover non-union members as well as union members in the bargaining unit. Consequently, the number of workers covered by agreements exceeds union membership,†† which at January 1, 1952, was 1,146,121.

††For a report on labour organization in Canada, see *LABOUR GAZETTE*, Sept. 1952, p. 1198.

In addition to agreements in which workers are represented by unions included in the Department's survey of labour organization in Canada, agreements signed by employees' associations and plant councils are included in this survey; such workers account for 7.6 per cent of the total under agreement. On the other hand, union membership figures include workers who are employed in establishments where no agreement presently exists.

There were 5,571 agreements in effect in 1951 on file in the Department. This number, however, does not correspond to the number of employers nor of establishments. Some contracts cover only part of

the working force in a plant; for example, one employer might have several agreements, each with a separate craft union. More frequently, an agreement between a union and an association or group of employers covers a number of employers.

The affiliation of the unions representing the employees in agreements has been classified in the 1951 survey for the first time. This is shown in Table II. It was not possible to classify the workers covered only by the agreements extended under the Collective Agreement Act in Quebec, since some of these agreements include both international unions and national Catholic unions, e.g., construction workers in Montreal.

TABLE II.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN 1951 BY AFFILIATION

Affiliation	Number of Workers
Trades and Labour Congress of Canada	522,904
AFL and TLC	465,532
TLC only	57,372
Canadian Congress of Labour	364,464
CIO and CCL	252,948
CCL only	111,516
Confédération des Travailleurs Catholiques du Canada, Inc.	80,525
American Federation of Labor only	10,027
Congress of Industrial Organizations only	1,744
International railway brotherhoods	34,409
Other unaffiliated international and national unions	131,834
Unaffiliated local unions, employees associations and committees, plant councils	97,641
Total	1,243,548*

A provincial breakdown of workers affected by agreements was also made for the first time for 1951 (Table III). It will be noted that a large number are shown as effective in more than one province.

Included in this group are nearly all the steam railway employees as well as employees of a number of other companies who bargain one agreement to cover their plants across the country.

TABLE III.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN 1951 BY PROVINCE

Province	Number of Workers	Province	Number of Workers
Newfoundland	30,420	Saskatchewan	18,993
Nova Scotia	37,607	Alberta	37,743
Prince Edward Island	529	British Columbia	159,824
New Brunswick	15,146	Yukon and NWT	1,055
Quebec	257,822*	More than one province	233,660
Ontario	417,002	Total	1,243,548*
Manitoba	33,747		

Most agreements are re-negotiated each year, others less frequently. Almost all are settled without any cessation of work due to disputes. Although 5,571 agreements were in force in 1951, only 70 strikes occurred, involving fewer than 41,000 workers, before final settlement of a new agreement could be reached.

An additional 103 strikes, involving 53,000 workers, occurred during the life of agree-

ments. It is evident, then, that the great majority of disputes occurring in establishments where an agreement exists are settled through the grievance procedure therein provided.

*An additional 171,702 are covered only by agreements extended under the Collective Agreement Act in Quebec.

**TABLE IV.—NUMBERS OF WORKERS AFFECTED BY [COLLECTIVE AGREEMENTS
IN CANADA 1946, 1950, 1951—BY INDUSTRY**

Industry group	1946(a)	1950(a)	1951		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
TOTALS	995,736	1,282,005	1,243,548	218,426	1,415,250
Agriculture					
Forestry	30,800	45,123	53,047		53,047
Logging.....	30,800	45,123	53,047		53,047
Forestry Services.....					
Fishing and Trapping	7,671	9,070	8,965		8,965
Fishing.....	7,671	9,070	8,965		8,965
Hunting and Trapping.....					
Mining (including milling), Quarrying, Oil Wells	48,975	56,250	61,836	40	61,876
<i>Metal Mining</i>	<i>19,358</i>	<i>26,337</i>	<i>31,161</i>		<i>31,161</i>
<i>Fuels</i>	<i>24,116</i>	<i>22,560</i>	<i>22,246</i>		<i>22,246</i>
Coal mining.....	23,254	21,788	21,555		21,555
Oil and natural gas.....	862	772	691		691
<i>Non-metal Mining</i>	<i>4,383</i>	<i>5,248</i>	<i>6,462</i>	<i>40</i>	<i>6,502</i>
Asbestos mining.....	3,984	4,543	4,698		4,698
Other non-metal mining.....	399	705	1,764	40	1,804
<i>Quarrying, Clay and Sandpits</i>	<i>1,118</i>	<i>2,105</i>	<i>1,967</i>	<i>(c)</i>	<i>1,967</i>
Manufacturing	492,536	618,657	609,941	84,212	659,877
<i>Foods and Beverages</i>	<i>56,326</i>	<i>53,463</i>	<i>57,775</i>	<i>1,887</i>	<i>59,662</i>
Meat products.....	17,015	13,887	12,929		12,929
Dairy products.....	798	799	1,739		1,739
Canned and cured fish.....	4,762	4,800	6,741		6,741
Canned and preserved fruits and vegetables.....	6,790	4,602	6,268		6,268
Flour mills.....	2,231	2,713	3,020		3,020
Other grain mill products.....	1,659	1,134	1,849		1,849
Biscuits and crackers.....	821	2,498	2,616		2,616
Bread and other bakery products	8,977	5,209	5,355	1,887	7,242
Carbonated beverages.....	46	45	213		213
Distilled liquors.....			3,367		3,367
Malt liquors.....	9,082	10,679	6,695		6,695
Wines.....			129		129
Confectionery.....	412	2,062	2,495		2,495
Sugar.....	2,286	3,037	2,627		2,627
Miscellaneous foods.....	1,447	1,998	1,732		1,732
<i>Tobacco and Tobacco Products</i>	<i>6,174</i>	<i>6,715</i>	<i>5,878</i>		<i>5,878</i>
<i>Rubber Products</i>	<i>16,638</i>	<i>17,105</i>	<i>15,061</i>		<i>15,061</i>
Rubber footwear.....			4,619		4,619
Tires, tubes, and other rubber products.....			10,442		10,442
<i>Leather Products</i>	<i>21,357</i>	<i>22,071</i>	<i>10,233</i>	<i>14,047</i>	<i>20,428</i>
Boots and shoes.....	14,175	16,022	5,461	12,568	14,988
Boot and shoe repair.....					
Leather gloves and mittens.....	2,307	1,418	862	1,063	1,320
Leather tanneries.....	3,691	3,275	2,545	416	2,755
Miscellaneous leather products...	1,184	1,356	1,365		1,365

**TABLE IV.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CANADA 1946, 1950, 1951—BY INDUSTRY—Continued**

Industry group	1946(a)	1950(a)	1951		Total(b)
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	
Manufacturing—(Continued)	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<i>Textile Products (except clothing)...</i>	31,394	45,515	44,140	1,474	45,110
Cotton thread, yarn and broad woven goods.....	17,400	24,980	22,609		22,609
Miscellaneous cotton goods.....	110	322	641		641
Woolen and worsted woven goods } Woolen and worsted yarn..... } Miscellaneous woollen goods..... }	6,709	7,387	5,271 1,757 194		5,271 1,757 194
Silk and artificial silk.....	3,344	6,675	5,781		5,781
Other primary textiles.....	(186)	(1,198)	(3,152)		(3,152)
Dyeing and finishing textiles..	186	706	2,523		2,523
Laces, tapes and bindings.....		492	629		629
Miscellaneous textile products...	(3,645)	(4,953)	(4,735)	(1,474)	(5,705)
Canvas products.....	456	166	126		126
Carpets, mats and rugs.....	535	725	632		632
Cordage, rope and twine.....	982	765	1,222		1,222
Other textile products.....	1,672	3,297	2,755	1,474	3,725
<i>Clothing (textile and fur).....</i>	50,140	63,421	46,628	37,052	64,227
Men's, Women's and Children's Clothing.....	35,232	44,062	(29,411)	(31,255)	(44,932)
Children's clothing.....			73		73
Custom tailoring and dress-making.....			131		131
Men's clothing.....			14,768	13,177	21,326
Women's clothing.....			14,439	18,078	23,402
Knit goods.....	5,514	9,522	(9,318)		(9,318)
Hosiery.....			9,148		9,148
Other Knit goods.....			170		170
Miscellaneous Clothing.....	(9,394)	(9,837)	(7,899)	(5,797)	(9,977)
Corsets, girdles and foundation garments.....	200	1,343	1,016		1,016
Fur goods.....	4,312	5,598	4,855	4,130	5,877
Hats and caps.....	4,882	2,843	1,787	1,667	2,843
Miscellaneous clothing.....		53	241		241
<i>Wood Products.....</i>	32,256	48,252	47,416	4,912	51,256
Saw and planing mills.....	21,770	33,314	(37,169)		(37,169)
Plywood and veneer mills.....			2,052		2,052
Sash and door and planing mills			4,647		4,647
Sawmills.....			30,470		30,470
Furniture.....	7,569	11,125	6,014	4,912	9,854
Miscellaneous wood products....	(2,917)	(3,813)	(4,233)		(4,233)
Boxes and baskets (wood)....	830	1,790	2,041		2,041
Morticians' goods.....		47			
Miscellaneous wood products..	2,087	1,976	2,192		2,192
<i>Paper Products.....</i>	46,886	57,128	61,025	3,139	61,750
Paper boxes and bags.....	4,274	7,897	6,831	3,139	7,556
Pulp and paper.....	39,276	45,124	50,103		50,103
Roofing papers.....	1,253	1,983	1,734		1,734
Miscellaneous paper products...	2,083	2,124	2,357		2,357
<i>Printing, Publishing and Allied Industries.....</i>	18,104	23,962	19,448	6,995	23,512
<i>Iron and Steel Products</i>	73,618	98,569	105,676	2,332	106,742
Agricultural implements.....	10,694	11,290	12,305		12,305
Boilers and plate work.....	2,560	3,984	4,096	584	4,669
Fabricated and structural steel..	3,026	4,320	4,556		4,556
Hardware and tools.....	1,360	3,497	3,979		3,979
Heating and cooking apparatus	3,975	6,601	5,839		5,839

**TABLE IV.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CANADA 1946, 1950, 1951—BY INDUSTRY—Continued**

Industry group	1946(a)	1950(a)	1951		Total(b)
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	
Manufacturing—(Continued)	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Household, office and store machinery.....	3,222	5,389	4,106		4,196
Iron castings.....	7,379	9,044	10,585		10,585
Machine shop products.....	244	447	750		750
Machine tools.....	1,679	1,704	2,122		2,122
Machinery, n.e.c.....	7,511	9,411	13,638		13,638
Primary iron and steel.....	17,761	22,242	24,910		24,910
Sheet metal products.....	9,357	10,679	8,440	1,748	8,933
Wire and wire products.....	1,737	4,432	4,207		4,207
Miscellaneous iron and steel pro- ducts.....	3,113	5,529	6,053		6,053
<i>Transportation Equipment.....</i>	<i>61,684</i>	<i>75,728</i>	<i>79,267</i>	<i>9,667</i>	<i>87,439</i>
Aircraft and parts.....	7,112	7,911	15,869		15,869
Auto repair and garages.....	(d)9,574	(d)11,307	4,211	(d)9,667	(d)12,383
Bicycles and parts.....		482	322		322
Boat building and repairing.....	911	350	478		478
Motor vehicles.....	17,700	26,905	24,973		24,973
Motor vehicles parts and acces- sories.....	9,090	14,666	14,144		14,144
Railroad and rolling stock equip- ment.....	5,280	5,787	6,752		6,752
Shipbuilding and repairing.....	12,017	7,505	12,252		12,252
Miscellaneous transportation equipment.....		815	266		266
<i>Non-ferrous Metal Products.....</i>	<i>21,537</i>	<i>28,640</i>	<i>29,108</i>	<i>529</i>	<i>29,637</i>
Aluminum products.....	3,590	4,392	4,475		4,475
Brass and copper products.....	3,686	4,155	4,865		4,865
Jewellery and silverware.....	1,201	1,773	1,358	529	1,887
Non-ferrous metal smelting and refining.....	12,383	16,784	16,658		16,658
Watch and jewellery repair.....					
White metal alloys.....	626	1,339	1,309		1,309
Miscellaneous non-ferrous metal products.....	51	197	443		443
<i>Electrical Apparatus and Supplies..</i>	<i>26,238</i>	<i>35,632</i>	<i>39,968</i>		<i>39,968</i>
Batteries.....	786	1,007	767		767
Heavy electrical machinery and equipment.....	13,605	15,840	15,653		15,653
Radios and radio parts.....	2,681	3,286	3,646		3,646
Refrigerators, vacuum cleaners and appliances.....	760	3,722	3,240		3,240
Miscellaneous electrical products.....	8,406	11,777	16,662		16,662
<i>Non-metallic Mineral Products.....</i>	<i>11,339</i>	<i>15,565</i>	<i>15,485</i>	<i>889</i>	<i>16,374</i>
Abrasive products.....	1,517	1,759	2,208		2,208
Asbestos products.....	708	1,352	1,251		1,251
Cement, hydraulic.....	811	1,490	1,593		1,593
Clay products.....	1,924	1,866	2,985		2,985
Glass and glass products.....	3,353	4,301	3,550	120	3,670
Lime and gypsum products.....	1,373	1,656	904		904
Stone products.....	615	1,350	586	(c)769	1,355
Concrete products.....		240	345		345
Miscellaneous non-metallic mineral products.....	1,038	1,551	2,063		2,063
<i>Products of Petroleum and Coal.....</i>	<i>4,963</i>	<i>7,222</i>	<i>7,463</i>		<i>7,463</i>
Coke and gas products.....	213	908	612		612
Petroleum refining and products.....	4,750	6,280	6,821		6,821

**TABLE IV.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CANADA 1946, 1950, 1951—BY INDUSTRY—Continued**

Industry group	1946(a)	1950(a)	1951		Total(b)
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing—(Concluded)					
Miscellaneous products of petroleum and coal.....		34	30		30
<i>Chemical Products</i>	10,659	14,151	18,820	1,289	18,820
Acids, alkalis and salts.....	4,245	4,927	5,337		5,337
Explosives, ammunition and pyrotechnics.....	1,028	1,535	2,036		2,036
Fertilizers.....	427	544	1,742		1,742
Medicinal and pharmaceutical preparations.....	1,148	872	1,167		1,167
Paints and varnishes.....	2,281	2,509	2,489	1,289	2,489
Soaps, washing and cleaning compounds.....	823	1,372	1,462		1,462
Toilet preparations.....		86	91		91
Vegetable oil mills.....		102	328		328
Primary plastics.....		776	1,267		1,267
Miscellaneous chemical and allied products.....	707	1,428	2,901		2,901
<i>Miscellaneous Manufacturing Industries</i>	3,223	5,518	6,550		6,550
Brooms, brushes and mops.....	481	412	354		354
Fabricated plastic products.....	298	240	409		409
Musical instruments.....	137	383	437		437
Pens, pencils and typewriter supplies.....	512	573	642		642
Professional and scientific instruments and equipment.....	774	899	1,567		1,567
Sporting goods and toys.....		690	652		652
Miscellaneous industries, n.e.c.....	1,021	2,321	2,489		2,489
Construction (f)	97,215	130,077	65,523	104,165	168,092
Transportation	210,148	242,501	254,285	8,238	254,736
Air Transport and Airports.....	2,590	4,513	4,742		4,742
Bus and Coach Transportation—interurban.....	2,418	3,560	3,010		3,010
Steam Railways (including express and telegraph service).....	143,330	162,826	176,007		176,007
Urban and Suburban Transportation Systems.....	20,149	21,658	21,743		21,743
Taxicab.....	992	1,769	1,270		1,270
Truck Transportation.....	2,563	11,179	11,681	3,262	12,132
Water Transportation.....	21,887	12,828	12,900		12,900
Services Incidental to Water Transportation.....	16,154	23,985	22,667	4,976	22,667
Services Incidental to Transportation.....			18		18
Other Transportation.....	65	183	247		247
Storage	1,837	2,279	2,607		2,607
Grain Elevators.....	1,718	1,971	1,970		1,970
Storage and Warehouse.....	119	308	637		637
Communication	20,564	34,893	39,734		39,734
Radio Broadcasting.....	70	100	556		556
Telephone.....	20,348	34,437	38,727		38,727
Other Communication Services.....	146	266	451		451
Public Utility Operation	15,814	23,362	30,429		30,429
Electric Light and Power.....	13,837	21,727	28,331		28,331
Gas Manufacturing and Distribution.....	1,917	1,635	2,053		2,053
					1299

**TABLE IV.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS
IN CAADAN 1946, 1950, 1951—BY INDUSTRY—Concluded**

Industry group	1946(a)	1950(a)	1951		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(b)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Public Utility Operation—(Conc.)					
Water and Sanitary Services.....	(e) 60	(e)	(e) 45	(e)	(e) 45
Other Public Utilities.....	60		45		45
Trade	21,684	36,345	32,573	11,873	43,460
Wholesale.....	4,637	10,341	13,573	2,248	15,821
Retail.....	(d)17,047	(d)26,004	19,000	(d)9,625	27,639
Finance, Insurance and Real Estate	(g)106	(g)1,248	990	(g)	(g)990
Finance.....		420	420		420
Insurance.....		828	570		570
Real Estate.....	106				
Service	48,386	82,290	83,618	9,898	91,437
<i>Community or Public</i>	<i>6,115</i>	<i>16,077</i>	<i>16,040</i>	<i>6,226</i>	<i>20,187</i>
Education.....	196	2,380	4,680		4,680
Health.....	5,919	13,539	11,140	6,226	15,287
Religion.....					
Welfare institutions.....					
Community or public service, n.e.c.....		158	220		220
<i>Government Service</i>	<i>26,067</i>	<i>44,633</i>	<i>48,420</i>	<i>136</i>	<i>48,556</i>
Dominion Government.....			16		16
Municipal or other local government.....	22,367	41,533	45,304	136	45,440
Provincial Government.....	3,700	3,100	3,100		3,100
Other government service, n.e.c.....					
<i>Recreation Service</i>	<i>280</i>	<i>627</i>	<i>755</i>		<i>755</i>
Theatres and theatrical services.....	280	616	728		728
Other recreational services.....		11	27		27
<i>Business Service</i>	<i>60</i>	<i>601</i>	<i>977</i>		<i>977</i>
<i>Personal Service</i>	<i>15,864</i>	<i>20,352</i>	<i>17,426</i>	<i>3,536</i>	<i>20,962</i>
Barbering and hairdressing.....	4,866	3,696	670	3,097	3,767
Dyeing, cleaning, pressing.....	106	461	520		520
Photography.....		9	16		16
Hotels and lodging houses.....	9,739	13,791	13,890	204	14,094
Laundries.....	794	1,327	1,125		1,125
Restaurants, cafes, taverns.....	126	688	996		996
Undertaking.....	233	249	12	235	247
Other personal service.....		138	197		197

(a) The industrial breakdown has been rearranged from previously published figures to conform to the present standard industrial classification.

(b) These totals are not the sum of the numbers in the two previous columns. Duplications are eliminated.

(c) This agreement, for the building materials industry in the province of Quebec, is included under "Manufacturing" but also covers granite and marble quarrying. Information not available as to the number in each industry.

(d) Agreements affecting workers in garages and service stations, in the province of Quebec, included under "Manufacturing" also affect "Trade" in so far as service stations are concerned. Information not available as to the number in each industry.

(e) Water supply covered under "Service-Municipal".

(f) Agreements for construction workers extended under the Collective Agreement Act, Quebec, include maintenance work and certain shop work which is not included in the construction industry in the Dominion Bureau of Statistics classification.

(g) One agreement for several towns in Quebec included under "Trade" also includes employees of financial institutions.

Fatal Industrial Accidents in Canada* during the First Quarter of 1953

Industrial fatalities during first quarter of 1953 numbered 290, a decrease of 69 from previous quarter, in which 359 were recorded

There were 290† industrial fatalities in Canada in the first quarter of 1953, according to the latest reports received by the Department of Labour. This marks a decrease of 69 fatalities from the previous quarter, in which 359 were recorded, including 15 in a supplementary list.

During the quarter under review, four accidents occurred which resulted in the deaths of three or more persons in each case. On January 20, a "bump" in a coal mine at Coleman, Alta., cost the lives of three miners. At Butedale, B.C., four construction employees and two union representatives were killed on January 27, when the aircraft in which they were travelling crashed into the water. A flash fire on February 5, at a Niagara Falls, Ont., chemical plant resulted in the deaths of three workers. The fire occurred while repairs were being made inside a high steel tank. Five employees of a Canadian air transport company were killed at Karachi, Pakistan, on March 2, when their aircraft crashed while taking off.

Grouped by industries, the largest number of fatalities, 67, was recorded in manufacturing. Of these, 18 were in iron and steel, 14 in the wood products group and 11 in the transportation equipment industrial group. In the previous three months there were 54 fatalities listed in manufacturing, including 12 in wood products, nine in transportation equipment and eight in iron and steel.

In the logging industry, 50 industrial deaths were reported during the first quarter of 1953, compared with 52 in the previous three months. In the first quarter of 1952, 49 accidental deaths were recorded.

Of the 44 accidental deaths reported in the mining industry during the quarter under review, 25 occurred in metalliferous

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial accidents may be omitted from the Department's records because of lack of information in press reports.

mining, 11 in non-metallic mining and eight in coal mining. In the preceding three months 35 fatalities were recorded in mining, including 20 in metalliferous mining and nine in non-metallic mining.

There were 35 industrial fatalities in the construction industry during the first three months of 1953, of which 16 occurred in buildings and structures, 12 in miscellaneous construction and seven in highway and bridge construction. In the previous three-month period, 67 fatalities were reported in construction, including 27 buildings and structures, 23 in miscellaneous construction and 17 in highway and bridge construction.

Thirty-four persons died as a result of accidents in the transportation industry during the quarter under review. Of these, 16 were in local and highway transportation, six in steam railways and five in air transportation. In the fourth quarter of 1952, 74 fatalities were recorded.

In the various branches of the service industry there were 21 fatalities during the first quarter, an increase of three from the 18 listed in the previous three months.

*See Tables H-1 and H-2 at end of book.

†The number of industrial fatalities which occurred during the first quarter of 1953 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

There were 17 fatalities reported in agriculture during the quarter under review, compared with 30 and 26 in the third and fourth quarters of 1952 respectively.

An analysis of the causes of the 290 fatalities which occurred during the quarter shows that slightly more than one-third of the victims had been "struck by tools, machinery, moving vehicles and other objects". Within this group the largest numbers of deaths were caused by falling trees and limbs (30) automobiles and trucks (13) and handling materials (12). "Collisions derailments, wrecks, etc.," was

responsible for 53, or 18 per cent of the total deaths during the period. These included 31 fatalities involving automobiles and trucks and 11 that involved aircraft. In the classification "falls and slips" 45 accidents were reported. Of these, 41 were caused by falls to different levels.

By province of occurrence the largest number of fatalities was recorded in Ontario, where there were 113. In British Columbia, there were 59 and in Quebec, 49.

During the quarter under review there were 106 fatalities in January, 94 in February and 90 in March.

Immigration Target Charted

Dr. L. E. Hamelin of Laval computes Canada's need for immigrants in next ten years at 700,000, mainly in age-group from 20 to 30 years

As this country will be facing a shortage of labour as early as 1961, because of the drop in the birth-rate in the twenties and thirties, a professor of the School of History and Geography of Laval University has suggested in a magazine article* that Canada bring in 700,000 immigrants to make up for the shortages in certain age-groups of our population.

Dr. Louis-Edmond Hamelin analysed our population make-up and noted that certain shortages exist in the age-groups from 5 to 25 years. While Canada's total population has increased by almost 4,000,000 since 1931, the total number of citizens from 15 to 20 years of age has remained practically stationary and that of citizens from 10 to 25 years of age has not increased at the same rate as the population as a whole.

The comparatively small number of our young people, according to Dr. Hamelin, creates a serious anomaly in the age structure of Canada's population in 1951. This is illustrated in the diagram appearing on page 1303. Horizontally, the diagram shows the number of Canadians in each age-group, for example, 1,722,109 citizens from 0 to 4 years, 1,397,825 from 5 to 9 years. Vertically, it indicates the different age-groups, e.g., 0 to 4 years, 5 to 9 years. The diagram assumes the shape of a half-pyramid.

The pyramid shows a regular enough trend from 70 to 25 years but displays an abnormal concavity from 25 to 5 years. This concavity, according to Dr. Hamelin, shows precisely the numerical deficiency of those groups compared with the other groups.

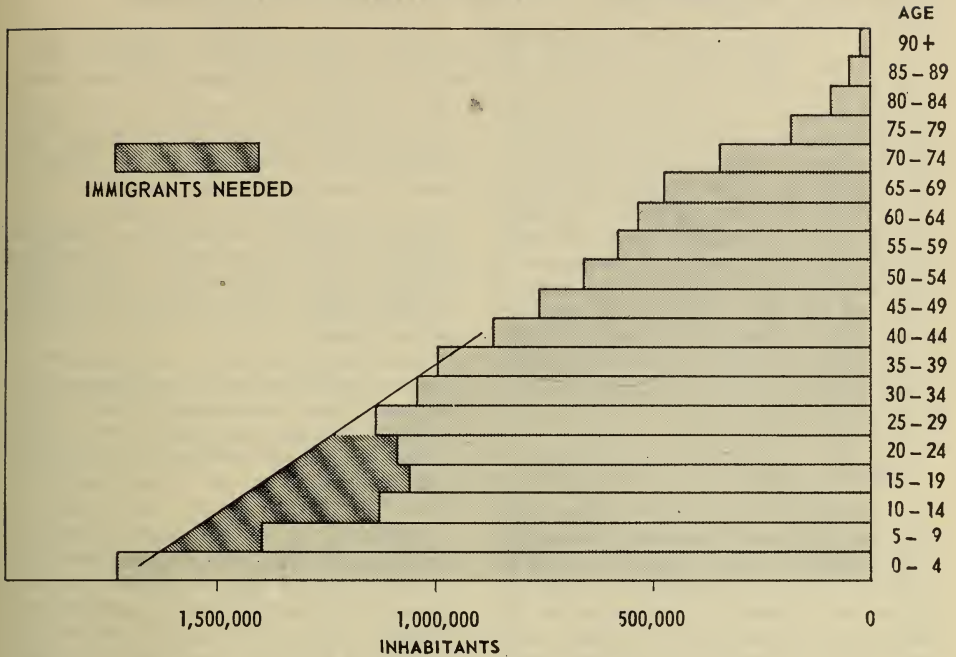
Dr. Hamelin adds that Canadians from 5 to 25 years old are relatively less numerous than those of 25 to 70 or of 0 to 4 years of age. The groups corresponding to a depression of the pyramidal crest are called "hollow categories". The writer adds that it is possible, by graphic method, to estimate the lack of citizens at nearly a million and the total number of those from 10 to 25 years at 700,000.

Causes of Youth Shortage

Dr. Hamelin attributes this shortage of young persons partly to the economic crisis—the Depression—which witnessed a marked decrease of the birth-rate. From 1921 to 1937, the birth-rate was one-third lower, that is by 10 per thousand. But Canada has also shared in the demographic evolution of the Western World towards a lower birth-rate. Before the twenties, the Canadian birth-rate stood at about 30 per thousand. It fell to 24.1 per thousand from 1926 to 1930, that is, before the Depression. After the Depression, from 1941 to 1945, the average rate did not exceed 23.5 per thousand. Even since 1945, with family allowances, a boom economy and present immigration fostering an increase in births, the rate does not exceed 28 per thousand.

*"Insuffisance de main-d'œuvre", *Relations Industrielles*, Vol. 8, No. 3. Les Presses Universitaires Laval, Québec.

POPULATION BY AGE GROUPS, CANADA, 1951



Another reason for this decreasing birth-rate, states Dr. Hamelin, is that in 1931 there were fewer persons of parenthood age (25 to 40 years) with regard to the total population than there were in 1951, namely, 21 per cent in 1931 as against 22.6 per cent in 1951.

Filling in Hollow Categories

"In 10 or 20 years," states the writer, "there is no doubt that workers will be less numerous if nothing is done to fill in the present gaps among our young people. Yet in an expanding economy, the labour force must maintain itself in numbers. Technical developments cannot make up for such a general decrease of young workers. Furthermore, a hollow category is unfavourable to the birth-rate. If the number of future parents is not increased, there will be fewer births in the next generation; the Canadian population will be ageing. Lastly, not only will these hollow categories find it difficult to maintain the economic tempo of Canadian life and to assure a worthy increase in the birth-rate, but they will also have to shoulder the burden of ever-increasing social taxes."

In order to unburden the future depleted category of workers and to make sure of a continuing demographic and economic development, Dr. Hamelin suggests immigration as the cure.

He suggests not an uncontrolled immigration but a rational movement to atone for the evil of hollow categories, calling for immigrants in the age groups which Canada lacks.

"In the main," he says in conclusion, "migratory movements are a valve which makes it possible to achieve a just proportion in the population. It is with that thought in mind that we advocate the entry, in the next ten years, of 700,000 persons, the majority of whom must be between the ages of 20 and 30."

If the flow of immigrants into Canada continues at its current rate for the next eight years, the country will have admitted and retained two immigrants for every three Canadians born during that time, said Jean Boucher, special assistant to the Deputy Minister of Citizenship and Immigration, recently. Mr. Boucher was speaking at the 22nd conference of the Canadian Institute of Public Affairs.

Such a flow of immigration, he said, would supply "at least three-quarters of the additions to the Canadian labour market." He predicted an annual average rate of immigration of 175,000, an annual natural rate of increase of 17.5 per cent and a Canadian population of 17,500,000 by 1961.

Factory Inspection in the United Kingdom

Mid-century report of Great Britain's Chief Factory Inspector compares working conditions in factories in 1951 with those 50 years ago

A five-per-cent reduction in the number of non-fatal accidents, increased activity in the establishment of new factories and in the reorganization of existing premises, improvement in welfare facilities, a growing interest in safety organizations in industry, and information on accident proneness of older workers are noted in the *Annual Report of the Chief Inspector of Factories of the United Kingdom for the year 1951*. Of special interest also is the comparison of present-day conditions in factories with those of 50 years earlier.

MID-CENTURY REVIEW

In this mid-century report the Chief Inspector reviews the changes in working conditions that have occurred in factories as a result of social advances during the 50-year period following the passing of the Factory and Workshop Act in 1901. Only one major revision and consolidation of the law, it is pointed out—the Factories Act, 1937—has been made since the 1901 consolidation, although many regulations and welfare orders have been issued. The survey is based on the records of inspectors in selected districts and on earlier reports of the Factory Department.

Among the notable changes reported are the many shifts in industrial location that have taken place as a result of the building up of new industries throughout the country, the development of road transport, the increasing use of bicycles, the bus and other means of conveyance to and from work, which has made it much less essential than before to have the factory close to the workers' homes, and the general movement since the beginning of the century away from the centres of the large cities, particularly "from the old industrial heart of London".

Despite the amalgamation of many small firms, the great bulk of premises covered by the Factories Act remains small. As the craft trades are not susceptible to large-scale organization, many small family businesses still exist in some parts of the country.

The number of factories without power, it is noted, has declined every year. In 1901 there were 95,664 factories with power and 137,648 without power. In 1951 there were 212,245 factories with power and only 26,464 without power.

The increasing mechanization of industrial processes during the 50 years has eliminated much of the hard work formerly done by hand, and heavy lifting.

In his Annual Reports for 1909 and 1911 the Chief Inspector of Factories expressed concern about the carrying of heavy weights by women and young persons in the West Midlands glass trade. Trucks, bogies and conveyors have now taken the place of manual lifting.

The advertisements of a large bakery in 1901 and 1951, quoted by an inspector in Scotland, reflect the change in the public attitude to mechanization in the food trade. In 1901 the firm claimed that "all bread was made by hand"; in 1951 they boasted of bread "not touched by the human hand."

Outwardly, the report states, factories have changed much during the half-century. The single-storey type of building became the rule after 1918 as outlying country was developed. Many of the multi-storied stone buildings in Lancashire and Yorkshire, however, still stand as they were in 1901, although most of them have been completely changed within.

Inside the factories vast improvements in standards of cleanliness, lighting, sanitary conveniences, air space, temperature and ventilation have been made in 50 years. Although the 1901 Act required lime washing or other treatment every 14 months, the interiors of factories in the early years of the century were usually gloomy and drab. Since 1945 the intelligent use of colour schemes has transformed factories of all kinds. The reflective powers of light paints and colour washes in the treatment of walls, ceiling and machines have also contributed to better lighting and in turn to higher standards of cleanliness.

All inspectors agree that improvements in lighting are among the most important benefits brought about during the period.

In 1901 natural lighting was often hampered by small, dirty windows, often filled with opaque glass, and in the multi-storied factories illumination was particularly poor in the centres of workrooms—a fault not entirely eliminated today. Nothing made natural lighting more appreciated than the closed-in effect of the early days of the blackout in the 1939-45 war, and recent years have seen great improvements. In the older factories windows have been enlarged to the great advantage of both lighting and ventilation, and fitted with clear glass. In the new factories ample light is given from roof and side windows.

Even in the most backward factories, the report states, the fluorescent light may be the only sign of progress.

Great advances have been made in ventilation, particularly in the application of local exhaust to remove dangerous dust or fumes. Each new hazard has been dealt with either in the general law or in special regulations.

"The most obvious outward change in the interior of factories," according to many inspectors, "is the absence of the forest of shafting and pulleys, belts and driving straps which were found in the old steam-driven factories." Electricity has gradually superseded other forms of motive power; and the individual drive that has taken the place of the main engines in many factories and the sectionalization of transmission machinery have greatly reduced the dangers from work at revolving transmission machinery.

The 1901 Report of the Chief Inspector drew attention to the fact that many machines were leaving the manufacturers with dangerous parts unfenced. Since then, much has been done to encourage manufacturers in this respect. Section 17 of the Factories Act, 1937, places a definite obligation on the makers to fence certain dangerous parts. In 1951 the inspectors were still spending considerable time encouraging better standards of fencing but "it is safe to say," the Report comments, "that the 50 years has seen an immense improvement in the provision of guards incorporated in the machine".

Older machinists recall the unfenced woodworking machines that caused mutilating injuries in the early part of the century. Circular saws usually had a rudimentary top guard but the pulleys and blades of band saws were often completely unfenced. By 1922, after much work by the inspectors and with the co-operation of the trade, the Woodworking Machinery Regulations were made, embodying detailed requirements for the fencing of all basic woodworking machines and also requiring the training of new workers.

Special attention was given also to the problem of fencing the power press, which, as the Chief Inspector remarks, is probably the most widely dangerous of all metal-working machines. Continuous study of the problem over the years led to the establishment of a Committee on the Fencing of Power Presses (which continues to function) representative of inspectors, makers and users of power presses, and guard makers, to lay down acceptable standards. As a result of the Committee's

reports, there is now an appropriate standard of fencing for almost every type of press and operation.

Similarly, in all trades considered dangerous to health, notably in the metal and pottery trades, the work of medical inspectors and of individual research carried on by enlightened firms has brought about great advances in the prohibition or control by special regulations of harmful substances.

The variations during the period in the law governing the reporting of accidents have made it impossible to draw any valid conclusions from a comparison of the 1901 and 1951 figures but, "for what it is worth," the Chief Inspector notes: "in 1901 there were 1,035 fatal and 82,725 non-fatal accidents; in 1925 there were 944 fatal and 159,693 non-fatal accidents; in 1951 there were 828 fatal and 182,616 non-fatal accidents."

Although general interest in accident prevention was not aroused until the war of 1914-18, the value of safety organizations in industry was recognized as early as 1906, when a large firm in Cheshire set up a Works Safety Committee and in 1916 appointed a full-time safety officer. In 1927 a Draft Order was issued requiring the establishment of safety organizations in the more dangerous classes of works but it was later found that voluntary compliance was a more successful method of progress and, as the century advanced, the inspectors have impressed on employers the importance of training in accident prevention.

Some of the organizations set up earlier have lapsed but the general trend towards joint consultation has led to increased interest in accident prevention committees. "In some works, however," the report states, "there is still a strong preference for keeping safety organizations in the hands of management through an accident prevention officer." The Chief Inspector commends the work of the Royal Society for the Prevention of Accidents in stimulating safety organizations.

The first legal provisions for welfare facilities came into effect during the 1914-18 war with the enactment of the Police, Factories, etc. (Miscellaneous Provisions) Act, 1916, which empowered the Home Secretary to make welfare orders for trades where such special provision appeared necessary. At the end of the war many of the special facilities such as canteens and messrooms were closed down but during the period between the two wars increasing attention was being given to physical amenities, welfare supervision and to the new science

of personnel management, with the active encouragement of the inspectors and independent associations.

It was unfortunately true, however, that in many of the specially dirty or unpleasant trades to which the statutory welfare orders applied, compliance with the various provisions was inadequate; uninviting mess-rooms and cloakrooms, meagre and uncomfortable seats, protective clothing of "work-house" design were all too common, and the differences between progressive and backward factories widened as the years went by.

The 1937 Factories Act imposed welfare provisions on all factories irrespective of numbers employed and later, during the war, emergency powers were used to require the provision of improved facilities—canteens, and welfare and medical supervision—for the benefit of the large number of workers engaged in war production. Finally, the Factories Act of 1948, with its requirements for suitable seating for men as well as for women, completed the legislation with respect to welfare provisions.

Although many firms had provided some kind of seats for certain work long before the 1948 Act, generally speaking, in the early part of the period standing at work was considered in the nature of things; if seats were provided they tended to be mere backless stools, sometimes of most unsuitable height and design.

Another notable change in the half century has been in the composition of the labour force in many factories. After the war of 1914-18 many of the jobs held by women reverted to men or disappeared, but with the shortage of labour after the second war, during which women were employed in large numbers, many women have remained in jobs that would formerly have been considered suitable only for men.

"Since 1945," the report states, "the problem for most employers has been to find enough women for the job and many schemes of special hours and welfare have been devised to attract them, if only for short periods and part-time work."

The most striking change in the 50 years, however, according to the Chief Inspector, has been the reduction in weekly working hours, which in 1901 were about 55 in most trades. Men not protected by the 1901 Act, which limited hours of women and young persons in non-textile factories to 60 a week, often worked even longer. "In 1901 the Superintendent Inspector at Leeds reported with an air of complacency that the hours in the textile area were 'only 54.'"

From 1918, as a result of scientific study of fatigue and its effects on production, and a changed social attitude following the war, the 48-hour week came to be recognized as

normal; it was made legal by the Factories Act, 1937, (apart from overtime) for women and young persons over 16, with a reduction to 44 hours for those under 16 years. Despite the demands on production during the Second World War, hours were regulated under Emergency Orders and efforts were made to keep them within limits compatible with health and good production.

The five-day week, which was growing in popularity throughout the thirties, became almost universal after the war. There are still trades, however, the Chief Inspector points out, where the workers prefer to spread their hours of work over a 5½-day week, finding it more advantageous than a free Saturday morning.

The post-war period, full employment and shortage of workers brought out a new attitude; it was not so much now the employer who exacted long hours from his workers, but the workers, particularly the women, who demanded that the pattern of working times should be adapted to suit their own needs and wishes. The rigid legal framework devised for their protection appeared to them as something of a strait jacket.

The period has also seen the raising of the minimum age for entry into industry to 14 in 1920 and to 15 in 1947, a more beneficial arrangement of hours on shift work, the institution of the practice of giving short mid-spell breaks and, in recent years, the granting of one or two weeks' holiday with pay.

The expansion of the factory inspectorate is another development recounted. Not only has the number of inspectors increased but the growth of industry and the increasing complexity of legislation has led to the development of many specialist branches. At the beginning of 1902 there were 95 inspectors, 34 assistant inspectors and, in addition, a small body of women inspectors to deal with questions affecting women. In 1951 there were 322 inspectors—and more than 50 vacancies—including 12 medical inspectors, 13 electrical inspectors and 18 engineering and chemical inspectors, all serving under senior inspectors. The addition to the staff of factory canteen advisers was a recent development.

The demeanour of the factory inspector has also undergone a change, the Chief Inspector remarks. "Older workers", he states, "remember little of the earlier inspectors except their dignity and their bowler hats" while managers remember them "with some awe". To-day the inspector is praised for his friendly and skilled advice. The basic principles, however, on which inspection has been founded appear

to have changed little, the report states, with the same concentration on investigation as the basis for all future action.

In concluding his historical survey, the Chief Inspector observes that most workers are unanimous as to the great benefits obtained during the 50 years—most noticeably in the last 12—particularly the improvements in cleanliness, lighting, sanitary conveniences, amenities and washing facilities, canteens and in the provision of seats. A worker of 80 years was of the opinion that it was in cleanliness that the greatest improvement in working conditions had been made.

He recollected vividly how, in his early days, rats would collect up scrap food dropped on floors by the workers. In a silk factory the firm used to pay workmen 3d. for a rat's tail and a ½d. for a mouse's tail; rabbits as well as rats were a great nuisance in the Clyde shipyards.

Management, too, is in agreement with the general view that conditions had improved although some regret the passing of the craftsmen and of some of the old attitudes to work. On the other hand, the Chief Inspector adds, "perhaps the feeling is best summed up by a manager in a Scottish factory, who said that the greatest difference was in the persons employed themselves; it was hardly possible to recognize in the healthy, well-dressed girls of today the puny ill-clad factory 'hands' who used to come to the door and ask for work."

PROGRESS DURING 1951

In his annual review of progress during the year the Chief Inspector reports that at the end of 1951 the total number of factories registered was 238,709, a decrease of 2,355 over the 1950 figure. The number of factories with mechanical power, however, continued to increase, there being 1,079 more than in 1950.

Although basic industries throughout the country suffered during the year because of world shortages and high prices of raw materials, there was considerable activity both in the establishment of new factories and in the reorganization and extension of existing premises.

The greater attention being paid to structural details in the new buildings will, in the Chief Inspector's opinion, lead to the provision of better lighting, heating and ventilation, all of which are factors affecting maximum output. The adoption of the shell roof construction, referred to in the 1950 Report, is becoming more common, and good day-lighting is ensured in some of the most modern structures by the use of glass bricks and large window space.

Industrial Developments and Safety

During the year industry continued to avail itself of the most up-to-date methods in order to maintain and improve the standard and volume of production.

The constant striving for greater efficiency stimulated by the need for economy in the use of power, materials and labour, tends on the whole, the Chief Inspector observes, to improve working conditions and make them safer. In the operation of the power press, for example, which generally requires the full-time attention of one operator, manpower can be conserved by the use of follow-on or combination tools to reduce the number of operations (at the same time reducing the number of exposures to risk), the development of automatic or semi-automatic operations and mechanical handling.

The present practice of factory occupiers and inspectors holding consultations when any changes are contemplated ensures that new plant and machinery will be constructed with greater regard for safety, comfort and efficiency.

The importance of having the makers provide such fencing as is practicable cannot be overestimated, the Chief Inspector points out. In addition to the standard practice for inspectors to approach makers when machines are sent out without adequate guards, an arrangement has been made between the Brussels Social Treaty Powers (Belgium, France, Luxembourg, the Netherlands and the United Kingdom) so that instances of inadequately-fenced machines sent from any of the signatory countries will be referred to the Inspectorate of the country concerned to be brought to the attention of the maker.

Increasing interest was noted during 1951 in the use of mechanical handling equipment. The use of such equipment, the Chief Inspector points out, not only leads to increased production but very definitely contributes to industrial safety.

Electrical equipment in new factories was generally of a satisfactory standard despite material shortages.

Reference is made in the report to the publication during the year by the British Standards Institution of a code of practice for "Electric Lifts for Passengers, Goods and Service."

Accidents

Despite an increase during 1951 in the number of persons employed in manufacturing industries, the total number of non-fatal accidents decreased by five per cent over the previous year, from 192,260 to

182,616—the lowest figure on record since 1938. This decrease occurred principally in accidents to men, of which there were 8,850 fewer than in 1950. The number of fatal accidents, however, rose from 799 in 1950 to 828 in 1951.

The continued rise in the number of accidents connected with transport, 250 per cent over 1939, the Chief Inspector states, is very serious and clearly calls for the enforcement of stricter discipline among drivers and users of vehicles.

Major reductions are shown in the following industries or groups of industries:

	1950	1951	Decrease
Machinery and engineering works	47,049	43,719	3,330
Building operations	13,302	12,340	962
Textiles	12,653	11,734	919
Shipbuilding	8,901	8,298	603

An analysis of accidents by causes reveals that the largest number occurred in the handling of goods, but the total number of accidents of this type decreased from 53,378 in 1950 to 50,466 in 1951.

An encouraging decrease in 1951 in the number of cases of sepsis (13,470), 37 per cent less than in 1939, is reported. There was also satisfactory decrease in the number of eye injuries (8,216), 12 per cent less than in 1950 (9,366); this total, however, is only slightly below the 1939 figure. The Chief Inspector emphasizes again the importance of close co-operation between management and workers in the selection and maintenance of suitable forms of eye protection and in making regular use of the safeguards provided.

Various examples are cited of accidents caused by faulty operational design of machinery and plant, and of accidents occurring on building sites, at works of engineering construction, in foundries and drop forging factories. An analysis of accidents on power presses and cranes is also given. The total number of accidents due to cranes decreased from 3,982 in 1950 to 3,795 in 1951 but there was an increase in the number of fatal accidents, from 9 to 65, compared with 1950.

Several sections of the report deal also with electrical accidents and accidents arising from fires and explosions.

Accidents to Elderly People

An examination of accident reports suggests that in spite of the handicaps which age brings to the majority—slower reactions, impaired vision and hearing, and lower vitality—older workers are not more prone to injury than persons in the prime of life. The consequences of the accident,

however, tend to be more serious. Paying tribute to the work performed by older people, the Chief Inspector states:

If there were any doubts left of the capacity of persons over 60 years of age to do useful work in industry they would be dispelled by an examination of the accident reports. These confirm in a remarkable way how many are apparently able to defy the advancing years and continue to exercise the skill acquired during a lifetime; typical examples include men between 65 and 70 working as part of a team at a mill in a tinplate works; a man of 67 as a steel erector; a woman of 73 as a top stitcher in the closing room of a shoe factory. These are only a few of the examples of craftsmen who carry on long after what used to be regarded as the normal age of retirement.

The reports show that, although a large number of the elderly people employed in various jobs can perform only light duties, many are still in work which exposes them to the same degree of danger as younger workers.

During the year 11,982 accidents (representing 6.5 per cent of the total) occurred to persons over 60 years of age; over 95 per cent of them happened to men. It is pointed out that statistics are not available to show whether the incidence of accidents was higher generally in this age group than in others. Many inspectors, the report adds, hesitate to attribute any significant number of accidents to old age as such, since most of them could have happened to anyone.

Accidents to Young Persons

There were fewer accidents to young persons in 1951, 8,756 to boys and 3,224 to girls, compared with 8,840 and 3,275, respectively, in 1950. These figures, however, represent a higher proportion of all factory accidents and, in terms of accidents per 1,000 persons employed, the figure for boys, 29, is very close to that of men, which is 30.

Before 1946, the report states, the liability to accident used to be greater for boys than for men; the downward trend since that date in relative risk to boys was reversed in 1951. But the steady decrease in the last six years in the total number of accidents to young persons, the Chief Inspector warns, should not be lost sight of. In his view, the excellence of the organizations built up by many of the larger firms for the training and supervision of young persons has been an important factor in this reduction. He expresses confidence that a higher standard in this regard throughout industry would immediately be reflected in accident statistics and advises managements to review their arrangements for training and supervision in the light of the suggestions contained in the Factory Department's leaflet, *The Prevention of*

Accidents to Young Workers (Form 1980). The Chief Inspector also reminds management that "young persons constitute the most precious raw material that industry possesses; and every avoidable accident, besides being a grave reflection on the efficiency of the undertaking, is a deplorable waste of this material".

The importance of instruction, training and supervision of young persons employed on dangerous machinery, particularly wood-working machines, is emphasized, and a description of various accidents occurring on machines illustrates the point.

Accident Prevention

Impressive reductions in the accident rate in many undertakings over the past few years reflect the achievements of accident prevention organizations. Special mention is made of the important part being played by the Royal Society for the Prevention of Accidents and its member firms in maintaining interest in accident prevention. The record of one firm was cited by the Chief Inspector:

An electrical engineering works employing 1,300 persons attained a frequency rate last year of 0.53; the bare figure is impressive enough, but behind it lie two really notable achievements: only one slight accident to a young person in three years; and the handling in the foundry of over 7,000 tons of molten metal during the year without a burning accident.

The safety department of this firm, which is mainly responsible for the above record, attributed its success to

(1) The co-operation and interest of the directorate and management in all matters concerning accident prevention.

(2) The safety instructions given to all new employees before starting work in the factory.

(3) The careful selection of candidates for employment, including the introduction to the job before they are engaged.

(4) The appreciation of the workers' safety by the supervisory staff.

(5) Continual propaganda, including publication of the tragic results of accidents, which is resulting in realization by the operator that security of life and limb largely depends on making "safety at work" a dominant factor in industrial life.

The extent of the authority and status given to safety officers, it is pointed out, has an important bearing on the effectiveness of the safety organization within an industry. Furthermore, an attempt to combine the duties of safety officer with those of personnel manager or maintenance engineer, for example, may result in insufficient attention to accident prevention because of pressure of other work.

Although the Building (Safety, Health and Welfare) Regulations, 1948, require the appointment of an experienced person to supervise the observance of the Regulations and promote safe work generally, accident prevention organization in the building trades is still a relatively new development.

Industrial Poisoning and Diseases

The section of the report headed "Industrial Poisoning and Diseases" reviews the incidence of disability arising from the inhalation of fumes and gases and sets forth in tables the details of cases of industrial poisoning and diseases reported during the year, with comparative figures for earlier years, under the Factories Act, 1937, or the Paint (Protection against Poisoning) Act.

There were eight cases of gassing by ammonia, one of which was fatal; 19 cases by carbon dioxide, with one fatality; 12 cases by sulphuretted hydrogen, with three deaths; and 105 cases by carbon monoxide, including nine fatalities. There were no fatalities among the 21 cases of gassing by chlorine. Only three cases were reported of gassing by nitrous fumes, representing a steady decrease since the early years of the war.

There were 64 cases of lead poisoning, an increase of seven over 1950; again there were no fatalities. The number of cases among shipbreakers decreased from 27 in 1950 to five in 1951. An increased number of cases, however, was reported in the lead smelting industry and in trades in which there is contact with molten lead, these two groups accounting for 23 cases compared with five in 1950. No cases were reported in the pottery or printing trades.

A slight reduction was noted in the number of cases of anthrax notified—31, with one fatality—compared with 36 in 1950, all of whom recovered. The increase in the number of cases (13) attributed to infected wool was the highest since 1940. One of the four cases of compressed air illness was fatal. Cases of epitheliomatous ulceration numbered 178, with one death; there were 203 cases of chrome ulceration compared with 143 in 1950, the largest number occurring in the manufacture of bichromates.

The number of cases of dermatitis notified voluntarily during the year was 3,281, a decrease of 290 over 1950, but it is pointed out that the voluntary method of notification of the disease gives no accurate indication that the incidence of dermatitis in industry is decreasing. Much more definite information as to its location and extent is essential.

The number of cases of pneumoconiosis in coal mining rose from 509 in 1950 to 590 in 1951; in other industries the number increased from 26 to 58.

Health and Welfare

Potteries

In spite of shortages of material and labour there was further progress during 1951 in complying with the Pottery (Health and Welfare) Special Regulations, 1950, and industry as a whole showed a desire to improve working conditions. The inspectors have done much to encourage this attitude by reminding individual firms of their obligations, e.g., to provide protective clothing, clean floors, and exhaust ventilation.

To cope with the problem of suppressing dust many potteries were installing excellent exhaust plants for the various dust processes dealt with in the Regulations.

Building Industry

Many of the leading firms in the building industry, particularly those with safety departments, achieved high standards of compliance with the Building (Safety, Health and Welfare) Regulations, 1945, during the year but, throughout the industry generally, progress in this respect was reported to be disappointing.

Violations, particularly of Part II of the Regulations dealing with scaffolds and means of access, were noted in the construction of new houses on which a large proportion of the labour force has been employed. Common faults reported were absence of guard-rails and toe-boards and insufficient boards at working platforms. Because of the shortage of experienced scaffolders, the report states, erection is sometimes carried out by incompetent persons.

Improvements noted in builders' hoists for passenger carrying included

a hoist with an electric gear-driven winch to ensure the cage being lowered in gear, a governor device to prevent overspeeding during the lowering of friction-driven hoists, an independent emergency brake applied direct to the guide rails and operated from the cage, and a cage gate interlock. Lack of rigidity of the normal hoistway structure has proved a stumbling block to the application of landing gate interlocks.

Ironfoundries

Steady improvement in working conditions in ironfoundries—again mainly in the larger foundries—was reported during the year from all districts, chiefly in the provision of welfare amenities, medical facilities, lighting and heating installations and other non-technical matters.

Experimental work was being carried on to control the most pressing of the health problems, the elimination of dust and fumes. Progress in this respect will be effected only by close co-operation between plant designers, ventilating engineers and research associations assisted by foundry managements willing to alter traditional methods of work to suit the application of exhaust ventilation, the report states.

Washing and Clothing Accommodation

Inspectors' reports indicated that both employers and workers were more interested in washing facilities than in accommodation for clothing taken off during working hours; hence far greater progress was noted in the provision of washing facilities. Most workers prefer accommodation for removing clothes close to their place of work because they are loath to leave them away from their immediate scrutiny unless the other accommodation is easy of access and well supervised. A common practice noted was the partitioning off of some part of the shop for the hanging of clothes. Pegs on the workroom wall, the Chief Inspector states, do not constitute suitable accommodation.

Sanitary Conveniences

Compliance with the requirements in regard to sanitary conveniences was generally good, except in some country districts where the commonest faults found were lack of artificial lighting, failure to provide an intervening ventilated space and failure to screen and to provide effective doors to ensure privacy.

Temperature and Ventilation

As in previous years a great deal of attention was directed towards the conservation of heat by structural alterations, "principally by the underdrawing and lining of flimsy corrugated iron or asbestos roofs, and in preventing draughts by the screening of doors and windows". Various schemes of ventilation were being developed to cope with cases of excessively high temperature arising from process heat. In all industries, particularly in textiles, the use of air-conditioning plants increases. With regard to general ventilation, the Chief Inspector remarks,

undoubtedly lack of thought in initial planning leads to far greater expense later, and it is even more unsatisfactory that firms should start processes involving dangerous dust or fumes without any provision for their removal. Various examples from the different Divisions tell of the use of solvents without adequate arrangements for ventilation.

Lighting and Colour

During the year increasing interest in the improvement of standards of lighting, both natural and artificial, was noted. Architects and illuminating engineers were making the greatest possible use of natural lighting in the design of new buildings.

The steady progress in artificial lighting is attributed principally to the widespread use of fluorescent tubes although, as the Report points out, fluorescent light has definite disadvantages in some processes, such as colour matching. Progress was noted also in outside lighting of factories and especially of docks and shipyards. Once again the Chief Inspector calls attention to the need for more frequent and systematic cleaning of windows on both the inside and outside.

Through the efforts of the British Colour Council and the paint manufacturers over the past five years, managements are becoming more aware of the advantages of colour schemes to provide cheerful surroundings which in turn are reflected in increased output. Improvements in colour were noted in many small premises and considerable care was given to the decorating of new factories.

Seating

Progress in the provision of suitable seats for workers was noted, particularly in the potteries and in hosiery factories. Reports show that the attitude towards good seating depends a great deal on the methods of consultation adopted as to the type of seat most suitable and by the proper introduction of the idea to the workers who must use the seats. Men and women who have been accustomed to standing at work, the Chief Inspector observes, may not always appreciate the benefits of a seated posture.

One large firm of engineers in the North-East, employing about 1,400, tackled the problem by appointing a committee of four, consisting of the works engineer, the trade union convenor, and two other workers' representatives, to go around the factory and consider each job. This committee made recommendations to the management and, in consequence, stools and chairs of various shapes and sizes have been purchased and tried out.

Although new machines in some trades are being sent out with properly fitted seats, there is still need for better compliance with the legal requirements in the individual factories.

Hours of Employment

Normal weekly hours remained at 44 or 45 but there was a tendency to work up to 48 hours for overtime pay. Weekly hours

seldom exceeded the 48-hour maximum established by the Factories Act for women and young persons over 16 years but there was an increasing desire on the part of the workers to have more flexible systems than provided for in the Act, such as shorter rest breaks to enable them to get home earlier, and overtime confined to two days of the week instead of being spread over four week nights.

"It is increasingly clear," the Chief Inspector states, "that the pattern imposed by the Act is unpopular and disliked in many cases by the very workers it was meant to protect."

Inspections made after normal hours revealed some instances of illegal employment. Illegal employment, according to the report, occurs principally in seasonal trades such as ice-cream factories and bake-houses and occasionally in factories providing goods for Christmas and other special days.

During the year 69 firms, under the authority of Section 83 of the Factories Act, were permitted an earlier start than 7 a.m., but not before 6 a.m., to suit the exigencies of the trade or the convenience of the workers.

Under Emergency Powers, used again during the year to permit arrangements of hours in special circumstances which are not normally allowed under the Factories Act, there were in November, 1951, 1,442 orders and permissions in effect for day work schemes (including evening employment) and 484 for shift work. Most of the permissions for day work schemes were issued under the Factories (Evening Employment) Order, 1950, which was issued to give a District Inspector power to issue permissions for evening employment for women between 5 and 10 p.m. on any evening other than Saturday or Sunday provided they were not employed about the business of the factory or in any other business carried on by the occupier outside that period of employment. These short shifts, usually of about four hours between 5:30 and 10 p.m., have continued to be popular, particularly with many elderly married women who want to contribute their skill to the national need for increased production at a time convenient to themselves and their families.

Canteens and Feeding Arrangements

New canteens continued to be set up and most industries appear to be recognizing the value of providing suitable arrangements for workers to obtain meals on the premises. General improvement in standards

of cooking and hygiene were noted. At the end of the year 5,182 factories employing more than 250 persons were reported to have hot meal canteens. There was an increase also in the number of factories providing facilities for snack meals.

Appendices

Appended to the report are statistical tables giving the number of registered factories, accidents, dangerous occupations, prosecutions, etc. Also included (Appendix X) is the following list of some new and

revised publications issued by the Factory Department during 1951:

Seats for Workers in Factories: Welfare Pamphlet No. 6.
Safety of Machine Tools and Other Plant, No. 4, Guillotines and Shears (Form 294).
Memorandum on Safety Measures Required in the Use of Acetylene Gas and in Oxy-acetylene Processes in Factories (Form 1704).
Carbon Monoxide Poisoning (Memorandum F. 827).
Electricity Regulations (Memorandum F. 928).
The Health of Welders.
Prevention of the Propagation of Flame in Aluminium Dust Explosions.

Collective Bargaining Said Effective Wage-Setter

Free collective bargaining has proved itself a flexible and effective method of setting wage rates for workers in the United States, declared a special committee of the Twentieth Century Fund recently. However, said the committee, the parties concerned in collective bargaining should give more attention to the possible effects of their action on the economic system as a whole.

The committee, composed of business leaders, labour officials and economists, has published its views in a new report "Employment and Wages in the United States".

Among other things, the nine-man committee recommended:—

That no set of mechanical rules, based on rigid standards of wage determination, should be substituted for negotiation and compromise of conflicting pressures and interests in the country's wage-setting process.

That free collective bargaining has proved itself as a wage-setting process, but it should be improved to reflect more accurately the interests of all parties concerned, including consumers, and to reduce friction, conflict and interruption of production.

That management can improve employment conditions by hiring on merit, assigning employees to jobs for which they are best fitted, and increasing the security of job tenure and the regularity of employment.

That unions should provide members with better information on job opportunities, eliminate race and sex discrimination in membership, and work with management to get workers into expanding industries and out of declining ones.

That if government does its part in preventing inflation, unions might be expected, as a rough rule, to accept raises approximating the probable rate of increase of output per man-hour for the economy as a whole.

The report also contains individual opinions of the members of the committee with regard to the general policies that might be followed by labour and management in setting wage rates fair to the worker, to the employer and to the country as a whole.

Other wage and employment topics discussed in the committee's report and in the individual statements include: the trend toward more uniform wage rates throughout an industry or community; seniority as against merit promotions; labour contracts with an annual "improvement factor"; the effects of setting wages according to "ability to pay"; the guaranteed annual wage; and profit sharing.

Chairman of the committee was Lloyd K. Garrison, former Chairman of the National War Labour Board. Other committee members were Solomon Barkin, Director of Research, Textile Workers Union of America (CIO); Harry A. Bullis, Chairman of General Mills, Inc.; Waldo E. Fisher, professor of industrial relations, University of Pennsylvania; Eli L. Oliver, Labor Bureau of the Middle West; Sumner H. Slichter of Harvard University; Louis Stark, editorial writer for the *New York Times*; Lazare Teper, Director of Research, International Ladies' Garment Workers' Union (AFL); and Harold L. Zellerbach, President of the Zellerbach Paper Company.

Teamwork in Industry

To help labour-management production committees keep informed on what other LMPCs in Canada are doing, the Labour-Management Co-operation Service of the Department of Labour publishes the monthly bulletin *Teamwork in Industry*. In addition to stories on the activities of LMPCs, *Teamwork in Industry* also carries information on co-operation from many other countries as well as features designed to aid LMPCs in their work.

One feature printed in each issue is the editorial, which carries a message based on the experiences of LMPCs in their many activities.

The December 1952 issue of *Teamwork in Industry* carried an editorial on communication called "Industry's Telephone". The purpose of the editorial was to explain the rôle of the LMPC as a channel for information between labour and management. The editorial said:—

"As we have noted from time to time, one of the major concerns of industry is to establish adequate channels of communication between labour and management. Older ideas as to what constituted good industrial communication have been replaced by a new concept. This new concept regards communication as a free flow of information in both directions, upward and downward.

"It is perhaps easier to grasp this idea if we regard communications as being similar to a telephone. It is not too hard to imagine how much of the telephone's usefulness would be lost if it were capable of carrying conversation in one direction only. Communication in industry is very similar to the telephone. So long as all members of an organization can freely receive and transmit information in any direction, there is no great problem. It is only when the system breaks down (or does not exist) that real trouble begins.

"An LMPC is actually a form of industrial telephone. It can both receive and transmit messages. It provides a means whereby management and labour can approach and discuss mutual problems in an atmosphere of frankness and sincerity. When this system is working at its best, information which might otherwise have remained unknown is made available. Perhaps it seems unimportant to the person who has it, but when placed in its proper place along with many other facts it becomes part of the over-all picture.

"One thing which many LMPC have found is that the whole story must be told. Often this may seem difficult but experience has proved that parts of a story will not do. It is simply not good enough if only those elements of a situation which are known to be acceptable to one party or the other are told. In an LMPC the respect and confidence established by a mutually sincere desire to co-operate allows for maximum freedom in exchanging ideas, opinions and information."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Applications for Certification Received by the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during July but during the month the Board received the following applications for certification as bargaining agent:—

1. United Packinghouse Workers of America, Local 520, on behalf of a unit of plant employees of Ogilvie Flour Mills Co., Limited, Winnipeg (Investigating Officer: J. S. Gunn).

2. Great Lakes Licensed Officers' Organization, on behalf of a unit of marine engineers of Canadian National Railways employed on the Company's ferry service between Windsor and Detroit (Investigating Officer: R. L. O'Neill).

3. American Federation of Technical Engineers, Local 165, on behalf of a unit of salaried, technical employees of Atomic Energy of Canada Limited, Chalk River, Ont. (Investigating Officer: H. Perkins).

4. Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Canadian Pacific Railway Company on board the SS *Keewatin* and SS *Assiniboia*, operated by the Company on the Great Lakes (Investigating Officer: L. Pepin).

5. Building Service Employees' International Union, Local 298, on behalf of employees of Canadian Broadcasting Corporation employed in the maintenance of Radio Canada Building, Montreal (Investigating Officer: L. Pepin).

6. Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by Canadian Pacific Steamships Limited on board the DEV *Beaverbrae*, operated by the Company on its Atlantic service (Investigating Officer: R. Trépanier).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During July the Minister appointed conciliation officers to deal with the following disputes:—

1. Canadian Broadcasting Corporation (editorial employees) and Canadian Wire Services, Local 213, American Newspaper Guild (F. J. Ainsborough).

2. Northern Alberta Railways Company, Edmonton, and Brotherhood of Locomotive Engineers (Conciliation Officer: R. H. Hooper).

3. Northern Telephone Company, Limited, New Liskeard, and Communications Workers of America (Conciliation Officer: F. J. Ainsborough).

4. Pacific Stevedoring and Contracting Co. Ltd.; Canadian Stevedoring Company, Prince Rupert, and International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Canadian National Steamships; Canadian Pacific Railway Company (B.C. Coast Steamship Service); Canadian National Railways (B.C. Coast and B.C. Lakes Barge and Ferry Service); Union Steamships Limited; Frank Waterhouse and Company of Canada Limited, Vancouver; and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie). (L.G., July, p. 1020.)

2. Canadian National Steamships; Canadian National Railways (Barge and Ferry Service, Port Mann; Barge and Ferry Service, Okanagan Lake); Canadian Pacific Railway Company (B.C. Coast Steamship Service); Union Steamships Limited; Frank Waterhouse and Company of Canada Limited, and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie). (L.G., July, p. 1021.)

3. The Quebec Central Transportation Company, Sherbrooke, Que., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. Trépanier). (L.G., Aug., p. 1155.)

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established to deal with matters in dispute between Canada Steamship Lines, Limited; Colonial Steamships Limited; N. M. Patterson & Sons Limited; Upper Lakes and St. Lawrence Transport Company Limited, and National Association of Marine Engineers of Canada, Inc. (L.G., July, p. 1022) was fully constituted in July with the appointment of Prof. B. S. Keirstead, Montreal, as Chairman. Prof. Keirstead was appointed by the Minister on the joint recommendation of the other

two members, Joseph Sedgwick, QC, Toronto, and Ken Green, Halifax, who were previously appointed on the nominations of the companies and union respectively.

2. The Board of Conciliation and Investigation established to deal with matters in dispute between Quebec Railway, Light & Power Company and National Catholic Transport Brotherhood of Quebec, Inc. (L.G., Aug., p. 1156) was fully constituted in July with the appointment of Prof. Maurice Lamontagne, Quebec, as Chairman. Prof. Lamontagne was appointed by the Minister on the joint recommendation of the other two members, Jacques Dumoulin and Marcel Belanger, both of Quebec, who were previously appointed on the nominations of the company and union respectively.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

3. The Board of Conciliation and Investigation established to deal with matters in dispute between Quebec Railway, Light & Power Company, and Catholic Syndicate of Garage Employees of the Quebec Railway, Light & Power Company, Inc. (L.G., Aug., p. 1156) was fully constituted in July with the appointment of Prof. Maurice Lamontagne, Quebec, as Chairman. Prof. Lamontagne was appointed by the Minister on the joint recommendation of the other two members, Jacques Dumoulin and Marcel Belanger, both of Quebec, who were previously appointed on the nominations of the company and union respectively.

4. The Board of Conciliation and Investigation established to deal with matters in dispute between the Brookland Company Limited (Radio Station CKWS, Kingston) and National Association of Broadcast Engineers and Technicians was fully constituted in July with the appointment of Eric Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister on the joint recommendation of the other two members, Joseph Sedgwick, QC, Toronto, and Miller Stewart, Sturgeon Point, Ont., who were previously appointed on the nominations of the company and the union respectively.

5. The Board of Conciliation and Investigation established to deal with matters in dispute between the Brookland Company Limited (Radio Station CHEX, Peterborough) and National Association of Broadcast Engineers and Technicians was fully constituted in July with the appointment of Eric Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister on the joint recommendation of the other two members, Joseph Sedgwick, QC, Toronto, and Miller Stewart, Sturgeon Point, Ont., who were previously appointed on the nominations of the company and union respectively.

6. The Board of Conciliation and Investigation established to deal with matters in dispute between National Harbours Board, Halifax, and Division 231, Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., July, p. 1021) was fully constituted in July with the appointment of Mr. Justice V. J. Pottier, Halifax, as Chairman. Mr. Justice Pottier was appointed by the Minister on the joint recommendation of the other two members, J. T. MacQuerrie, QC, and R. A. Kanigsberg, QC, both of Halifax, who were previously appointed on the nominations of the employer and union respectively.

Conciliation Board Reports Received

1. J. C. A. Turcotte; Wolfe Stevedores Limited; Empire Stevedoring Co. Ltd.; North American Elevators Ltd.; Sorel Dock Stevedoring Co. Ltd.; Brown & Ryan Limited; Eastern Canada Stevedoring Co. Ltd., and National Catholic Syndicate of Longshoremen of Sorel, Inc. (L.G., June, p. 874). Text of the Board's report is reproduced below.

2. National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., July, p. 1022). Text of the Board's report is reproduced below.

Settlement Following Board Procedure

British Columbia Coast Steamship Service (Canadian Pacific Railway Company); Canadian National Steamships; Union Steamships Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 699).

TUC Publishes History of British Unionism

A brief history of Britain's trade union movement has just been published by the Trades Union Congress, under the title *Two Centuries of Trade Unionism*.

TUC secretary Sir Vincent Tewson, in a foreword, describes it as a "thrilling story of vision, struggle, sacrifice and accomplishment".

No more than an introduction to the history and development of trade unions in Britain, its purpose is to impress upon the present generation of trade unionists, young trade unionists in particular, a sense of the inheritance they have entered upon.

"An appreciation of our great history," Sir Vincent writes, "cannot fail to spur present-day trade unionists to a full sense of their mission, and to encourage them to play an intelligent and forward-looking part in the shaping of national and international policy."

Report of Board in Dispute between

J. C. A. Turcotte, Wolfe Stevedores Limited, Empire Stevedoring Co. Ltd., North American Elevators Ltd., Sorel Dock & Stevedoring Co. Ltd., Brown & Ryan Ltd., and Eastern Canada Stevedoring Co. Ltd.

and

National Catholic Syndicate of Longshoremen of Sorel, Inc.

Translation

The Hon. MILTON F. GREGG,
Minister of Labour,
Ottawa, Ont.

In the matter of the dispute between The National Catholic Syndicate of Longshoremen of Sorel, Inc. and J. C. A. Turcotte, Wolfe Stevedores Limited, Empire Stevedoring Co. Ltd., North American Elevators Ltd., Sorel Dock & Stevedoring Co. Ltd., Brown & Ryan Limited and Eastern Canada Stevedoring Co. Ltd.

Dear SIR:—

The Board of Conciliation and Investigation established by you to deal with matters in dispute between the above-mentioned parties, begs to submit its report.

The Board was composed of His Honour Judge André Montpetit, of the Superior Court, as Chairman, of Mr. Léonce Plante, QC, representing the employers, and of Mr. Marc Lapointe, barrister, representing the Syndicate.

We held a preliminary meeting on April 21, 1953 and three public meetings on the following dates: April 30 (in Sorel), May 7 and May 13 (in Montreal). The Board met alone on July 22 and 23.

The Syndicate's requests which we have examined and on which we must take decisions through recommendations which we consider appropriate, are in the form of amendments to the collective agreement dated June 21, 1952, the expiry date of which is January 31, 1953. (See Exhibit S.1, Article XVII.)

I

The Syndicate suggests that subsection "B" of Section IV, entitled "Unloading of Grain", be amended in order to provide time and one-half instead of \$1.53 per hour, "for any work between 7 p.m. and 6 a.m."

On July 24, 1953, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the National Catholic Syndicate of Longshoremen of Sorel, Inc., and J. C. A. Turcotte, Wolfe Stevedores Limited, Empire Stevedoring Co. Ltd., North American Elevators Ltd., Sorel Dock & Stevedoring Co. Ltd., Brown & Ryan Limited and Eastern Canada Stevedoring Co. Ltd.

The Board was under the Chairmanship of Mr. Justice André Montpetit, Montreal, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. The nominee of the companies was Léonce Plante, QC, Montreal; the union nominee, Marc Lapointe, MCL, Montreal.

The text of the Board's report is reproduced herewith.

Strangely enough, the agreement, as it now reads, provides time and one-half for all night work except that of grain unloading for which a premium of 25 cents an hour applies (the regular hourly rate for day work being \$1.28).

The Board is of the opinion that there is no reason for this, and it recommends that the employers grant the amendment as submitted by the Syndicate.

II

The Syndicate's second request provides (Section V "Loading and Unloading of Cargo") that in the case of the setting up of stevedoring gear with used lumber there should be a premium of 10 cents an hour above the regular rates.

The evidence, on the whole, indicates that, as a general rule, the setting up of partitions follows cleaning. But nowhere—and the point has not been denied—is a special premium paid for setting up work as such.

Under the circumstances, the Board is of the opinion that there is no reason for supporting the amendment submitted by the Syndicate.

III

Re Section VI (Loading and Unloading of certain products from box cars and ships), the Syndicate asks that "special clothing be supplied by the Companies for the handling of creosoted wood (aprons, mittens and cuffs)".

If the workers handling creosoted wood were not already receiving an additional premium of 15 cents granted to them sometime ago, the Board would not have hesitated to endorse the suggestion made by the Syndicate. But such a premium is provided in all cases of loading or unloading substances or products the handling of which presents any physical risk.

That being so, the Board does not feel it should endorse the Syndicate's request in the particular case of creosoted wood, inasmuch as, according to the Syndicate's own witnesses, the clothes that the longshoremen might need only cost from \$3 to \$3.50 (a set) and that two "sets" per season would suffice.

IV

The Syndicate (Section VII, Work on Sundays and Holidays) requests that the Feast of the Immaculate Conception—December 8th—be added to the five holidays already recognized in the agreement.

To all practical purposes this request of the Syndicate is of no consequence, as it nearly never happens that longshoremen are called to work in such a late period of the year when the shipping season is nearly always over. Furthermore, the Syndicate has shown that Immaculate Conception Day is recognized as a holiday in most of the agreements of the Sorel area.

Considering the above, and

Considering that recognition of six holidays instead of five seems reasonable;

Considering that there is no important objection that this sixth holiday be on Immaculate Conception Day;

The Board recommends that the Employers accept the amendment suggested by the Syndicate.

V

The Syndicate request in Section VIII (Foremen) that all foremen receive a premium of \$0.25 per hour (instead of \$0.10) over the regular rate paid to longshoremen.

According to the evidence, foremen received a premium of \$0.20 per hour in 1947, 1948 and 1949. In 1950, this premium

was changed to a bonus based on the number of hours required to load and unload a ship. In 1952, the bonus was replaced by the present \$0.10 premium.

It is clearly established that this last change has brought about a marked decrease of the foremen's take home pay, even with the general increase in longshoremen's wages.

For these reasons, the Board recommends that said premium be re-established to the previous amount of \$0.20 per hour.

VI

During our public hearings, the parties agreed to make a written submission concerning the Syndicate's proposed changes to Section IX (Mooring Men). Unfortunately, they have not done so, and their suggestions in their respective briefs as to how this Section should read differs greatly.

However that may be, we feel that in combining these two proposals we could arrive at a satisfactory solution. Here is what we suggest—

... "However, if these men should already be working for a Company when an ocean-going steamer is berthed, they shall not be displaced before the Companies have communicated with the Syndicate to obtain other men for that purpose. If the Syndicate cannot then supply the mooring men required and if the Companies must use men already at work, these men will not then be entitled to two hours pay on top of their regular wage."

It goes without saying that if the parties concerned, who are in agreement on the principle involved, wish to change the text we have submitted they can do so at their discretion.

VII

The first amendment submitted here by the Syndicate (Section XII, para. "a") to the effect of eliminating the waiting period of 30 minutes in the morning, at 7 a.m., and at noon, at 1 p.m., has been accepted by the Employers.

The Employers are firmly opposed to doing away with the 3.30 p.m. call, and rightly so in our opinion. We are convinced that it is not even in the longshoremen's interest to change the *status quo*. In fact, if such were the case, the danger of diverting the regular shipping traffic to ports where the work can be done at regular rates and without near-penalty delay would increase.

During the first public conciliation meeting, the Syndicate dropped the third amendment it had submitted to article XII.

VIII

We are of the opinion that the Employers should agree to change article VIII in order "to have a foreman assigned to all pump men," as suggested by the Syndicate, and this for the simple reason that in not doing so they violate the provisions of article XIII (para. "b") of the agreement, which presently reads as follows: "...the men shall receive orders through their own foremen..."

IX

The Syndicate, here, asks for a closed shop. The Syndicate recognizes, however, that to all practical purposes the Employers, in accordance with article XVI of the agreement, have always given preferential employment to the members of the Syndicate. The Employers, however, object to a definite agreement concerning a closed shop. While admitting that such reason for refusing to recommend this clause is not a valid one, we believe that it would not be advisable in this case because of the serious difficulties which arose recently between the two parties. Under the circumstances, we would ask the Syndicate to leave any discussion of the matter until a later date and to renew the agreement without amending article XVI at the present time.

It was suggested by the Syndicate that a contributory pension fund be established, which fund should be administered jointly by Employer and Syndicate representatives.

We readily admit that, in principle, a contributory pension fund is desirable, but in the absence of proof to the contrary and of appropriate information, we do not believe that for the time being we should go beyond a recommendation to the parties to include in their next collective agreement a clause to the effect that, following the Syndicate's suggestion, they undertake to discuss and to put into effect, during

the life of the agreement if possible, a contributory pension plan acceptable to all concerned.

XI

Concerning the educational fund mentioned under this heading, it is our recommendation, should the Syndicate establish such fund, that the Employers agree to deduct one cent (1c.) for each hour worked from the wages of each stevedore and remit the amount thus collected to the Syndicate.

XII

The Syndicate has suggested a 20 cents an hour wage increase across the board.

After due consideration and having taken into account all the factors submitted to us, it is our opinion that the Employers should grant a 10 cents an hour increase as of this date.

We have come to this conclusion mainly because, in our humble opinion, the current differential between the wages paid to stevedores in Montreal and Quebec and those paid in Sorel, namely 38 cents and 28 cents an hour, respectively, is out of proportion and should be rectified in some measure.

Although the matter has not been brought before us, we recommend that the parties concerned sign a collective agreement for one year, effective as of this date.

All the above recommendations constitute the Board's unanimous decision.

Respectfully submitted,

ANDRÉ MONTPETIT,
Chairman.
LÉONCE PLANTE.
MARC LAPOINTE.

Dated at Montreal, this 23rd day of July 1953.

STRIKES AND LOCKOUTS IN CANADA, 1952 With Information for Certain Other Countries

Price: 15 cents

Contains a detailed list of strikes and lockouts occurring in Canada during 1952, together with tables showing time loss, workers involved, causes and results; and also information for certain other countries

Report of Board in Dispute between

National Harbours Board, Montreal

and

Brotherhood of Railway and Steamship Clerks, Freight
Handlers, Express and Station Employees

The Hon. MILTON F. GREGG, M.P.,
Minister of Labour,
Ottawa, Ontario.

Dear Sir:—

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between the National Harbours Board, Montreal, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, was composed of Messrs. H. Carl Goldenberg, QC, Chairman, Michael Rubinstein, nominee of the Union, and K. G. K. Baker, nominee of the Employer.

Having heard and examined the representations of the parties to the dispute, the Board is now pleased to report as follows:—

The dispute arises from a demand by the Brotherhood for revisions in the collective agreements between the parties. The Board has been advised that the parties have reached an understanding on a number of proposed revisions. The remaining matters in dispute are the following demands by the Brotherhood:

- (a) A five day 40-hour work week with no decrease in take-home pay, effective January 1, 1953.
- (b) A general increase of 30 cents per hour in all rates of pay, effective January 1, 1953.
- (c) A compulsory check-off of Union dues for all employees covered by the collective agreements between the parties.

The 40-Hour Week

The Union submits that the 40-hour week is now in effect in many industries, including the Canadian railways and the lake-head elevators, and that in maintaining the 44- and 45-hour week, the Employer is behind the times. The Employer submits that the high intensity of work during the navigation season, as is evidenced by the number of hours of overtime work, would make a 40-hour week impracticable during that season. Nevertheless, the Employer expressed readiness to consider the intro-

On July 16, 1953, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and National Harbours Board, Montreal.

The Board was under the Chairmanship of H. Carl Goldenberg, QC, Montreal, who was appointed by the Minister on the joint recommendation of the other two members of the Board. The nominee of the company was K. G. K. Baker, Montreal; the union nominee, Michael Rubinstein, Montreal.

The text of the Board's Report is reproduced herewith.

duction of a 40-hour week during the non-navigation season, provided that a reasonable agreement is reached in respect of basic wage increases.

The Board recognizes the fact that the 40-hour week is becoming more widespread in industry, including public utilities, but it also recognizes the special features of the operations of the National Harbours Board. Accordingly, it recommends that at this stage the collective agreements between the parties be amended to provide for the 40-hour week during the non-navigation season, that is, from approximately the first week of December to approximately the middle of April, effective December 1953.

Rates of Pay

The Union submits that rates of pay under the existing agreements are out of line with the rates for similar operations in related industries, and, further, that the cost of living and increased productivity are additional factors warranting the proposed increase. The Employer, on the other hand, submits that existing rates are not out of line and points to a reduction of approximately 4 per cent in the cost-of-living index between December 1, 1951, and May 1, 1953.

Having examined comparable rates of pay and having regard to its recommendation that the 40-hour work week be introduced in the non-navigation season, the Board recommends as follows:—

- (a) That the duration of the collective agreements between the parties be extended to December 31, 1954;
- (b) That effective January 1, 1953, the hourly rate for employees in each of the hourly rated classifications be increased by 7 per cent, with a minimum increase of 8 cents per hour, the increase to be paid only to employees who are presently in the employ of the National Harbours Board and to those who have retired on pension during the period covered by the increase. The Board desires to point out that the said increase of 7 per cent includes a basic increase of 5 per cent and an increase of 2 per cent to compensate for the introduction in December 1953 of the 40-hour week in the non-navigation season;
- (c) That effective January 1, 1954, the hourly rate for employees in each of the hourly rated classifications be increased by an additional 2 per cent as further compensation for the introduction of the 40-hour week in the non-navigation season.

Union Dues Check-off

The Union demands a compulsory check-off of regular Union dues from all employees, whether or not they are members of the Union, on the ground that all employees are beneficiaries of Union action and should, therefore, contribute towards the expense involved. It points out further that this practice has now been introduced by the Canadian railways as well as other employers.

The Board notes that the existing collective agreements between the parties do not provide for a check-off of any kind. It notes further that in the negotiations between the same parties for the renewal of the collective agreements which terminated in 1951, the Union demanded a voluntary check-off. The Board of Conciliation appointed to consider the dispute at that time, and consisting of the same members as the present Board, recommended as follows:—

With respect to the Union's demand for a voluntary check-off of Union dues, the Board is aware that this is now a

common practice in industry and can see no reasonable objection to it. However, it is a practice which has not as yet been adopted by Crown Corporations such as the National Harbours Board. In the absence of Government policy authorizing such Crown Corporations to introduce the voluntary check-off of Union dues, the Board can only recommend that this demand be reviewed again in the light of Government policy at the termination of the renewed agreements.

The present Board is pleased to note that Government policy now authorizes the voluntary check-off. Accordingly, while it is of the opinion that the Union's current demand be reviewed again at the termination of the agreements in the light of policy and practice at that time, the Board recommends that the existing collective agreements between the parties be amended to provide for a voluntary check-off of normal Union dues which shall be irrevocable during the term of the said agreements, save that Union members may withdraw their authorization therefor within fifteen days prior to the termination date of the agreements.

The whole respectfully submitted.

(Sgd.) H. CARL GOLDENBERG,
Chairman.

(Sgd.) MICHAEL RUBINSTEIN,
Member.

(Sgd.) K. G. K. BAKER,
Member.

Comment by Mr. Michael Rubinstein

While concurring in the recommendations of the Board, I desire to record a difference of opinion with respect to the check-off of Union dues. The Board suggests that this matter be reviewed again at the termination of the agreements in the light of policy and practice at that time. It is my view that the Union's demand for the introduction of the Rand Formula be reviewed again before the end of this year. The reasons for introducing this Formula have been amply explained in the Union's brief, and perhaps even more clearly in the decision of Mr. Justice Rand in the Ford Motor case, 1946, and it is needless to repeat them here. In the earliest days of democratic struggles, the principle of no taxation without representation was basic. We should go a step further to make it also one of "no representation without taxation".

(Sgd.) MICHAEL RUBINSTEIN.

July 15, 1953.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Manufacturing

Paper Products—Toronto, Ont.—Bradshaw's Limited and International Printing Pressmen and Assistants' Union of North America, Local 466.

Agreement to be in effect from May 1, 1953, to April 30, 1954, and thereafter from year to year, subject to 60 days' notice.

Check-off: compulsory for all employees after completion of probationary period. However, when authorized the company will deduct union dues from the pay of new employees prior to the completion of the probationary period.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for the first 3 hours in excess of 8 hours per day, double time thereafter and for work on Sunday and on 8 specified *paid holidays*. In 1953 Coronation Day is added to the list of the 8 *paid holidays*. Employees losing time of their own volition must make up their time in the current week before overtime rates apply.

Rest periods: female employees will be entitled to two 10-minute rest periods per shift. All employees will be allowed 5 minutes in which to wash up at the end of the shift.

Vacations with pay: one week after one year and 2 weeks after 3 years of continuous service.

Hourly wage rates: males—rotary pressman \$1.45 to \$1.90, assistant \$1.05 to \$1.40; gravure pressman and laminator operator \$1.55 to \$1.85, gravure helper \$1.05 to \$1.40, gravure assistant \$1.45 and \$1.50; aniline pressman \$1.45 to \$1.80, assistant \$1.05 to \$1.40; waxer operator \$1.32 to \$1.47, assistant \$1.05 to \$1.30; slitter operator \$1.37 to \$1.52, assistant \$1.05 to \$1.35; cutter \$1.12 to \$1.62; bag machine adjuster \$1.48 to \$1.75, operator \$1.05 to \$1.62; lathe machinist \$1.07 to \$1.62, general machinists \$1.07 to \$1.72, electro plater \$1.07 to \$1.52, rubber plate maker \$1.05 to \$1.55, shipping and receiving help \$1.05 to \$1.35, assistant shipper \$1.05 to \$1.40, truck driver \$1.25 and \$1.45, ink man \$1.05 to \$1.50; general help, plate man (apprentice) \$1.05 to \$1.30; females—75 cents to \$1.35. (The above rates are, in most cases from 3 to 20 cents per hour higher than the previous rates.)

Off-shift differential: employees working on the afternoon and night shifts will be paid 15 per cent over the regular hourly rate.

Provision is made for *seniority rights* and *grievance procedure*.

Oil Refining—Regina, Moose Jaw, Saskatoon and Rosetown, Sask.—The Hi-Way Refineries Limited and Oil Workers International Union, Local 609.

Agreement to be in effect from September 21, 1952, to December 31, 1953, and thereafter from year to year, subject to notice.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Union security: union shop.

Check-off: voluntary.

Hours: for hourly-rated employees—8 per day 5 days a week, a 40-hour week; for head office staff—7 per day Monday through Friday, a 35-hour week. **Overtime:** time and one-half for work in excess of above hours, double time for work on regularly assigned Sundays and double time and one-half on 8 specified *paid holidays* and on any other day proclaimed a holiday (also paid). Commencing April 1, 1953, hours worked by a truck driver in excess of 40 hours in any calendar week will accumulate to his credit at the rate of one and one-half hours for each hour worked until a maximum of 174 hours is reached, and at straight time thereafter. Where a truck driver works less than 40 hours in any week, each hour by which the number of hours is less than 40 shall cancel one hour accumulated at straight time in excess of 174 hours or one hour which may accumulate in the future to the credit of the driver. Within 7 days of March 31 in each year truck drivers will be paid wages at the rate of straight time for every accumulated hour remaining to their credit.

Rest periods: employees will be granted two 15-minute rest periods per day.

Vacations with pay: after one year's service two weeks; employees with less than one year's service will be entitled to one day for each month of service or fraction thereof.

Paid sick leave: every employee shall accumulate sick leave credits at the rate of one day for each calendar month, or major fraction thereof, of service. Such credits shall accumulate from the commencement of employment but employees will be entitled to sick leave with pay only after the completion of 3 months of continuous service. Employees qualifying for workmen's compensation will receive their regular rate of pay from the company but the payments made by the Workmen's Compensation Board shall become the property of the company.

Compassionate leave of absence up to 5 days will be granted to any employee in case of pressing emergency (sickness or death in employee's immediate family).

Hourly wage rates for certain classifications: maintenance department—high pressure welders \$1.75 and \$2.02, pipe fitters

\$1.75 and \$1.92, pump repairman \$1.92; carpenter insulator \$1.72; helpers, first \$1.52, second \$1.47; loaders and unloaders \$1.52, yardman \$1.40, probationary labour (30 days) \$1.20. Process department—personnel supervisor \$2.32, operator \$2.17, control man \$1.97, assistant operator \$1.85, treater man \$1.72, blender \$1.67, laboratory technicians \$1.40 to \$1.70, power engineers \$1.52 to \$1.97, junior engineers \$1.45, Rosetown stillmen \$1.50 to \$1.80, Rosetown boilerman \$1.67. Marketing department—plant cashier and accountants \$1.60 and \$1.80, warehousemen (Saskatoon and Rosetown) \$1.65, warehouseman and oilblender (Regina) \$1.70, warehouse assistant \$1.45, truck drivers \$1.55. Head office staff (per week)—clerks and typists \$37.50 to \$47.50, book-keepers \$50 to \$65.

Off-shift differential: maintenance and process employees will be paid a shift differential of 5 cents per hour for work on the afternoon shift and of 10 cents per hour on the night shift.

Provision is made for *seniority rights, grievance procedure, the safety and health of employees and a labour-management committee.*

Construction

Carpenters—Nova Scotia—The Master Builders of Sydney, Glace Bay, New Waterford and Northside and United Brotherhood of Carpenters and Joiners of America, Locals 1588, 1645, 611 and 2348 (Cape Breton Island District Council).

Agreement to be in effect from June 1, 1953, to May 31, 1954. If either party desires to alter the terms of the agreement at its termination, 3 months' notice must be given.

Union security: the employer will employ only union members when available; no union member shall be laid off until all non-union men are laid off. If the union is unable to supply the required number of journeymen carpenters upon 2 days' notice, non-union men may be employed who will be subject to the rules and regulations of the union. Master contractors shall have the right to work on their contracts.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work in excess of 8 hours per day or 7 hours at shift work; double time for work on Saturdays, Sundays and on 8 specified holidays.

Minimum hourly wage rates: journeymen carpenters \$1.90, apprentices—first 500 hours \$1.07, second 500 hours \$1.15, second 1,000 hours \$1.23, third 1,000 hours \$1.35, and so on to \$1.73 for eighth 1,000 hours (an increase of 10 cents in each case over the previous rate). Any member of the union working for anyone other than a recognized contractor shall charge 45 cents per hour more than the above scale. A special rate of wages may be established for an employee who is handicapped. Carpenters required to work on scaffolds or structural steel 50 or more feet in height will be paid an additional 5 cents per hour for the first 10 feet above the 50-foot height and an additional 10 cents per hour for every 20 feet thereafter.

Off-shift differential: when necessary to work 2 or more shifts, men employed between 5 p.m. and 8 a.m. will receive 8 hours' pay for 7 hours' work.

Apprentices may be employed in ratio of one to 5 journeymen per job; in regard to hours, overtime and holidays they will be governed the same as journeymen.

Transportation will be mutually arranged between employer and union.

Provision is made for *grievance procedure.*

Painters—Saskatoon, Sask.—Certain employers and The Brotherhood of Painters, Decorators and Paperhangers of America, Local 1600.

Agreement to be in effect from March 1, 1953, to March 1, 1954, and thereafter from year to year, subject to notice.

Union security: union shop for new employees with maintenance of membership for all. No union employee shall work for anyone other than the employer who holds his unemployment insurance book.

Hours: from March 1 to September 1, 1953—8 per day Monday through Friday, 4 on Saturday, a 44-hour week; from September 1, 1953, to March 1, 1954, Saturday will not be included in the standard working week.

Overtime: time and one-half for work in excess of above daily hours, double time for all work between 5 p.m. Saturday and 8 a.m. Monday. Eight specified days and any other day proclaimed by provincial or federal statute will be recognized as statutory holidays. No work shall be performed on Labour Day without special permission from the union.

Hourly wage rates: for journeymen \$1.50 (previously \$1.40) from March 1 to September 1, 1953; thereafter \$1.60. Established spray painters will receive a premium of 10 cents per hour. On all work performed from swing stages, scaffolds, bosun's chair, window jacks or safety belts over 40 feet from the ground and involving unusual hazards a premium of 15 cents per hour will be paid. Foremen and recognized charge hands in charge of more than 3 men will receive 10 cents per hour extra.

Off-shift differential: when work cannot be properly done during the regular working hours, it may be performed after such hours at single rates plus 10 cents per hour. After 8 hours, overtime rates shall apply.

Out-of-town work: men working out of town will have their fare and expenses paid. Travelling time up to 8 hours in any 24-hour period will be paid for at straight time.

Provision is made for the *settling of grievances.*

Transportation, Storage, Communication

Cartage—Province of Ontario—Hendrie and Company Limited and The Canadian Brotherhood of Railway Employees and Other Transport Workers.

Agreement to be in effect from September 1, 1952, to December 1, 1953, and thereafter until revised or superseded by mutual agreement or termination on 60 days' notice.

Check-off: compulsory for all employees coming within the scope of the agreement.

Hours: 8 per day 5 days a week, a 40-hour week. *Overtime:* time and one-half for work

in excess of the assigned hours and for work on Sundays, double time for work on 8 (previously 7) specified *paid holidays*.

Vacations with pay: employees with less than 3 years' service will be granted one week per year; after 3 years' service 1½ weeks and after 5 years' service 2 weeks per year.

Hourly wage rates: truck drivers \$1-262 to \$1-422, tractor drivers \$1-358 to \$1-512; yardmen, machinery crew (helpers), warehousemen \$1-262 to \$1-326; mechanics \$1-519, carpenters \$1-493, painters \$1-647, bodymen \$1-699, horse van drivers \$1-358, crane operator \$1-968, crane driver \$1-422, watchmen \$1-078, night loaders regular rates plus 5 cents. (The above rates are from 14·8 to 19·4 cents per hour higher than the rates provided in the previous agreement.)

Uniforms: the company will supply hats, smocks and overalls or comparable uniforms to the individual employee not oftener than every 6 months. In the case of employees with less than 3 years of consecutive service the company will bear one-half, and in the case of employees with 3 or more years' consecutive service, the full cost of such uniforms.

Provision is made for *grievance procedure* and *seniority rights*.

Grain Elevators—Fort William and Port Arthur, Ont.—*Certain terminal grain elevator companies and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Local 650.*

Agreement, following conciliation, to be in effect from January 1, 1953, to December 31, 1953.

Check-off: compulsory for all new employees after being in the service for an aggregate of 3 months within a year and for "all present employees except present employees not now members of the union." (Previous agreement provided for a voluntary revokable check-off.)

Hours: 8 per day Monday through Friday, a 40-hour week (previously 6 days a week, a 48-hour week). *Overtime:* time and one-half for work in excess of 40 hours per week and for work on Saturdays (except that an employee who is off work voluntarily during the week will be paid straight time for work on Saturday) and on 2 specified unpaid holidays; double time for work on Sundays and on 6 *specified paid holidays*. The above provision regarding overtime pay for work on Saturdays is retroactive to August 1, 1952. Monthly-rated employees will be paid extra at *pro rata* rates for all overtime and for work on 8 specified holidays. If meal time is not allowed at the usual time and is worked it will be paid for at the overtime rates. Except in case of emergency, no employee shall be required to work more than 11½ hours in any one shift. All employees will work such overtime as a company may deem necessary to carry out its operations, but not more than 7½ hours after 5 p.m. in any one week. No overtime shall be worked after 5 p.m. on Saturday except to finish loading a boat and then not to exceed one hour.

Vacations with pay: monthly-rated employees with one or more years of service and hourly-rated employees who have worked not less than 46 weeks in a period of 52

consecutive weeks will be granted 2 weeks or, if the vacation is taken between December 30 and March 31 of the next following year, 3 weeks.

Wage rates: for ordinary labourers, including shovellers, \$1.35 per hour; for all other classes of hourly-rated employees, including assistant weighmen, electricians' assistant, millwrights' assistants, cleaner men, bin floor men, oilers, etc. \$1.40 per hour (the previous agreement provided for \$1.02 and \$1.07 per hour, respectively; however, for some time prior to the time the present agreement was negotiated, employees were paid 10 cents per hour in excess of the wage rates set out in the agreement); hourly-rated men appointed to act in a supervisory capacity will be paid 10 cents per hour extra. Monthly-rated employees will be paid the adjusted rates of pay existing as at December 31, 1952.

Escalator clause: all employees will be paid a cost-of-living bonus of one cent per hour for each increase of 1½ points in the Dominion Bureau of Statistics' cost-of-living index above the figure for October 1, 1952. Any such increase shall be similarly reduced if the index declines. Adjustments will be made quarterly (previous agreement did not contain an escalator clause).

Off-shift differential: all employees will be paid 5 cents per hour extra for all work performed on any other than their regular day shift.

Provision is made for *seniority rights* and *grievance procedure*.

Service

Municipal Government—Trail, B.C.—*The Corporation of the City of Trail and The Trail and District Civic Workers' Union, Local 343 (TLC).*

Agreement to be in effect from February 1, 1953, to January 31, 1954, and thereafter from year to year, subject to 2 months' notice.

Check-off: compulsory for all employees. "In no case, however, shall this prohibit or prevent the employee from joining or quitting the union if he so desires, provided such employee shall retain voting privileges with reference to ratification of collective bargaining agreements."

Hours: an average of 44 per week, except for office personnel whose hours of work will be 7½ per day Monday through Friday, 4 on Saturday; however, during the months May to October, inclusive, one-half of the office personnel shall work alternate Saturdays. *Overtime:* hourly-rated employees will be paid time and one-half for work in excess of 8 hours per day and double time for work on Sundays or the regular days off.

Statutory holidays: 7 specified recognized holidays will be *paid holidays*. All work performed on any such holiday will be paid for at double time and one-half and there shall be no deductions made in the salaries of any salaried employee on any such holiday.

Vacations with pay: 44 hours after one year, 88 hours after 2 years and 132 hours after 15 years of service.

Paid sick leave: for salaried employees one day for each month worked, but not exceeding 12 working days in any one year. Unused sick leave will be accumulative.

Municipal superannuation: upon assuming employment employees may apply, if eligible, for superannuation in conformity with the Municipal Superannuation Act of British Columbia.

Wage rates: for hourly-rated employees—labourers \$1.40, grave diggers \$2.05, helpers \$1.44, operators \$1.49 to \$1.58, repairmen \$1.62 and \$1.67, straw bosses \$1.71, tradesmen (first class) \$1.76; basic monthly rates for salaried staff—accountant \$287.80, collector clerk \$247.80, cashiers \$177.80 and \$207.80, stenographer \$177.80, stenographer clerk \$167.80, instrument man and draughtsman \$309, scales attendant \$227.80, garbage truck operator (including 9 cent garbage differential) \$309, janitor \$256.80. (The above hourly rates are 10 cents per hour and the monthly rates \$19 per month higher than the previous rates.) New salaried employees will receive an increase of \$10 per month after a 6-month probationary period (in the case of experienced new employees after a 3-month probationary period) with an annual increase of \$10 per month over a 3-year period for each year of service.

Provision is made for *seniority rights, grievance procedure* and a *joint safety committee*.

Scientific Services—Chalk River—Atomic Energy of Canada Limited and Atomic Energy Allied Council (AFL), comprising eight AFL-TLC Unions.

Agreement to be in effect from April 1, 1953, to March 31, 1955, and thereafter from year to year, subject to notice.

Check-off: voluntary but irrevocable.

Hours, effective April 27, 1953: for day workers (except bus drivers)—8½ (previously 9) per day Monday through Friday, a 42½-hour week; for shift workers—8 per day, 6 days a week; however, in order to reduce their hours from 48 to an average of approximately 45 per week, shift workers will be allowed one extra day off for each 17 days worked. The parties will consider the implementation of the 40-hour week for day workers and the 42-hour week for shift workers in the next agreement. **Overtime:** time and one-half for work in excess of above daily hours, for work on Sundays or the alternate day of rest and, in the case of day workers, for work on Saturdays; double time and one-half for all work on 9 paid holidays.

Vacations with pay: one week after one and 2 weeks after 2 years of continuous service; employees with less than one year's continuous service will be entitled to one day after 3 months, 2 days after 4 to 5 months, 3 days after 6 to 7 months, 4 days after 8 to 9 months and one week after 10 to 12 months with pay equal to 2 per cent of their earnings. Employees with less than 3 months' service will receive 2 per cent of their earnings but they will not be given vacation leave. An employee who has completed 6 months of continuous service may

be granted up to 3 days' special leave with pay on the death of a close relative or on the marriage of the employee, if male.

Wages: effective April 27, 1953, the hourly rates were increased by an amount sufficient to maintain for employees on the shorter hours the same take-home pay as they enjoyed under the previous longer hours. The rates for certain classifications are now as follows: mechanical services—tool and die maker \$1.92, machinist \$1.68 and \$1.79, millwright \$1.69 and \$1.80, electrician \$1.72 and \$1.82, instrument mechanic \$1.61 to \$1.80, carpenter \$1.63 and \$1.74; bricklayer, maintenance mechanic \$1.56 and \$1.66; layout man (machine shop), welder \$1.66 and \$1.77; sheet metal worker, leadburner \$1.65 and \$1.76; trades helper \$1.20 and \$1.25, truck driver (heavy) \$1.48, lift tractor operator \$1.32; transportation services—automotive mechanic \$1.68 and \$1.74; bus operator \$1.33, stand by rate 67 cents; truck driver, oiler and greaser \$1.28; labour services—laundry operator \$1.25, janitor \$1.15, labourer \$1.14; general services—contamination monitor \$1.36, decontamination operator \$1.15 and \$1.23, animal attendant \$1.27, seamstress 86 cents, maid 79 cents. A lead hand is paid 10 cents per hour or 8 per cent of hourly rate, whichever is the greater, more than the rate for his classification. Effective April 1, 1954, all hourly rates will be increased by 4 cents per hour. Should any substantial raise occur in living costs, the Council may, upon 15 days' notice, be provided an opportunity to discuss the increased costs with the company.

Off-shift differential: employees on the evening shift will be paid 6 cents, and those on the night shift 9 cents per hour extra.

Welfare plans: the company agrees to pay half the cost of the Ontario Blue Cross Surgical-Obstetrical-Medical and Comprehensive Hospital Care Plan and also of the Sickness and Accident Indemnity plan of a specified assurance company.

Pension plan: the company agrees to establish a retirement plan during the term of this agreement on the following basis: each participating employee will contribute 5 per cent of his earnings and the company will contribute a like amount. Providing an employee contributes to the plan the amount which he has to his credit in the company savings fund (Retirement Fund) at the date of introduction of the pension plan, the company agrees to contribute a like amount. The actual details of the plan are to be worked out by a joint committee.

Apprentices: the two parties will establish a joint committee to develop a mutually satisfactory apprenticeship training program.

Seniority: the skill and experience of an employee and his capacity to perform the required task shall be the determining factors in all cases of transfer, promotion, and the increase or decrease in the working forces; where these are deemed equal between two or more employees seniority shall be the determining factor.

Provision is made for *grievance procedure* and the setting up of a *labour-management production committee*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of the terms of two new agreements, the repeal of one, the correction of two as well as the correction of a previous request for an amendment, and the amendment of eight others.

In addition to those summarized below, they include: a correction to the request for the amendment of the agreement for barbers and hairdressers at Trois Rivières and the correction of the agreement for metal trades at Quebec published in the *Quebec Official Gazette*, issue of June 20; the repeal of the agreement for retail stores at Coaticook and the amendment of the agreement for barbers and hairdressers at St. Hyacinthe in the issue of July 11.

Requests for the amendment of the agreements for barbers and hairdressers at Hull and retail stores at Roberval were published June 20. Requests for the amendment of the agreements for the corrugated paper box industry, for the ladies' cloak and suit industry and for the paint manufacturing industry in the province, for truck drivers at Montreal and for retail stores at Richmond were gazetted June 27; for building trades at St. Hyacinthe and at Trois Rivières in the issue of July 4. A request for a new agreement for the building trades at Montreal and requests for the amendment of the agreements for retail food stores at Quebec, for building trades at Montreal and for the building materials industry in the province were gazetted July 11; a

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June 1934.

request for a new agreement for retail stores at St. Félicien was gazetted July 18.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

Manufacturing

Bakery Products, Trois Rivières and District.

An Order in Council dated June 18 and gazetted June 27 amends the previous Orders in Council for this industry (L.G., June 1947, p. 826; Jan.-Feb. 1948, p. 51, Nov., p. 1245; Oct. 1949, p. 1246; April 1952, p. 449, and previous issues).

Minimum weekly wage rates for journeymen and apprentices, which are increased by \$3 per week, are now as follows: first baker, first pastry-cook \$48; second baker, second pastry-cook \$44; third baker and other journeymen, third pastry-cook and other journeymen \$41; apprentices from \$24 in first year to \$32 in third year.

Ladies' Cloak and Suit Industry, Province of Quebec.

An Order in Council dated June 18 and gazetted June 27 extends the previous Orders in Council for this industry (L.G., Aug. 1949, p. 987; Jan. 1950, p. 77; April 1951, p. 543; Jan. 1953, p. 97, and previous issues) to June 30, 1954.

Sheet Metal Manufacturing, Montreal.

An Order in Council dated June 30 and gazetted July 11 extends the previous Order in Council for this industry (L.G., Aug. 1952, p. 1084) and another published in the *Quebec Official Gazette*, December 20, 1952, to August 1, 1953.

Construction

Building Trades, Montreal.

An Order in Council dated June 18 and gazetted June 27 extends the previous Orders in Council for this industry (L.G., June 1952, p. 781; March 1953, p. 432, April, p. 582, May, p. 728, June, p. 886) to October 1, 1953.

Another Order in Council dated June 30 and gazetted July 11 further amends the previous Orders in Council for this industry by the addition of a Part "D" governing *plasterers* to be in effect until April 1, 1955. New working conditions for this trade are now as follows:—

Plasterers

Overtime: double time for work between 10 p.m. and 8 a.m. and on Saturdays. (General conditions of the main agreement provide time and one-half for work in excess of regular hours and between 10 p.m. and 8 a.m.; double time on Sundays and holidays.)

Minimum hourly wage rate for journey-men plasterers for a regular work week of

40 hours is \$2 (an increase of 10 cents); rates for apprentices range from 50 to 85 per cent of journeymen's rates.

Other provisions include compensation of at least two hours' pay at regular rates for plasterers and apprentices who report to work at the request of their employer or to continue work in progress and who are notified that, for reasons beyond his control, no work may be performed; compensation for travelling time is also provided.

With the exception of the working conditions outlined above the general conditions of the main agreement continue to apply.

Structural Iron Industry (Erectors), Province of Quebec.

An Order in Council dated June 18 and gazetted June 27 extends the previous Orders in Council for this industry (L.G., Nov. 1952, p. 481; June 1953, p. 886) to September 1, 1953.

Building Trades, St. Jérôme.

A Building in Council dated June 30 and gazetted July 11 amends the previous Orders in Council for this industry (L.G., Jan. 1952, p. 56, April, p. 453, June, p. 782; June 1953, p. 911, and previous issues).

Minimum hourly wage rates for certain classifications in the county of Terrebonne are ten cents per hour higher as follows: bricklayer, mason (including cutter on the job) \$1.55; carpenter-joiner \$1.40; plasterer \$1.35; labourer \$1; plasterer's, bricklayer's and mason's helpers \$1.10.

A new scale of minimum rates for certain classifications in the county of Labelle is included as follows: carpenter-joiner \$1.25; labourer 90 cents; carpenter \$1.15; painter \$1.10; watchman (night and day) \$25 per week. (The above rates in the county of Labelle are ten cents per hour higher for carpenter-joiner and labourer, unchanged for watchmen, and the classifications carpenter and painter are included for the first time.)

Minimum rates for apprentices with the exception of those engaged in the structural iron industry, etc., are increased by ten cents per hour.

Building Trades, Quebec District.

An Order in Council dated June 30 and gazetted July 11 makes binding the terms of a new agreement between "L'Association des Constructeurs de Québec"; The Corporation of Plumbing and Heating Contractors of the Province of Quebec (Quebec and District Section); The Corporation of Master Electricians of the Province of Quebec (Quebec and District Section); and "Le Conseil des Métiers de la Construction des Syndicats catholiques nationaux de Québec, inc." Agreement to be in effect from July 11, 1953 until April 30, 1954, thereafter from year to year, subject to notice.

Industrial jurisdiction: it applies to all construction, building and engineering operations including bridge construction operations carried out for the Public Works Department. It also governs all operations of the ornamental iron and bronze trades as well as tinsmith-roofers both on the job or in the shop. It does not apply to cities, towns and municipal corporations in as much as repair or maintenance work on their own

buildings is concerned, as well as construction, rebuilding or maintenance work on aqueducts, sewers, etc., and other works of a similar nature performed under their immediate control. However, the agreement applies to contractors or subcontractors carrying on the same operations on their behalf or by the job for the said cities, towns, etc. It does not apply to steam railroad companies in the case of operations performed by the maintenance men of the system already covered by a collective agreement with the companies; it does not apply to road operations carried out for the Roads Colonization or Mines Department of the provincial Government; to mining operations including operation and maintenance of all shops in connection therewith, nor to logging operations as well as the operations of pulp, paper and sawmills.

Territorial jurisdiction comprises the city of Quebec the counties of Quebec, Portneuf, Montmorency, Charlevoix, Lévis, Lotbinière, Dorchester, Mégantic, Beauce, Bellechasse, Montmagny, L'Islet, Kamouraska, as well as the city of Rivière-du-Loup and the municipalities of Notre-Dame-du-Portage and St. Antonin of the county of Rivière-du-Loup. It is divided into three zones: Zone I, the cities of Quebec, Lévis, Lauzon, Sillery and the towns of Saint-Foy, Château-d'Eau, Quebec-West, Charlesbourg, Beauport, Montmorency, Courville and the municipalities of St. Romuald d'Etchemin, St. Téléphore, Charny, and other neighbouring municipalities, as well as the city of Thetford Mines and the town of Black Lake; Zone II, the city of Rivière-du-Loup and the following municipalities of the county of Charlevoix: La Malbaie, Pointe-au-Pic, Cap-à-l'Aigle, Clermont and within a radius of two miles of their limits; Zone III, the territory not included in the preceding two Zones. (The previous agreement included the territory comprising the town of Rimouski and the counties of Témiscouata and Matane which are now governed by the new agreement for the building trades at Rimouski; the county of Charlevoix is added to the territorial jurisdiction of the present agreement.)

Hours: Zone I—8 per day, Monday through Friday, 4 on Saturday, 44 per week for skilled workers; 48 per week for labourers; Zones II and III—48 per week. It is permissible to work 9 hours per day during the summer months providing the number of working hours at regular rates do not exceed the weekly totals shown above, and providing no work is done on Saturday afternoons; 9 per day, 54 per week for truck drivers employed directly by contractors. (The above hours are unchanged from those previously in effect.) However, in the construction of streets, roads, etc. weekly hours are reduced from 60 to 55 per week without daily limitation. Provision is made for shift work.

Overtime: time and one-half till midnight; double time between midnight and 7 a.m., on Sundays and any of 9 specified holidays. On street, road construction, etc., overtime rates are applicable only for work in excess of 55 hours per week. (Overtime provisions are unchanged.)

Minimum hourly wage rates in Zones I, II and III are increased by 5 cents per hour with the exception of those rates for enginemmen (stationary and portable), tile and marble layers, junior journeymen tile

and marble layers and terrazzo polishers (dry) which are now 10 cents per hour higher. New minimum rates for certain classifications are now as follows: bricklayers, plasterers, masons, stonecutters (on construction) \$1.65 in Zone I, \$1.40 in Zone II, \$1.30 in Zone III; carpenter-joiner, tinsmith-roofer, chief operator (steel wool insulation, blower method), asbestos insulation mechanic, tile and marble layers \$1.45 in Zone I, \$1.30 in Zone II, \$1.20 in Zone III; labourer, mortarmaker, plaster pourer, hod carrier, helper (steel wool insulation blower) \$1.10 in Zone I, 95 cents in Zone II, 85 cents in Zone III; painter, terrazzo layer \$1.40 in Zone I, \$1.25 in Zone II, \$1.15 in Zone III; joint pointer, cement finisher, carpenter (junior journeyman), reinforcing steel erector \$1.35 in Zone I, \$1.25 in Zone II, \$1.15 in Zone III; ornamental iron and bronze worker (mechanic or blacksmith) \$1.40 in Zone I, \$1.30 in Zone II, \$1.20 in Zone III; terrazzo polisher (dry), drill operator \$1.30 in Zone I, \$1.15 in Zone II, \$1.05 in Zone III; terrazzo polisher (wet) \$1.25 in Zone I, \$1.10 in Zone II, \$1 in Zone III; truck drivers 85 cents per hour (\$40 per week) in Zone I, \$1.05 in Zone II (exclusive of Rivière-du-Loup), 95 cents in Zone III (exclusive of those areas of Charlevoix county included in Zone II). Minimum rates for watchmen (night and day, Sundays and holidays) 72 hours per week remain unchanged at 75 cents per hour in Zones I and II, 70 cents in Zone III. Minimum weekly rates for permanent employees are as follows: Zone I—journeymen (skilled workers) \$52, Zones II and III—\$47; Zone I—labourers \$39, Zones II and III—\$38; in Charlevoix county (Zones II and III) skilled workers \$50, labourers \$42 per week. (The provision re Charlevoix county is new; other rates for permanent employees are unchanged.) All workers living in Zone I and working in Zones II and III will be paid the rates of Zone I; employees living in Zone II and working in Zone III will be paid the rates of Zone II.

Vacation with pay: one week with pay equal to 2 per cent of weekly wages to all construction employees.

Other provisions of this agreement include regulations governing apprenticeship conditions and travel and board expenses.

Pipe Mechanics and Electricians

Special provisions governing *pipe mechanics and electricians* are as follows:—

Industrial jurisdiction governs all operations in the construction, repair, installation of pipe, plumbing and heating systems and electrical installations and equipment as defined in chapters 173 and 172, respectively (Revised Statutes of Quebec, 1941).

Hours: Zone I, 44 per week; Zones II and III, 48 per week. Workers employed on contracts carried out at the Canadian Arsenals Limited may work 9 hours per day, Monday through Friday, at regular rates, all year round. Provision is made for double shift system.

Overtime: time and one-half between 6 p.m. and midnight; double time between midnight and 7 a.m.

Minimum hourly wage rates: contractors (personal services)—*pipe mechanics* (plumbers, pipe fitters, refrigeration, oil burner), electricians \$2.20 in Zone I, \$1.85

in Zone II, \$1.75 in Zone III; journeymen pipe mechanics (plumbers, etc.), journeymen electricians, pipe welders \$1.45 in Zone I, \$1.25 in Zone II, \$1.15 in Zone III; junior journeymen pipe mechanics (plumbers, etc.) first year \$1.30 in Zone I, \$1.10 in Zone II, \$1 in Zone III. (The above rates are 10 cents per hour higher than those previously in effect for contractors (personal services), and 5 cents per hour higher for other workers in Zone I; in Zones II and III rates are unchanged.)

Vacation with pay: one week, each year, with pay equal to 2 per cent of wages earned during the first 44 hours of work each week.

Unless otherwise stipulated the general clauses of the main agreement also apply to the trades governed by this section.

Another Order in Council dated July 8 and gazetted July 18, corrects the previous Order in Council for this industry, summarized above, by replacing the name "St. Charles-de-Charlesbourg" by the name "d'Orsainville" in Zone I of the territorial jurisdiction.

Building Trades, Rimouski.

An Order in Council dated July 8 and gazetted July 18 makes obligatory the terms of a new agreement for this industry between "L'Association des Constructeurs du Bas St-Laurent inc." and "Le Syndicat Catholique des Métiers de la Construction de Rimouski, inc." Agreement to be in effect from July 18, 1953, until April 30, 1954, thereafter from year to year, subject to notice.

Industrial jurisdiction is similar to that shown above in the agreement governing the building trades for the district of Quebec.

Territorial jurisdiction comprises the counties of Rivière-du-Loup (excluding the city of Rivière-du-Loup and the municipalities of Notre-Dame-du-Portage and St. Antonin), Témiscouata, Rimouski, Matane and Mata-pédia. It is divided into three zones as follows: Zone I, the town of Rimouski and the municipalities of N.-D. du Sacré-Cœur, Rimouski-Ouest (Ste-Odile), Rimouski-Est (St. Yves); Zone II, the towns of Mont-Joli and Matane; Zone III, territory not included in preceding two zones. (The above territory, with exception of the county of Matapédia, formerly governed by the agreement for the building trades, district of Quebec.)

Hours: 9 per day, 5 on Saturday, 50 hours per week. Provision is made for shift work.

Overtime: time and one-half between 6 p.m. and midnight; double time between midnight and 7 a.m. and on Sundays or any of 84 specified holidays.

Minimum hourly wage rates for certain classifications are as follows: bricklayer, mason, plasterer, stonecutter (on construction job) \$1.45 in Zone I, \$1.40 in Zone II, \$1.30 in Zone III; carpenter-joiner, tinsmith-roofer, ornamental iron and bronze (mechanic or blacksmith), chief operator (steel wool insulation blower), asbestos insulation mechanic \$1.35 in Zone I, \$1.30 in Zone II, \$1.20 in Zone III; carpenter-joiner (junior journeyman one year), joint pointer, cement finisher, painter, reinforcing steel erector, tile, marble and terrazzo setters \$1.30 in Zone I, \$1.25 in Zone II, \$1.15 in Zone III; tinsmith-roofer (junior journeyman, one year), ornamental iron and bronze (junior

journeyman, one year), floor scraper, polisher, etc., assistant operator (steel wood insulation blower), shovel, tractor or crane operators \$1.25 in Zone I, \$1.20 in Zone II, \$1.10 in Zone III; labourer, mortarmaker, plaster pouter, hod carrier, mixer or compressor operator (under 7 cubic feet) \$1 in Zone I, 95 cents in Zone II, 85 cents in Zone III; watchmen (night and day) maximum 72 hours per week 80 cents in Zones I and II, 75 cents in Zone III; truck drivers employed directly by contractors 85 cents per hour (\$40 per week) in Zone I only. Employees living in Zone I and working in Zones II or III will be paid the rates of Zone I; those living in Zone II and working in Zone III will be paid the rates of Zone II.

Vacation with pay: all construction workers are entitled to one week's vacation with pay equal to 2 per cent of weekly wages.

Other general provisions of this agreement include regulations governing apprenticeship conditions and travel and board expenses.

Permanent Employees

This agreement also provides working conditions for permanent employees (main-

tenance workers) in public buildings, industrial or commercial establishments. However, new construction, reconstruction or reinstallation of any unit, in any building, will not be maintenance work. It will not apply to those permanent maintenance workers who are governed by the terms of a private collective agreement. Working conditions are as follows:—

Hours: 48 per week without daily limitation.

Minimum weekly wage rates: Zone I, journeymen (skilled workers) \$47; labourers \$39; Zones II and III, journeymen \$43, labourer \$38.

Vacation with pay: one week with pay to all employees with one year of continuous service for the same employer. Vacation may be replaced by a compensating bonus, if through circumstances beyond his control an employer cannot give said vacation to his employees.

Other provisions governing permanent workers include regulations covering board and lodging as well as sick leave pay.

Full Employment Sparks Mobility—U.K. Survey

Full employment promotes labour mobility, the findings of an inquiry in England and Wales indicate.

A sample survey of the population of male workers aged 18 and over in 1945-49, averaging 14.5 million, shows that 11 million changes of occupation, industry, town or region, or changes brought about by sickness, injury, unemployment or service with the armed forces, were experienced.

In 1930-34, with a male working population only slightly less,* 6.5 million changes were experienced.

The 1945-49 figure includes about 6.5 million occupational changes and about 5.5 million changes of industry.

In 1950, the rate of occupational change had dropped to about nine per cent of workers per annum, the same as in 1949, it is noted, and this may be the normal rate of change for the next few years.

The frequency with which changes of occupation are made is mainly the result of a great many workers moving comparatively seldom. The average number of changes made by the men in the sample over their whole working lives was three. A third of them had had four occupations or more.

Geographical change was limited mainly to change from one town to another in the same area. Half the sample had worked in one town only throughout their working lives and a further quarter in two towns only. Only about 21 per cent had worked in more than one region.

Changes have largely been self-compensating, it is stated. In most occupations and industries, losses in one direction have been balanced by gains in another.

The survey was carried out by the Social Survey Division of the Central Office of Information at the request of the Ministry of Labour and National Service to discover the frequency and character of changes of occupation, industry and locality among the employed population of England and Wales; to compare recent rates and patterns with previous ones and ascertain the factors associated with change; and to suggest to what extent future movements of labour could be foreseen or guided.

Also discussed in the report is job turnover, defined as movement from one employer to another, which may or may not involve a change of occupation. It is concluded that the greater part of change of occupation and industry is only incidental to change of employer.

*Including the unemployed.

Labour Legislation in Manitoba, 1953

Fair Employment Practices Act enacted by Manitoba Legislature at this year's session; will be administered by Department of Labour. Workmen's Compensation Act and Fair Wage Act among those amended

The Manitoba Legislature at its 1953 session, held from February 24 to April 18, enacted a Fair Employment Practices Act, to be administered by the Department of Labour. Applying to employers with five or more workers and to trade unions, it prohibits discrimination in regard to hiring and employment and in regard to trade union membership by reason of race, national origin, colour or religion.

Following a legislative inquiry into the Workmen's Compensation Act, the Act was amended to incorporate many of the changes recommended by the committee, including an increase from 66½ to 70 in the percentage rate of earnings used in computing compensation.

Minor amendments were made to the Hours and Conditions of Work Act, the Remembrance Day Act, the Vacations with Pay Act, the Fair Wage Act, the Minimum Wage Act and the Shops Regulation Act. The 1945 Licensed Practical Nurses Act was replaced by a new Act, making certain changes which experience had shown to be desirable.

Fair Employment Practices

The Fair Employment Practices Act, which forbids discrimination on the part of employers in regard to employment and on the part of trade unions in regard to membership, by reason of race, national origin, colour or religion, is a type of law new in Canada. Ontario enacted a Fair Employment Practices Act in 1951 and a federal Act, applying to all undertakings within the jurisdiction of Parliament, provided five or more persons are employed, went into effect on July 1, 1953.

The Manitoba Act, which went into force on April 18, like the Ontario and federal Acts, applies to all employers with five or more employees. Domestic servants in private homes are excluded. Neither does the Act apply to any organization or corporation which is operated for exclusively charitable, philanthropic, educational, fraternal, religious or social purposes or to foster the welfare of a racial or religious group and not for private profit.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Designed to provide equality of opportunity in employment, the Act makes unlawful certain positive acts of discrimination. An employer is forbidden to refuse to employ or to continue to employ, or otherwise to discriminate against, any person in regard to employment or any term or condition of employment because of race, national origin, colour or religion, *unless the refusal is based upon a bona fide occupational qualification.* The italicized words were added in passage. An employer is also forbidden to use an employment agency which practises such discrimination.

With regard to trade union membership, the Act forbids a trade union to exclude any person from full membership because of his race, national origin, colour or religion, or, for any of these reasons, to expel, suspend, or otherwise discriminate against any of its members, or to discriminate against any person in regard to his employment by any employer.

Any limitation, specification or expression of preference as to race, national origin, colour or religion in an advertisement in connection with employment is prohibited, subject to the same qualification contained in the federal Act, that a specification or preference which is based upon a *bona fide occupational qualification* is permitted.

The Act is administered by the Minister of Labour through an officer in the Department designated as the Director. A person who feels that he has been discriminated against may make a complaint in writing to the Director, who will assign an officer of the Department or some other person to inquire into the complaint and to try to settle the matter. If he is unsuccessful, the Minister, on the recommendation of the Director, may set up an industrial inquiry commission of one or more persons, with the powers of an industrial inquiry

commission appointed under the Manitoba Labour Relations Act. If the commission, after investigating the complaint and hearing all the parties, finds that the complaint was a valid one, it must recommend to the Minister the course which should be taken, which may include reinstatement, with or without compensation for loss of earnings. When the Minister receives the recommendations of the commission, he is required to furnish a copy to each of the persons affected and he may publish the report if he sees fit. He may then issue whatever order he thinks necessary to carry into effect the commission's recommendations.

The order issued by the Minister is not final but may be appealed within 10 days to the Court of Queen's Bench. The decision of the judge is then final and not subject to further appeal. A person affected by an order of the Minister must comply with it unless it is set aside by an appeal.

The right of an aggrieved person to take court action regarding alleged discrimination is retained. As introduced, the Bill permitted an aggrieved person to seek redress both by court action and by making written complaint to the Director but provided that court action was to take priority over the conciliation procedure laid down in the Act. If a person had commenced court proceedings, he could not make a complaint until the court case was concluded and if, before going to court, he had made a complaint, action on the complaint could not be proceeded with until the court case was settled. As passed, the Act states that the person must choose between entering upon court proceedings and making a complaint to the Director.

Fines up to \$100 for an individual and up to \$500 for a corporation, trade union, employers' organization or employment agency may be imposed, on summary conviction, for a contravention of the Act. In addition, an employer convicted of having suspended, laid off, transferred or discharged an employee contrary to the Act may be required by the court to reinstate him and pay him the equivalent of the wages he would have earned had he not been suspended, laid off, transferred or discharged. A prosecution for an offence under the Act may be instituted only with the written consent of the Minister.

The Act protects a person who lays a complaint from retaliatory action. It forbids an employer or trade union to discharge, expel, or otherwise discriminate against any person because he has made a complaint, given evidence or assisted in

any way in respect of the initiation or prosecution of a complaint or other proceeding under the Act.

The Minister is given authority to undertake such inquiries and other measures as appear advisable to him to promote the purposes of the Act.

Workmen's Compensation

Most of the recommendations of the Special Select Committee of the Legislature appointed last year to inquire into and report upon the adequacy of the Workmen's Compensation Act and its administration were adopted by the Legislature at its 1953 session. These recommendations, made by the Committee after hearing representations and receiving briefs from interested persons and organizations, were 23 in number and proposed various amendments to the Act and certain administrative changes. Of primary importance were the recommendations for an increase in the percentage rate of compensation for disability, for the payment of all widows, irrespective of when they were awarded compensation, at the present rate of \$50 a month, and for higher monthly payments for children dependants. In line with the 1952 British Columbia Sloan Report, the Committee recommended that an advocate be appointed to represent the workman in cases where he is not satisfied with the disposition of his claim.

The amendments went into effect when they were assented to on April 18.

The rate of compensation for disability was increased from 66 $\frac{2}{3}$ per cent to 70 per cent of average earnings. The same rate applies with respect to the compensations payable in death cases. The maximum amount of compensation which may be paid, exclusive of the allowance for burial expenses and of the lump sum of \$100 paid to the widow, is now 70 per cent of the workman's average monthly earnings. The percentage rate in Manitoba is the same as that in effect in British Columbia and Quebec; in four provinces, Alberta, Ontario, Prince Edward Island and Saskatchewan, the rate is 75 per cent; in the remaining three provinces, the rate is 66 $\frac{2}{3}$ per cent. No change was made in the wage ceiling, which remains at \$3,000 a year.

The maximum amount allowed for burial expenses was increased from \$150 to \$200, the amount payable in five other provinces, and the limitation of \$100 formerly placed on the amount to be spent by the Board for transporting the body to the workman's usual place of residence was removed. The Board is now authorized to pay the total

cost of transporting the body of a workman killed in Manitoba to his home in the province or to any other place in the province approved by the Board. Where the body has to be moved for burial either to or from a point outside the province, the Board may, in its discretion, pay part of the necessary expenses.

In recommending that the monthly payments of all widows receiving compensation according to earlier scales of benefit should be brought up to the present level of \$50 a month, the Legislative Committee followed the example set by the Alberta Legislature in 1952 after a similar inquiry. It was enacted that, from April 18, 1953, any invalid widower or widow receiving compensation, irrespective of when the accident occurred or of the date of the award of compensation, should receive whatever additional sum is necessary to bring his or her monthly payment up to \$50 and the sums necessary to pay the increased pensions are to be levied and collected from employers within Part I of the Act.

A substantial increase was provided for in children's allowances. For those in the care of a remaining parent the monthly pension was raised from \$12 to \$20 and for orphans from \$20 to \$30. These allowances are payable to the age of 16.

The maximum and minimum limits placed by the Act on the total amount of compensation payable to dependants in death cases were also increased. As noted above, the maximum was increased from 66 $\frac{2}{3}$ per cent of the workman's average monthly earnings to 70 per cent. The minimum compensation payable to a dependent widow and one child was raised from \$12.50 a week to \$70 a month, and to a widow and two or more children, from \$15 a week to \$90 a month.

A change was made with respect to vocational training which the Board has authority to provide in order to prepare an injured workman for another occupation to which he may seem adapted and which is likely to increase his future earning capacity. In accordance with the Committee's recommendations, the cost of such vocational training is no longer to be taken from the reserve set aside for the workman's compensation but is to be borne by the Board. For this purpose, the Board was authorized to spend up to \$10,000 a year. In the Acts of all provinces except Alberta, British Columbia and Saskatchewan, a limit is placed on the Board's annual expenditure for rehabilitation work, varying from \$5,000 a year in Prince Edward Island to \$100,000 in Ontario and Quebec.

Several amendments, also incorporating recommendations of the Committee, make the benefits of the Act applicable to more persons. As in Alberta, British Columbia and Saskatchewan, a common-law wife may now receive benefits under the Act. If there is no widow, a common-law wife may, at the discretion of the Board, be paid the compensation normally granted to a widow if she lived with the workman during the entire period of the three years immediately preceding his death. Her compensation payments cease if she marries. Clerical workers not exposed to the hazards incident to the employment who were formerly excluded from the Act may now be brought under the Act by application of the employer, if approved by the Board.

Members of the employer's family are, as before, covered by the Act only if an application is made by the employer to have them brought within it. An amendment makes it clear that the members of the employer's family, referred to above, are those who are employed by him and are members of his household.

An amendment was also made to the section of the Act which lays down the conditions under which compensation is payable for an accident which occurs outside Manitoba. The amendment provides that members of a fire brigade or other municipal employees who are residents of Manitoba and whose work is normally performed within Manitoba are eligible for compensation for an accident which occurs when their duties take them outside the province.

The definition of "learner" was amended. "Learners" were brought under the Act in 1950 and since that time have been brought under the Acts of four other provinces. A "learner" is now defined in the Manitoba Act as a person not under contract of service who becomes subject to the hazards of an industry within the scope of Part I for the purpose of undergoing training or probationary work as a preliminary to employment. The words restricting the training or probationary work to that "specified or stipulated by the employer" were struck out.

Another amendment which liberalized the terms of the Act had to do with compensation for hernia. Compensation is payable for hernia caused by a strain or other accident arising out of employment, provided certain conditions are fulfilled. It is also payable in the case of a pre-existent hernia which becomes strangulated as a result of an industrial strain or accident.

An amendment, recommended by the Committee, permits the Board to pay compensation for the aggravation of a pre-existing hernia. In such a case the Board may, in its discretion, order payment of the claim or part of the claim.

With respect to the medical treatment provided for the worker by the Board, the Act now authorizes the Board to refer a workman to a chiropractor or osteopath for treatment if it considers such treatment advisable. Formerly, such treatment could be given only on the request of the injured workman.

An amendment was made to the section of the Act which provides for a deduction from compensation of any payment, allowance or benefit which an injured workman may receive from his employer and for the reimbursement of the employer from the Accident Fund for any amount so paid. Before being amended, the section referred to "any payment, allowance or benefit which the workman may receive from his employer during the period of his disability, including any pension, gratuity or other allowance provided wholly at the expense of the employer". Practically the same wording is found in the Acts of all provinces but Ontario and Saskatchewan. The new wording, following that of the corresponding section in the Ontario and Saskatchewan Acts, replaces the phrase "during the period of his disability" with the phrase "in respect of the workman's accident" and the reference to a pension provided wholly by the employer is removed.

Two administrative changes were made, one of which provides for the appointment of an officer of the Manitoba Department of Labour to assist an injured workman at his request in preparing and presenting his case in a review made by the Board, when he is not satisfied with the original disposition of his case. The Committee suggested that this officer should act in a similar capacity to the pensions advocates employed by the Department of Veterans Affairs to give help to veterans in making a claim for pensions before the Canadian Pension Commission.

A further provision requires the two members of the Board, other than the chairman, to be appointed for a five-year term but permits them to be re-appointed for a further term or terms. All members of the Manitoba Board must retire at the age of 75 unless the Lieutenant-Governor in Council directs otherwise.

Payment of Overtime

An amendment to the Hours and conditions of Work Act regulates the payment of overtime in the week in which Remembrance Day occurs. The day is observed as a statutory holiday by virtue of the Remembrance Day Act and work for gain or reward is prohibited except in certain essential services.

The Act limits daily and weekly hours to eight and 44 for women and eight and 48 for men unless time and one-half the regular rate is paid after those limits. By the 1953 amendment, an employer is not required to pay overtime rates for extra time worked in the week in which Remembrance Day occurs unless the employee is required to work more than 11 hours in a day or more than the maximum weekly hours fixed by the Act. This provision does not apply if Remembrance Day falls on a Sunday or on another day on which the employee would not normally be at work.

A further amendment extends the coverage of the Act. Since its enactment in 1949 the Act has applied to the chief industrial centres of the province, namely, Winnipeg and environs, Brandon, Portage la Prairie, Flin Flon and Selkirk. Coverage now extends to the local Government Districts of Snow Lake and Lynn Lake, two mining communities in Northern Manitoba.

Prohibition of Work on Remembrance Day

Two amendments were made to the Remembrance Day Act. One exempts entirely from the Act the publication of newspapers, including all work for their preparation, printing and distribution. Formerly, the publication of newspapers was included in the list of essential services permitted to be carried on on Remembrance Day but only as regards work done after 1 p.m. for the preparation of regular editions for the next day.

Since it was passed in 1951, the Act has required compensatory time off without loss of pay to be granted within 30 days either before or after November 11 to any employee other than a watchman, furnace tender or janitor who is required to work on Remembrance Day (under permit from the Minister of Labour). The second amendment provides that compensatory time off with regular pay within 30 days is to be granted only in the case of employees who are paid at their regular rate for working on the holiday.

Vacations with Pay

The Vacations with Pay Act was amended to provide for cases where an employer loses the employee's vacation stamp book. Since 1948 a stamp system of holiday pay credits equivalent to two per cent of the wages earned in each regular pay period has been in effect in Greater Winnipeg for workers in the construction industry.

The amendment provides that, if an employer accepts the employee's vacation stamp book for safekeeping, he must return it to the employee on demand. If he is unable to do so because of loss, misplacement or any other reason, he must, within a week of the employee's request, issue a new book containing the amount of vacation pay stamps affixed to the book at the time it was deposited with him and all credits subsequently earned by the employee.

Changes in Fair Wage and Minimum Wage Acts

As the result of a 1953 amendment, the Fair Wage Act now provides that an employer must keep a register showing the name, address and classification of each employee and his wage rate, actual earnings and daily hours worked during the previous 12 months and must permit examination of the register by the Fair Wage Board or any officer of the Department of Labour. The Act formerly authorized the Minister of Labour to require a contractor to file a monthly list showing the names, wage rates, wages paid, and wages due and unpaid and to certify to its correctness upon oath.

The Minimum Wage Act was also amended with respect to the special permits issued by the Minister of Labour to an employer upon application authorizing employment of handicapped, inexperienced or part-time workers or of apprentices, or authorizing employees to work overtime. These permits may now be subject to such conditions as the Minister may prescribe instead of, as formerly, the conditions prescribed by the Minimum Wage Board with the approval of the Lieutenant-Governor in Council.

Under both the Fair Wage Act and the Minimum Wage Act, only maximum penalties for breach of the Acts are now laid down. Minimum penalties were removed. For violation of the Fair Wage Act a maximum fine of \$100 or imprisonment up to three months is provided for while under the Minimum Wage Act a maximum fine of \$300 and/or six months' imprisonment may be imposed. The term allowed within

which notice of an appeal against a conviction must be given under either Act was reduced from 30 days to 10 days.

Closing of Shops

The Shops Regulation Act was amended to empower the administrator of a local government district to pass a by-law to regulate the hours of closing of shops. The Act already makes it mandatory on a council of a city, town, village, municipal district or rural municipality to pass a by-law requiring the closing of any particular class or classes of shops at specified times and hours within a month after receiving a petition signed by three-fourths of the occupiers concerned.

Licensing of Practical Nurses

A new Licensed Practical Nurses Act replaces the Act passed in 1945. Manitoba was the first province to enact a law providing for the licensing of practical nurses; four other provinces have since passed similar Acts.

The new Act provides for the licensing and registration of practical nurses and prohibits unlicensed persons from practising as practical nurses in the province. Wherever a medical practitioner so requires, the services of a practical nurse may be performed only under the supervision of a registered nurse and, if the practical nurse is employed in a hospital or other institution, she must be supervised by a registered nurse at all times.

The Act is administered by the Minister of Health and Public Welfare through an advisory council composed of the Deputy Minister of Health, the Registrar-Consultant appointed under the Act, who acts as secretary of the Council, the Director of Public Health Nursing and 10 other members appointed by the Lieutenant-Governor in Council. Included in the membership are representatives of the medical profession, the Manitoba Association of Registered Nurses, the Associated Hospitals of Manitoba, and the Manitoba Association of Licensed Practical Nurses.

The Minister is given authority to establish one or more schools for the training of student practical nurses or to sanction the establishment of a school for that purpose by a hospital or other institution. Formerly, only one central training school was provided for. No such school may be carried on without the approval of the Minister and the Lieutenant-Governor in Council.

Where a school is established by the Minister, such teaching staff as he may deem necessary or advisable may be

appointed as provided in the Civil Service Act. The Minister must give written approval for the employment of any teacher in any other approved school.

The function of the advisory council is to advise the Minister regarding the establishment and staffing of schools, to prescribe the curriculum of studies and program of training, to determine the length of time to be spent in obtaining clinical experience and to arrange with hospitals to provide such experience, to prescribe the examinations to be taken by persons applying for a certificate of qualification, to issue licences, and to suspend, revoke or cancel licences and certificates of qualification. The council must also consider and investigate any complaint made against a licensed practical nurse and decide whether or not there are grounds for suspending, revoking or cancelling her certificate of qualification or licence.

It is the responsibility of the Registrar to keep a register of all duly enrolled and licensed practical nurses and of all student practical nurses, to exercise general supervision over approved schools, and, at the request of the council, to inspect any school or hospital.

The Act now provides for the issuing of a certificate of qualification on the successful completion of the course of training. A person to whom a certificate has been issued may, on payment of the prescribed fee, apply to the registrar for registration of the certificate and for enrolment in the register.

A person who is 21 years of age, who holds a registered certificate of qualification and who has had the required clinical experience may apply for and be granted a licence, on payment of the prescribed fee. A new provision authorizes the Council to issue a licence to a person who furnishes proof of having equivalent qualifications to those prescribed in the Act for a certificate but the council may require such an applicant to take a supplementary course of training. A special licence may also be issued to a person otherwise qualified but

who is under 21 years old. All licences expire on December 31 and are renewable on payment of a fee.

Credit Unions

An amendment to the Credit Unions Act provides for a new central credit union organization composed of the present central organization, the Cooperative Credit Society of Manitoba Limited, and any other similar organization which may be incorporated and approved by the Lieutenant-Governor in Council.

One of the objects of credit union societies is to make loans to their members for provident or productive purposes. By a further amendment, a loan of not more than \$200 may be made without security, rather than \$100, as before.

With respect to fees, the amendment authorizes the Lieutenant-Governor in Council to make regulations prescribing a schedule of fees to be paid to the Government by credit union societies and fixing the time and manner of payment. Fees are payable to the Minister of Agriculture for remittal to the Provincial Treasurer.

Bill Not Passed

A private member's bill which sought to amend the Hours and Conditions of Work Act, similar to one introduced last year, was defeated on the vote for second reading. It would have provided for a maximum work-week of 40 hours for workers of both sexes unless time and one-half was paid for work performed after this limit. The amendment would also have required the payment of double time rates instead of time and one-half for work done on a general holiday.

A further amendment sought to change the weekly rest provisions. The Act at present exempts from the weekly rest requirement watchmen, janitors and firemen who live in the building in which they are employed unless the nature of their work is such that it cannot reasonably be performed within an average of 10 hours of actual work each day. The amendment would have changed the 10 hours to eight hours.

N.B. Local Celebrates 50th Anniversary

The 50th anniversary of the Saint John Printing Pressmen and Assistants' Union No. 36 was observed at the beginning of April at a banquet in Saint John, N.B.

The special speakers were: Hon. A. E. Skaling, provincial Minister of Labour, and James A. Whitebone, a Vice-President of the Trades and Labour Congress of Canada. Chairman at the banquet was Joseph A. Dever, President of the local.

Legal Decisions Affecting Labour

Supreme Court of Canada upholds contempt of court sentences imposed on B. C. woodworkers for refusing to obey anti-picketing injunction. British Columbia court rules interprovincial pipe line not subject to provincial law; municipal board must carry out arbitration award

The Supreme Court of Canada upheld the British Columbia courts in imposing a sentence for contempt of court on members of the woodworkers' union for refusing to obey an anti-picketing injunction.

In an action arising out of the filing of a mechanic's lien, the British Columbia Court of Appeal held Trans Mountain Pipe Line Company to be within exclusive federal jurisdiction and not subject to provincial law. In another case the Court dismissed an appeal by a municipal board against a judgment requiring the board to comply with an arbitration award.

The Appeal Court in Quebec ruled that the trial court was right in refusing an injunction directed against the Labour Relations Board in connection with the determination of bargaining rights at RCA Victor Limited.

The Saskatchewan Joint Board of the Retail, Wholesale and Department Store Union (CIO) was held by the Court of Queen's Bench to have been properly certified as bargaining agent for a unit of retail store employees.

In Quebec, a parity committee lost an action for damages in the Superior Court against a clothing manufacturer.

Supreme Court of Canada . . .

. . . dismisses union officer's appeal against conviction for defiance of anti-picketing injunction

A decision given by the Supreme Court of Canada on April 28 confirmed the sentence imposed for contempt of court on Poje, an officer of the International Woodworkers of America, and 14 other members of the union, as a result of their conduct in refusing to obey an anti-picketing injunction issued against them during the woodworkers' strike in British Columbia in July 1952.

The British Columbia Supreme Court convicted the picketers of contempt of court on September 16, 1952, imposing a penalty of three months' imprisonment and a \$3,000 fine on Poje and one month's imprisonment or a \$300 fine on each of the other 14 members (L.G., Nov. 1952, p. 1489). Their appeal from this judgment was dismissed by the Appeal Court of the province on October 7 (L.G., Jan., p. 106).

An appeal was then brought to the Supreme Court of Canada. The five members of the Court sitting on the case were unanimous in the decision to reject the appeal.

Giving reasons for decision in which the Chief Justice and Mr. Justice Rand concurred, Mr. Justice Kellock discussed legal theory and practice with respect to contempt of court arising out of a civil case. Contempt proceedings for breach of an injunction are of a civil nature and in such cases the court acts to enforce the rights of the opposite party. However, conduct which is a violation of an injunction may also possess all the features of criminal contempt of court, and in such cases a punitive sentence is called for. A contempt which tends to bring the administration of justice into scorn or to interfere with the due course of justice, in other words a public injury rather than a private injury only, is criminal in nature and the court may intervene on its own motion to punish it.

Mr. Justice Kellock then reviewed the actions of the appellants to see whether they did involve criminal contempt of court. During the lumber strike, members of the woodworkers' union had established a picket line at the entrance to the bridge leading to the Government dock in Nanaimo, where the MS *Vedby* was moored for the purpose of loading lumber. The longshoremen supposed to load the lumber refused to cross the picket line. The shipping company then obtained an injunction which ordered the defendants to refrain from picketing the dock, from preventing or interfering with the loading of the ship and from interfering with persons seeking to go to or from the ship. This order was served on Poje and was posted on the bridgehead. The woodworkers continued to picket the bridge for several days, in spite of repeated attempts by the sheriff to make them disperse by reading the injunction order and warning them that he considered their conduct contempt of court. Large numbers of picketers gathered at the times when the longshoremen were supposed to arrive to begin loading, as many as 150 men on one occasion.

The shipping company moved to commit the picketers for disobedience to the injunction, but discontinued action when this dispute with the union was settled. The Chief Justice of the British Columbia Supreme Court then took contempt proceedings on his own motion.

Mr. Justice Kellock held that the Chief Justice did have jurisdiction to take such action because the conduct constituted a criminal contempt of court. In his words:—

The context in which these incidents occurred, the large numbers of men involved and the *public* nature of the defiance of the order of the Court transfer the conduct here in question from the realm of a mere civil contempt, such as an ordinary breach of injunction with respect to private rights in a patent or trade mark, for example, into the realm of a public depreciation of the authority of the Court tending to bring the administration of justice into scorn.

He added that the nuisance created by the picketers brought them within the scope of the Criminal Code but that, over and above specific offences, the character of the conduct involved a public injury amounting to criminal contempt.

Mr. Justice Kerwin and Mr. Justice Estey agreed that the appeal should be dismissed. They found no substance in the appellants' objections to the procedure of the British Columbia Supreme Court, first in the issuing of the injunction and later in committing the picketers for contempt of court. They gave no opinion as to the nature of the contempt.

The appeal of the union members was accordingly dismissed. *Tony Poje et al v. Attorney-General of British Columbia*, [1953] 2 DLR 785.

British Columbia Court of Appeal . . .

. . . holds mechanic's lien under provincial Act not enforceable against an interprovincial pipe line

The British Columbia Court of Appeal ruled May 22 that a mechanic's lien provided for under a provincial act cannot be enforced against an interprovincial oil pipe line, since it is exclusively under federal jurisdiction.

Mr. Justice O'Halloran gave the facts of the case in delivering the judgment of the Court. One of the defendant companies, Trans Mountain Oil Pipe Line Company, was authorized under the provisions of the 1949 federal Pipe Lines Act to construct an oil pipe line from a terminal near Acheson in Alberta to a terminal near Vancouver in British Columbia. The other defendant company, Comstock Midwestern Limited, made a contract with the first company to construct certain sections of

the pipe line. This company then sublet the clearing, grubbing and grading of certain portions of the right of way to Campbell-Bennett Limited. This firm of contractors maintained that substantial sums were owing to it by Comstock Midwestern Limited for work done in the counties of Westminster, Cariboo and Yale in British Columbia and filed a claim against the two companies under the provincial Mechanics' Lien Act in each of the three counties.

The matter came before the Appeal Court on an appeal from the ruling of a Yale county court judge, who held that a mechanic's lien could not be enforced against the oil pipe line and that the Mechanic's Lien Act could not be invoked to obtain a personal judgment.

The Appeal Court held that the Trans Mountain Oil Pipe Line Company came exclusively within federal jurisdiction by virtue of the British North America Act, which excludes from provincial control "Lines of Steam or other Ships, Railways, Canals, Telegraphs, and other works and Undertakings connecting the Province with any other or others of the Provinces, or extending beyond the Limits of the Province." The oil pipe line indisputably connects the provinces of Alberta and British Columbia and the portions of the pipe line in the two provinces are integrated, continuous and essential parts of the whole undertaking, which is designed to permit the continuous flow of oil from the production sources in Alberta to the refineries and market-preparing facilities on the British Columbia coast.

Mr. Justice O'Halloran also noted that the enactment of the Pipe Lines Act by the Parliament of Canada in 1949 showed that the problem of distributing the oil produced in Alberta was recognized as a national responsibility. The Trans Mountain Oil Pipe Line Company was incorporated by the federal Parliament under a special Act in 1951.

The Court therefore held that a provincial authority could not interfere with a federal undertaking by enforcing a mechanic's lien. If a lien were enforced by a county court, the portion of the pipe line within the county would be sold. Such a sale would obviously lead to disintegration and destruction of the whole interprovincial pipe line. "In short, the jurisdiction of the province could then be invoked to obstruct and defeat an undertaking completely outside its jurisdiction and solely within the jurisdiction of the Dominion."

The plaintiff company sought to obtain a personal judgment for the sum of \$860,000 as an alternative to the enforcement of a lien. Mr. Justice O'Halloran stated that such a judgment would depend for its existence on the right to a lien. Since a provincial court had no power to enforce a lien in this case, no right to an alternative remedy existed.

The appeal was accordingly dismissed. *Campbell-Bennett Ltd., v. Comstock Mid-western Ltd. and Trans Mountain Oil Pipe Line Company*, [1953] 8 WWR (NS) 683.

British Columbia Court of Appeal . . .

. . . confirms judgment requiring municipal board to carry out conciliation board's recommendation

On April 10 the Court of Appeal of British Columbia dismissed the appeal of the Saanich Board of Police Commissioners from a judgment of the provincial Supreme Court requiring the commissioners to carry out the recommendations of a conciliation board (L.G., May, p. 733).

The conciliation board had been appointed under the Industrial Conciliation and Arbitration Act to settle a dispute between the Board of Police Commissioners and the policemen of Saanich. By the terms of the British Columbia Municipal Act, the report of the Board was binding on both parties to the dispute. The police commissioners, however, refused to accept two changes recommended in the report, arguing that the relationship between themselves and the policemen was not that of employer and employee and that therefore the ICA Act had no application.

The employees' association representing the Saanich policemen applied to the Supreme Court of the province for an order to require the commissioners to carry out the board's recommendations. The Court granted the application, holding that, even though policemen were not "employees" in the usual sense, the Municipal Act made the conciliation machinery of the ICA Act available to them and specifically provided that in a dispute between policemen and a board of police commissioners the recommendations of a conciliation board should be binding on both parties.

The Appeal Court unanimously upheld this judgment and dismissed the appeal. *Saanich Municipal Employees' Association, Local 374, v. Board of Commissioners of Police of District of Saanich*, [1953] 8 WWR (NS) 651.

Quebec Court of Queen's Bench, Appeal Side . . .

. . . dismisses UE's claim for injunction to prevent the certification of a rival union at RCA Victor

The Quebec Court of Queen's Bench, Appeal Side, on April 28 dismissed an appeal brought by representatives of the United Electrical Radio and Machine Workers of America, Local 531, from a judgment of the Superior Court dismissing an application for an injunction against a rival union of electrical workers to prevent it from proceeding with an application for certification before the Labour Relations Board.

The facts of the case were given by Mr. Justice Pratte. In 1946 the United Electrical Workers local was certified as bargaining agent for the employees of RCA Victor Limited. That local signed several collective agreements with the company, the last one on March 30, 1951, to be effective for a period of one year. In April 1952, a rival union, Local 568 of the International Brotherhood of Electrical Workers, applied to the Labour Relations Board for certification in place of the UEW, claiming to have as members a majority of the RCA Victor employees. While this application was pending, the UEW local brought action for an injunction against its rival and against the company to restrain the IBEW from proceeding with its application. This demand for an interlocutory injunction was dismissed by the Superior Court; the union was now appealing from this judgment.

The demand for the injunction was contested separately by the defendant union, by the company, and by the Labour Relations Board. Mr. Justice Bissonnette dealt only with the submissions of the Board, which argued that if the injunction were issued it would really be an injunction against the Board to prevent it from exercising its lawful functions. The court would then be exercising the powers which the law confers exclusively on the Board. The Board also maintained that there was no law which authorized the issuing of an injunction in these circumstances.

The Superior Court had accepted this view, ruling that the Board had exclusive powers with respect to the certification of unions. It stated that the Labour Relations Act prohibited the issuing of a writ of injunction against the Board in respect of any act relating to the exercise of its functions. To grant the injunction demanded by the union would be only an indirect method of preventing the Board from dealing with a union's application for

certification. The Labour Relations Act would lose its effect if an interested party could by such a method prevent the Board from taking into consideration matters within its jurisdiction.

Mr. Justice Bissonnette agreed that the union's action in bringing an application for an injunction against the rival union was merely an indirect method of preventing the Labour Relations Board from dealing with an application for certification. Therefore the first question for the Court to consider was whether the Board did have exclusive jurisdiction to determine which of the two unions should be recognized as bargaining agent. The Labour Relations Act gave the Board exclusive power to determine whether a union had the right to certification and what group of employees constituted the bargaining unit, to verify the representative character of the union by making the necessary inquiries, and to issue, refuse, revise or revoke certificates of recognition. The whole purpose of the Act was that only the Board should exercise such powers. Accordingly he had no hesitation in answering the first question in the affirmative.

The second question was whether under the circumstances of the case the Court should prevent the Board from exercising the powers given it by the Act. The Labour Relations Act makes the Board immune from prerogative writs and from the supervision of the courts. Unless it is evident that the Board is about to exceed or has exceeded its jurisdiction, it must not be interfered with in the exercise of its functions. His Lordship considered that the IBEW had the right to present its demand to the Board and that the Board had power to hear and determine the application. The other union had no right to seek to prevent the Board from exercising its lawful powers.

Mr. Justice Bissonnette emphasized that the only action the United Electrical Workers could take was to plead their case before the Labour Relations Board.

Since the Board did have jurisdiction to consider the application for certification, the question of whether the Board was subject to judicial control if it exceeded its jurisdiction did not arise.

The five judges hearing the case concurred in dismissing the appeal. *Walker et Autres v. International Brotherhood of Electrical Workers Local 568 et RCA Victor Company Limited and Commission des Relations Ouvrières de Québec*, [1953] Rapports Judiciaires BR Montreal 441.

Saskatchewan Court of Queen's Bench . . .

. . . holds labour relations board had jurisdiction to certify union joint board as bargaining agent

The Saskatchewan Court of Queen's Bench on June 23 dismissed the application of the F. W. Woolworth Company for a court order to quash the order of the Labour Relations Board certifying a bargaining agent for the company's employees in Weyburn, Sask.

Mr. Justice Graham gave the facts of the case. On January 13, 1953, the Saskatchewan Labour Relations Board granted certification to the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union (CIO), as bargaining agent for the employees of the Woolworth store at Weyburn except the manager and assistant manager. The company applied to quash the certification order by a writ of *certiorari*, claiming that the Board had no jurisdiction to certify this organization since it was not a trade union within the meaning of the Saskatchewan Trade Union Act.

To determine whether or not the respondent was a trade union within the meaning of the Act, Mr. Justice Graham referred to the definitions of "labour organization" and "trade union" contained in Section 2:—

(8) "labour organization" means any organization of employees, not necessarily employees of one employer, which has bargaining collectively among its purposes.

(10) "trade union" means a labour organization which is not a company dominated organization.

He also quoted Section 3 of the Act, which reads:—

Employees shall have the right to organize in and to form, join or assist trade unions and to bargain collectively through representatives of their own choosing, and the representatives designated or selected for the purpose of bargaining collectively by the majority of employees in a unit appropriate for such purpose shall be the exclusive representatives of all employees in such unit for the purpose of bargaining collectively.

He then reviewed the provisions of the constitution of the Retail, Wholesale and Department Store Union which refer to joint boards. The constitution declares that a joint board consists of delegates elected by each affiliated local union as provided by the by-laws of the joint board. The international executive board of the union may define the jurisdiction of joint boards and issue charters to them. The function of joint boards is to organize, co-ordinate and supervise the activities of their affiliated unions. Subject to the approval of the international executive

board, each joint board may adopt by-laws which conform with the provisions of the international constitution. Section 2 of Article 14 provides that the right to bargain collectively for the membership of a local union lies with the executive board of the local or officers designated by it and with the joint board where one exists.

He noted also that collective bargaining was one of the objectives set out in the constitution of the Saskatchewan Joint Board. He quoted the following clauses from its declaration of aims:—

To co-operate with other labour unions or organizations to secure the rights of labour and to work for the establishment of legislation for the benefit of all who labour.

To negotiate a collective bargaining agreement for or on behalf of any Local making that request to the Joint Board.

The company submitted that there was no proof before the Labour Relations Board that any local union had requested the joint board to negotiate a collective agreement for it. Mr. Justice Graham considered that if no such request had been made it might give rise to the authority of the joint board being questioned within the union itself but would not affect the Labour Relations Board in the exercise of the power conferred on it by the Act to deal with applications for certification.

After examining the constitutions of the union and the joint board, His Lordship was satisfied that each was a labour organization which had collective bargaining among its purposes. He considered that, whether or not the joint board received a request to bargain on behalf of a local, collective bargaining was one of the purposes embraced in the declaration of its aims.

He considered also that while the joint board consisted of delegates elected from each affiliated local union the delegates remained "employees" and the board was an "organization of employees" within the definition of a labour organization set out in the Act.

Mr. Justice Graham held therefore that the joint board was a trade union within the meaning of the Act.

The company had questioned before the Court the validity of the evidence submitted by the union to the Labour Relations Board of the number of employees who were union members. Cards purporting to be signed by 12 of the 17 employees in the unit were accepted by the Board without proof of the signatures. His Lordship stated that a dishonest person could easily attach false signatures to the cards. While he did not suggest that this had

been done in this case, he gave his opinion that the Board should insist that the signatures on the membership cards on which its judicial decision depends should be authenticated in some manner. He mentioned that such cards would not be accepted as evidence in a court of law and stated that this rule of evidence was a good one since its non-observance could lead to many abuses.

However, although the company had indicated to the Board that it would prefer to have a representation vote taken among the employees, it had made no positive attempt to show that the cards were not properly signed. His Lordship had in mind also that Section 14 of the Act permits the Labour Relations Board to accept evidence "as in its discretion it may deem fit and proper whether admissible as evidence in a court of law or not". He held therefore that there was some evidence before the Board on which to base the exercise of its powers of a judicial nature and that it had not exceeded its jurisdiction.

The application for *certiorari* was dismissed. *F. W. Woolworth Company Limited v. Saskatchewan Joint Board, Retail, Wholesale and Department Store Union*, [1953] 9 WWR (NS) 208.

Quebec Superior Court . . .

. . . finds Quebec Collective Agreement Act doesn't authorize a parity committee to sue for damages

The Quebec Superior Court, at Montreal on November 14, 1952, dismissed an action brought by a parity committee against a clothing manufacturer for damages and an injunction to prohibit the company from refusing to allow the committee's inspectors to proceed with their work, and also three incidental demands for wages due to the company's employees. The Court dismissed the action in damages on the ground that the Quebec Collective Agreement Act entitles a parity committee to bring action on behalf of employees for the recovery of wages but not to bring an action for damages on their behalf. The incidental demands were dismissed because they were irregularly formed. Even if the action had been properly brought, the amount claimed was a mere estimate, far too indefinite for the Court to accept.

The judgment was given by Mr. Justice Montpetit. He stated that the plaintiff, the Joint Committee of the Men's and Boys' Clothing Industry for the Province of Quebec, claimed a sum of \$7,212.50 in damages from the defendant, Dolly Dimple Incorporated, and sought an injunction to enjoin the company from refusing to

permit the committee's inspectors to proceed with their work, which is authorized by the Quebec Collective Agreement Act. In its claim, the committee alleged: "That as a result of being unable to file claims on behalf of the employees of defendant, plaintiff has suffered damages in the amount of \$7,012.50, being the amounts due the employees of defendant..." It claimed an additional sum of \$200 as damages caused by the actions of the company in refusing access to the committee's inspectors, for the inspectors' expenses and wages during that time. The injunction sought was to order the company to permit the committee's inspectors "to examine the registration system . . . of an employer . . . and to verify from the employees the rate of wage, duration of work, apprenticeship system and observance deemed necessary as detailed in the Collective Agreement Act".

The first question considered by the Court was whether the plaintiff was entitled to claim damages under the Act. The first paragraph of Section 20 of the Act states that a parity committee has all the rights, powers and privileges of an ordinary civil corporation which would include the power to claim damages in certain cases. For instance, a parity committee could sue for damages following the violation of contractual obligations by a co-contracting party or under Section 1053 or 1054 of the Civil Code (which make causing damage to persons or property an offence). In the present case, however, the damages claimed were not personal. Except for the \$200 claim, the damages arose only from the fact that the company's employees were deprived of the wages to which they were entitled under the Act.

The committee claimed that it could bring its action for damages under Section 20(a) of the Act, which provides that a parity committee may:—

exercise all recourses arising out of the decree in favour of employees who have not caused a suit to be served within a period of 15 days from the due date, and may do so, notwithstanding any law to the contrary, any opposition, or any express or implied renunciation by the employee, and without being obliged to establish an assignment of claim by the interested party, to put him in default, to inform him of the suit, or to allege and prove the absence of suit within such delay of 15 days or to produce the certificate of competency.

His Lordship stated that this power must be construed strictly because it is an exception to the rule in the Code of Civil Procedure that "a person cannot use the name of another to plead". Was the type of recourse the plaintiff sought to exercise

authorized by the Act or the decree? The decree specified the wages and cost-of-living bonus to be paid to each category of employee. Section 12 of the Act states that an employee who does not receive the proper wages "is entitled to recover the wage fixed by the decree". Neither the Act nor the decree, however, authorizes an employee to bring an action in damages. A parity committee, therefore, under Section 20(a) of the Act may recover wages on behalf of an employee but may not bring an action in damages, since the employee himself does not have that right under the Act. Assuming for the purpose of discussion that the employees did have a common law right to claim damages, the parity committee could not exercise that right on their behalf since it did not arise out of the Act or the decree. The Court held therefore that the committee could not legally bring the action in damages.

Mr. Justice Montpetit then dealt with the plaintiff's three incidental demands claiming a total sum of \$22,924.64 from the company as the difference between the wages required under the decree and the actual wages paid to employees of the company between September 15, 1950, and February 26, 1952. The Court held that these demands were irregularly formed because they had no legal connection with the principal action. The rights in damages claimed by the committee in its principal action were quite distinct from rights based on a difference in wages. For this reason the demands must be dismissed.

His Lordship stated that, even if the principal action and the incidental demands had been legally formed, he would still have had to dismiss them because the plaintiff was not able to establish accurately the difference in wages and cost-of-living bonus to which it claimed the company's employees were entitled. It was evident that only a rather small portion of the defendant's production came under the jurisdiction of the decree. Yet the statement of the amounts due did not show how many of the company's employees were engaged at work coming under the decree for the whole or part of the period specified. It was therefore impossible for the Court to establish the amount due. The committee's own witnesses admitted that the amount claimed in the principal action was a mere estimate.

The Code of Civil Procedure provides that the losing party must pay all court

costs unless the Court orders otherwise. Giving reasons for his decision not to award costs in favour of the defendant, Mr. Justice Montpetit stated that the company had "showed a complete disrespect for the laws of this province". The president of the company admitted that a certain number of its employees did come within the jurisdiction of the decree, yet the company had used every possible method to prevent the inspectors of the parity committee from carrying on the work they were required to do and so had deprived

a group of employees of the minimum wages to which they were entitled. In His Lordship's words:—

The Court has no sympathy whatsoever for defendant and feels it is its duty to say so. If there had been in the present action the slightest possibility in law to condemn defendant to reimburse to all its employees concerned the difference in wages and the bonus they had a right to, the Court would have ordered so without hesitation.

The Court dismissed the action without costs. *The Joint Committee of the Men's and Boys' Clothing Industry for the Province of Quebec v. Dolly Dimple Inc.*, [1953] CS Montreal, Nos. 5 and 6, 193.

Recent Regulations, Federal and Provincial

New rules of procedure are issued for Manitoba Labour Board. C.S.A. Safety Code for passenger and freight elevators adopted in Quebec, revised liquefied petroleum gas regulations issued in Saskatchewan and boiler and pressure vessel regulations amended in Newfoundland

New or revised safety regulations have been issued in three provinces.

The CSA safety code for passenger and freight elevators was adopted in Quebec. Revised regulations for the safe handling of liquefied petroleum gas equipment were made in Saskatchewan. Newfoundland has amended the regulations under the Boiler and Pressure Vessel Act to permit the operation of plants other than steam plants by persons whose qualifications are not sufficiently high to permit them to obtain an engineer's certificate.

The first minimum wage order covering machinists was issued in British Columbia fixing a minimum of \$1.25 an hour. Hotels and restaurants were brought under the British Columbia Semi-monthly Payment of Wages Act.

Extensive rules were issued for the practice and procedure of the Manitoba Labour Board. Provisions for the submission to arbitration of disputes between employers and unions were added to the regulations under the Prince Edward Island Trade Union Act.

The trade of welding was designated under the Alberta Apprenticeship Act and the apprenticeship regulations of Manitoba were amended to lay down the procedure for the conduct of trade tests and final examinations which an apprentice must take.

FEDERAL

Canada Shipping Act

Certification of Ships' Cooks

The Certification of Ships' Cooks Regulations under the Canada Shipping Act (L.G. 1951, p. 1001) were reissued without change by P.C. 1953-775 of May 13 and gazetted, for the first time, on May 27.

The new regulations set January 1, 1954, as the date on and after which persons engaged in Canada as ships' cooks must hold certificates of qualification. The Minister of Transport may grant exemptions from this rule if there is a shortage of certified ships' cooks.

Pilotage By-laws

The pilotage by-laws established in 1952 for the St. Lawrence - Kingston - Ottawa Pilotage District (L.G., Sept. 1952, p. 1231) were amended to increase pilotage dues from January 1, 1954. The amendment was approved by P.C. 1953-950 on June 12 and gazetted June 24.

The surcharge on pilotage dues was raised from 7½ to 10 per cent in the Halifax Pilotage District and a new section was added providing that a pilot who is detained on board ship for security reasons must be paid at the rate \$2 an hour but not more than \$24 a day. The amendments to By-law 3 were approved by P.C. 1953-680 on April 30 and gazetted May 13.

An amendment to By-law 2 of the New Westminster Pilotage District raised the pilotage dues for any vessel in tow of another and for any steam or motor vessel. The amendment was approved by P.C. 1953-641 on April 23 and gazetted May 13.

Amendments to the by-laws of the Montreal Pilotage District were made with respect to pension fund contributions. As in certain other pilotage districts, not less than 10 per cent of the gross pilotage dues received each year must be set aside for the pension fund. The actual percentage is to be determined by the Pilotage Authority after consulting the Pilots' Committee. If, however, contributions to the fund in any fiscal year average less than \$900 per pilot, an actuarial investigation may be made to determine what additional contribution may be necessary to provide for future benefits. The amendments were approved by P.C. 1953-773 on May 13 and gazetted May 27.

Pilots' Pensions

New Pilots' Pension Fund Regulations for the Montreal Pilotage District, governing the payment of a pension to retired licensed pilots or to their widows and children, raise the retirement benefits payable to a presently-active pilot from a flat \$1,000 a year to a *pro rata* amount with a minimum of \$1,250, increased by \$70 for each year of service subsequent to March 31, 1953, up to a maximum of \$2,100.

For any pilot who becomes licensed after May 13, 1953, the effective date of the new regulations, the minimum pension will be \$1,000 a year or \$70 for each year of service, whichever is greater, subject to a maximum of \$2,100.

Apprentice pilots holding temporary licences as pilots who retire from the service before receiving a full pilot's licence will be entitled only to the return of their interest in the pension fund.

As before, any application to be placed on the pension list must be made to the Montreal Pilotage Authority. The Pilots' Committee must be consulted before an application is granted or rejected. Ordinarily, a pension is payable after the age of 65 years but a pilot who is forced to retire at an earlier age because of physical or mental disability or as the result of a shipping casualty may apply for a pension. A pilot retired through misconduct will receive only his interest in the pension fund.

Future pensioners will receive their pensions monthly instead of quarterly. On the death of a retired pilot, his estate will be

paid the pension for the full month in which his death occurs. Widows' and orphans' pensions will begin on the first day of the following month.

As before, a widow will receive, until death or remarriage, half of what would have been payable to her husband unless he married after being placed on the pension list. Where orphans are the only dependants, they must be paid, in equal shares, the pension payable to a widow but no one child may receive more than half the pension to which a widow would be entitled. Pensions to orphans, whether boys or girls, will be paid until they reach the age of 18 years. Under the earlier regulations, an orphan boy's pension was payable only to the age of 16.

The new regulations were approved by P.C. 1953-774 on May 13 and gazetted May 27.

PROVINCIAL

Alberta Apprenticeship Act

Welding has been designated as a trade to which the provisions of the Apprenticeship Act apply. The designation was made on April 27 by O.C. 600-53, gazetted May 15.

Alberta Public Service Act

The administration of the Boilers Act was transferred from the Department of Public Works to the Department of Industries and Labour by O.C. 435-53, made on March 31 and gazetted April 15.

British Columbia Hospital Insurance Act

An amendment to the British Columbia Hospital Insurance Regulations sets out the conditions which must be met before a qualified person is entitled to benefits under the Act and provides that the length of time for which benefits may be paid is to be determined by the Hospital Insurance Commissioner.

Formerly, a qualified person other than an emergency or minor surgery case could obtain benefits if he had been admitted to hospital as an in-patient on the recommendation of the hospital administrator, superintendent or a qualified physician. The regulations now provide that the recommendation must come from a practitioner who is a member of the hospital staff and, in addition, a case-history and a complete diagnosis of the patient's physical condition must be available to the hospital and the Commissioner within a reasonable time.

In order to decide the period of time during which treatment or services are required, the Commissioner may from time

to time obtain written statements from the attending physician with respect to the patient's condition and need for services.

The list of hospitals required to provide services under the Act was amended to include the Community Hospital in Pouce Coupe and nine Red Cross Outpost Nursing Stations.

The amending regulation was issued June 13 and gazetted June 25.

British Columbia Male Minimum Wage Act

Machinists

The Board of Industrial Relations has established a minimum wage for the machinist trade, including machinist-fitters, tool makers and die makers, by Order 21 made on July 9 and gazetted July 16. The new order, effective from August 24, requires employees in the trade to be paid \$1.25 an hour.

Excluded from the order are workers who are permanently employed on maintenance work in industrial establishments or in public or private buildings and persons employed in the production-line or assembly-line manufacture of metal products for resale. The minimum of \$1.25 an hour is set for all workers covered by the order, except handicapped and part-time workers for whom permits have been issued by the Board authorizing the payment of a lesser wage than the minimum.

For all time worked after eight hours in a day, or after 44 hours in a week where the daily hours do not exceed eight, time and one-half the worker's regular rate must be paid. Permits from the Board are required for the working of overtime except overtime performed during an emergency to prevent serious loss to, or interruption in the operation of, the industrial undertaking. Where other hours limits have been approved by the Board, the overtime requirement does not apply until the employee has completed the hours so established. The Board may vary the overtime provision in the case of industrial undertakings exempted in whole or in part from the Hours of Work Act or subject to special regulations under that Act.

A worker who is called to work by the employer must be paid not less in any one day than an amount equal to two hours' pay at his regular rate if called to work and not put to work, nor less than four hours' pay if put to work.

The usual provisions regarding semi-monthly payment of wages, posting of orders and keeping of records are included in the new order.

British Columbia Semi-monthly Payment of Wages Act

The hotel and catering industry in British Columbia has been declared an industry to which the Semi-monthly Payment of Wages Act applies, that is, employees must be paid at least as often as semi-monthly all wages which they have earned up to a day not more than eight days before the date of payment.

As defined, the industry includes any place where a charge is made for lodging furnished or for food served. Besides hotels and restaurants, this covers such places as hospitals, sanatoria, clubs, dining rooms, and kitchens in schools or in industrial or commercial establishments or office buildings.

Other industries to which the Act applies are mining, manufacturing, logging, construction and fishing.

The regulation adding the hotel and catering industry to the Schedule to the Act was made on May 15 and gazetted May 21.

Manitoba Apprenticeship Act

Amendments to the general regulations under the Manitoba Apprenticeship Act reduce the number of hours of employment and training which an apprentice must complete each year from 2,000 to 1,800 and lay down the procedure for the conduct of the trade tests and final trade examinations which an apprentice is required to take. The changes were contained in Manitoba Regulation 16/53, filed May 25 and gazetted May 30.

As amended, the regulations require that an apprenticeship agreement must contain the provision that, if within any consecutive 12 months of the apprenticeship period the employer fails to provide the apprentice with at least 1,800 hours of employment, including any time spent at day classes, the apprentice must complete the full 1,800 hours before being advanced to the next 12 months of the apprenticeship period.

The regulations previously contained only the general requirements that the Provincial Apprenticeship Board should arrange for the trade tests and final trade examinations to be given to apprentices by the Department of Education. It is now provided that the Board may, with the approval of the Lieutenant-Governor in Council, appoint a three-member examining board for each designated trade. Two of its members are to be nominated by the appropriate Trade Advisory Committee, one to represent the viewpoint of employers and the other the viewpoint of

employees. The third member, the chairman, is to be nominated by the principal of the Manitoba Technical Institute. The Board must arrange with the Minister of Education for final trade examinations to be conducted at the Manitoba Technical Institute at not less than four-month intervals, and at such other places and times as it may consider necessary.

As before, the Director of Apprenticeship must issue a certificate, in a form approved by the Board, to every apprentice who completes the prescribed term of apprenticeship and the required technical training and passes the final examination. A new section provides for the issuing of the appropriate certificate, as approved by the Board, to an applicant other than an apprentice who meets the requirements of the trade rules.

Manitoba Labour Relations Act

Rules to govern the practice and procedure of the Labour Board in carrying out its duties under the Labour Relations Act were made by an Order in Council (Manitoba Reg. 12/53) filed on April 25 and gazetted May 2.

Part I of the regulations, setting out the rules of procedure, specifies first the information to be contained in any application. It then requires certain information to be filed concerning the organization and affiliation of a trade union to establish that it is eligible to be heard. An application may not be filed until the trade union has been actually organized by the holding of all necessary meetings, the adoption of a constitution, the election of officers and, where the union is a local branch of an international, national or provincial organization, until a charter has been granted by the parent organization. Written notification to the officers of the local branch that a charter has been granted and is forthcoming may be filed with the Board in place of the actual charter but a certification order may not be issued pending receipt of the charter.

It next sets out the material to be contained in an application for certification and the procedure to be followed by the Board and the interested parties after the Board has received an application.

Part I also deals with applications requesting the Board to establish a procedure for settlement of disputes concerning the interpretation, application or violation of a collective agreement; applications for consent to prosecute for violation of an agreement, and applications for consent to prosecute for other violations of the Act. Under the regulations an application for review, variation

or revocation of an order may not be made except on the basis of new evidence and such an application must contain a statement of the new evidence "with statutory declarations made by persons able to speak at first hand of the facts declared by them" and must explain why the evidence was not available at the original hearing.

Procedure to be followed in dealing with these applications is then set out. In every case the Registrar is required to serve notice of an application upon the party against whom relief is sought. The Board may refer any matter to an examiner for investigation and report. The Registrar must send the report to the parties concerned and they have seven days to file objections; if objections are filed a hearing must be held.

Part II contains the general rules of Board practice and includes a definition of employer unit, craft unit, technical unit, plant unit, member in good standing, and "affected employee". It sets out the principles the Board will follow in determining when a certification vote will be held, the procedure for bringing evidence before the Board, and requirements with respect to the time for filing a new petition.

To be a member in good standing of a trade union a person must, at the date of filing of an application for certification, have been a member of the union for at least three months, must not have been suspended by the union or automatically suspended by the terms of the union constitution, and must, on his own behalf, have paid at least one month's dues at the regular rate within a defined period (approximately three months) preceding the date on which the petition for certification was filed with the Board. As an alternative, the employee must have joined the union within the previous three-month period by making a written application for membership and paying the initiation fee prescribed by the union constitution or, if there is no initiation fee, an amount equal to one month's union dues with a minimum of \$1, and have been made a union member in accordance with the requirements of the constitution. In any case the person must not be excluded from membership in the union by the express terms of the union constitution.

The regulations also set out the method of determining which employee should be deemed to be "affected employees" i.e., members of the proposed bargaining unit when the Board is considering an application for certification. All employees who on the date on which the petition is filed are

on the employer's payroll will be deemed "affected employees" except those taken on as substitutes for employees on vacation or other leave of absence, or temporary employees hired within two weeks previous to that date for a period of not more than four weeks.

For the purpose of determining the list of voters in a Board-directed representation vote, the Board will consider as eligible to vote all employees on the payroll of the employer and within the unit on the payday immediately preceding the day of the vote who continue to be employed up to and including the voting day. However, the Board may order the inclusion on the voters' list of a person who was on the payroll on the pay-day preceding the day of the vote but who had ceased to be employed at the time of voting.

Any employees who work on a regular schedule week by week regardless of the number of hours worked each week will also be deemed to be "affected employees".

In determining whether or not a representation vote should be held the Board will take into account any established evidence of unfair practice or undue pressure by an employer or by the applying or intervening trade union. If there is no such evidence, the Board will not order a vote if it finds that a substantial majority of the affected employees are members in good standing; or that a majority, even though slight, have been members in good standing for six months or more and the dues are currently paid up. Otherwise, where the majority is small, the Board will ordinarily conduct a vote on application of any party or on its own initiative.

When a person or union desires to bring evidence before the Board or seeks a hearing or Board action, the rules require that he file any necessary application together with statutory declarations by persons able to speak at first hand on the matters in question. Persons making such declarations will be called as witnesses at the Board hearing, may be required by any party to the proceedings to be sworn, and will be subject to examination and cross-examination. Except with the consent of the Board, evidence and argument will be limited to matters specifically raised in the application, reply or other material filed.

When the Board consents to other matters being raised it may impose terms and direct that other affected parties must have an opportunity to contest the additional matters or it may fix a new date for hearing evidence or argument on the additional matters.

In any proceedings before it the Board must give an opportunity to all interested parties to present oral or written evidence or make oral or written representations on the matters at issue as the Board deems advisable. If the question is raised whether any party is "an interested party" the Board will decide the matter and its decision is final.

If the Board refuses an application for certification, no further application in respect of the same unit of employees or any unit including some of the same employees may be lodged by the same applicant for six months following the date of decision except with the Board's permission in a case where it is of the opinion that the earlier application was rejected through a technical error or omission. The Board may allow a trade union whose application for certification has been refused within the previous six months to appear as intervenor or as a cross-applicant in an application filed by another union which affects some or all of the same employees.

If, during the currency of a collective agreement, the Board certifies a new bargaining agent for the unit or any part of it, no further application for certification for that unit may be filed without consent of the Board until 10 months have expired.

The forms for application for certification and in connection with other procedures set out in the Act and regulations are prescribed in the regulations.

Manitoba Minimum Wage Act

The section of the regulations under the Manitoba Minimum Wage Act which sets out the requirements governing the method and frequency of the payment of wages was revised by an Order in Council filed May 25 and gazetted May 30 (Manitoba Reg. 15/53).

As before, wages must be paid within three days of the period during which they were earned, unless written permission to do otherwise has been granted by the Minister of Labour. Previously, the regulations required wages to be paid once a week unless the Minister granted permission for a different pay period. The requirement is now set out in somewhat less positive terms, giving the Minister general supervision over payment of wages and enabling him to require weekly payment if he thinks it desirable. It is now stated that no employer may institute a practice of paying wages less frequently than once a week, nor alter an established practice so as to pay wages less frequently than

once a week, without prior written permission of the Minister. The Minister may order an employer who pays wages less frequently than once a week to change this practice.

The provision that the Minister may direct an employer to pay wages by cash, accepted cheque, money order or other method remains unchanged.

Newfoundland Boiler and Pressure Vessel Act

Amendments to the regulations under the Boiler and Pressure Vessel Act made and gazetted on July 7 make provision for the issue of certificates to persons qualified to operate plants other than steam plants.

If a person is unable to meet the requirements for certification as any of the four classes of operating engineers, but has been trained in the operation of a refrigeration plant, air or gas compression plant, portable air compressor plant, or an internal combustion or electric hoisting plant, he may be examined by the Chief Inspector for a certificate authorizing him to operate one of these plants. To be eligible for such a certificate the candidate must be at least 20 years old, have had a minimum of 18 months' experience in the particular plant for which he wants to be certified and must obtain at least 60 per cent of the allotted marks in an examination. The candidate is required to pay the fee prescribed for the certificate of an operating engineer, fourth class.

The holder of a refrigeration certificate may operate a refrigeration plant of up to 400 h.p. The holder of a certificate for the operation of an air or gas compression plant, portable air compressor plant or hoisting plant may operate a plant of unlimited horsepower.

Other amendments were made with regard to the small plants exempted from Part IV of the regulations, that is, the section which provides for the certification of boiler inspectors, operating engineers and firemen.

As provided for in a 1953 amendment to the Act, a per diem charge is fixed for the inspection, on special request, of a boiler, pressure vessel or plant not subject to the provisions of the Act.

Newfoundland Mothers' Allowances Act

The maximum annual outside income which a needy mother may have and be eligible for a mother's allowance was increased by \$120 as the result of an Order

in Council made and gazetted on July 14. The increase brings the total amount of income allowed, excluding the allowance, to \$360.

Allowances are payable from provincial funds to mothers who are widowed or who, for other reasons, are without adequate means to support their children. The amount of the allowance is \$300 a year for a mother and one child and \$60 a year for each additional child. By a further change, the maximum now payable is the allowance in respect of a mother and nine children (\$780 a year) instead of the allowance in respect of a mother and six children, as before (\$600 a year).

Ontario Public Health Act

The new Plumbing Code made under the Ontario Public Health Act (L.G., Oct., 1952, p. 1373) was declared in force on May 6, 1953, by O. Reg. 52/53 on April 16, gazetted May 2.

Prince Edward Island Trade Union Act

A new section providing for the submission to arbitration of disputes between employers and unions was added to the regulations under the Prince Edward Island Trade Union Act (L.G., Feb., p. 292) by an Order in Council of May 7, gazetted May 16.

The provision states that, where a union has complied with Section 7 of the Act by filing with the Provincial Secretary a copy of its constitution, rules and by-laws or other documents containing a complete statement of its purposes, a written agreement to refer all disputes to arbitration under the Arbitration Act will be deemed to have been signed and made between the union and the employer of its members.

Quebec Industrial and Commercial Establishments Act and Public Building Safety Act

Regulations have been made under the Industrial and Commercial Establishments Act and the Public Building Safety Act embodying the provisions of the Canadian Standards Association Safety Code for Passenger and Freight Elevators with the exception of those provisions which apply to private residence elevators (i.e. serving only one family).

The Quebec Safety Code, like the CSA Code, applies to the construction, inspection, maintenance and operation of elevators, escalators, dumbwaiters and their hoistways, but not to belt, bucket,

scoop, roller or similarly inclined or vertical freight conveyors, tiering or piling machines, mine elevators, wharf ramps, stage lifts or similar equipment, nor to elevators used only for handling building materials and mechanics during construction.

All new construction and installations must conform to these regulations. A special section lays down requirements with respect to power elevators and power dumbwaiters which were installed or for which plans were completed and accepted before the regulations came into force. Workmanship must be good in all installations governed by the Code, or approval will be withheld.

Inspection at least quarterly is required for most parts of the equipment. Car safeties must be inspected periodically to determine the condition of the sliding surfaces and the working parts. Tests of safeties must be made at least once a year.

Elevator hoistways and pits must be kept clean and the pits must not be used for storage. Material which is not a permanent part of the elevator equipment must be kept off the top or cover of an elevator car. The carrying of freight or passengers on top of cars is prohibited.

Operators must be at least 18 years old. Before a new operator is placed in charge of a passenger elevator, he must have sufficient experience or training under a competent instructor and a complete knowledge of the instructions to operators which are set out in the Code.

The regulations were approved by O.C. 1171 on November 6, 1952, and gazetted April 25.

Quebec Minimum Wage Act

Quebec Minimum Wage Order 3, which provides for one week's annual vacation with pay after a year's continuous service, has been revised with regard to the section which sets out its application.

The Order applies to employees under the Minimum Wage Act who are subject to an order of the Minimum Wage Commission with the exception, as before, of those covered by a decree under the Collective Agreement Act or a collective agreement providing for an annual vacation with pay of at least one week; those under Order 3A (which provides for a stamp system in the construction industry in Montreal and Hull); manual workers in the building construction industry; employees of municipal and school corporations; domestic servants; farm workers; workers engaged in forest operations; salesmen; apartment

house janitors; homeworkers; and part-time workers who work not more than three hours in a day. Caretakers continuously supervising an employer's establishment who are provided with free lodgings on the premises are now also excepted.

Saskatchewan Boiler and Pressure Vessel Act

Safe Handling of Liquefied Petroleum Gas

The regulations under the Boiler and Pressure Vessel Act covering the safe handling of liquefied petroleum gas were replaced by new regulations approved by Order in Council 1371/53 on June 22 and gazetted July 3.

These regulations cover the construction, operation and maintenance of liquefied petroleum gas distributing plants and pressure vessels used in connection with liquefied petroleum gas. The installation and inspection of liquefied petroleum gas equipment for consumers and the manufacture and sale of such equipment are covered by a new Act, the Gas Inspection and Licensing Act, which was passed in 1953 and has not yet been proclaimed.

The regulations require every distributor, distributor's agent and any other person engaged in selling or distributing liquefied petroleum gas, or selling or installing L.P. gas equipment, to be licensed, and set out standards for the design, construction, installation and operation of portable cylinders, storage and transport tanks and other pressure containers, and filling and distributing plants used in connection with L.P. gas.

The annual licence required for each distributing branch is renewable on or before January 1 (formerly July 1) each year on payment of the prescribed fee.

Four types of licences are now provided for. A Class A licence authorizes the holder to operate a filling plant or distributing plant, to fill portable cylinders or other approved pressure containers and to make L.P. gas installations. The holder of a Class B licence may distribute L.P. gas in the province by means of portable cylinders, transport tanks or by any other approved manner to agents or persons other than consumers, and may make installations. A Class C licence authorizes the holder to distribute L.P. gas in the province by means of portable cylinders direct to consumers and to make installations. The holder of a Class D licence may engage only in the sale of L.P. gas equipment.

In addition to performing the work authorized by his licence, the holder of any

licence, other than Class D, may also perform the work of the holder of a lower class of licence.

Licences are issued on the recommendation of the chief inspector, who decides which class of licence should be issued when it is uncertain which licence is necessary. A licence may be withheld, cancelled or suspended for violation of the Act or regulations, for non-compliance with an inspector's order or for the removal of an inspector's seal. Licences must be produced on demand of an inspector or authorized officer or it will be assumed that the person concerned has no licence. The fees for each class of licence are set out in the regulations. The licence fees were considerably increased but there is no longer an additional fee for each consumer installation supplied.

Little change was made in the sections of the regulations setting out the requirements with respect to construction, registration and installation of portable cylinders nor as regards the general safety requirements applying to all L.P. gas equipment covered by the regulations.

The standards for the construction and operation of distributing plants were made more stringent with respect to Departmental approval of their design and location. Before a filling or distributing plant is constructed or installed, detailed plans must be submitted to the Department of Labour for the approval of the chief inspector. The regulations forbid the filling or use of any storage tank or pressure container until it has been inspected and a certificate has been issued authorizing its use. Storage tanks must be located at least 50 feet from the nearest building or adjoining property which, when deemed necessary by an inspector, may include streets, lanes and other thoroughfares. The distance may be reduced to 10 feet with respect to an approved bottling house, pump or meter house or other similar building especially constructed for use in connection with the distributing plant.

Vehicle tank filling station outlets must be located in the open, and pumps and other apparatus must be either in the open or in a special approved building. At least 25 feet must separate a filling station outlet or apparatus from adjoining property or thoroughfare, the distance from a storage tank must be at least 10 feet.

Automatic weight scales for filling portable cylinders so designed as to shut off the liquid flow to the cylinder must be installed in a bottling house.

The design of the bottling house and similar buildings used in connection with a filling or distributing plant must be approved by the Department. Such buildings must be constructed predominantly of fire-proof material, be adequately ventilated at top and bottom and have a floor of concrete or other approved construction which has no enclosed space beneath which gas may accumulate. Only heating by indirect means may be provided for such buildings. No flame-heated apparatus capable of igniting L.P. gas may be used. Heating apparatus must be installed at a specified distance from the building, depending on the capacity of the fuel tank.

Storage tanks and other pressure containers with a capacity exceeding 1,000 gallons must not be installed until the plans have been submitted to the Department and the proposed location approved by the chief inspector. Unless authorized by the chief inspector, pressure containers, other than portable cylinders, may not be filled with L.P. gas or placed in the possession of a consumer unless the Department has been notified, has inspected the equipment and has issued a certificate authorizing its use. Pressure containers must be installed under the supervision of a person holding the proper licence.

Requirements with respect to the distance of storage tanks from adjoining property are set out in the regulations.

The regulations now authorize an inspector or other officer to seal any L.P. gas plant or equipment which is being operated in violation of the licence provisions or any other requirements of the Act or regulations, is being used in an unsafe manner or is being used to supply L.P. gas to an unauthorized person. If the inspector makes a special trip to remove the seals, a per diem fee and his expenses may be charged at the discretion of the chief inspector.

Saskatchewan Health Services Act

New regulations under the Saskatchewan Health Services Act empower the Minister of Public Health to make arrangements for the establishment of two poliomyelitis centres, in hospitals in Regina and Saskatoon, for the care and treatment of persons suffering from poliomyelitis.

The regulations provide for the appointment through the hospital of a physician as medical director of the centre and outline his duties. The Minister is authorized to pay various costs in connection with the centres and may, if necessary, establish additional centres. He may also pay the

hospital for services to polio patients who are not beneficiaries within the meaning of the Saskatchewan Hospitalization Act until they become beneficiaries or, in the opinion of the medical director, no longer require hospitalization as a result of poliomyelitis.

These regulations were approved by O.C. 1285/53 on June 8 and gazetted June 19.

Further regulations under the Health Services Act, approved by O.C. 1286/53, also made on June 8 and gazetted June 19, provide for the establishment of "physical restoration centres" containing therapy facilities for persons with residual physical disabilities due to accident, injury or disease. The services, which include physiotherapy, occupational therapy and speech therapy, are to be provided without charge to the patient. In planning the services, the Minister will consult officials and committees of appropriate institutions, organizations and professional bodies. He may enter into agreement with any of these groups with the object of setting up a well-integrated program.

Saskatchewan Social Aid Act

Mothers' Allowances

The Mothers' Allowance Regulations were revised, effective from July 15, by an Order in Council (O.C. 1497/53) made on July 6 and gazetted July 17. Allowances are payable from provincial funds to a needy mother with one or more children under 16 years who is widowed or in necessitous circumstances for certain other reasons. The regulations set out the conditions under which allowances are payable and the scale of allowances.

No change was made in the amount of the allowance, which is \$420 a year for a mother and one child and is increased by \$120 for the second child and \$60 for each successive child, up to a maximum of \$1,020 a year for a mother and 10 children. As before, an additional \$120 a year is granted in cases where there is an incapacitated father living at home. Unless the Board allows otherwise, the latter allowance will now be discontinued if the father is confined for three months to a hospital approved under the Hospital Standards Act. This provision does not affect the father's eligibility for health services. The allowance payable to a mother and child who are in an approved hospital will, however, be continued as long as the home is being maintained for their ultimate return. The mother's eligibility for health

services will not be affected in such a case even though payment of the allowances may be made to a guardian.

Allowances are not payable if the combined real or personal property of a parent and children has more than a specified net value. Maximum amounts are now fixed according to the size of the family. The former maximum of \$5,000, of which not more than \$1,000 might be in cash, securities or other liquid assets and which was applicable irrespective of the size of the family, now applies only to a mother and one child. An additional \$500 is allowed for the second child and \$250 for each additional child, making the maximum for a mother and 10 children \$7,500, of which not more than \$3,500 may be in liquid assets. In addition, a further amount of \$500 may now be added to these amounts where there is an incapacitated father living at home.

A new section provides that when an application for an allowance is refused because either the cash assets or real and personal property are in excess of the prescribed amounts, payment of the allowance must be deferred until the net value or the interest that the applicant or her family had in the property or assets is exhausted at a rate determined according to the Social Aid Maintenance Schedule or by other necessary expenditure approved by the Board.

As before, the maximum annual income allowed to a recipient, exclusive of the allowance, is \$540 a year. Casual gifts and certain types of federal and provincial aid, such as family allowances and social aid, are not considered income. In addition, there is now excluded from the calculation of income non-resident high school grants paid by the Department of Education through larger school unit boards or school boards of trustees and maintenance payments on behalf of children placed by the Child Welfare Division.

Other conditions of eligibility remain the same as before except that, in addition to paying an allowance in the case where the father is serving a sentence of a year or more in a jail or penitentiary, the Social Welfare Board may also authorize the payment of an allowance for a period of two months following his discharge.

A new provision permits continued payment of the allowance for a temporary period, with special permission of the Director, to a mother living in Alberta or Manitoba in a municipality bordering on Saskatchewan.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance during June increased. Statistics for the month* show 72,752 claims, compared with 71,476 during May

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that during June a total of 72,752 initial and renewal claims for unemployment insurance benefit were filed in local offices across Canada, compared with 71,476 during May.

This contra-seasonal rise in claims was concentrated in Nova Scotia, Quebec and Ontario, with a very slight increase in Prince Edward Island. A temporary cessation of operations in a large Cape Breton coal mine, because of mechanization, and a reduction of activity in textile and heavy industry in Quebec and Ontario were factors contributing to the increase in claims over last month. In comparison with the situation last year, claims this month are higher in all provinces except Manitoba and British Columbia, the most noticeable increase occurring in Quebec (6,699), while a decline of almost similar magnitude (6,032) was registered in British Columbia.

There was a considerable decline in the number of ordinary claimants on the live register on June 30, when 119,830 claimants (86,439 males and 33,391 females) were registered for unemployment insurance benefit, in comparison with 143,083 (109,001 males and 34,082 females) registered on May 31. Ordinary claimants one year ago numbered 122,691 (86,477 males and 36,214 females). Short-time claimants on June 30 totalled 18,727, while claimants on temporary lay-off numbered 3,697.

A total of 68,372 initial and renewal claims were adjudicated during June, entitlement to benefit being granted in 50,123 cases. Insufficient contributions resulted in 6,858 disallowances. Disqualifications were imposed in 16,385 cases (including 4,994 on revised claims). Chief reasons for disqualification were: "not unemployed" 6,018 cases; "voluntarily left

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

employment without just cause" 4,419 cases; and "not capable of" and "not available for work" 1,504 cases.

New beneficiaries during the month totalled 49,161, compared with 60,514 in May and 41,475 in June one year ago. A total of \$8,408,071 was paid during June in compensation for 2,731,888 proved unemployed days, compared with \$12,195,255 paid in respect of 3,919,260 days during May and \$6,726,957 in respect of 2,539,696 days during June 1952.

During the week June 27-July 3, benefit payments amounting to \$1,548,187 were paid to 90,859 beneficiaries in respect of 509,070 unemployed days, while during the week May 30-June 5, 125,558 beneficiaries received \$2,248,673 as compensation for 726,684 unemployed days. For the week June 28-July 5, 1952, 84,812 beneficiaries were paid \$1,252,275 in respect of 474,472 unemployed days.

The average daily rate of benefit for the current week reviewed was \$3.04, compared with \$3.09 for the week reviewed last month and \$2.64 for the same week last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month show that insurance books or contribution cards have been issued to 3,874,687 employees who have made contributions to the Unemployment Insurance fund at one time or another since April 1, 1953.

At June 30, employers registered numbered 248,230, an increase of 1,257 since May 31.

*See Tables E-1 to E-6 at end of book.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 915, March 4, 1953

Held: *That a claimant, who made no effort to find employment and gave in effect his full-time to a restaurant which he contended was operated by his wife, had not proved that he was unemployed within the meaning of the Act.*

Material Facts of Case—The claimant, married, 68 years of age, was employed by a large railway company as a yard foreman from 1913 to November 5, 1951, when he was retired on account of poor eyesight and placed on pension. On November 23, 1951, he filed an initial claim for benefit which was allowed at the single rate.

Subsequently it came to the attention of the local office that the claimant had some connection with the operation of a restaurant. The matter was investigated and, according to declarations made by the claimant and his wife on March 6, 1952, the wife had purchased the restaurant; the agreement of sale as well as the business licence was in her name; since commencing operations on November 20, 1951, the claimant had worked as a general handy-man in the restaurant, washing the dishes, cleaning up and fixing the fires, which took up about six or seven hours of his time each day and for which he received no compensation other than his board.

The claimant's unemployment register revealed that for the entire period from November 23, 1951, to March 1, 1952, he declared that he was unemployed.

The insurance officer disqualified the claimant from the receipt of benefit for an indefinite period as from November 23, 1951, because in his opinion he was not unemployed within the meaning of Section 27(1)(a) of the Act.

The claimant appealed to a court of referees, which, after having heard a representative of his union, unanimously upheld the decision of the insurance officer.

The union appealed to the Umpire, contending that the claimant would have accepted any employment notified to him but that at no time during the period he had drawn unemployment insurance benefit had he been offered work by the local office.

The union also requested an oral hearing before the Umpire, which was held in Ottawa on February 18, 1953, and which was attended by the Dominion Legislative Representative of the union and a representative of the Commission.

Conclusions—(The Dominion Legislative Representative of the union) argued before me that, following the jurisprudence laid down in decision CU-B 514, the claimant should not have been expected "to remain idle" in order to collect unemployment insurance benefit.

The relevant portion of CU-B 514 reads as follows:—

Claimants under the Unemployment Insurance Act are not prevented from "doing little things at home such as light repairs, housekeeping, gardening" or even at "the homes of members of their family" when it is done as a benevolent gesture. If, however, in order to fill up the gap of their unemployment, they undertake to do these "little jobs" for remuneration or profit, they then follow an occupation within the meaning of Section 29(1)(b) of the Act and are deemed not to be unemployed on any day they are so occupied unless they come within the provision of the exception therein quoted.

There can be no doubt that the claimant would not have been subject to disqualification under the Act had his participation in his wife's enterprise (assuming that the business is actually his wife's) been solely an act of benevolence, in order to fill up his leisure time, when he was not seeking employment, which he was expected to do.

His participation in the business, however, went far beyond the assistance which might be expected under similar circumstances of any married man who is temporarily unemployed and that which was contemplated in CU-B 514. According to the evidence on file, he gave, in effect, his full time to the restaurant, which he contends is operated by his wife, and made no efforts to obtain employment. This latter point is fully borne out by his statement that although "this summer there (had) been a shortage of workers (the local office) had never given (him) the opportunity of any kind of work" (this quotation is taken from the claimant's letter to the Dominion Legislative Representative of the union dated October 30, 1952, which is on file).

The claimant's status, while taking an active part in the operation of the restaurant and consequently carrying on an occupation for which it is customary to receive remuneration, is hardly consistent with that of an unemployed person who is genuinely in the labour field. Not only is he not seeking employment but, being busy in the restaurant during normal working hours, he places himself in such a position that "no employment will seek him", if I may use that expression.

(The Dominion Legislative Representative of the union) has also submitted that the investigation should have been made at the time of the claimant's application for benefit on November 23, 1951, when, allegedly, he stated that his wife was "in business for herself". Concerning that point, I consider that the Commission's representative, at the hearing, has satisfactorily explained that it would be impossible to investigate all claims for benefit which are made under the Act and that, since the claimant had not declared his participation in the operation of his wife's business, there was no particular reason to doubt that he did not fulfil the condition laid down in Section 27(1)(a) of the Act.

For those reasons, while there is no conclusive evidence that the claimant acted in bad faith, I will dismiss the appeal.

Decision CU-B 916, March 5, 1953

Held: *That the claimant, a young locomotive fireman who was discharged by a railway company and who upon filing a claim for benefit in a large industrial centre was disqualified under Section 27(1)(b) because he insisted on registering for work in that occupation, should have been allowed one month to look for the kind of employment he desired, after which period it could then be said that he had so unduly restricted his sphere of employment as to be considered not available for work within the meaning of the Act.*

Material Facts of Case—The claimant, single, 23 years of age, worked as a locomotive fireman for a large railway company from November 15, 1949 to July 31, 1952.

On September 16, 1952, he filed an initial application for benefit and stated that he had been dismissed from the employ of the company after having served a 30-day term in jail for creating a disturbance outside the hours of his employment and off the company's property. On September 16 also, the manager of the local office submitted a report of possible disqualification to the insurance officer wherein he stated that the

claimant insisted on registering for employment as a locomotive fireman but that it was practically impossible to place him in that occupation.

The insurance officer disqualified the claimant from the receipt of benefit for an indefinite period as from September 16, 1952, on the ground that the claimant had not proved that he was available for work within the meaning of Section 27(1)(b) of the Act.

The claimant appealed to a court of referees, which, after having heard him, a representative of his union and two representatives of the local office, unanimously upheld the decision of the insurance officer.

The claimant's union appealed to the Umpire and to rebut the statements made before the court of referees by a representative of the local office that it was practically impossible to place the claimant in his usual occupation and that only one such placement had been made by that office in 18 years, it listed four big industrial companies in the claimant's city which employed a large number of locomotive firemen in connection with the operation of their plant locomotives.

In response to a request from the Chief Claims Officer of the Commission to enquire and report on the information contained in the union's appeal to the Umpire, the manager of the local office in a memorandum dated December 11, 1952, stated that all the companies mentioned by the union trained their own locomotive firemen and selected them from their regular personnel and that in regard to the statement made by the local placement officer before the court of referees that only one such placement had been made by the local office in 18 years, this had to do with a listing made by one of the companies some years ago, which was later cancelled when that employer secured the services of a retired locomotive engineer.

The claimant's union requested an oral hearing before the Umpire and it was held in Ottawa on February 18, 1953, and attended by the vice-president of the union and a representative of the Commission.

Conclusions—Under the Unemployment Insurance Act and the interpretation given thereto in decisions of the Umpire, a claimant is considered available for work only when he is prepared to accept at once any offer of suitable employment brought to his notice.

The question therefore which comes immediately to mind is, what is or was considered suitable employment for the claimant or, more specifically, at what

stage of his claim could employment outside his usual occupation be considered suitable for him.

The relevant section of the Act reads as follows:—

40(3) After a lapse of such an interval from the date on which an insured person becomes unemployed as, in the circumstances of the case, is reasonable, employment shall not be deemed to be not suitable by reason only that it is employment of a kind other than employment in the usual occupation of the insured person, if it is employment at a rate of wages not lower and on conditions not less favourable than those observed by agreement between employees and employers or, failing any such agreement, than those recognized by good employers.

According to (the vice-president of the union), the expression “after a lapse of such an interval . . . as is reasonable” which appears in the above-quoted section, is interpreted by the Commission to mean a period of three months. (The vice-president of the union) has not stated the source of his information in that respect but I must say that such a ruling would be contrary to the spirit of the Act and in violation of the explicit wording of Section 40(3), which states that the reasonable lapse of time must be determined in the light of the “*circumstances of the case*”.

Under Section 40(3) of the Act, therefore, each case is dealt with on its own merit, bearing in mind that the factors which affect the suitability of an offer of employment outside one's usual occupation are numerous and that the weight given to any particular one varies according to the presence or absence of certain others.

In certain cases, claimants have been allowed a substantial period of time in which to find employment of their own choice whereas in others they have been disqualified from the receipt of benefit almost immediately upon becoming unemployed because they had restricted their sphere of employment to work in their usual occupation which they could not reasonably hope to find owing to certain circumstances beyond their control or which they had deliberately created. In regard to the latter-mentioned cases, I would cite as an example decision CU-B 912, which deals with the case of a French-speaking stenographer from the City of Quebec who was not considered available for work within the meaning of the Act when, upon filing a claim for benefit in an Ontario centre where the English language is

spoken exclusively, she insisted upon accepting French stenographic work only. Her short period of unemployment carried little weight in determining the issue.

In the present case the claimant, upon registering for employment with the Commission's office in the City of on September 16, 1952, stated that he would accept work as a locomotive fireman only. At that time he was just beginning his period of unemployment, if we take into consideration the month he served in jail and that it was not until September 15 that he was finally dismissed from the employ of the (railway company).

There was no question of his returning to the employ of the (railway company) and there were no jobs in his occupation listed at the local office. In fact the local office had only one job of that kind listed in all the years of its existence. There is no doubt, therefore, that his chances of obtaining employment were materially lessened by the very nature of his occupation.

On the other hand there are quite a few large firms in, apart from the railway companies, which employ locomotive firemen and, although they usually select them from their own personnel, it is quite possible that a young man of the claimant's experience could obtain, through his own efforts, employment as such with one of these firms. Whether the claimant intended to make the necessary efforts is not shown in the records but I think that the benefit of the doubt should be given to him in that respect.

Taking all the circumstances of the case into consideration, I am of the opinion that the claimant should have been allowed one month in which to look for the kind of employment he desired while in receipt of benefit. After the month had elapsed and the claimant had not succeeded in obtaining employment as a locomotive fireman, it could then be said that he had so unduly restricted his sphere of employment that he was not “prepared to accept at once any offer of *suitable* employment brought to his notice”, which as stated at the beginning of these remarks is the condition *sine qua non* of availability for work.

For those reasons the appeal is allowed to the extent that the claimant fulfilled the condition laid down in Section 27(1)(b) of the Act for the period from September 16 to October 16, 1952.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during July

Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 216 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 113 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts for the manufacture of supplies and equipment awarded during July are set out below:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.:		
(Building and Maintenance).....	4	\$ 9,428.30
Defence Production:		
(April Report)	157	16,198.00
(May Report)	158	1,449,330.00
(June Report)	149	1,002,783.00
Post Office	12	93,389.75
Public Works	1	6,400.50

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Wage Claims Received and Payments Made during July

During July the sum of \$144.10 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contracts. This amount has been or will be distributed to the 13 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

St John's Nfld: Terminal Construction Co Ltd, landscaping, Ebsary Estate. *Tuft's Cove N S*: Gunité & Waterproofing Ltd, exterior painting. *Chicoutimi P Q*: Louis Vezina, *exterior painting. *Farnham P Q*: Martin & Freres, *exterior painting. *Val d'Or P Q*: Courchesne & Lafleur Enrg, exterior painting. *Ajax Ont*: Cornish Construction Ltd, construction of storm & sanitary sewers. *Aylmer Ont*: Hagersville Asphalt Paving Ltd, paving of roads. *Cobourg Ont*: T A Wilson Lumber Co Ltd, construction of houses. *Deep River Ont*: Shalamar Gardens, landscaping. *Goderich Ont*: Terminal Construction Co

Ltd, landscaping. *Lindsay Ont*: Walter J Holsgrove, *landscaping. *London Ont*: London Sand & Stone Ltd, paving of roads. *Midland Ont*: Borgstrom Bros Ltd, landscaping. *Rockcliffe Ont*: Dibblee Construction Co Ltd, paving of roads. *Winnipeg Man*: J H From, landscaping. *Cold Lake Alta*: Provincial Engineering Ltd, installation of electrical distribution system; Mix Bros Construction Co Ltd, construction of roads & driveways. *Leduc Alta*: J W Parsons Painting, *exterior painting. *Edmonton Alta*: Cosmopolitan Decorators, exterior painting.

Defence Construction (1951) Limited

Dartmouth N S: Mardo Construction Ltd, construction of air electrical bldg. *Bagotville P Q*: George Proulx Eng, construction of sewers, concrete block bldg & greenhouse. *Montreal P Q*: O Langlois Construction Ltd, installation of water & sewer services. *Senneterre P Q*: Atlas Construction Co Ltd, reconstruction of drill & recreational hall. *Camp Borden Ont*: Swansea Construction Co Ltd, installation of watermains & sanitary sewers. *Centralia Ont*: J H Turvey Electric Ltd, extension to electrical distribution system. *Downsview Ont*: Mal Nicholson, extension of railway siding. *Falconbridge Ont*: Angus Robertson Ltd, residual construction & related work. *Foymount Ont*: Angus

Robertson Ltd, residual construction & related work. *London Ont*: Sterling Construction Co Ltd, construction of ground services. *Winnipeg Man*: Kummenshipman Electric Ltd, installation of power & communications system. *Cold Lake Alta*: Bennett & White Alberta Ltd, construction of hangars. *Suffield Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of central laboratory. *Baldy Hughes B C*: Ben Ginter Construction Co Ltd, construction of access roads. *Esquimalt B C*: J A Pollard Construction, construction of electrical workshop. *Holberg B C*: Marwell Construction Co Ltd, residual construction & related work.

Building and Maintenance

Halifax N S: Steel Company of Canada Ltd, erection of fence, coal yard, Lady Hammond Road. *Dunnville Ont*: W A Moffatt Co, application of built-up roofs on hangars, No 6 Repair Depot Detachment, RCAF Station. *Mountainview Ont*: W A Moffatt Co, application of built-up

roofs on hangars, No 6 Repair Depot Detachment, RCAF Station. *Between Edmonton & Fort St John B C*: J Boshard & Son Ltd, patch painting of structural steel, Peace River Suspension Bridge, NWHS.

National Harbours Board

Montreal Harbour P Q: Creaghan & Archibald Ltd, repairs to expansion joints in deck of Jacques Cartier Bridge. *Churchill Harbour Man*: Bolton Construction Co

Ltd, construction of officers' residence. *Vancouver Harbour B C*: Moncrieff Construction Co Ltd, construction of millwright's shop, No 3 elevator.

Department of Public Works

Charlottetown P E I: Island Construction Ltd, surfacing west side of railway wharf. *Larry's River N S*: R K MacDonald Construction Co Ltd, breakwater repairs. *Margaree Harbour N S*: A J MacDonald & D A MacIsaac, pier replacement. *Meteghan N S*: Atlantic Bridge Co Ltd, wharf repairs. *New Harbour N S*: Mosher & Rawling Ltd, breakwater extension. *Parkers Cove N S*: M A Condon & Son, breakwater repairs. *South East Cove (Tancook), N S*: T C Gorman (Nova Scotia) Ltd, breakwater extension. *Escuminac N B*: Andre F Richard, *dredging. *Green Point N B*: Lloyd G Smith, repairs & improvements to pier. *Kouchibouguac River N B*: C J Gaudet, construction of wharf. *Richibucto Cape N B*: Diamond Construction Co Ltd, *dredging. *St Louis Gully N B*: Andre F Richard, *dredging. *Chandler P Q*: McNamara Construction Co Ltd, *dredging. *Clarke City P Q*: J P Porter Co Ltd, *redredging. *Contrecoeur P Q*: Lucien Lachapelle, *dredging. *Gracefield P Q*: Amyot & Amyot, erection of public building. *Matane P Q*: A Lapointe & A Bellavance, shed reconstruction. *Montreal P Q*: C Howard Simpkin Ltd, installation of transformers, switchboard & alterations, etc, St James St Post Office. *Pointe-au-Pere P Q*: Mitis Construction Co, renewing of wharf lighting system. *Quebec P Q*: O Picard & Fils Inc, pipe tunnel installations, Marine Stores building; Magloire Cauchon Ltd, alterations to provide fluoroscope & radiology dept, Savard Park Hospital. *Riviere du Loup P Q*: Arthur Dionne, asphalt paving. *St Joseph de Sorel P Q*: Lucien Lachapelle, *dredging. *Ste Marthe de Gaspe (Rivière de la Martre)*

P Q: Gulf Maritime Construction Ltd, wharf extension. *Beamsville Ont*: R Timms Construction & Engineering Ltd, construction of public bldg. *Bloomfield Ont*: H J McFarland Construction Co Ltd, erection of public bldg. *Fort William Ont*: McNamara Construction Co Ltd, *dredging; Consolidated Dredging Ltd, *dredging. *London Ont*: Wainwright Construction Ltd, alterations to sanitary drains, Mental Infirmary; McKay-Cocker Construction Ltd, alterations to old Isolation Annex, Westminster Hospital; Towland Construction Co Ltd, road paving—Psychiatric Institution, Westminster Hospital. *Port Hope Ont*: McNamara Construction Co Ltd, *dredging. *Port Rowan Ont*: Detroit Construction Ltd, construction of breakwater. *Port Stanley Ont*: Peerless Construction Ltd, paving portion of wharf area. *Rondeau Ont*: McNamara Construction Co Ltd, *dredging. *Toronto Ont*: McNamara Construction Co Ltd, *dredging. *Whitby Ont*: Mannix Ltd, *dredging. *Black Bay (Bushell) Sask*: Burns & Dutton Construction Co Ltd, erection of fence. *Regina Sask*: Smith Bros & Wilson Ltd, erection of public bldg. *Cracraft B C*: F Gagne, float renewal. *Esquimalt B C*: Victoria Piledriving Co Ltd, wharf repairs. *Port Mann B C*: Gilley Bros Ltd, placing of rock at training dyke on Fraser River. *Port Washington B C*: Victoria Piledriving Co Ltd, wharf repairs & improvements. *Vancouver B C*: B C Marine Engineers & Shipbuilders Ltd, *docking, cleaning, painting & repairing dredge "PWD No 305" (King Edward); Burrard Dry Dock Co Ltd, docking, cleaning, painting & repairing dredge "PWD No 303" (Fruhling).

Department of Resources and Development

Prince Edward Island National Park P E I: Island Construction Ltd, asphalt seal coating, Dalvay-Stanhope & Rustico-New London Bay Highway. *Cape Breton Highlands National Park N S*: Fundy Construction Co Ltd, reconstruction of sub-grade, etc, Cabot Trail. *Halifax N S*: J Gray, demolition of barracks bldg. *Point Pelee National Park Ont*: Maren-tette Bros, installation of water system & electrical services for camp ground area;

Municipal Spraying & Oiling Co Ltd, asphalt seal coating of road. *St Lawrence Islands National Park Ont*: A F Simpson, construction of timber wharf with rock filled cribs, Gordon Island. *Riding Mountain National Park Man*: Commonwealth Construction Co Ltd, asphalt seal coating, No 10 Highway & Wasagaming Townsite Sts, etc. *Prince Albert National Park Sask*: Horton Steel Works Ltd, erection of steel water tank & tower,

Waskesiu Townsite. *Banff National Park Alta*: Baynes Manning Ltd, alterations & extensions to water & sewer system; Standard Gravel & Surfacing of Canada Ltd, construction of subgrade, etc, Trans-Canada Highway. *Jasper National Park Alta*: Western Construction & Lumber Co Ltd, asphalt seal coating, Banff-Jasper Highway; Marwell Construction Co Ltd, reconstruction of Banff-Jasper Highway. *Between Castlegar & International*

Boundary B C: Western Water Wells, drilling work on Columbia River. *Yoho National Park B C*: Dawson, Wade & Co Ltd, construction of subgrade, etc, Trans-Canada Highway. *Aklavik N W T*: Tower Co Ltd, construction of various bldgs. *Whitehorse Y T*: Campbell's Ltd, construction of foundation for Pan-American duplex bldg. *Upper Whitehorse Y T*: Campbell's Ltd, construction of garages.

Department of Transport

South Head Nfld: Newfoundland Engineering & Construction Co Ltd, construction of dwelling, concrete tower and storage bldg. *Argyle N S*: L E & P E Armstrong, construction of dwelling & light tower. *Scatari Island N S*: Robb Engineering Works Ltd, erection of tower. *Cap Des Rosiers P Q*: Emile Cloutier, renewal of brick facing on tower. *Rimouski P Q*: H J O'Connell Ltd, additional development of airport. *Rouyn P Q*: H J

O'Connell Ltd, additional development of airport. *St Timothee P Q*: Argo Construction Co Ltd, replacement of bridge by earth fill. *Sudbury Ont*: Raynor & Armstrong Ltd, additional development of airport. *Saskatoon Sask*: W C Wells Construction Co Ltd, construction of equipment bldg. *McInnes Island B C*: Stewart & Slade Construction Co Ltd, construction of dwellings & light-radio fog alarm bldg.

Prices and the Cost of Living*

Consumer Price Index, August 1, 1953

The consumer price index rose 0.3 per cent—from 115.4 to 115.7—between July 2 and August 1. It was the third consecutive rise following six consecutive declines.

The index is now at the same level as of January 1953.

The latest change, for the first time in many months, was largely attributable to factors other than foods which remained practically unchanged, moving from 112.7 to 112.8. Within the food group a substantial drop in the price of vegetables, coupled with decreases for fresh fruits and beef, was overbalanced by increases in bread, coffee, eggs, pork products and lamb.

The clothing index moved up 0.1 per cent from 110.3 to 110.4, as a result of an advance in the price of knitting yarn and a fractional increase in men's wear. The household operation series changed from 117.0 to 117.2 due to higher quotations for fuel oil and scattered slight increases in home furnishings and cleaning supplies.

The largest group index change was registered by the other commodities and services components which moved up 0.5 per cent from 115.2 to 115.8, reflecting higher quotations for gasoline and hospital

rates. The shelter index incorporated advances in both the rental and home-ownership components, and moved from 123.9 to 124.1.

The index one year earlier (August 1 1952) was 116.0; group indexes were: food 115.7; shelter 120.6, clothing 111.6, household operations 115.8, and other commodities and services 115.8.

Cost-of-Living Index, August 1, 1953

The cost-of-living index (1935-39=100) rose from 186.0 to 186.4 between July 2 and August 1. At August 1, 1952, it was 187.6.

Group indexes at August 1 (July 2 figures in parentheses), were: food 229.5 (229.2), rent 153.3 (152.9), fuel and light 153.6 (153.5), clothing 206.7 (206.5), home furnishings and services 195.9 (196.0), and miscellaneous 150.0 (149.2).

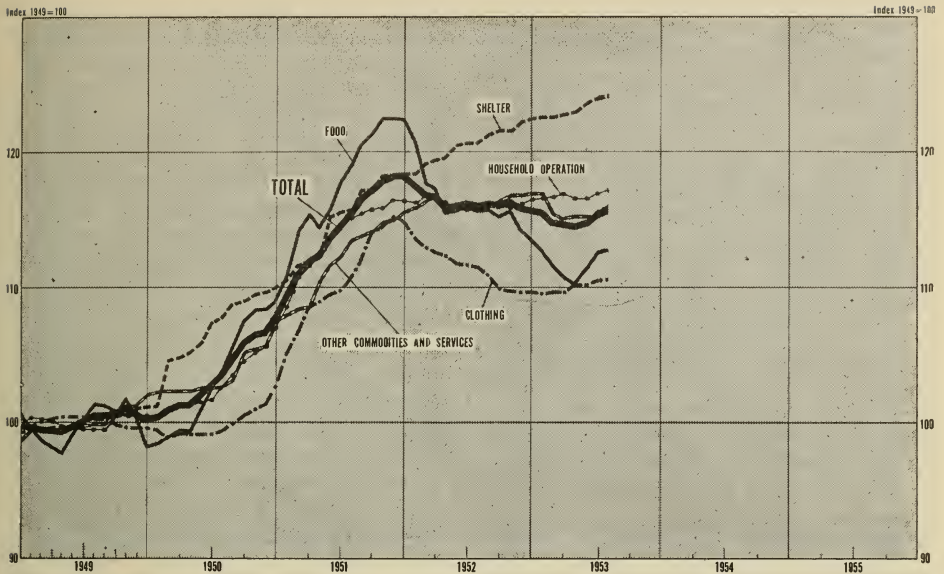
Group indexes one year earlier (August 1, 1952) were: food 238.0, rent 147.9, fuel and light 150.1, clothing 208.6, home furnishings and services 196.0, and miscellaneous 147.8.

City Cost-of-Living Indexes, July 2, 1953

Seasonal increases in food prices were mainly responsible for the advance in the

*See Tables F-1 to F-6 at end of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



cost-of-living indexes for each of the nine regional cities between June 1 and July 2, 1953.

The increases registered ranged between 0.6 and 1.1 per cent.

This general advance was largely attributable to seasonal increases in the prices of eggs and fresh vegetables. Increases for several other food items, in particular bacon, lard, lamb, flour and oranges also contributed to the substantial gains made by the food indexes in all nine centres. Advances in bread prices were recorded in Montreal, Winnipeg, Saskatoon, Edmonton and Vancouver.

Fractional changes in the clothing indexes of seven of the nine cities were mainly due to fluctuations in the prices of women's hosiery. The principal changes in the home furnishings and services group indexes consisted of increases in telephone rates in Saskatoon and furniture prices in Halifax, Toronto and Edmonton. Fuel and light indexes were unchanged in seven cities while they moved up in Montreal and Winnipeg due to higher coal and coke prices in the former and higher domestic gas rates in the latter.

Increases in the rent indexes averaged 0.3 per cent in seven cities while the indexes

for St. John's and Halifax remained unchanged. Advances in theatre admission fees in St. John's and newspaper subscription rates in Toronto moved the miscellaneous items indexes up in those two cities. Indexes for the remaining seven cities remained unchanged.

Composite city cost-of-living index point changes between June 1 and July 2 were as follows: Montreal +2.1 to 192.2; Winnipeg +1.7 to 178.9; Saskatoon +1.7 to 185.1; Halifax +1.4 to 174.8; Saint John +1.4 to 182.4; Edmonton +1.2 to 179.0; Vancouver +1.2 to 188.8; Toronto +1.1 to 183.3; St. John's +0.7 to 101.9.*

Wholesale Prices, July 1953

Wholesale prices declined by 0.2 per cent between June and July, to 221.7. In July last year the index was 225.4. Of the eight major groups, five averaged lower in July than in June, while two advanced and one remained unchanged.

The animal products index dropped from 247.5 in June to 243.5 due to lower quotations for livestock, fresh and cured meats, leather, raw furs, hides and skins, and

*Index on base June 1951=100.

cheese. These outweighed seasonal strength in eggs as well as advances in fish, poultry, oils and fats, and footwear.

Lower prices for hardwoods, fir, cedar shingles, woodpulp and newsprint were reflected in a decline in the wood, wood products and paper index from 290.5 to 289.7, while the index for fibres, textiles and textile products fell from 241.7 to 241.2 due to lower prices for binder twine, worsted yarns and woollen cloth. Raw cotton and imported raw wool were slightly higher.

The non-ferrous metals index moved down from 168.6 to 168.3 when decreases occurred for tin, gold, copper, silver and solder which overbalanced an advance in lead. Weakness in commodities quoted on an export basis, such as newsprint, gold, cedar shingles, etc., reflected a slight easing in July of United States funds in terms of the Canadian dollar.

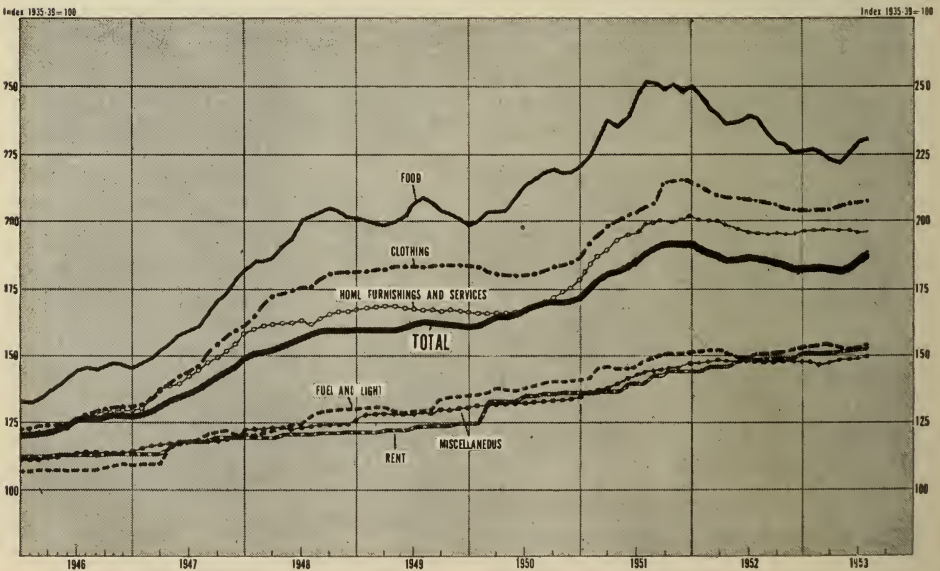
Lower quotations for fertilizer materials outweighed firmness in inorganic chemicals and paint materials to lower the total chemical products index from 176.4 to 176.1. In the non-metallies section, firmer prices for imported coal and crude oil were sufficient to raise the group index from 176.4 to 177.0. The index for iron and its products was unchanged at 220.6.

Firmer prices for bakery products, notably bread, coupled with increases for coffee, cocoa beans, potatoes, onions and canned fruits, outweighed losses in grains, livestock feeds, milled cereal foods, vegetable oils and natural raw rubber, to advance the vegetable products index from 197.4 to 198.7.

Canadian farm product prices at terminal markets changed narrowly from 219.3 to 219.2, the decline largely reflecting lower quotations for animal products. Lower prices for livestock, butterfat and western milk for cheese manufacture were responsible for a change in animal products from 268.8 to 265.3. Eggs were higher as well as fowl and eastern milk for cheese manufacture. Field products advanced from 169.9 to 173.1 when increases in eastern potatoes outweighed decreases in grains, western potatoes and hay.

The residential building materials index declined slightly between June and July from 284.1 to 283.9. Lower quotations were mainly concentrated in lumber although a slightly easier price tone was noted for the lath, plaster and insulation sub-group, as well as the roofing materials section. The paint and glass series moved up moderately.

COST-OF-LIVING INDEX FROM JANUARY 1946



Strikes and Lockouts

Canada, July 1953*

The idleness resulting from industrial disputes during the first seven months of 1953 has been consistently less than the man-days lost in the same period in 1952. In July 1953, the loss was somewhat higher than in the previous month but was only a fraction of the idleness in July 1952. Two stoppages with the greatest loss in July 1953 were gold miners at Pamour and South Porcupine, Ont., and truck drivers, warehousemen and helpers in South Western Ontario.

Wages and related questions were the central issues in 21 of the 30 stoppages in July 1953, causing 95 per cent of the total loss. Of the other disputes, three arose over union questions, four over dismissals or suspensions and two over causes affecting working conditions.

Preliminary figures for July 1953 show 30 strikes and lockouts in existence, involving 7,396 workers, with a time loss of 73,486 man-working days, compared with 31 strikes and lockouts in June, 1953, with 6,452 workers involved and a loss of 57,346 days. In July 1952 there were 54 strikes and lockouts, 56,263 workers involved and a loss of 888,243 days.

For the first seven months of 1953 preliminary figures show 99 strikes and lockouts, involving 24,097 workers, with a loss

of 283,924 days. In the same period in 1952 there were 150 strikes and lockouts, with 97,561 workers involved and a loss of 2,217,396 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in July 1953 was 0.09 per cent of the estimated working time; 0.07 per cent in June 1953; 1.07 per cent in July 1952; 0.05 per cent for the first seven months of 1953; and 0.38 per cent for the first seven months of 1952.

Of the 30 stoppages in July 1953, three were settled in favour of the employer, 10 were compromise settlements and six were indefinite in result, work being resumed pending final settlement. At the end of the month 11 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; and garage workers at Saint John, N.B., on February 9, 1953.)

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in May 1953 was 135 and 19 were still in progress from the previous month, making a total of 154 during the month. In all

stoppages of work in progress, 18,600 workers were involved and a time loss of 32,000 working days caused.

Of the 135 disputes leading to stoppages of work which began in May, five, directly involving 400 workers, arose over demands for advances in wages, and 58, directly involving 4,500 workers, over other wage questions; five, directly involving 400 workers, over questions as to working hours; 14, directly involving 3,500 workers, over questions respecting the employment of particular classes or persons; 51, directly involving 4,800 workers, over other questions respecting working arrangements; and two, directly involving 1,000 workers, over questions of trade union principle.

New Zealand

Figures for the first quarter of 1953 show 17 strikes involving, directly and indirectly, 2,512 workers and causing a time loss of 3,110 man-days.

*See Tables G-1 and G-2 at end of book.

United States

Preliminary figures for June 1953 show 500 work stoppages resulting from labour-management disputes beginning in the month; 250,000 workers were involved. The

time loss for all stoppages in progress during the month was 3,750,000 man-days. Corresponding figures for May 1953 are 525 work stoppages involving 270,000 workers and a time loss of 3,000,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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3. **U.S. Congress. House. Committee on Education and Labor.** *Safety in Longshore and Harbor Work.* Report of the Subcommittee of the Committee on Education and Labor. Washington, G.P.O., 1952. Pp. 12.

4. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Providing for the Welfare of Coal Miners.* Hearings . . . Washington, G.P.O., 1952. Pp. 443.

5. **Great Britain. Joint Standing Committee on Prevention of Accidents in Paper Mills.** *Second Report.* London, H.M.S.O., 1952. Pp. 54.

Arbitration, Industrial

6. **Baker, Alton Wesley.** *Labor-Management Arbitration; Background of Arbitration and Survey of Arbitration Clauses in Ohio Collective Bargaining Contracts*, by Alton W. Baker and R. J. Davis. Columbus, c1951. Pp. 55.

7. **Slaby, Steve M.** *The Labor Court in Norway.* Oslo, Norwegian Academic Press, c1952. Pp. 38.

Discrimination in Employment

8. **U.S. Bureau of Labor Statistics.** *Negroes in the United States: Their Employment and Economic Status.* Washington, G.P.O., 1952, i.e. 1953. Pp. 58.

9. **U.S. Congress. Senate. Committee on Labor and Public Welfare.** *Federal Equality of Opportunity in Employment Act; Report to accompany S.3368, a Bill to prohibit Discrimination in Employment because of Race, Color, Religion, National Origin, or Ancestry, with Minority Views of Mr. Hill.* Washington, G.P.O., 1952. 2 Parts.

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10. **National Industrial Conference Board.** . . . *Resources: from Abundance to Scarcity by 1975? A Round Table Discussion.* New York, c1952. Pp. 52.

11. **Organization for European Economic Co-operation.** *European Economic Co-operation: a Survey.* Paris, 1951. Pp. 43.

12. **Shinner, Ernest Gardiner.** *Prosperity can be Permanent.* Chicago, Shinner Political Economy Research Foundation, 1951? Pp. 135.

13. **U.S. Economic Co-operation Administration. Special Mission to the United Kingdom.** *Report.* London, 1948. 3 Volumes. Contents.—v. 1. The highlights.—v. 2. Supporting facts.—v. 3. Statistical supplement. Library lacks volume one.

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16. **Chase, Stuart.** *The Proper Study of Mankind . . . an Inquiry into the Science of Human Relations.* New York, Harper, c1948. Pp. 311.

17. **Hepner, Harry Walker.** *How to live and work Successfully with People in Business.* New York, Prentice-Hall, 1952. Pp. 272.

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22. **Patch, Buel W.** *Labor and Politics.* Washington, Editorial Research Reports, 1952. Pp. 583-599.

Labouring Classes

23. **Ireland (Eire) Department of Industry and Commerce.** *Report on the work of the Factory Inspection Service for 1951.* Dublin, Stationery Office, 1952. 1 Volume.

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35. *Current Safety Topics in the Food Industry*, as presented in the Sessions of the Food Section at the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 28.

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47. *Current Safety Topics in Public Employment*, as presented in the Sessions of the Public Employee Section of the 1951 National Safety Congress. Chicago, National Safety Council, 1952. Pp. 20.

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61. **U.S. Employment Service.** *You and Your Job; Job Planning for Youth in a Defense Economy.* Washington, G.P.O., 1952. Pp. 22.

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70. **New York (State) Workmen's Compensation Board.** *Cumulative Supplement to Annotations under the Workmen's Compensation Law. July, 1952.* New York, 1953. 1 Volume.

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73. **Deakin, Arthur.** *Some Problems of Works Consultation.* (In Research. August 1952. V. 5, No. 8, p. 351-354.)

74. **Minnesota. University. Industrial Relations Center.** *How to develop a Weighted Application Blank,* by Josephine Welch, C. Harold Stone and Donald G. Paterson. Dubuque, Iowa, William C. Brown Company, c1952. Pp. 19.

75. **Stalin, Joseph.** *Economic Problems of Socialism in the U.S.S.R.* Moscow, Foreign Languages Publishing House, 1952. Pp. 103.

Another 14-Year-Old Strike Ends

Another strike claiming the title "The World's Longest Strike" has ended after 14 years, one month and some odd days. The same man had served as picket for the last 12 years of the strike.

The Auto Mechanics Union (AFL) began picketing the Peterson Chevrolet Co. in Chicago in July 1939. The picket—since 1941 Alexander Orr manned the line—was removed early this month when the company agreed to a contract.

A 14-year-old Irish strike ended last May (L.G., June, p. 876).

Labour Statistics

	PAGE
A—Labour Force	
<i>D.B.S. Labour Force Survey</i>	
Table A-1—Estimated Distribution of Canadian Manpower	1367
Table A-2—Persons Looking for Work in Canada	1367
Table A-3—Regional Distributions, Week Ended June 20, 1953	1368
<i>Immigration Branch, Department of Citizenship and Immigration</i>	
Table A-4—Distribution of All Immigrants by Region	1368
Table A-5—Distribution of Workers Entering Canada by Occupations	1369
B—Labour Income	
<i>Dominion Bureau of Statistics Monthly Estimates of Labour Income</i>	
Table B-1—Estimates of Labour Income	1369
C—Employment, Hours and Earnings	
<i>Dominion Bureau of Statistics: Employment and Payrolls</i>	
Table C-1—Employment Index Numbers by Provinces	1370
Table C-2—Employment, Payrolls, and Weekly Wages and Salaries	1370
Table C-3—Summary of Employment, Payrolls and Average Weekly Wages and Salaries	1371
<i>Dominion Bureau of Statistics: Man-Hours and Hourly Earnings</i>	
Table C-4—Hours and Earnings in Manufacturing	1372
Table C-5—Hours and Earnings in Manufacturing by Provinces and Cities	1372
Table C-6—Hours and Earnings by Industry	1373
<i>Economics and Research Branch, Department of Labour</i>	
Table C-7—Real Earnings in Manufacturing	1374
D—Employment Service Statistics	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month	1375
Table D-2—Unfilled Vacancies by Industry and by Sex	1376
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex	1377
Table D-4—Activities of National Employment Service Offices	1378
Table D-5—Applications and Placements Since 1943	1383
Table D-6—Vacancies and Placements by National Employment Service Offices (Quarterly)	1384
E—Unemployment Insurance	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Number Receiving Benefit with Amount Paid	1388
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register	1388
Table E-3—Claims for Benefit by Provinces and Disposal of Claims	1389
Table E-4—Claimants Not Entitled to Benefit with Reasons for Non-Entitlement	1389
Table E-5—Estimates of the Insured Population	1389
Table E-6—Unemployment Insurance Fund	1390
F—Prices	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada	1391
Table F-1a—Consumer Price Index Numbers, Canada	1392
Table F-2—Index Numbers of the Cost of Living for Nine Cities of Canada	1393
Table F-3—Index Numbers of Staple Food Items	1393
Table F-4—Retail Prices of Staple Foods and Coal by Cities	1394
Table F-5—Index Numbers of the Cost of Living in Canada and Other Countries	1398
Table F-6—Index Numbers of Wholesale Prices in Canada	1399
G—Strikes and Lockouts	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month	1400
Table G-2—Strikes and Lockouts in Canada During July	1401
H—Industrial Accidents	
<i>Economics and Research Branch, Department of Labour</i>	
Table H-1—Fatal Industrial Accidents by Industries and Causes	1404
Table H-2—Fatal Industrial Accidents by Provinces and Industries	1404

A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended June 20, 1953			Week Ended May 16, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian non-institutional population.....	10,020	5,002	5,018	10,006	4,995	5,011
A. Civilian labour force.....	5,387	4,197	1,190	5,321	4,151	1,170
Persons at work.....	5,172	4,024	1,148	5,108	3,969	1,139
35 hours or more.....	4,888	3,889	999	4,720	3,767	953
Less than 35 hours.....	284	135	149	388	202	186
Usually work 35 hours or more.....	89	70	19	177	130	47
(a) Laid off for part of the week.....	*	*	*	*	*	*
(b) on short time.....	22	15	*	25	19	*
(c) lost job during the week.....	*	*	*	*	*	*
(d) found job during the week.....	*	*	*	*	*	*
(e) bad weather.....	14	13	*	20	20	*
(f) illness.....	16	12	*	20	15	*
(g) industrial dispute.....	*	*	*	*	*	*
(h) vacation.....	*	*	*	24	14	10
(i) other.....	14	12	*	73	49	24
Usually work less than 35 hours.....	195	65	130	211	72	139
Persons with jobs not at work.....	125	96	29	99	80	19
Usually work 35 hours or more.....	120	93	27	96	78	18
(a) laid off for full week.....	10	*	*	11	*	*
(b) bad weather.....	*	*	*	*	*	*
(c) illness.....	48	39	*	54	45	*
(d) industrial dispute.....	*	*	*	*	*	*
(e) vacation.....	50	35	15	20	14	*
(f) other.....	*	*	*	*	*	*
Usually work less than 35 hours.....	*	*	*	*	*	*
Persons without jobs and seeking work (1).....	90	77	13	114	102	12
B. Persons not in the labour force.....	4,633	805	3,828	4,685	844	3,841
(a) permanently unable or too old to work.....	181	116	65	181	115	66
(b) keeping house.....	3,330	*	3,328	3,316	*	3,314
(c) going to school.....	543	271	272	663	334	329
(d) retired or voluntarily idle.....	561	408	153	509	383	126
(e) other.....	18	*	10	16	10	*

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended June 20, 1953			Week Ended May 16, 1953		
	Total	Seeking Full-Time Work	Seeking Part-Time Work	Total	Seeking Full-Time Work	Seeking Part-Time Work
Total looking for work.....	101	89	12	124	113	11
Without jobs.....	90	80	10	114	105	*
Under 1 month.....	44	*	*	36	*	*
1—3 months.....	24	*	*	38	*	*
4—6 months.....	12	*	*	27	*	*
7—12 months.....	*	*	*	10	*	*
13—18 months.....	*	*	*	*	*	*
19—and over.....	*	*	*	*	*	*
Worked.....	11	*	*	10	*	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED JUNE 20, 1953

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,387	114	416	1,518	1,946	954	439
Agricultural.....	901	*	61	210	240	367	21
Non-Agricultural.....	4,486	112	355	1,308	1,706	587	418
Males.....	4,197	96	331	1,185	1,474	772	339
Agricultural.....	841	*	56	203	217	345	18
Non-Agricultural.....	3,356	94	275	982	1,257	427	321
Females.....	1,190	18	85	333	472	182	100
Agricultural.....	60	*	*	*	23	22	*
Non-Agricultural.....	1,130	18	80	326	449	160	97
All ages.....	5,387	114	416	1,518	1,946	954	439
14—19 years.....	542	15	42	182	182	91	30
20—24 years.....	742	18	57	240	246	130	51
25—44 years.....	2,478	51	185	704	898	429	211
45—64 years.....	1,413	25	112	353	536	259	128
65 years and over.....	212	*	20	39	84	49	19
<i>Persons with Jobs</i>							
All status groups.....	5,297	111	403	1,485	1,923	947	428
Males.....	4,120	93	319	1,156	1,456	766	330
Females.....	1,177	18	84	329	467	181	98
Agricultural.....	900	*	61	210	240	366	21
Non-Agricultural.....	4,397	109	342	1,275	1,683	581	407
Paid workers.....	3,981	90	299	1,147	1,543	539	363
Males.....	2,940	73	227	849	1,125	390	276
Females.....	1,041	17	72	298	418	149	87
<i>Persons without Jobs and Seeking Work</i>							
Both sexes.....	90	*	13	33	23	*	11
<i>Persons not in the Labour Force</i>							
Both sexes.....	4,633	125	428	1,305	1,504	845	426
Males.....	3,805	28	82	210	234	155	96
Females.....	3,828	97	346	1,095	1,270	690	330

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,351	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.—June.....	2,629	21,163	52,472	13,343	8,450	98,057	44,154
1953—Jan.—June.....	2,369	14,679	40,769	14,093	6,426	78,336	32,300

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total.....	4,001	5,317	.....	.....	.....	25,890	.....	.....	.....	5,402	114,786
1952—Total.....	7,054	6,900	.....	.....	.....	16,971	.....	.....	.....	1,526	85,029
1952—Jan.—June....	3,315	3,790	.....	.....	.....	11,551	.....	.....	.....	919	54,103
1953—Jan.—June....	4,672	2,998	922	1,602	5,564	10,346	380	11,995	3,352	472	42,303

Due to changes in occupational classifications, comparisons with earlier periods can not be made for all groups. Where possible, comparisons are indicated in the above table

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
*1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	70	270	52	208	178	28	806
1952—Average.....	76	299	62	230	197	31	895
1950—December.....	64	251	50	193	162	26	746
1951—January.....	63	249	42	189	164	27	734
February.....	63	252	41	190	162	25	733
March.....	60	257	39	193	175	26	750
April.....	60	263	45	199	171	27	765
May.....	66	266	52	205	177	28	794
June.....	72	273	55	211	179	28	818
July.....	71	273	55	212	179	30	820
August.....	72	277	60	214	180	29	832
September.....	76	282	61	217	182	29	847
October.....	81	280	60	219	188	30	858
November.....	83	280	60	223	191	30	867
December.....	81	286	52	222	188	29	858
1952—January.....	79	279	49	215	188	29	839
February.....	80	284	47	216	193	29	849
March.....	74	290	48	218	193	29	852
April.....	63	291	53	222	193	30	852
May.....	69	292	60	227	197	30	875
June.....	71	292	61	231	200	30	885
July.....	71	294	70	234	201	31	901
August.....	78	304	75	234	197	31	919
September.....	80	312	74	236	198	31	931
October.....	82	314	77	239	202	32	946
November.....	83	318	75	242	202	32	952
December.....	76	322	62	245	205	32	942
1953—January.....	71	317	58	247†	203	32	928
February.....	69	322	56	235	207	31	920
March.....	61	325	57	236	213	32	924
April.....	61	326	63	253†	213	33	949
May.....	69	328	72	249	219	32	969

* Includes Newfoundland, since 1949.

† Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100.) (The latest figures are subject to revision.)

Source: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At June 1, employers in the principal non-agricultural industries reported a total employment of 2,468,811.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
1952—Average	184.7	193.4	155.0	181.3	175.0	193.8	176.7	155.7	217.9	191.3
Jan. 1, 1952	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952	178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952	177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952	177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952	182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952	185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1952	188.8	207.9	160.4	172.3	183.5	195.9	182.7	166.1	231.5	183.9
Sept. 1, 1952	190.6	209.2	163.8	183.5	179.3	198.3	182.7	164.2	235.3	201.9
Oct. 1, 1952	192.6	205.4	163.6	186.0	182.1	200.7	183.0	162.4	230.7	206.3
Nov. 1, 1952	192.3	199.8	160.2	177.1	182.8	200.4	182.6	164.2	231.3	205.2
Dec. 1, 1952	192.2	199.0	158.0	180.9	183.1	200.7	183.9	164.7	231.6	200.8
Jan. 1, 1953	187.0	184.4	154.5	178.9	175.6	198.2	177.9	158.5	226.6	190.7
Feb. 1, 1953	182.5	176.5	151.1	167.3	171.3	195.7	173.3	148.4	219.3	181.1
Mar. 1, 1953	182.0	167.6	146.7	164.3	170.6	195.4	170.9	147.6	221.3	183.1
Apr. 1, 1953	182.0	168.0	145.5	161.3	169.1	196.0	171.5	147.7	219.3	187.5
May 1, 1953	183.5	176.2	146.6	158.6	171.1	196.3	174.7	152.5	222.9	190.9
June 1, 1953	188.2	195.0	151.8	166.7	175.7	199.5	179.8	161.8	231.9	196.9
Percentage Distribution of Employees of Reporting Establishments at June 1, 1953.....	100.0	0.2	3.5	2.4	29.0	43.2	5.2	2.4	5.0	9.1

NOTE.—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			Average Weekly Wages and Salaries
	Index Numbers			Average weekly Wages and Salaries	Index Numbers			
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average.....	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
1952—Average	184.7	426.1	230.9	54.13	192.4	474.0	246.2	56.11
Jan. 1, 1952	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952	177.9	411.5	231.7	54.32	188.3	467.2	248.1	56.55
May 1, 1952	177.4	410.6	231.8	54.34	188.7	468.4	248.1	56.55
June 1, 1952	182.5	420.2	230.7	54.08	190.9	470.1	246.2	56.10
July 1, 1952	185.5	426.3	230.2	53.96	191.4	470.1	245.5	55.95
Aug. 1, 1952	188.8	433.3	229.9	53.89	194.1	474.6	244.4	55.71
Sept. 1, 1952	190.6	442.7	232.7	54.55	198.5	490.9	247.3	56.36
Oct. 1, 1952	192.6	452.2	235.2	55.12	200.8	503.0	250.5	57.09
Nov. 1, 1952	192.3	455.8	237.4	55.65	199.8	505.7	253.0	57.66
Dec. 1, 1952	192.2	459.5	239.4	56.12	199.6	512.2	256.5	58.46
Jan. 1, 1953	187.0	428.7	229.6	53.81	196.3	473.2	241.0	54.93
Feb. 1, 1953	182.5	441.1	242.0	56.72	197.6	510.3	258.1	58.83
Mar. 1, 1953	182.0	445.0	244.9	57.40	199.5	518.7	260.0	59.25
Apr. 1, 1953	182.0	444.4	244.6	57.33	200.1	522.2	260.8	59.44
May 1, 1953	183.5	450.0	245.4	57.52	200.8	523.9	260.8	59.44
June 1, 1953	188.2	462.7	246.3	57.73	202.4	528.5	261.0	59.48

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939 = 100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			June 1 1953	May 1 1953	June 1 1952
	June 1 1953	May 1 1953	June 1 1952	June 1 1953	May 1 1953	June 1 1952			
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	195.0	176.2	191.7	446.7	405.4	404.9	45.57	45.77	42.07
Nova Scotia.....	151.8	146.6	151.5	343.2	337.9	326.0	48.47	49.43	46.10
New Brunswick.....	166.7	158.6	174.6	399.2	385.5	383.4	48.69	49.44	44.67
Quebec.....	175.7	171.1	170.9	451.7	438.6	413.0	54.70	54.56	51.45
Ontario.....	199.5	196.3	191.6	487.2	477.8	438.5	59.82	59.65	56.10
Manitoba.....	179.8	174.7	176.6	387.3	374.1	357.6	55.38	55.05	52.07
Saskatchewan.....	161.8	152.5	158.5	367.2	341.2	334.4	54.94	54.15	51.15
Alberta.....	231.9	222.9	214.1	544.1	513.3	464.9	59.69	58.57	55.23
British Columbia.....	196.9	190.9	195.1	488.6	468.4	452.3	64.56	63.81	60.26
CANADA.....	188.2	183.5	182.5	462.7	450.0	420.2	57.73	57.52	54.08
(b) METROPOLITAN AREAS									
Sydney.....	110.1	109.9	112.3	287.5	292.6	293.0	58.38	59.54	58.32
Halifax.....	206.1	204.9	201.8	410.2	412.1	376.1	46.73	47.20	46.66
Saint John.....	166.0	164.2	170.9	353.5	344.3	336.6	45.66	44.95	42.21
Quebec.....	166.6	165.5	156.5	421.7	418.3	367.6	47.11	47.04	43.78
Sherbrooke.....	168.9	168.7	170.6	412.9	409.4	396.3	47.52	47.15	45.11
Three Rivers.....	171.1	164.4	178.4	451.4	433.8	446.9	52.82	52.82	50.12
Drummondville.....	174.7	174.2	178.3	472.1	476.5	440.2	51.76	52.37	47.27
Montreal.....	190.3	188.5	180.3	464.3	459.5	413.3	55.76	55.71	52.38
Ottawa—Hull.....	191.9	189.1	188.8	429.7	419.5	398.4	51.79	51.29	48.90
Peterborough.....	190.0	193.8	197.9	548.1	547.7	541.1	60.93	59.70	57.77
Oshawa.....	307.6	307.6	254.4	869.0	876.0	699.7	66.69	67.22	65.05
Niagara Falls.....	318.1	314.4	274.6	926.2	924.5	708.4	70.35	71.03	62.18
St. Catharines.....	244.6	243.3	242.8	668.0	664.0	638.3	66.95	66.91	64.52
Toronto.....	211.0	209.5	197.8	500.9	497.0	446.3	59.96	59.91	57.01
Hamilton.....	208.6	207.5	204.2	536.3	531.3	502.0	62.16	61.88	59.51
Brantford.....	188.7	190.3	210.1	522.2	529.8	587.0	57.49	57.85	58.01
Galt.....	168.3	167.4	152.4	443.3	441.0	381.0	54.11	54.15	51.30
Kitchener.....	184.4	184.2	170.9	481.1	476.2	418.0	55.48	54.97	51.95
Sudbury.....	183.8	185.1	177.4	444.4	432.5	394.4	72.59	70.14	66.78
London.....	209.3	204.0	192.6	487.0	472.3	426.4	55.06	54.79	52.41
Sarnia.....	313.7	312.5	321.3	793.1	805.9	766.6	69.99	71.39	66.14
Windsor.....	246.0	246.1	218.1	608.3	616.3	431.1	68.84	69.70	55.11
Sault Ste. Marie.....	262.9	260.4	246.0	680.3	629.9	596.4	68.62	64.14	64.44
Ft. William—Pt. Arthur.....	241.6	235.0	239.9	586.8	560.4	546.2	62.09	60.95	57.87
Winnipeg.....	177.6	176.0	173.8	377.4	373.5	351.2	51.85	51.81	49.32
Regina.....	180.3	177.1	168.2	397.8	389.3	355.5	50.23	50.06	47.87
Saskatoon.....	202.8	198.2	196.6	457.6	442.5	417.0	49.89	49.36	47.08
Edmonton.....	319.1	306.2	268.3	814.3	767.5	593.7	60.09	59.02	52.03
Calgary.....	233.4	229.5	224.6	505.2	493.6	464.8	55.79	55.46	53.27
Vancouver.....	204.6	200.5	203.5	483.2	472.1	459.5	59.22	59.05	56.63
Victoria.....	232.0	230.7	224.8	545.6	544.1	520.6	56.34	56.51	55.50
(c) INDUSTRIES									
Forestry (chiefly logging).....	129.8	90.9	156.6	428.7	311.1	481.5	57.30	59.37	53.24
Mining.....	121.6	120.6	124.6	288.8	284.5	282.3	68.55	68.10	65.40
Manufacturing.....	202.4	200.8	190.9	528.5	523.9	470.1	59.48	59.44	56.10
Durable Goods ¹	265.8	263.3	246.6	700.4	694.1	607.6	64.02	64.04	59.87
Non-Durable Goods.....	161.6	160.5	155.0	405.2	401.8	371.2	54.67	54.58	52.24
Construction.....	190.8	175.6	192.3	614.9	557.9	562.3	60.62	59.80	54.96
Transportation, storage, communi- cation.....	188.2	183.4	186.9	408.2	393.3	368.7	62.02	61.32	56.43
Public utility operation.....	199.9	194.9	194.7	447.6	429.2	409.3	65.90	64.85	61.92
Trade.....	182.6	180.0	174.2	406.3	399.9	370.3	48.61	48.55	46.43
Finance, insurance and real estate.....	181.6	181.1	179.0	324.7	324.1	305.4	52.06	52.11	49.62
Service ²	193.8	189.1	188.5	429.7	420.5	384.3	37.24	37.35	34.06
Industrial composite.....	188.2	183.5	182.5	462.7	450.0	420.2	57.73	57.52	54.08

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available; whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	\$	No.	cts.	\$	No.	cts.	\$
1945—Average.....	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.62	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
*Jan. 1, 1952.....	38.1	127.1	48.43	38.3	136.4	52.24	37.9	116.8	44.27
Feb. 1, 1952.....	41.6	127.1	52.87	41.9	137.5	57.61	41.2	115.7	47.67
Mar. 1, 1952.....	41.7	127.8	53.29	41.8	138.4	57.85	41.5	116.0	48.14
Apr. 1, 1952.....	42.1	129.0	54.31	42.3	139.6	59.05	41.8	116.9	48.86
May 1, 1952.....	41.9	129.4	54.22	42.1	139.5	58.73	41.6	117.8	49.00
June 1, 1952.....	41.3	129.7	53.57	41.4	139.6	57.79	41.3	118.4	48.90
July 1, 1952.....	41.3	128.6	53.11	41.4	138.3	57.26	41.2	117.9	48.57
Aug. 1, 1952.....	41.1	128.9	52.98	41.1	139.4	57.29	41.1	117.5	48.29
Sept. 1, 1952.....	41.6	129.5	53.87	41.8	141.2	59.02	41.4	116.8	48.36
Oct. 1, 1952.....	42.1	129.9	54.69	42.2	141.8	59.84	42.0	117.0	49.14
Nov. 1, 1952.....	42.1	131.0	55.15	42.1	142.6	60.03	42.1	118.4	49.85
Dec. 1, 1952.....	42.5	132.1	56.14	42.6	143.6	61.17	42.2	119.3	50.34
*Jan. 1, 1953.....	38.3	134.0	51.32	38.5	144.5	55.63	38.2	121.8	46.53
Feb. 1, 1953.....	41.9	134.2	56.23	41.9	145.7	61.05	41.8	120.8	50.49
Mar. 1, 1953.....	42.1	134.4	56.58	42.4	146.3	62.03	41.7	120.7	50.33
Apr. 1, 1953.....	42.1	134.9	56.79	42.3	146.7	62.05	41.8	121.3	50.70
May 1, 1953.....	41.8	135.5	56.64	42.2	146.8	61.95	41.5	122.4	50.80
June 1, 1953.....	41.7	135.9	56.67	42.1	147.0	61.89	41.3	123.0	50.80

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	June 1, 1953	May 1, 1953	June 1, 1952	June 1, 1953	May 1, 1953	June 1, 1952
	Newfoundland.....	41.5	42.2	44.7	137.3	133.2	125.2
Nova Scotia.....	41.0	42.0	41.4	120.8	121.4	115.0
New Brunswick.....	42.5	42.5	42.6	118.3	120.6	111.6
Quebec.....	43.0	43.3	42.8	121.3	121.1	116.0
Ontario.....	41.5	41.4	40.6	143.9	143.5	137.5
Manitoba.....	40.4	40.9	41.0	131.4	131.1	122.8
Saskatchewan.....	40.9	40.8	42.0	135.8	134.3	132.4
Alberta.....	40.5	40.5	40.7	140.7	139.6	130.9
British Columbia.....	38.5	38.5	39.0	164.7	164.6	158.3
Montreal.....	42.0	42.3	41.9	127.9	127.8	121.1
Toronto.....	40.9	41.0	40.8	143.7	143.2	136.3
Hamilton.....	40.2	40.4	40.1	156.0	155.3	151.2
Windsor.....	42.1	43.0	31.7	164.4	165.3	161.1
Winnipeg.....	40.1	40.6	40.7	130.3	129.9	121.0
Vancouver.....	38.4	38.4	38.7	161.9	160.8	156.7

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1 1953	May 1 1953	June 1 1952	June 1 1953	May 1 1953	June 1 1952	June 1 1953	May 1 1953	June 1 1952
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	43.0	42.4	42.3	153.1	153.7	147.4	65.83	65.17	62.35
Metal mining	45.2	44.5	43.7	156.0	156.3	147.8	70.51	69.55	64.59
Gold	46.4	46.3	45.7	134.3	134.1	130.8	62.32	62.09	59.78
Other metal	44.4	43.4	42.3	170.1	170.9	160.1	75.52	74.17	67.72
Fuels	38.5	38.1	39.9	152.4	153.0	153.5	58.67	58.29	61.25
Coal	37.2	37.0	38.8	149.0	149.3	150.6	55.43	55.24	58.43
Oil and natural gas	43.0	42.3	44.1	163.0	165.7	162.9	70.09	70.09	71.84
Non-metal	43.1	42.9	42.0	141.8	143.3	134.0	61.12	61.48	56.28
Manufacturing	41.7	41.8	41.3	135.9	135.5	129.7	56.67	56.64	53.57
Food and beverages	41.6	41.4	42.5	116.2	116.6	110.6	48.34	48.27	47.01
Meat products	40.2	40.4	41.9	143.1	143.7	136.6	57.53	58.05	57.24
Canned and preserved fruits and vegetables	37.7	39.4	37.7	100.5	103.2	92.4	37.89	40.66	34.83
Grain mill products	43.5	40.9	45.8	128.2	127.2	119.7	55.77	52.02	54.82
Bread and other bakery products	44.6	44.3	44.8	104.3	103.7	97.1	46.52	45.94	43.50
Distilled and malt liquors	41.9	41.8	41.7	141.1	140.1	138.7	59.12	58.56	57.84
Tobacco and tobacco products	42.3	41.3	41.8	132.3	134.3	128.7	55.96	55.47	53.80
Rubber products	41.9	41.6	40.5	143.5	144.2	135.5	60.13	59.99	54.88
Leather products	40.7	41.3	39.5	96.6	95.9	92.1	39.32	39.61	36.38
Boots and shoes (except rubber)	40.2	41.1	39.1	92.8	92.3	89.1	37.31	37.94	34.84
Textile products (except clothing)	41.6	42.0	40.7	107.6	107.5	104.5	44.76	45.15	42.53
Cotton yarn and woven goods	38.3	39.0	36.8	109.9	110.3	103.8	42.09	43.02	38.20
Woolen goods	43.8	43.7	42.9	101.2	101.3	99.7	44.33	44.27	42.77
Synthetic textiles and silk	44.9	45.5	43.3	110.7	108.8	109.0	49.70	49.50	47.20
Clothing (textile and fur)	38.4	39.3	38.0	94.7	94.8	91.1	36.36	37.26	34.62
Men's clothing	38.8	40.0	38.4	93.4	93.8	89.3	36.24	37.52	34.29
Women's clothing	35.5	36.0	35.7	98.7	99.7	94.0	35.04	35.89	33.56
Knit goods	40.1	41.1	38.6	95.7	95.4	93.8	38.38	39.21	36.21
*Wood products	42.6	42.1	41.7	120.1	120.4	117.1	51.16	50.69	48.83
Saw and planing mills	42.1	41.3	41.1	127.5	128.6	125.8	53.68	53.11	51.70
Furniture	43.4	43.3	42.7	109.9	109.9	104.6	47.70	47.59	44.66
Other wood products	43.8	43.7	43.2	104.3	103.7	98.5	45.68	45.32	42.55
Paper products	44.0	43.8	44.4	150.9	150.4	141.9	66.40	65.88	63.00
Pulp and paper mills	44.4	44.3	45.3	161.1	160.9	150.0	71.53	71.28	67.95
Other paper products	42.6	42.3	41.5	120.3	119.2	114.1	51.25	50.42	47.35
Printing, publishing and allied industries	40.3	40.3	39.8	159.5	157.8	148.9	64.28	63.59	59.26
*Iron and steel products	42.0	41.7	42.2	153.3	152.7	145.2	64.39	63.68	61.27
Agricultural implements	39.4	39.8	41.2	162.8	162.8	161.6	64.14	64.79	66.58
Fabricated and structural steel	41.6	41.4	42.3	162.6	161.9	150.8	67.97	67.03	63.79
Hardware and tools	42.9	42.8	42.4	137.6	135.9	130.8	59.03	58.17	55.46
Heating and cooking appliances	41.2	41.6	42.1	135.5	134.1	126.7	55.83	55.79	53.34
Iron castings	42.9	43.1	42.4	149.7	149.9	141.8	64.22	64.61	60.12
Machinery manufacturing	43.0	42.9	43.2	144.9	144.3	136.4	62.31	61.90	58.92
Primary iron and steel	41.2	40.0	41.9	170.5	169.6	157.9	70.25	67.84	66.16
Sheet metal products	41.1	41.0	40.8	141.6	142.2	134.8	58.20	58.30	55.00
*Transportation equipment	42.0	42.7	39.8	156.8	156.6	145.6	65.77	66.87	57.95
Aircraft and parts	43.4	43.4	43.7	154.8	154.5	145.7	67.18	67.05	63.67
Motor vehicles	42.9	43.8	32.2	167.8	169.2	164.9	71.99	74.11	53.10
Motor vehicle parts and accessories	42.0	42.2	41.0	157.3	156.8	152.1	66.07	66.17	62.36
Railroad and rolling stock equipment	39.4	41.1	39.8	157.6	157.6	140.9	62.09	64.77	56.08
Shipbuilding and repairing	43.3	43.8	43.1	146.5	145.9	135.7	63.43	63.90	58.49
*Non-ferrous metal products	41.7	41.6	41.3	151.2	150.2	145.0	63.05	62.48	59.89
Aluminum products	42.0	42.5	43.3	141.9	141.2	130.4	59.60	60.01	56.46
Brass and copper products	41.8	42.1	42.5	143.2	142.5	135.8	59.86	59.99	57.72
Smelting and refining	41.5	41.2	40.7	163.0	162.3	158.2	67.65	66.87	64.39
*Electrical apparatus and supplies	41.3	41.6	41.1	142.7	142.5	140.6	58.94	59.28	57.79
Heavy electrical machinery and equipment	41.3	41.5	41.0	156.7	156.4	152.6	64.72	64.91	63.63
*Non-metallic mineral products	44.1	43.9	44.8	135.3	133.3	127.8	59.67	58.52	57.25
Clay products	45.2	45.1	45.6	124.0	124.0	121.2	56.05	55.92	55.27
Glass and glass products	44.7	45.4	45.7	132.2	129.5	123.7	59.09	58.79	56.53
Products of petroleum and coal	41.6	42.1	41.8	182.7	181.6	175.4	76.00	76.45	73.32
Chemical products	41.8	42.2	42.3	137.4	137.8	131.9	57.43	58.15	55.79
Medicinal and pharmaceutical preparations	41.5	41.1	41.2	113.3	112.9	106.1	47.02	46.40	43.71
Acids, alkalis and salts	41.6	41.3	42.3	156.4	157.4	152.1	65.06	65.01	64.34
Miscellaneous manufacturing industries	41.8	41.9	41.3	111.0	111.2	107.6	46.40	46.59	43.24
*Durable goods	42.1	42.2	41.4	147.0	146.8	139.6	61.89	61.95	57.79
Non-durable goods	41.3	41.5	41.3	123.0	122.4	118.4	50.80	50.80	48.90
Construction	42.1	41.0	41.8	142.7	144.3	130.2	60.08	59.16	54.42
Buildings and structures	41.7	40.8	41.2	155.9	157.0	142.0	65.01	64.06	58.50
Highways, bridges and streets	40.2	39.0	42.2	111.8	111.5	103.9	44.94	43.49	43.85
Electric and motor transportation	45.2	45.1	44.7	135.3	134.5	129.3	61.16	60.66	57.80
Service	42.3	42.2	42.9	78.0	78.1	73.7	32.99	32.96	31.62
Hotels and restaurants	42.7	42.9	43.9	77.6	77.7	72.7	33.14	33.33	31.92
Laundries and dry cleaning plants	42.5	41.8	41.5	75.2	75.0	71.9	31.96	31.35	29.84

*Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	73.6	75.0	98.1
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.5	103.6	44.03	105.6	102.9	102.6
Monthly Average 1951.....	42.1	116.8	49.15	117.8	113.7	103.6
Monthly Average 1952.....	41.7	129.2	53.88	129.2	116.5	110.9
Week Preceding:						
June 1, 1952.....	41.3	129.7	53.57	128.4	116.0	110.7
July 1, 1952.....	41.3	128.6	53.11	127.3	116.1	109.6
August 1, 1952.....	41.1	128.9	52.98	127.0	116.0	109.5
September 1, 1952.....	41.6	129.5	53.87	129.2	116.1	111.3
October 1, 1952.....	42.1	129.9	54.69	131.1	116.0	113.0
November 1, 1952.....	42.1	131.0	55.15	132.2	116.1	113.9
December 1, 1952.....	42.5	132.1	56.14	134.5	115.8	116.1
January 1, 1953.....	42.2*	134.0	56.55	135.6	115.7	117.2
February 1, 1953.....	41.9	134.2	56.23	134.8	115.5	116.7
March 1, 1953.....	42.1	134.4	56.58	135.7	114.6	118.4
April 1, 1953.....	42.1	134.9	56.79	136.2	114.4	119.1
May 1, 1953.....	41.8	135.5	56.64	135.8	114.9	118.2
June 1, 1953 (1).....	41.7	135.9	56.67	135.9	115.4	117.8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38.3 hours, \$51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be

already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: FORM U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
August 1, 1947.....	58,862	31,219	90,081	69,314	29,577	98,891
August 1, 1948.....	30,499	19,709	50,208	63,558	32,715	96,273
August 1, 1949.....	18,043	19,313	37,356	97,154	42,090	139,244
August 1, 1950.....	26,391	13,582	39,973	99,100	58,188	157,288
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
August 1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
September 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
October 1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
November 1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
December 1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
January 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
February 1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
March 1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953.....	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953.....	24,564	21,143	45,707	152,488	49,614	202,102
July 1, 1953 (1).....	21,229	20,088	41,317	124,396	55,918	180,314
August 1, 1953 (1).....	19,382	17,772	37,154	111,524	52,357	163,881

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2.—UNFILED VACANCIES BY INDUSTRY AND BY SEX AS AT JUNE 30, 1953⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				May 28, 1953	July 3, 1952
Agriculture, Fishing, Trapping	1,818	879	2,697	- 135	+ 575
Forestry	975	5	980	- 511	- 1,100
Mining, Quarrying and Oil Wells	785	34	819	- 99	- 159
Metal Mining.....	467	18	485	- 27	
Fuels.....	187	2	189	- 8	
Non-Metal Mining.....	55	7	62	- 49	
Quarrying, Clay and Sand Pits.....	14	.....	14	- 8	
Prospecting.....	62	7	69	- 7	
Manufacturing	5,378	3,970	9,348	- 738	+ 858
Foods and Beverages.....	608	502	1,110	- 218	
Tobacco and Tobacco Products.....	3	5	8	+ 1	
Rubber Products.....	42	36	78	- 15	
Leather Products.....	134	232	366	- 24	
Textile Products (except clothing).....	111	262	373	- 42	
Clothing (textile and fur).....	339	1,635	1,974	- 87	
Wood Products.....	751	104	855	+ 139	
Paper Products.....	126	76	202	- 62	
Printing, Publishing and Allied Industries.....	316	158	474	- 36	
Iron and Steel Products.....	749	183	932	- 100	
Transportation Equipment.....	915	126	1,041	- 292	
Non-Ferrous Metal Products.....	217	106	323	+ 46	
Electrical Apparatus and Supplies.....	424	202	626	+ 77	
Non-Metallic Mineral Products.....	101	46	147	- 22	
Products of Petroleum and Coal.....	38	15	53	- 23	
Chemical Products.....	363	155	518	+ 38	
Miscellaneous Manufacturing Industries.....	141	127	268	- 118	
Construction	3,999	119	4,118	- 343	- 1,067
General Contractors.....	3,108	77	3,185	- 324	
Special Trade Contractors.....	891	42	933	- 19	
Transportation, Storage and Communication	1,337	298	1,635	- 584	See Foot- Note ⁽²⁾
Transportation.....	1,199	140	1,339	- 473	
Storage.....	67	30	97	- 20	
Communication.....	91	128	199	- 91	
Public Utility Operation	120	35	155	- 117	
Trade	3,126	3,286	6,412	- 886	+ 1,959
Wholesale.....	1,087	692	1,779	- 209	
Retail.....	2,039	2,594	4,633	- 677	
Finance, Insurance and Real Estate	1,421	936	2,357	- 446	+ 1,030
Service	3,328	10,968	14,296	- 938	+ 108
Community or Public Service.....	585	1,694	2,279	+ 357	
Government Service.....	994	681	1,675	- 539	
Recreation Service.....	219	145	364	+ 14	
Business Service.....	379	407	786	- 183	
Personal Service.....	1,151	8,041	9,192	- 587	
Grand Total	22,287	20,530	42,817	- 4,797	+ 2,360

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

(2) Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation—the change in these divisions can only be recorded in the Grand Total.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT JULY 2, 1953⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers . . .	1,615	972	2,587	3,893	1,031	4,924
Clerical workers	2,194	4,266	6,460	7,401	15,006	22,407
Sales workers	1,607	1,642	3,249	2,944	7,648	10,592
Personal and domestic service workers .	1,534	8,606	10,140	13,540	9,038	22,578
Seamen	28	.....	28	784	3	787
Agriculture and fishing	1,870	661	2,531	1,191	312	1,503
Skilled and semiskilled workers	8,532	2,663	11,195	49,322	13,112	62,434
Food and kindred products (inc. tobacco)	108	31	139	543	427	970
Textiles, clothing, etc.	245	1,690	1,935	2,810	8,944	11,754
Lumber and wood products	1,208	6	1,214	6,811	89	6,900
Pulp, paper (inc. printing)	74	26	100	532	272	804
Leather and leather products	80	157	237	603	716	1,319
Stone, clay and glass products	31	10	41	143	33	176
Metalworking	1,080	41	1,121	6,100	417	6,517
Electrical	286	113	399	882	289	1,171
Transportation equipment	21	.....	21	361	31	392
Mining	196	.....	196	1,056	.....	1,056
Construction	1,920	.....	1,920	9,992	1	9,993
Transportation (except seamen)	976	20	996	7,530	40	7,570
Communications and public utility	62	.....	62	322	6	328
Trade and service	352	396	748	1,417	793	2,210
Other skilled and semi skilled	1,667	138	1,805	7,044	783	7,827
Foremen	74	15	89	1,425	207	1,632
Apprentices	152	20	172	1,751	64	1,815
Unskilled workers	3,849	1,278	5,127	45,321	9,768	55,089
Food and tobacco	306	289	595	1,031	1,918	2,949
Lumber and lumber products	216	16	232	3,141	151	3,292
Metalworking	120	31	151	2,665	301	2,966
Construction	1,651	.....	1,651	10,840	1	10,841
Other unskilled workers	1,556	942	2,498	27,644	7,397	35,041
Grand Total	21,229	20,088	41,317	124,396	55,918	180,314

¹Preliminary—subject to revision.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, JUNE, 1953; LIVE APPLICATIONS AT JULY 30, 1953

Office	1 Vacancies (Source: U.I.C. 751)			Applicants (Source: U.I.C. 751)				Unplaced at end of period	Source: U.I.C. 757 2 Live Applications at July 30, 1953		
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies			Placements	
										Regular	Casual
Newfoundland	136	306	137	32	6,556	981	209	19	515	4,148	3,797
Corner Brook.....	42	70	49	27	1,069	26	24	2	.....	718	820
Grand Falls.....	3	732	76	.....	732	97	64	4	24	109	190
St. John's.....	91	160	88	5	4,755	808	121	13	521	3,140	2,808
Prince Edward Island	366	636	389	.....	933	719	308	177	101	918	864
Charlottetown.....	223	356	234	.....	663	449	124	151	73	656	566
Summerside.....	143	280	155	.....	270	386	184	26	28	262	298
Nova Scotia	1,704	4,063	1,527	15	10,391	5,378	2,757	845	350	9,447	9,427
Annerst.....	231	500	405	.....	400	405	217	14	19	443	383
Bridgewater.....	50	71	50	2	411	257	37	8	1	346	407
Halifax.....	1,278	1,550	1,174	3	2,890	2,849	2,147	960	333	3,221	2,617
Inverness.....	1	55	4	1	511	84	122	50	.....	56	238
Kentville.....	186	130	92	.....	893	350	365	142	16	593	515
Liverpool.....	22	78	27	.....	217	143	62	50	1	189	189
New Glasgow.....	46	619	40	1	1,445	727	759	507	103	1,004	1,387
Springhill.....	4	18	3	.....	437	20	13	1	.....	473	316
Sydney.....	51	1,098	96	8	1,835	1,190	612	373	89	1,883	2,635
Truro.....	64	85	35	.....	468	136	67	4	25	379	340
Yarmouth-Sheburne.....	6	128	6	.....	789	259	197	8	82	508	400
New Brunswick	2,866	4,234	2,136	1,013	13,180	6,655	3,374	316	83	10,527	8,668
Bathurst.....	27	102	31	.....	1,379	97	61	.....	5	882	605
Campbellton.....	55	249	47	.....	1,483	196	231	11	1	610	572
Edmundston.....	16	286	22	.....	730	346	352	10	34	353	365
Fredericton.....	130	233	132	.....	1,284	505	212	128	1	1,210	1,289
Minto.....	35	67	24	.....	487	455	110	3	3	592	444
Moncton.....	1,418	1,540	1,277	636	2,602	2,106	967	153	6	1,776	1,776
Newcastle.....	31	54	1	.....	1,016	428	72	.....	1	757	481
Saint John.....	504	1,460	533	362	2,739	1,727	1,100	826	32	2,481	2,295
St. Stephen.....	51	131	35	15	853	235	127	100	.....	531	454
Sussex.....	37	60	11	.....	148	101	42	.....	.....	131	88
Woodstock.....	62	52	23	.....	459	168	59	34	.....	348	344
Quebec	13,804	34,213	11,670	547	76,008	55,108	24,333	3,935	980	63,717	56,476
Asbestos.....	90	156	8	8	373	275	151	.....	5	279	289
Beauharnois.....	13	105	12	12	394	193	81	.....	.....	303	303
Buckingham.....	17	156	15	3	823	288	226	23	65	520	363
Causapscal.....	9	36	4	.....	1,352	228	64	.....	.....	785	395

Chandler.....	9	28	151	17	580	120	38	26	2	2	277
Chicoutimi.....	301	285	4	17	956	120	353	158	32	1	1,030
Dolbeau.....	20	77	4	4	1,049	321	63	95	20	5	1,012
Drummondville.....	58	192	40	2	1,164	837	231	130	4	7	837
Farnham.....	4	45	33	2	454	238	10	9	2	1	1,234
Forestville.....	73	2	2	4	169	217	2	9	2	2	359
Gaspé.....	131	219	5	29	573	308	10	47	6	18	276
Granby.....	76	329	48	119	673	710	983	211	8	1	1,777
Hull.....	198	335	121	18	1,286	704	206	190	8	14	859
Joliette.....	116	392	99	9	1,126	671	480	241	37	20	1,164
Jonquière.....	118	195	9	5	1,363	1,197	570	256	20	29	1,012
Lachute.....	8	68	16	21	961	213	54	53	25	1	1,544
La Malbaie.....	253	336	260	18	378	944	333	191	8	1	270
La Tuque.....	20	51	26	3	1,573	829	256	159	4	1	516
Louisville.....	35	696	43	6	752	530	755	256	306	1	326
Matane.....	6	217	17	17	487	220	55	30	2	2	411
Mégantic.....	23	31	15	1	614	411	913	30	5	1	1,203
Mont-Laurier.....	56	178	24	24	912	90	193	193	5	7	346
Montreal.....	7,670	19,777	6,627	4	23,012	24,443	18,533	11,458	2,837	272	382
New Richmond.....	12	438	26	26	642	369	102	129	2	3	500
Port Alfred.....	15	346	52	1	355	420	189	160	2	9	20,015
Québec.....	1,057	2,007	892	10	7,052	4,427	2,873	1,400	162	16	467
Rimouski.....	68	191	217	1	2,302	357	207	201	9	21	409
Rivière du Loup.....	12	570	44	6	2,049	357	528	296	1	6	799
Roberval.....	18	44	6	1	586	405	80	41	3	3	1,065
Rouville.....	86	264	114	1	2,106	610	269	127	13	43	373
St. Agathe.....	64	217	63	69	372	336	138	113	1	1	1,141
St. Anne de Bellevue.....	64	208	31	10	317	229	184	157	5	1	181
St. Theres.....	103	293	57	4	427	995	265	194	2	2	1,247
St. Georges Est.....	220	403	240	4	1,253	1,252	1,054	780	11	208	587
St. Georges Est.....	803	364	80	1	965	562	445	326	1	2	850
St. Hyacinthe.....	190	297	127	2	890	585	340	181	5	11	824
St. Jean.....	59	255	76	15	599	1,433	231	166	13	3	807
St. Jerome.....	26	151	19	19	1,147	732	139	68	28	1	1,366
St. Joseph d'Alma.....	33	652	79	129	1,043	311	436	414	7	1	1,669
Sept Iles.....	50	289	55	1	2,083	911	303	205	8	14	1,320
Shawinigan Falls.....	234	840	171	17	2,220	1,906	833	551	147	9	237
Sherbrooke.....	78	261	86	15	931	523	253	136	57	9	1,987
Sorel.....	176	153	169	15	883	533	191	140	4	2	937
Theford Mines.....	170	563	169	3	2,809	1,402	837	442	36	78	614
Three Rivers.....	62	234	65	3	874	633	183	131	1	1	1,819
Val d'Or.....	85	258	68	1	1,246	708	366	201	8	18	791
Valleyfield.....	203	377	179	13	790	762	329	233	17	1	1,135
Victoriaville.....	16,607	47,648	13,803	1,059	51,737	74,241	51,288	27,537	9,040	1,315	780
Ontario.....	33	102	44	5	84	104	120	54	78	52,285	47,178
Amnpor.....	221	572	260	29	443	746	535	345	29	8	67
Barrie.....	56	311	47	1	500	600	308	188	49	352	352
Bellefleur.....	285	435	260	30	266	345	385	304	2	404	360
Bracebridge.....	122	255	72	39	126	272	239	191	2	166	129
Brampton.....	102	554	98	4	1,777	1,546	663	363	137	136	108
Brantford.....	33	216	23	10	1,108	410	224	185	16	50	1,588
Brockville.....	119	23	4	15	131	67	25	20	35	7	168
Carleton Place.....	7	23	4	15	549	728	439	254	35	1	127
Chatham.....	25	300	103	15	428	549	201	201	2	595	652
Cobourg.....	25	300	43	1	201	301	361	202	51	227	151

TABLE D-4—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, JUNE, 1953; LIVE APPLICATIONS AT JULY 30, 1953

Office	Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Sources: U.I.C. 757 Live Applications at July 30, 1955		
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Regis- tered during period	Referred to vacancies	Placements			
								Regular		Casual	Transfers out	Unplaced end of period
Ontario—Concluded											
Collingwood.....	25	231	42	11	395	284	194	146	14	256	243
Cornwall.....	68	707	61	2	816	1,299	811	548	181	1,065	1,078
Fort Erie.....	65	102	87	5	193	123	63	44	.....	209	163
Fort Frances.....	66	68	31	156	103	108	69	48	.....	48	168
Fort William.....	173	894	134	79	627	1,154	775	527	79	62	308
Galt.....	143	306	89	26	338	526	321	202	6	377	371
Ganarque.....	76	197	82	.....	158	158	105	42	.....	.....	174
Georgetown.....	183	337	131	3	500	148	109	51	11	.....	138
Hamilton.....	626	2,344	633	4	4,329	5,903	485	250	18	5	423
Hawkesbury.....	45	68	30	6	274	183	68	50	3	3	212
Ingersoll.....	147	338	189	.....	222	241	244	149	47	14	202
Kapuskasing.....	35	111	65	22	806	247	158	121	3	4	236
Kenora.....	306	644	202	10	206	35	85	55	3	.....	137
Kingston.....	137	207	792	19	732	1,036	829	461	67	4	789
Kirkland Lake.....	357	704	48	38	443	23	252	143	23	35	636
Kitchener-Waterloo.....	61	297	264	.....	500	905	256	440	103	1	565
Leamington.....	112	191	59	.....	177	316	806	150	78	.....	222
Lindsay.....	51	58	31	9	162	200	178	90	18	5	153
Lustow.....	1,148	2,303	889	13	1,409	3,449	62	35	1	.....	156
London.....	70	113	68	3	237	201	112	70	8	45	1,683
Midland.....	21	34	9	.....	359	197	53	34	.....	.....	219
Napanee.....	305	680	193	83	725	1,400	761	416	5	3	199
New Toronto.....	135	991	128	8	378	1,316	974	687	78	51	1,000
Niagara Falls.....	95	576	89	5	467	809	598	257	198	2	649
North Bay.....	228	254	260	14	149	314	314	132	3	11	377
Oakville.....	52	360	30	4	244	561	437	309	35	2	102
Orillia.....	291	1,089	295	8	1,699	2,049	1,305	689	187	4	186
Oshawa.....	1,413	2,260	1,090	3	1,855	2,980	2,081	296	32	2,179	1,271
Ottawa.....	129	296	112	18	572	495	433	191	31	.....	1,963
Owen Sound.....	20	99	15	.....	78	133	84	66	.....	87	65
Parry Sound.....	104	509	151	7	516	898	537	267	91	13	499
Pembroke.....	65	131	57	7	173	252	131	100	7	1	515
Perrill.....	149	570	104	5	1,021	1,165	766	401	7	.....	920
Peterborough.....	26	90	12	6	104	103	102	66	10	.....	59
Pictou.....	260	997	176	59	1,338	1,442	960	679	90	108	821
Port Arthur.....	33	97	14	.....	236	3	112	74	.....	9	610
Port Colborne.....	112	231	74	70	236	362	214	164	15	3	238
Prescott.....	29	206	41	4	106	220	173	167	3	6	163
Renfrew.....	335	928	227	76	936	1,490	923	684	6	.....	97
St. Catharines.....	127	322	79	1	403	432	421	212	17	6	313
St. Thomas.....	127	322	79	1	403	432	421	212	17	6	313

Sarnia.....	97	359	72	43	875	535	459	254	39	4	607	472
Sault Ste. Marie.....	222	508	226	2	613	757	536	300	55	1	573	465
Simcoe.....	72	213	61	17	416	388	231	125	8	1	325	308
Sioux Lookout.....	41	69	32	.....	114	83	59	38	9	.....	62	52
Smiths Falls.....	7	90	16	.....	171	191	109	51	17	.....	210	329
Stratford.....	72	235	48	19	335	395	291	100	37	.....	331	480
Sturgeon Falls.....	20	240	20	613	367	299	224	10	10	17	523	460
Sudbury.....	283	1,161	238	3	1,414	1,089	1,093	965	59	18	1,065	783
Timmins.....	152	472	134	4	1,071	825	636	289	100	75	862	641
Toronto.....	5,876	16,685	4,846	25	12,991	22,194	17,559	7,750	4,879	617	13,311	11,024
Trenton.....	74	206	41	.....	361	600	291	205	3	7	470	391
Walkerton.....	80	136	62	6	160	185	195	111	7	.....	160	153
Wallaceburg.....	11	227	8	2	400	400	261	124	97	3	355	224
Welland.....	29	504	34	2	733	1,061	614	360	112	21	864	894
Weston.....	311	588	288	136	319	661	505	403	315	8	359	315
Windsor.....	204	1,402	196	.....	2,197	3,877	1,753	794	316	1	2,723	3,087
Woodstock.....	132	271	104	14	204	349	249	181	20	.....	163	141
Manitoba.....	3,431	8,902	4,137	39	10,573	12,059	8,437	3,961	2,203	121	9,987	8,311
Brandon.....	467	768	444	6	418	772	598	381	49	2	379	373
Dauphin.....	45	113	35	.....	308	356	182	81	21	51	260	240
Flin Flon.....	135	133	138	12	146	222	135	57	33	.....	190	130
Portage la Prairie.....	92	414	220	5	342	470	252	208	10	.....	328	249
The Pas.....	53	58	28	6	48	62	44	36	.....	1	46	31
Winnipeg.....	3,139	7,416	3,272	10	9,311	10,177	7,226	3,198	2,090	66	8,784	7,288
Saskatchewan.....	3,376	6,170	3,209	177	4,306	6,929	5,335	3,414	824	362	4,065	2,332
Estevan.....	72	123	60	.....	81	154	95	58	9	8	86	59
Moose Jaw.....	282	638	301	19	335	781	570	357	44	10	337	266
North Battleford.....	139	236	145	12	253	156	147	103	44	4	173	159
Prince Albert.....	108	465	227	6	588	673	588	236	57	15	582	501
Regina.....	2,206	911	995	113	682	2,446	1,979	1,05	464	25	806	479
Saskatoon.....	1,278	1,679	1,051	5	1,928	1,947	1,525	1,182	176	208	1,539	579
Swift Current.....	169	196	154	8	130	199	184	153	.....	5	104	73
Weyburn.....	93	234	60	9	61	234	201	130	45	1	76	26
Yorkton.....	240	383	300	5	298	319	208	100	29	26	212	190
Alberta.....	3,578	10,451	3,019	160	8,448	14,215	10,861	6,359	1,707	517	7,377	6,388
Blairmore.....	78	65	95	3	302	68	44	42	.....	.....	272	221
Calgary.....	1,302	3,568	1,060	2	2,864	5,928	3,675	2,126	719	57	2,991	2,613
Drumheller.....	26	327	34	48	495	170	274	269	.....	.....	205	207
Edmonton.....	1,342	4,163	1,059	28	3,318	5,401	4,622	2,302	900	439	2,680	2,366
Edson.....	1,120	278	164	47	201	303	223	158	.....	.....	3	158
Lethbridge.....	390	1,335	232	4	726	1,588	1,360	1,148	63	15	488	506
Medicine Hat.....	95	429	141	.....	301	483	211	244	11	.....	264	243
Red Deer.....	166	237	187	7	213	269	211	70	14	.....	137	137
Yellowknife.....	59	49	47	21	28	5	.....	.....	.....	.....	15	8

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, JUNE, 1953; LIVE APPLICATIONS AT JULY 30, 1953

Office	Vacancies (Source: U.I.C. 751)					Applicants (Source: U.I.C. 751)					Sources: U.I.C. 757	
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period	Live Applica- tions at July 30, 1953	
								Regular	Casual			Transfers out
British Columbia	3,597	16,177	3,495	574	26,239	27,640	17,267	8,912	4,113	196	24,061	20,410
Chilliwack.....	63	481	141	2	498	693	452	298	34	16	521	341
Courtenay.....	56	230	37	29	625	389	227	188	18	9	521	611
Cranbrook.....	14	70	17	1	427	134	81	60	3	4	200	150
Dawson Creek.....	52	141	12	.....	194	165	173	160	.....	.....	270	432
Duncan.....	69	250	50	.....	255	489	305	267	.....	.....	370	433
Kamloops.....	91	250	88	.....	450	267	200	176	.....	.....	256	196
Kelowna.....	24	255	19	.....	481	521	241	221	.....	.....	7	334
Mission City.....	505	808	574	163	570	906	404	388	79	2	500	237
Nanaimo.....	73	297	34	.....	554	427	340	283	15	12	356	1,303
New Westminster.....	32	144	33	.....	640	335	173	102	93	14	455	1,356
Nelson.....	93	947	95	.....	3,315	5,551	4,123	970	2,831	18	3,300	2,056
Port Alberni.....	38	166	49	.....	216	326	165	190	.....	.....	181	235
Prince George.....	124	873	84	25	1,406	956	983	824	13	1	284	417
Prince Rupert.....	56	706	96	63	492	627	635	376	107	.....	652	265
Princeton.....	.....	113	.....	.....	98	86	139	.....	.....	.....	374	265
Trail.....	.....	261	105	.....	443	473	344	170	.....	.....	481	248
Vancouver.....	1,570	5,012	1,438	150	12,910	11,673	6,079	2,853	639	44	12,272	10,209
Vernon.....	93	466	55	14	340	503	457	412	13	8	2,222	151
Victoria.....	377	1,077	388	.....	1,816	2,371	1,219	611	209	4	2,123	1,891
Whitehorse.....	200	313	165	98	208	264	217	173	.....	.....	113	67
Canada	49,465	132,522	43,522	3,616	208,371	207,526	137,943	77,049	23,179	4,570	186,532	163,881
Males.....	27,184	85,963	22,828	3,188	155,651	139,686	89,640	56,020	10,568	4,111	129,052	111,624
Females.....	22,281	46,559	20,694	428	52,720	67,830	48,303	21,029	12,611	459	57,500	52,357

¹ Includes current and deferred vacancies

² Latest figures subject to revision.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form UIC 751)

1943—1953

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952.....	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (6 months).....	920,138	348,328	1,268,466	319,971	158,770	478,741

TABLE D-6.—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, APRIL 1, 1953 TO JUNE 30, 1953

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario						
	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified				
	Reg-ular	Trans-fer out		Reg-ular	Trans-fer out		Reg-ular	Trans-fer out		Reg-ular	Trans-fer out		Reg-ular	Trans-fer out		Reg-ular	Trans-fer out		Reg-ular	Trans-fer out		
Agriculture.....	2	3	104	85	3	2	81	58	1	103	113	75	1	1,675	10	256	9,655	3,593	4,147	284		
Forestry.....	114	81	5	4	.....	.....	333	242	.....	44	717	534	.....	43	279	6,253	2,830	2,144	43	83	
Fishing and Trapping.....	.....	.....	5	.....	.....	.....	11	10	.....	.....	2	2	.....	44	2	.....	14	7	.....	.....
Mining, Quarrying and Oil Wells.....	106	106	.....	.....	.....	.....	208	208	.....	.....	47	50	.....	1,428	10	176	985	630	19	151	
Metal Mining.....	106	106	.....	.....	.....	.....	2	.....	.....	.....	22	20	.....	776	10	174	762	454	15	150	
Fuels.....	.....	.....	.....	.....	.....	.....	98	99	.....	.....	15	20	.....	.....	.....	.....	12	9	1	1	
Non-Metal Mining.....	.....	.....	.....	.....	.....	.....	108	108	.....	.....	.....	.....	.....	515	.....	.....	54	43	.....	.....
Quarrying, Clay and Sand Pits.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Prospecting.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	10	10	.....	115	.....	.....	148	115	3	.....	
Manufacturing.....	185	215	847	693	16	6	2,490	2,066	90	5	1,034	761	82	2	27,059	18,238	350	162	36,239	24,004	2,614	819
Foods and Beverages.....	17	9	721	591	5	.....	483	237	39	.....	209	159	17	2,888	1,903	87	5	4,815	3,083	395	36
Tobacco and Tobacco Products.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	59	.....	.....	36	29	2	.....	5
Rubber Products.....	.....	.....	.....	.....	.....	.....	44	43	.....	.....	.....	6	.....	1,265	835	11	3	700	452	10	6
Leather Products.....
Textile Products (except clothing).....	17	68	9	8	.....	.....	33	33	1	.....	89	75	.....	1,873	1,325	12	25	1,689	1,209	93	16
Clothing (textile and fur).....	8	6	.....	.....	.....	.....	45	33	1	.....	11	11	.....	5,153	3,139	18	2	2,329	1,491	40	25
Wood products.....	2	.....	55	52	.....	.....	132	96	4	.....	228	200	.....	2,940	2,045	48	37	3,014	2,151	207	17
Paper Products.....	119	117	.....	.....	.....	.....	10	8	.....	.....	179	120	31	1,041	871	16	4	1,601	938	388	39
Printing, Publishing and Allied Industries.....	1	.....	1	.....	.....	.....	70	32	4	.....	42	20	14	809	352	28	3	1,384	809	176	14
Iron and Steel Equip-ment.....	6	6	9	3	4	.....	834	794	10	1	22	15	.....	2,744	2,172	46	24	6,437	4,350	424	209
Transportation Equip-ment.....	5	4	18	17	.....	6	699	678	3	1	114	40	2	2,697	1,805	13	36	5,138	3,720	206	310
Non-ferrous Metal Pro-ducts.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	46	43	.....	945	641	42	7	1,240	774	89	19
Electrical Apparatus and Supplies.....
Non-Metallic Mineral Products.....	.....	.....	.....	.....	.....	.....	78	70	12	.....	.....	22	.....	1,124	506	3	.....	2,477	1,485	163	47
Products of Petroleum and Coal.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	693	545	5	3	1,019	712	83	13
Chemical Products.....	2	2	2	1	06	32
Miscellaneous Manufac-turing Industries.....	7	1	1	1	.....	.....	32	24	14	1	48	40	7	1,041	1,221	13	.....	1,851	1,099	262	53
	.....	.....	.....	.....	.....	.....	11	8	1	.....	14	10	3	871	501	2	8	1,788	1,288	58	7

291	177	747	255	232	18	258	1,843	1,587	120	775	5,940	2,614	53	396	16,635	13,827	375	938	23,248	17,077	1,124	1,519
268	153	747	187	173	9	257	1,520	1,362	77	771	5,665	2,417	32	394	11,939	10,156	311	815	17,157	12,890	709	1,389
23	24	.....	68	59	9	1	323	225	43	4	275	197	21	2	4,696	3,671	67	123	6,091	4,187	415	130
13	7	2	74	52	15	.....	459	362	130	15	547	408	38	7	4,375	2,937	428	20	7,322	4,287	1,167	104
11	5	2	47	39	6	.....	396	321	120	15	483	365	26	7	3,636	2,719	404	11	6,383	3,791	936	99
.....	.....	.....	12	7	.....	.....	13	7	5	.....	21	11	11	.....	155	93	8	.....	660	331	219	5
2	2	.....	15	6	9	.....	50	34	5	.....	43	32	1	.....	284	125	16	.....	279	165	12	.....
1	1	.....	1	.....	.....	.....	18	19	.....	7	5	1	.....	.....	273	194	63	.....	773	513	70	6
111	57	25	429	193	84	.....	1,843	1,170	343	10	1,362	858	151	2	10,523	6,226	568	27	19,564	10,642	2,963	122
54	27	12	92	61	23	.....	583	286	217	.....	528	324	89	1	3,609	2,158	218	5	6,493	3,372	1,439	65
57	30	13	337	132	61	.....	1,260	884	126	10	834	534	62	1	6,914	4,068	350	22	13,071	7,270	1,524	57
16	2	.....	15	11	.....	.....	203	120	16	1	135	76	6	.....	1,603	760	39	7	2,823	1,373	84	14
191	131	19	1,029	347	382	3	4,433	1,938	1,779	5	2,971	1,382	782	36	29,879	14,346	8,165	237	38,797	17,140	10,052	383
11	8	.....	77	34	15	.....	289	145	58	.....	295	170	33	.....	1,595	854	128	11	3,346	1,946	289	31
115	87	5	165	116	15	1	950	879	30	2	592	505	18	3	2,382	1,943	228	39	5,431	3,706	137	39
1	2	.....	10	1	9	.....	180	52	71	.....	89	31	31	.....	806	368	133	14	2,282	721	965	22
2	.....	.....	131	9	113	.....	149	70	34	.....	56	33	3	.....	2,168	1,598	126	1	2,001	1,042	168	15
62	34	14	616	187	230	2	2,865	792	1,586	3	1,939	643	697	33	22,928	9,583	7,550	172	25,737	9,725	8,503	276
1,030	780	61	2,759	1,617	518	269	11,922	7,750	2,479	958	12,875	6,765	1,114	486	102,738	64,519	10,541	2,104	142,350	81,410	22,313	3,485
922	650	60	1,357	889	306	265	7,683	5,847	1,087	945	10,246	5,464	655	485	70,173	50,171	3,271	1,625	95,205	59,065	12,980	3,174
108	130	1	1,402	728	212	4	4,239	1,903	1,392	13	2,629	1,271	459	1	32,565	14,348	7,270	179	47,045	22,345	9,333	311

(4) Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, APRIL 1, 1953 TO JUNE 30, 1953

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada							
	Placements			Placements			Placements			Placements			Placements							
	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fer out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fer out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fer out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fer out				
Agriculture	862	528	13	41	2,227	1,458	7	142	3,904	3,164	20	186	6,302	1,447	3,826	30	24,925	11,226	8,028	1,068
Forestry.....	77	52	.....	39	30	1	.....	1	287	206	10	84	1,662	1,348	7	24	15,294	10,831	588	597
Fishing and Trapping	47	44	1	.....	10	6	.....	.....	18	12	.....	.....	18	12	.....	.....	151	101	3	2
Mining, Quarrying and Oil Wells	316	164	2	83	142	98	5	33	1,712	842	57	400	914	456	1	284	5,858	3,461	94	1,127
Metal Mining.....	280	141	.....	59	5	4	1	13	483	72	7	189	603	398	.....	284	3,129	1,624	33	869
Fuels.....	3	3	.....	22	59	37	3	3	847	530	23	36	135	18	.....	.....	1,054	716	27	62
Non-Metal Mining.....	5	4	.....	2	32	27	0	1	11	9	.....	135	152	8	.....	.....	850	551	138	.....
Quarrying, Clay and Sand Pits.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Prospecting.....	.....	16	2	.....	36	28	1	16	339	201	27	.....	22	18	.....	.....	354	281	4	.....
Manufacturing	4,623	2,426	368	61	1,305	803	173	21	2,851	1,777	335	40	7,568	5,954	373	36	84,201	56,937	4,146	1,202
Tobacco and Beverages.....	828	487	45	1	454	319	47	3	757	503	104	5	1,522	1,279	103	3	12,694	8,570	849	53
Rubber Products.....	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Leather Products.....	65	24	.....	.....	4	.....	.....	.....	18	11	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Textile Products.....	94	40	13	.....	10	6	.....	.....	41	29	3	.....	96	59	.....	.....	2,201	1,431	24	9
Clothing (except clothing)	1,280	574	40	.....	48	25	.....	.....	124	82	1	.....	226	149	8	.....	3,947	2,862	130	41
Wood Products.....	440	160	155	2	75	54	13	1	315	218	40	47	3,339	2,789	84	17	10,546	7,767	557	122
Paper Products.....	122	71	16	26	3	3	.....	.....	22	11	.....	.....	451	358	11	3	3,548	2,497	464	74
Printing, Publishing and Allied Industries.....	224	108	31	2	111	60	12	.....	100	46	15	.....	182	96	33	1	2,924	1,523	314	21
Iron and Steel Products.....	462	286	6	6	221	102	76	.....	300	228	18	1	531	391	46	1	11,566	8,327	630	242
Transportation Equipment.....	378	217	9	1	210	113	12	.....	469	253	30	2	406	285	17	4	10,134	7,132	292	361
Non-Ferrous Metal Products.....	89	59	1	.....	2	23	.....	.....	2	20	.....	.....	356	239	.....	.....	2,701	1,788	135	28
Electrical Apparatus and Supplies	90	32	.....	18	5	4	.....	.....	24	11	.....	.....	63	40	.....	.....	3,798	2,145	179	67
Non-Metallic Mineral Products	191	138	.....	.....	74	60	1	1	311	222	12	.....	75	53	17	3	2,471	1,824	130	20
Products of Petroleum and Coal	176	60	.....	.....	59	38	6	7	64	30	23	33	38	19	5	1	4,145	2,658	454	46
Chemical Products.....	188	113	39	3	18	11	6	4	248	94	82	1	107	63	24	.....	.....	.....	.....	.....
Miscellaneous Manufacturing Industries.....	90	53	7	.....	12	7	.....	.....	35	19	.....	.....	76	49	6	.....	.....	.....	.....	.....
Construction	3,492	2,632	37	161	3,305	2,354	94	85	5,394	3,906	449	51	5,155	3,603	259	188	65,558	48,000	2,532	5,118
General Contractors.....	2,926	2,205	23	159	2,707	1,951	56	80	4,205	3,039	335	35	4,487	3,161	168	155	51,061	37,507	1,720	4,802
Special Trade Contractors.....	566	418	14	2	598	403	38	5	1,189	867	114	16	668	442	91	33	14,497	10,493	812	316
Transportation, Storage and Communication	1,500	811	203	36	1,184	788	77	56	2,290	1,490	277	42	2,400	1,431	594	6	20,161	12,573	2,931	286
Transportation.....	1,325	732	183	36	946	671	36	52	1,951	1,341	121	34	2,073	1,205	538	6	17,531	11,199	2,374	260
Storage.....	137	49	18	.....	128	51	29	.....	277	85	154	8	197	132	46	.....	.....	.....	.....	.....
Communication.....	38	20	.....	.....	110	60	12	.....	82	64	21	.....	130	94	10	.....	1,033	608	1,000	67

Public Utility Operation	119	87	2	1	70	53	2	1	12½	10½	20	76	46½	1,462	1,022	158	28
Trade	5,505	1,661	2,018	7	3,630	1,822	881	28	4,823	2,578	1,121	4,485	2,516	52,275	27,723	8,011	214
Wholesale.....	2,676	718	1,240	4	3,381	650	422	7	2,213	1,077	662	1,549	856	38,179	3,529	4,630	89
Retail.....	2,829	943	778	3	2,249	1,172	459	21	2,609	1,501	459	2,936	1,660	33,096	13,194	4,272	125
Finance, Insurance and Real Estate	718	292	34	.....	319	168	19	.....	880	401	22	648	394	7,360	3,597	238	28
Service	8,701	2,441	3,718	138	5,789	2,100	1,128	159	9,551	3,937	2,790	9,900	5,310	81,111,301	49,072	30,547	1,161
Community or Public Service...	863	355	193	7	1,593	343	30	28	9,015	3,570	68	821	492	9,715	4,917	860	90
Government Service.....	1,102	747	6	100	1,167	680	29	111	2,055	1,617	52	2,292	1,880	46	16,235	12,169	362
Recreation Service.....	372	129	51	.....	1,161	65	60	.....	2,957	99	104	215	101	4,373	1,560	554	38
Business Service.....	469	173	30	.....	137	92	5	.....	441	257	45	501	311	6,055	3,585	1,472	38
Personal Service.....	5,955	1,046	3,418	28	2,871	911	1,004	4	5,879	1,394	2,521	6,071	2,826	74,923	26,841	27,079	631
Totals	26,020	11,129	6,396	567	18,011	9,651	2,386	526	31,816	18,405	5,101	39,128	22,517	654,388,549	224,543	58,476	10,831
Men.....	14,856	7,874	2,169	542	12,668	7,485	1,533	418	21,604	13,662	3,145	23,211	15,592	610,257,925	186,630	28,422	10,056
Women.....	11,164	3,255	4,227	25	5,343	2,166	853	108	10,212	4,743	1,956	15,917	7,015	44,130,624	57,904	30,054	775

(1) Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of June, 1953		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	1,573	976	76,125	255,385
Prince Edward Island.....	225	142	10,956	31,283
Nova Scotia.....	4,464	2,822	148,594	463,701
New Brunswick.....	4,852	2,758	159,533	506,234
Quebec.....	35,785	20,340	1,076,069	3,288,518
Ontario.....	24,675	12,938	683,346	2,071,401
Manitoba.....	3,908	1,424	117,594	335,179
Saskatchewan.....	757	300	28,579	86,177
Alberta.....	3,628	1,356	98,572	318,369
British Columbia.....	10,992	6,105	332,520	1,051,833
Total, Canada, June, 1953.....	90,859	49,161	2,731,888	8,408,071
Total, Canada, May, 1953.....	125,558	60,514	3,919,260	12,195,255
Total, Canada, June, 1952.....	84,812	41,475	2,539,696	6,726,957

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS, CONTINUOUSLY ON THE REGISTER, AS OF JUNE 30, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	3,046	487	137	354	613	577	878
Male.....	2,850	458	130	336	560	547	819
Female.....	196	29	7	18	53	30	59
Prince Edward Island.....	515	93	43	78	100	59	142
Male.....	379	67	35	62	72	42	101
Female.....	136	26	8	16	28	17	41
Nova Scotia.....	8,956	2,813	749	1,054	1,442	931	1,967
Male.....	7,934	2,660	679	915	1,273	812	1,595
Female.....	1,022	153	70	139	169	119	372
New Brunswick.....	8,080	1,436	850	1,358	1,608	1,098	1,730
Male.....	6,662	1,201	725	1,064	1,370	937	1,365
Female.....	1,418	235	125	294	238	161	365
Quebec.....	56,062	14,419	6,003	7,455	8,480	7,177	12,528
Male.....	38,415	10,020	3,987	4,871	5,686	4,996	8,855
Female.....	17,647	4,399	2,016	2,584	2,794	2,181	3,673
Ontario.....	37,181	10,962	3,518	4,310	5,159	3,643	9,589
Male.....	24,631	7,785	2,250	2,716	3,121	2,202	6,557
Female.....	12,550	3,177	1,268	1,594	2,038	1,441	3,032
Manitoba.....	5,051	937	274	488	745	610	1,997
Male.....	2,819	556	122	262	363	297	1,219
Female.....	2,232	381	152	226	382	313	778
Saskatchewan.....	1,212	166	99	125	162	157	503
Male.....	723	81	50	79	93	90	330
Female.....	489	85	49	46	69	67	173
Alberta.....	6,771	1,749	322	639	1,368	1,046	1,647
Male.....	5,670	1,476	234	488	1,214	925	1,333
Female.....	1,101	273	88	151	154	121	314
British Columbia.....	15,380	3,548	1,216	1,959	2,494	1,718	4,445
Male.....	11,386	2,715	953	1,511	1,814	1,241	3,152
Female.....	3,994	833	263	448	680	477	1,293
TOTAL.....	142,254	36,610	13,211	17,820	22,171	17,016	35,426
MALE.....	101,469	27,019	9,165	12,304	15,566	12,089	25,326
FEMALE.....	40,785	9,591	4,046	5,516	6,605	4,927	10,100

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JUNE, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,067	799	268	1,372	721	651	441
Prince Edward Island.....	230	139	91	231	182	49	60
Nova Scotia.....	4,862	3,178	1,684	4,746	3,186	1,560	1,180
New Brunswick.....	2,912	1,738	1,174	3,137	2,450	687	895
Quebec.....	28,402	17,444	10,958	24,621	18,280	6,341	11,136
Ontario.....	22,123	14,111	8,012	21,405	16,626	4,779	4,918
Manitoba.....	2,181	1,427	754	2,056	1,410	646	413
Saskatchewan.....	518	341	177	499	316	183	108
Alberta.....	1,912	1,156	756	1,902	1,349	553	486
British Columbia.....	8,545	4,520	4,025	8,403	5,603	2,800	2,081
Total Canada, June, 1953.....	72,752*	44,853	27,899	68,372†	50,123	18,249	21,718
Total Canada, May, 1952.....	71,476	45,298	26,178	81,828	57,635	24,193	17,338
Total Canada, June, 1953.....	68,788	40,968	27,820	74,066	49,698	24,368	19,814

* In addition, revised claims received numbered 12,815. † In addition, 12,927 revised claims were disposed of. Of these, 791 were special requests not granted, and 639 were appeals by claimants. There were 1,740 revised claims pending at the end of the month.

TABLE E-4.—REGULAR BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of June 1953	Month of May, 1953	Month of June, 1952
Claims Disallowed.....	6,858	13,375	7,342
Claimants Disqualified*			
Not unemployed.....			1,819
Disqualification—total.....	6,018	5,420	
6 days or less.....	3,223	3,468	
7 days or more.....	2,795	1,952	
Not capable of and not available for work.....	1,504	1,752	1,479
Loss of work due to a labour dispute.....	345	56	10,312
Refused offer of work and neglected opportunity to work.....	1,274	1,540	1,458
Discharged for misconduct.....	593	592	552
Voluntarily left employment without just cause.....	4,419	4,698	4,059
Failure to fulfill additional conditions imposed upon certain married women.....	826	692	739
Other reasons†.....	1,406	2,367	1,284
Total.....	23,243	30,492	29,044

* Includes 4,994 revised claims, disqualified.

† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At the Beginning of Month	Total	Employed	Claimants*
1952—May.....	3,062,000	2,843,900	218,100
June.....	3,068,000	2,924,500	143,500
July.....	3,097,000	2,974,300	122,700
August.....	3,132,000	3,019,400	112,600
September.....	3,151,000	3,049,000	102,000
October.....	3,171,000	3,078,400	92,600
November.....	3,186,000	3,074,500	111,500
December.....	3,241,000	3,079,100	161,900
1953—January.....	3,286,000	3,007,400	278,600†
February.....	3,283,000	2,928,300	354,700†
March.....	3,280,000	2,916,800	363,200†
April.....	3,278,000	2,917,900	360,100†
May.....	3,166,000	2,950,800	215,200

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.

† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JULY 31, 1953

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)			RECEIPTS			DISBURSEMENTS				Balance in Fund							
	Employer and Employee		Government	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS			Total								
	\$						\$	Ordinary	Supplementary			Total						
TO 1948.....	441,772,355	96	87,948,417	69	15,449	49	35,485,221	38	565,221,444	52	117,486,505	31	117,486,505	31	447,734,939	21		
1949.....	98,581,559	98	20,924,013	71	8,359	08	12,113,317	56	131,627,250	33	49,826,752	16	49,826,752	16	529,535,437	38		
1950.....	104,432,415	94	20,094,332	20	17,731	42	14,391,257	71	138,935,737	27	85,006,136	24	85,006,136	24	582,646,972	52		
1951.....	128,744,248	84	27,536,193	16	34,656	50	15,630,847	06	171,945,945	56	83,082,101	75	6,030,439	54	90,012,541	29	664,580,376	79
1952.....	153,887,858	49	30,815,284	37	33,344	00	19,046,503	98	203,782,990	84	85,559,677	68	4,604,338	52	90,164,016	20	778,199,351	43
1953.....	155,184,595	03	31,035,633	43	36,085	94	22,950,737	44	299,207,051	84	128,814,174	79	7,007,063	82	135,821,238	61	851,585,164	66
TO 1953.....	1,082,603,034	24	218,333,874	56	145,026	43	119,617,885	13	1,420,720,420	36	549,775,347	93	19,359,907	77	569,135,255	70	851,585,164	66
April.....	13,247,472	35	2,649,979	50	2,186	29	2,002,394	23	17,902,032	37	16,381,132	37	2,801,309	74	19,182,442	11	850,304,754	92
May.....	13,369,793	82	2,676,051	96	625	00	2,065,494	36	18,111,965	14	12,188,755	09	196,987	95	12,385,743	04	856,030,977	02
June.....	12,418,746	38	2,484,024	75	3,195	50	2,022,231	63	16,928,198	26	8,398,564	65	7,868	25cr.	8,390,696	40	864,568,478	88
July.....	*13,194,627	63	2,636,424	22	5,064	82	2,119,370	11	17,955,486	78	7,139,851	79	8,205	64	7,148,057	43	875,375,908	23
Sub-Total.....	52,230,640	18	10,446,480	43	11,071	61	8,209,490	33	70,897,682	55	44,108,303	90	2,998,635	08	47,106,938	98	875,375,908	23
Total.....	1,134,833,674	42	+228,800,354	99	156,698	04	127,827,375	46	1,491,618,102	91	593,883,651	83	22,358,542	85	616,242,194	68	875,375,908	23

* Stamps \$5,599,673.73 Meter \$1,631,215.42 Bulk \$5,915,956.63 D. V. A. \$47,781.85 Total \$13,194,627.63

+ Government Refunds re Supplementary Benefit classes 3 and 4: July 3, 1950 to date \$1,827,834.25.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices at the beginning of each Month
Calculated by the Dominion Bureau of Statistics

	Percentage Increase since August 1, 1939	On base of average prices in 1935-39 at 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	206.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.6	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July.....	86.5	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7
August.....	86.1	187.6	238.0	147.9	150.1	208.6	196.0	147.8	214.8
September.....	85.0	186.5	234.2	148.9	150.3	207.7	195.8	147.8	212.7
October.....	83.5	185.0	229.3	148.9	150.9	206.7	195.9	148.5	210.1
November.....	83.3	184.8	229.0	148.9	151.1	205.5	195.5	148.8	209.7
December.....	82.7	184.2	226.1	149.9	152.7	205.4	195.3	148.8	208.4
1953									
January.....	82.9	184.4	226.2	150.2	153.9	205.3	196.0	148.9	208.6
February.....	83.4	184.9	227.4	150.5	154.3	205.2	191.1	149.0	209.2
March.....	82.7	184.2	225.7	150.7	154.4	205.5	196.3	147.9	208.0
April.....	82.4	183.9	223.5	150.9	155.5	205.5	196.8	148.7	207.0
May.....	82.1	183.6	222.8	151.0	153.2	206.3	196.2	149.0	206.5
June.....	83.3	184.8	225.7	152.5	152.6	206.4	196.2	149.0	207.9
July.....	84.5	186.0	229.2	152.9	153.5	206.5	196.0	149.2	209.7
August.....	84.9	186.4	229.5	153.3	153.6	206.7	195.9	150.0	210.1

*For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

†Commodities in the cost-of-living index excluding rents and services.

**TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO AUGUST 1953**

(1949 = 100.0)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January.....	99.8	100.8	99.2	99.7	99.9	98.9
February.....	99.7	99.7	99.3	99.7	100.2	99.4
March.....	99.4	98.7	99.2	100.0	100.1	99.5
April.....	99.3	98.1	99.6	100.2	100.1	99.5
May.....	99.2	97.9	99.7	100.3	99.8	99.8
June.....	99.6	99.2	99.7	100.3	99.7	99.8
July.....	100.0	100.2	100.3	100.3	99.7	99.8
August.....	100.4	101.3	100.2	100.1	99.6	99.9
September.....	100.4	101.2	100.5	100.2	99.6	99.9
October.....	100.6	100.8	100.5	99.8	100.6	100.9
November.....	101.0	101.9	100.5	99.7	100.5	101.0
December.....	100.5	100.3	101.0	99.7	100.4	101.1
Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—January.....	100.1	98.1	101.1	99.6	100.6	102.0
February.....	100.2	98.4	101.1	99.5	100.6	102.2
March.....	100.9	98.8	104.7	99.9	100.8	102.2
April.....	101.2	99.3	104.9	99.2	101.2	102.2
May.....	101.2	99.3	105.1	99.1	101.1	102.2
June.....	101.9	100.9	105.9	99.1	101.5	102.3
July.....	102.7	102.6	107.4	99.1	101.6	102.4
August.....	103.3	103.8	107.8	99.3	102.6	102.5
September.....	104.3	105.4	108.7	99.9	103.4	103.0
October.....	105.9	107.6	109.0	100.6	104.6	105.2
November.....	106.4	108.4	109.5	101.0	105.1	105.4
December.....	106.6	108.4	109.6	101.3	105.5	105.7
Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—January.....	107.7	109.0	110.0	102.6	107.1	107.4
February.....	109.1	111.0	110.4	105.1	108.6	108.0
March.....	110.8	114.1	111.5	106.7	110.5	108.3
April.....	111.7	115.5	111.8	108.5	111.4	108.6
May.....	112.2	114.3	112.4	109.0	112.7	110.4
June.....	113.7	115.8	115.2	109.5	113.8	111.8
July.....	114.6	117.9	115.5	109.7	114.3	112.2
August.....	115.5	119.0	115.8	110.7	115.1	113.4
September.....	116.5	120.5	117.2	111.9	115.5	113.6
October.....	117.1	121.3	117.2	114.1	115.8	114.1
November.....	117.9	122.5	118.2	114.5	115.9	114.8
December.....	118.1	122.5	118.2	115.2	116.4	115.9
Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—January.....	118.2	122.4	118.3	114.9	116.4	115.5
February.....	117.6	120.8	118.3	113.5	116.3	115.8
March.....	116.9	117.6	119.1	112.9	116.9	116.4
April.....	116.8	117.2	119.4	112.5	116.8	116.6
May.....	115.9	115.5	119.6	112.3	116.2	115.6
June.....	116.0	115.7	120.4	111.8	115.9	115.7
July.....	116.1	116.0	120.6	111.7	115.9	115.6
August.....	116.0	115.7	120.6	111.6	115.8	115.8
September.....	116.1	115.8	121.2	110.9	116.0	115.8
October.....	116.0	115.1	121.5	109.9	116.2	116.4
November.....	116.1	115.7	121.4	109.8	115.9	116.6
December.....	115.8	114.1	122.2	109.7	116.1	116.6
1953—January.....	115.7	113.5	122.3	109.7	116.5	116.7
February.....	115.5	112.7	122.5	109.6	116.6	116.7
March.....	114.8	111.6	122.5	109.7	116.7	115.2
April.....	114.6	110.9	122.7	109.7	116.9	115.0
May.....	114.4	110.1	122.9	110.1	116.6	115.1
June.....	114.9	111.4	123.6	110.1	116.6	115.1
July.....	115.4	112.7	123.9	110.3	117.0	115.2
August.....	115.7	112.8	124.1	110.4	117.2	115.8

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF JULY, 1953

(August 1939=100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	July 2, 1952	June 1, 1953	July 2, 1953						
St. John's, Nfld(1).....	103.9	101.2	101.9	99.6	107.3	106.8	101.8	101.0	101.1
Halifax.....	179.6	173.4	174.8	220.0	128.5	155.3	221.9	188.7	139.9
St. John.....	186.4	181.0	182.4	222.2	132.1	152.0	228.7	189.3	152.0
Montreal.....	193.4	190.1	192.2	247.6	155.2	143.8	194.6	203.3	144.3
Toronto.....	184.4	182.2	183.3	218.2	162.2	178.5	207.2	189.1	148.3
Winnipeg.....	181.0	177.2	178.9	232.8	137.3	134.9	202.5	196.4	141.1
Saskatoon.....	183.0	183.4	185.1	241.8	135.4	162.2	217.8	204.2	133.9
Edmonton.....	178.5	177.8	179.0	236.9	129.7	121.3	213.7	191.6	143.8
Vancouver.....	189.8	187.6	188.8	236.5	140.0	174.3	217.2	194.8	154.1

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base:—June 1951=100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base—August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	July 1950	July 1951	July 1952	June 1953	July 1953	Price July 1953
Beef, sirloin steak.....	lb.	120.7	154.8	314.9	385.5	338.0	292.1	293.9	81.3
Beef, round steak.....	lb.	125.7	167.9	350.2	427.6	379.2	321.2	324.2	76.1
Beef, blade.....	lb.	132.7	162.3	375.3	484.5	409.1	342.0	342.0	54.5
Beef, stewing, boneless.....	lb.	136.7	168.3	418.7	557.6	477.7	401.5	399.3	54.0
Lamb, leg roast.....	lb.	109.9	152.8	322.5	361.0	340.0	281.6	300.8	86.1
Pork, fresh loin, centre-cut.....	lb.	125.3	143.8	242.2	289.7	235.2	281.9	274.0	73.4
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	277.5	346.9	270.7	289.9	288.8	54.3
Bacon, side fancy, sliced, rind-off.....	½ lb.	132.3	142.5	222.2	223.7	177.8	224.1	237.2	43.5
Lard, pure, package.....	lb.	151.3	159.6	188.3	273.8	143.5	176.6	180.3	19.6
Shortening, package.....	lb.	134.7	137.5	219.5	273.5	211.3	203.5	204.2	29.1
Eggs, Grade "A", large, carton.....	doz.	156.4	181.3	193.3	257.9	192.3	215.0	243.2	76.0
Milk.....	qt.	111.0	95.4	166.1	178.9	191.7	191.7	191.7	21.1
Butter, creamery, prints.....	lb.	140.5	148.0	211.0	251.0	230.4	234.1	232.6	63.5
Cheese, plain, mild, ½ lb.....	pkg.	174.6	165.4	223.0	249.1	261.0	262.5	262.5	34.8
Bread, plain, white, wrapped, sliced.....	lb.	106.5	106.3	165.1	185.5	191.8	194.9	201.0	13.1
Flour, all-purpose.....	lb.	127.3	124.2	221.2	227.2	224.3	230.2	236.1	8.0
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	164.1	183.6	195.4	195.4	195.4	18.0
Tomatoes, canned, 2½'s.....	tin	129.9	137.7	172.5	237.2	299.6	246.5	244.6	25.8
Peas, 20 oz.....	tin	117.5	121.7	144.9	159.4	170.4	175.2	175.2	21.8
Corn, Cream, choice, 20 oz.....	tin	128.3	132.7	170.5	177.5	192.8	180.8	179.8	19.2
Onions, cooking.....	lb.	108.2	126.5	183.5	202.1	271.2	197.6	193.7	10.0
Potatoes, No. 1, table.....	10 lbs.	89.9	149.4	196.4	180.1	404.7	169.4	190.5	43.4
Prunes, pkg.....	lb.	115.8	120.2	205.2	250.3	236.4	242.3	242.3	28.5
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	133.2	167.9	172.5	166.5	167.2	24.9
Oranges, California.....	doz.	132.5	154.3	148.8	133.7	130.3	123.7	129.2	35.4
Jam, Strawberry, 16 oz.....	jar	111.3	115.1	148.5	166.6	164.3	152.4	151.8	25.5
Peaches, 15 oz.....	tin	101.5	106.1	140.6	154.0	154.7	145.3	145.3	21.5
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	164.8	202.6	182.2	167.8	167.8	10.5
Coffee, medium quality, in bag.....	lb.	141.6	131.7	272.3	313.2	310.0	310.6	310.3	106.2
Tea, black, ½ lb.....	pkg.	145.2	131.6	181.0	185.4	187.5	175.5	175.5	50.5

*Descriptions and Units of Sale Apply to July 1953 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork			Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off per lb.	Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg.	
Newfoundland—	cts.	cts.	cts	cts	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	103·8		a 68·8	x 52·0	63·0	81·5	73·4	c 42·0	59·5
P.E.I.—			a	a					
2—Charlottetown.....	83·8	74·8	60·8	52·6	51·0	74·0	62·2	37·8	45·8
Nova Scotia—			a						
3—Halifax.....	86·3	77·2	54·2	54·9	53·7	75·1	e 54·4	45·7	55·3
4—Sydney.....	84·0	75·9	a 57·3	58·6	54·6	77·7	59·3	43·1	50·4
New Brunswick—			a						
5—Moncton.....	84·2	77·8	55·7	50·0	47·2	77·5	55·9	46·4	52·0
6—Saint John.....	83·8	76·5	a 58·6	55·5	50·1	78·6	56·1	46·9	49·4
Quebec—									
7—Chicoutimi.....	97·5	95·6	63·8	52·0	51·3	76·4	70·6	40·6	49·8
8—Hull.....	75·4	74·8	a 50·6	51·3	42·4	70·6	53·1	42·5	53·2
9—Montreal.....	92·0	87·5	a 52·4	54·3	45·3	77·2	56·5	44·2	59·2
10—Quebec.....	95·2	92·4	a 50·1	48·4	50·7	67·6	56·6	39·1	54·8
11—Sherbrooke.....	87·6	80·4	a 54·5	56·3	42·9	69·2	53·5	39·4	46·1
12—Sorel.....	93·0	84·8	a 59·4	50·1	50·8	67·4	49·9	38·5	56·0
13—Three Rivers.....	96·0	85·6	47·2	46·4	44·1	70·1	53·8	42·3	60·8
Ontario—									
14—Brantford.....	74·3	71·8	54·8	51·1	42·9	70·4	50·0	45·1	49·3
15—Cornwall.....	75·0	75·1	a 45·7	53·6	40·4	72·4	53·6	42·9	54·3
16—Fort William.....	78·9	77·4	a 59·2	59·0	52·3	75·0		42·5	58·8
17—Hamilton.....	81·5	76·5	54·1	54·5	45·6	74·1	47·3	44·9	52·4
18—Kirkland Lake.....	76·8	74·7	a 54·8	52·0	46·2	77·2	d 61·8	46·8	58·8
19—London.....	78·8	75·8	51·2	51·8	44·0	73·5	48·1	44·5	53·9
20—North Bay.....	71·7	71·2	a 51·2	49·3	46·2	72·1	49·8	45·2	53·0
21—Oshawa.....	73·8	73·7	49·7	49·3	43·4	73·0	44·4	43·7	48·2
22—Ottawa.....	78·6	72·8	50·8	53·3	39·9	75·9	d 50·9	44·6	53·9
23—Sault Ste. Marie.....	76·6	76·0	a 54·0	58·9	50·1	76·1	60·1	44·2	55·9
24—Sudbury.....	71·8	71·6	52·3	51·3	44·9	69·1	d 53·7	42·2	50·8
25—Toronto.....	82·0	77·7	a 55·8	52·3	42·9	74·1	46·2	44·8	47·8
26—Windsor.....	75·3	71·9	a 51·1	57·4	44·9	74·4	d 52·0	44·7	54·9
Manitoba—									
27—Winnipeg.....	79·3	73·1	54·6	54·4	48·8	71·4	d 58·9	43·5	51·8
Saskatchewan—									
28—Regina.....	77·9	71·8	a 55·2	56·4	44·6	73·3	55·2	43·5	53·8
29—Saskatoon.....	74·6	72·4	a 53·8	58·5	47·8	70·1	d 59·7	44·2	49·7
Alberta—									
30—Calgary.....	78·6	73·3	63·7	56·8	41·8	69·3	d 58·0	42·5	53·8
31—Edmonton.....	71·8	68·5	a 48·8	52·8	45·5	66·3	49·8	43·4	45·8
British Columbia—									
32—Prince Rupert.....	85·0	77·5	a 58·5	63·0	48·0	76·7	65·0	45·7	63·7
33—Trail.....	88·5	82·6	a 62·4	64·8		74·7	66·0	44·0	63·3
34—Vancouver.....	90·2	80·2	60·9	59·2	52·7	80·1	d 63·8	43·4	54·9
35—Victoria.....	93·0	85·0	61·8	60·7	55·5	79·3	58·7	43·8	55·0

FOODS AND COAL BY CITIES, JULY, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose, per lb.	Bread, plain, white, wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A", carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....		8.6	12.0	20.9	11.2	60.4	89.0	32.0	76.7
P.E.I.—									
2—Charlottetown.....	78.0	8.7	13.6	19.2	10.6	52.8	71.7	17.0	66.5
Nova Scotia—									
3—Halifax.....	82.5	8.6	12.8	18.3	9.6	49.6	78.4	20.5	66.2
4—Sydney.....	77.0	8.8	14.0	19.4	10.5	49.3	81.7	22.0	68.1
New Brunswick—									
5—Moncton.....		8.9	12.0	18.4	10.1	49.6	75.6	20.0	65.8
6—Saint John.....	87.7	8.6	12.7	18.7	9.9	49.2	80.8	21.0	67.3
Quebec—									
7—Chicoutimi.....	106.7	8.3	16.0	19.3	10.4	55.4	72.3	20.0	60.4
8—Hull.....		7.6	12.7	17.4	10.0	45.6	78.2	22.0	60.4
9—Montreal.....	85.0	7.7	12.7	17.3	9.5	48.2	80.5	20.0	60.8
10—Quebec.....	80.2	7.5	12.5	18.1	9.6	50.2	78.0	20.0	61.9
11—Sherbrooke.....	82.8	7.8	12.4	17.4	9.3	47.4	77.6	20.0	59.9
12—Sorel.....	89.3	7.6	12.7	17.7	9.7	46.5	71.4	19.0	59.6
13—Three Rivers.....		7.6	11.7	17.4	10.3	49.6	78.7	19.0	59.6
Ontario—									
14—Brantford.....	98.0	7.9	12.0	17.5	9.8	44.3	76.4	21.0	61.9
15—Cornwall.....		7.8	12.7	18.0	10.1	46.7	75.9	19.0	61.6
16—Fort William.....		7.8	13.3	18.6	10.7	52.8	73.8	23.0	63.3
17—Hamilton.....	85.5	8.1	12.0	17.5	10.0	45.1	78.1	22.0	63.4
18—Kirkland Lake.....	89.0	8.1	12.0	18.9	11.2	50.2	82.4	25.0	64.4
19—London.....	92.9	8.0	12.0	17.4	10.0	43.8	72.8	21.0	63.3
20—North Bay.....		8.4	12.7	19.4	11.3	48.8	80.2	22.0	64.4
21—Oshawa.....		7.7	12.0	17.2	9.7	46.2	77.3	21.0	62.3
22—Ottawa.....	88.0	7.9	12.7	17.5	10.0	48.2	79.2	21.8	61.9
23—Sault Ste. Marie.....		8.2	13.3	19.2	10.8	48.3	81.9	23.0	65.4
24—Sudbury.....		8.5	12.7	18.5	11.0	48.8	79.2	23.0	63.4
25—Toronto.....	88.1	7.8	12.0	17.4	9.5	44.4	76.9	22.0	62.7
26—Windsor.....	84.3	7.9	12.0	17.9	10.0	47.4	78.1	22.0	63.2
Manitoba—									
27—Winnipeg.....	90.4	7.6	15.0	17.8	11.8	t 67.1	71.4	20.0	62.1
Saskatchewan—									
28—Regina.....	76.3	8.0	14.4	18.7	12.8	t 62.9	67.8	19.0	60.1
29—Saskatoon.....		7.8	13.6	17.7	14.0	t 61.5	65.5	20.5	61.0
Alberta—									
30—Calgary.....	85.3	7.7	14.4	18.2	12.0	t 59.3	69.4	21.0	62.1
31—Edmonton.....	78.6	7.9	14.4	17.9	11.8	t 61.3	65.7	20.0	63.9
British Columbia—									
32—Prince Rupert.....	96.0	8.5	15.0	18.6	11.2	t 62.4	77.7	31.0	65.6
33—Trail.....	94.7	7.8	16.5	18.3	11.9	t 63.4	77.2	25.0	63.6
34—Vancouver.....	92.5	7.8	16.0	17.7	9.7	t 57.2	72.4	21.8	64.9
35—Victoria.....	105.0	7.8	16.0	17.9	10.0	t 57.3	75.9	24.0	65.8

TABLE F-4.—RETAIL PRICES OF STAPLE
SOURCE: Dominion

Locality	Cheese, plain, processed, per $\frac{1}{2}$ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per $\frac{1}{2}$ lb. flat.	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, $2\frac{1}{2}$ s (23 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	35.9	33.4	.....	34.1	.....	16.7	^s 50.1	32.4	25.5	24.3
P.E.I.—										
2—Charlottetown.....	37.3	.....	21.4	30.3	28.2	19.1	20.4	28.7	22.4	22.0
Nova Scotia—										
3—Halifax.....	35.4	39.5	20.8	29.1	25.1	16.9	21.5	27.5	23.8	19.9
4—Sydney.....	36.9	37.4	20.7	29.1	26.0	18.5	23.1	28.4	23.1	20.8
New Brunswick—										
5—Moncton.....	34.9	38.6	22.8	29.9	25.9	16.7	21.9	26.2	23.5	19.7
6—Saint John.....	35.9	39.3	21.6	28.9	26.1	16.9	20.7	25.4	23.4	19.1
Quebec—										
7—Chicoutimi.....	36.6	.....	20.6	34.3	27.0	18.8	.....	26.1	22.8	20.8
8—Hull.....	33.5	.....	18.5	28.6	25.5	16.5	20.7	23.1	20.4	16.8
9—Montreal.....	34.3	.....	21.5	28.5	26.4	16.8	20.3	22.6	22.0	18.7
10—Quebec.....	34.8	.....	22.4	28.9	26.4	17.2	20.3	25.7	21.5	18.2
11—Sherbrooke.....	35.3	.....	20.7	30.2	24.7	16.9	20.3	23.7	21.6	20.2
12—Sorel.....	33.3	.....	21.3	29.6	26.1	16.6	22.2	25.0	18.9	18.0
13—Three Rivers.....	34.3	.....	19.2	28.3	25.4	17.9	.....	24.0	21.6	20.3
Ontario—										
14—Brantford.....	33.4	39.5	18.8	27.8	24.1	17.0	20.9	24.6	20.8	18.0
15—Cornwall.....	34.3	38.6	19.8	28.1	25.3	15.9	19.4	24.6	19.7	18.9
16—Fort William.....	35.3	40.5	18.7	28.6	24.6	18.2	21.3	25.4	22.0	19.6
17—Hamilton.....	34.5	39.7	20.1	29.2	24.7	16.8	19.8	24.2	20.9	17.9
18—Kirkland Lake.....	35.0	39.0	21.0	30.0	27.0	18.7	21.9	25.8	.....	19.2
19—London.....	33.8	39.0	20.2	27.4	26.1	17.0	19.9	24.8	20.9	17.3
20—North Bay.....	35.4	38.7	22.0	27.8	31.8	17.8	.....	25.2	23.0	19.1
21—Oshawa.....	33.4	39.7	20.0	27.0	24.0	16.5	20.0	23.8	20.3	17.2
22—Ottawa.....	33.9	39.5	19.1	28.9	25.3	16.6	21.6	23.8	21.2	17.0
23—Sault Ste. Marie.....	35.7	39.1	21.5	29.3	26.0	17.4	.....	25.8	21.4	18.8
24—Sudbury.....	34.2	37.8	20.8	29.4	26.0	18.0	.....	22.7	21.8	18.2
25—Toronto.....	33.3	39.7	19.7	28.4	23.8	16.8	20.1	23.5	21.0	16.6
26—Windsor.....	35.0	39.8	20.4	28.8	25.6	17.7	20.8	22.7	16.6	17.6
Manitoba—										
27—Winnipeg.....	35.5	41.2	18.5	28.1	24.9	17.4	22.1	25.5	^m 18.7	19.0
Saskatchewan—										
28—Regina.....	35.8	40.9	17.7	30.4	25.1	18.8	23.9	29.2	22.4	20.2
29—Saskatoon.....	34.7	40.9	16.8	28.4	24.8	19.2	23.0	28.3	23.0	21.1
Alberta—										
30—Calgary.....	33.8	40.4	16.6	30.1	24.3	17.8	25.0	30.8	21.9	21.8
31—Edmonton.....	34.9	41.3	17.3	31.2	24.5	18.2	22.0	28.4	22.2	22.0
British Columbia—										
32—Prince Rupert.....	37.3	40.7	20.1	30.7	27.3	21.3	23.9	32.9	^m 20.9	^m 19.4
33—Trail.....	35.8	40.1	19.0	31.5	.....	20.4	24.6	31.9	^m 21.0	^m 21.4
34—Vancouver.....	35.5	40.2	17.6	27.6	23.8	17.2	22.0	28.9	^m 15.7	^m 15.8
35—Victoria.....	36.0	39.5	19.1	29.4	23.0	17.0	20.8	29.1	^m 18.9	^m 17.3

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed

FOODS AND COAL BY CITIES, JULY, 1953

Bureau of Statistics

Locality	Oranges, California, 28½¢, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb., pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
	cts.	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	\$	\$
Newfoundland—										
1—St. John's.....	45-9	31-8	42-0	12-4	34-4	26-3	61-4	124-4	.....	23-04
P.E.I.—						n		v		
2—Charlottetown.....	37-8	23-2	23-7	9-8	27-2	27-6	46-5	115-5	.....	17-50
Nova Scotia—						n		v		
3—Halifax.....	35-1	21-5	33-1	9-6	28-7	24-1	46-1	112-9	.....	19-44
4—Sydney.....	38-1	25-8	29-2	10-3	29-6	26-0	46-6	118-4	.....	13-60
New Brunswick—						n		v		
5—Moncton.....	35-7	22-0	26-8	9-4	27-6	25-7	45-9	109-7	.....	18-75
6—Saint John.....	36-9	21-7	30-2	10-0	29-1	26-5	47-7	113-2	.....	19-68
Quebec—						n		v		
7—Chicoutimi.....	35-4	18-5	32-4	12-0	29-7	28-0	55-5	110-9	29-00	.....
8—Hull.....	30-6	18-9	40-8	11-3	28-2	24-8	52-3	110-2	27-50	.....
9—Montreal.....	35-4	18-2	39-2	11-0	29-5	24-8	48-0	107-6	27-23	.....
10—Quebec.....	35-7	18-0	25-3	10-2	28-1	26-7	50-5	110-0	28-88	.....
11—Sherbrooke.....	33-9	17-9	28-8	10-2	28-8	24-7	54-5	108-8	26-75	.....
12—Sorel.....	35-4	18-0	33-9	11-6	27-0	22-9	52-5	109-4	26-50	.....
13—Three Rivers.....	33-3	18-3	26-5	10-2	27-7	25-6	54-2	110-2	27-00	.....
Ontario—						n		v		
14—Brantford.....	32-7	18-7	40-0	9-0	29-3	22-7	52-0	101-6	26-30	.....
15—Cornwall.....	32-1	19-0	34-2	9-7	28-3	24-1	52-0	107-4	28-70	.....
16—Fort William.....	37-2	20-1	51-6	9-4	26-1	25-0	51-0	105-1	26-38	.....
17—Hamilton.....	34-8	19-1	40-7	9-8	28-6	23-2	49-5	104-1	25-81	.....
18—Kirkland Lake.....	36-3	19-8	46-6	10-8	29-5	26-4	55-2	99-8	33-50	.....
19—London.....	32-7	19-0	51-8	9-9	27-8	23-0	48-7	104-4	26-75	.....
20—North Bay.....	34-2	20-3	43-8	8-9	.....	k 22-8	52-7	114-8	28-25	.....
21—Oshawa.....	34-8	19-3	51-7	8-6	26-9	n 22-8	54-6	102-6	26-90	.....
22—Ottawa.....	31-2	18-9	41-4	9-4	28-2	n 25-1	50-4	104-8	27-50	.....
23—Sault Ste. Marie.....	34-8	19-8	57-3	10-7	29-6	23-5	54-8	105-3	25-50	.....
24—Sudbury.....	34-8	19-2	34-6	9-5	26-2	n 24-6	50-6	100-2	28-50	.....
25—Toronto.....	29-4	18-9	48-4	8-4	27-6	n 24-6	48-3	102-8	24-59	.....
26—Windsor.....	38-7	19-0	52-0	9-2	31-8	n 24-5	50-2	105-0	25-75	.....
Manitoba—						n		v		
27—Winnipeg.....	38-4	19-8	43-4	9-6	28-4	27-3	47-3	100-2	.....	21-05
Saskatchewan—										
28—Regina.....	37-8	22-4	61-0	10-8	27-9	27-6	48-5	103-6	.....	18-30
29—Saskatoon.....	39-6	22-1	63-4	12-2	30-8	27-5	47-2	101-8	.....	17-98
Alberta—						n		v		
30—Calgary.....	36-6	23-6	54-9	11-6	28-1	25-5	48-2	100-6	.....	.....
31—Edmonton.....	38-4	23-3	58-3	13-2	29-7	n 25-7	48-2	104-6	.....	8-25
British Columbia—						n		v		
32—Prince Rupert.....	39-0	25-2	65-6	10-2	28-1	26-5	50-4	101-6	.....	22-90
33—Trail.....	35-1	25-3	48-6	10-3	27-5	n 26-9	50-2	97-9	.....	19-75
34—Vancouver.....	32-4	20-2	45-0	9-1	25-8	n 23-8	47-2	98-6	.....	19-93
35—Victoria.....	33-0	21-1	47-1	8-5	27-3	24-0	46-4	100-9	.....	21-56

carton and loose. (h) Evaporated milk, 17-0 c. per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed-Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. *Revised price.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)
SOURCE: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Consumer Price Index, Dominion Bureau of Statistics	Consumer Price Index, Bureau of Labor Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique générale	Cost of Living	Consumption Price Index	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City			Paris			August, 1939	Cairo	9 Towns	6 Capital Cities	21 Towns
Base Period	1949	1947-49	1939	January, 1952	August, 1947	1949	1938	1935	August, 1939	June-Aug. 1939	1938	1936-39 = 1000	1st quarter 1949 = 1000
1922	(a) 74.9	(b) 71.6	.....	(b) 1183	(h) 185	.....	.....	.....	(e) 164	.....	110.1	(d) 719	(d) 719
1926	75.9	73.3	.....	(i) 172	(h) 176	.....	.....	.....	(e) 162	125	106.3	(f) 763	(d) 763
1929	75.8	75.3	.....	(i) 164	(h) 151	.....	.....	.....	(e) 161	118	106.6	1150	758
1933	58.8	55.3	.....	(i) 148	(h) 118	.....	.....	.....	(e) 131	99	93.9	.....	600
1939	63.2	59.4	100.0	(i) 158	(h) 178	(m) 108	.....	107.5	(e) 138	(k) 103	95.9	1029	748
1940	65.7	59.9	100.7	(i) 184	(h) 205	(m) 129	.....	122.5	(e) 151	.....	103.4	1051	782
1941	69.6	62.9	104.4	(i) 199	(h) 226	(m) 150	.....	141.7	(e) 174	.....	108.2	1111	810
1944	74.6	75.2	199.1	(i) 201	(h) 295	(m) 285	.....	158.2	(e) 207	.....	128.8	1270	872
1945	213.5	76.9	213.5	(i) 203	(h) 295	(m) 293	.....	157.5	(e) 209	.....	132.2	1270	884
1946	77.5	83.4	266.7	(i) 203	(h) 291	(m) 345	.....	160.3	(e) 208	.....	134.1	1278	891
1947	84.8	95.5	300.3	(i) 203	(h) 291	(m) 1030	.....	162.1	(e) 217	.....	139.7	1309	919
1948	97.0	102.8	318.9	(i) 108	(l) 99	(m) 1632	.....	172.4	(e) 224	.....	147.8	1392	992
1949	102.9	101.8	336.0	(i) 111	(l) 100	(m) 1818	.....	175.9	(e) 222	.....	153.2	1528	1009
1950	103.9	102.8	356.2	(i) 114	(l) 101	(m) 1945	.....	177.7	(e) 224	.....	159.3	1669	1066
1951	112.7	111.0	401.0	(i) 124	(l) 109	(m) 130.1	.....	177.7	(e) 222	.....	162.1	1693	1183
1952	116.5	113.5	455.7	102.6	(l) 118	145.4	.....	177.7	(e) 222	.....	162.1	1693	1275
1952—March	116.5	112.4	448.8	100.6	.....	145.4	.....	207.5	166.7	.....	171.0	1821	1253
April	116.8	112.4	448.8	100.6	.....	145.4	.....	207.5	166.7	.....	171.0	1821	1253
May	115.9	112.9	451.3	102.2	.....	145.4	.....	207.5	166.7	.....	171.0	1821	1253
June	116.0	113.0	457.8	102.2	115	144.5	.....	223.1	170.8	.....	182.1	1858	1275
July	116.0	113.4	463.9	103.9	.....	144.5	.....	223.1	170.8	.....	182.1	1858	1275
August	116.1	114.1	468.4	103.8	.....	144.5	.....	223.1	170.8	.....	182.1	1858	1275
September	116.1	114.3	466.6	103.2	122	144.5	.....	223.1	170.8	.....	182.1	1858	1275
October	116.0	114.2	465.0	103.9	.....	144.5	.....	223.1	170.8	.....	182.1	1858	1275
November	116.1	114.3	467.6	103.8	123	144.5	.....	223.1	170.8	.....	182.1	1858	1275
December	115.8	114.1	432.7	104.5	.....	144.5	.....	223.1	170.8	.....	182.1	1858	1275
1953—January	115.7	113.9	462.4	104.4	.....	144.5	.....	223.1	170.8	.....	182.1	1858	1275
February	115.5	113.6	457.2	104.7	123	144.5	.....	223.1	170.8	.....	182.1	1858	1275
March	114.8	113.6	449.9	105.4	.....	144.5	.....	223.1	170.8	.....	182.1	1858	1275
April	114.6	113.7	447.7	106.4	.....	144.5	.....	223.1	170.8	.....	182.1	1858	1275
May	114.4	114.7	445.5	106.4	.....	144.5	.....	223.1	170.8	.....	182.1	1858	1275
June	114.9	114.0	445.5	106.0	.....	144.5	.....	223.1	170.8	.....	182.1	1858	1275
July	115.4	114.0	445.5	106.0	.....	144.5	.....	223.1	170.8	.....	182.1	1858	1275

(a) First of Month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-40 are on base July, 1914 = 100. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June-December. (l) Average of quarterly indexes. (m) Annual averages 1938 = 1950 are on base 1938 = 100. (n) Revised Index.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939=100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1951	1952	June 1952	May 1953	June 1953
All Commodities										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	240.2	226.0	226.3	220.1	221.7
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	218.6	210.3	212.4	197.4	197.4
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	297.7	248.2	245.7	239.1	247.5
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	295.9	251.5	252.8	241.2	241.7
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	265.5	291.0	294.6	290.3	290.5
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	208.7	219.0	218.2	221.2	220.6
†VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	180.6	172.9	171.5	168.1	168.6
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	169.8	173.9	173.3	173.9	176.4
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	187.3	180.1	177.9	176.2	176.4
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	237.9	218.7	220.4	206.3	207.2
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	242.4	230.7	230.3	228.3	230.4
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	289.8	287.5	285.7	285.4	288.6
Residential Building Materials.....										
Canadian Farm Products Total.....			112.4	89.0	102.3	286.2	284.8	283.5	282.8	284.1
Field.....			140.8	69.3	92.6	268.6	247.2	257.9	216.9	219.3
Animal.....			137.2	69.3	83.7	200.4	216.9	244.4	170.6	169.9
Total.....			144.4	69.2	101.5	336.9	377.5	271.4	263.2	268.8

†Gold is included from 1935 to date.

*Arithmetically converted from base 1926=100.

The indexes for 1933 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JULY, 1952-1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January.....	14‡	14	2,136‡	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
March.....	13	21	4,524	5,450	33,018	0.04
April.....	14	21	2,790	3,562	29,120	0.03
May.....	17	30	2,740	4,784	36,127	0.04
June.....	16	31	4,809	6,452	57,346	0.07
July.....	14	30	4,650	7,396	73,486	0.09
Cumulative totals.....	99		24,097		283,924	0.05
1952						
January.....	13‡	13	5,374‡	5,374	71,145	0.09
February.....	12	22	12,394	13,048	47,603	0.06
March.....	16	25	2,877	5,186	65,272	0.08
April.....	22	37	8,418	12,121	178,713	0.21
May.....	30	44	14,853	23,360	248,575	0.30
June.....	28	42	44,704	59,706	717,845	0.87
July.....	29	54	8,941	56,263	888,243	1.07
Cumulative Totals.....	150		97,561		2,217,396	0.38

*Preliminary figures.

‡Strikes un-terminated at the end of the previous year are included in these totals.

†The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars (?)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1953				
MINING— Silver and lead miners, Alice Arm, B.C.	1	100	2,400	Commenced May 15; for a new agreement providing for increased wages and union security following reference to conciliation board; un-terminated.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Flour, cereal and feed mill workers, Peterborough, Ont., and Saskatoon, Sask.	2	176	2,750	Commenced April 22; for new agreements providing for increased wages, reduced hours from 44 to 40 per week and other changes following reference to conciliation board; terminated July 21; negotiations; compromise.
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, Preston, Ont.	2	(3) 258	5,600	Commenced May 26; for a union agreement providing for increased wages and reduced hours from 45 to 40 per week following reference to conciliation board; un-terminated.
<i>Textiles, Clothing, etc.—</i> Knitting factory workers, Plessisville, P.Q.	1	57	1,300	Commenced May 19; for a new agreement incorporating cost-of-living bonus in basic rate, seniority, etc., following reference to arbitration board; partial return of workers; un-terminated.
Sports clothes factory workers, Roxton Pond, P.Q.	1	.....	.....	Commenced June 4; for union recognition; plant reported closed down by June 27; indefinite.
Yarn and carpet factory workers, Guelph, Ont.	2	(4) 429	3,400	Commenced June 17; for a new agreement providing for increased wages, protesting reduction in hours which would reduce take-home pay and alleged violation of seniority following reference to conciliation board; terminated July 13; negotiations; compromise.
<i>Metal Products—</i> Jewellery factory workers, Vancouver, B.C.	5	33	600	Commenced December 8, 1952; for implementation of award of conciliation board for increased wages, pay for nine statutory holidays and other changes in new agreement under negotiations; employment conditions no longer affected by the end of July; indefinite.
Aluminum ware factory workers, Wallaceburg, Ont.	1	90	1,500	Commenced March 23; for a new agreement providing for increased wages, extension of relief periods for moulders and hospital and accident insurance plan; terminated July 24; conciliation, civic, and negotiations; compromise.
Zinc alloy die casting factory workers, Wallaceburg, Ont.	1	48	1,000	Commenced April 22; for a union agreement providing for increased wages retroactive to October 30, 1952, and other changes following reference to conciliation board; un-terminated.
Skate factory workers, Kitchener, Ont.	1	45	900	Commenced May 14; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1953⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars (2)
	Estab-lishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1953—Concluded				
Spring factory workers, Hamilton, Ont.	1	240	5,200	Commenced June 24; for a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, check-off, etc., following reference to conciliation board; un-terminated.
Motor vehicle factory workers, Toronto, Ont.	1	246	246	Commenced June 29; protesting dismissal of a worker for refusal to work scheduled overtime; terminated July 2; negotiations, compromise, dismissal changed to 30-day suspension.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Monument cutters, Toronto, Ont.	9	65	190	Commenced May 22; for a new agreement providing for increased wages, pay for eight statutory holidays and health and welfare plan following reference to conciliation board; terminated July 10; negotiations, compromise.
TRANSPORTATION AND PUBLIC UTILITIES—				
<i>Other Local and Highway Transport—</i>				
Bus transport workers, Saskatchewan.	1	229	4,200	Commenced June 30; for a new agreement providing for increased wages and reduced hours with same take-home pay, with 5-day week for all following reference to conciliation board; terminated July 27; negotiations; compromise.
TRADE—				
Wholesale produce warehouse workers, Vancouver, B.C.	1	140	2,000	Commenced June 15; for a union agreement providing for increased wages following reference to conciliation board; un-terminated.
Mixed concrete truck drivers, Toronto, Ont.	4	590	1,180	Commenced June 23; for a new agreement providing for increased wages retroactive to December 9, 1952, following reference to conciliation board; terminated July 2; conciliation; compromise.
Strikes and Lockouts Commencing During July, 1953				
MINING—				
Gold miners, Pamour and South Porcupine, Ont.	3	780	13,000	Commenced July 11; for new agreements providing for increased wages, reduced hours from 48 to 40 per week, pay for six statutory holidays, check-off and extension of vacation plan following reference to conciliation board; un-terminated.
Coal miners, Drumheller, Alta.	1	133	399	Commenced July 23; protesting dismissal of a switchman for quitting work before end of shift; terminated July 27; return of workers pending settlement; indefinite.
MANUFACTURING—				
<i>Textiles, Clothing, etc.—</i>				
Boys' pants factory workers, Maskinonge, P.Q.	1	40	40	Commenced July 27; for dismissal of a forelady; terminated July 27; return of workers; in favour of employer.
<i>Metal Products—</i>				
Refrigerator factory workers, Granby, P.Q.	1	118	1,180	Commenced July 20; for a new agreement providing for increased wages, extension of vacation plan, etc.; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1953⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Estab-lishments	Workers		
Strikes and Lockouts Commencing During July 1953—Concluded				
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Glass and plastic factory workers, Oshawa, Ont.	1	450	110	Commenced July 10; alleged delay in settlement of various grievances; terminated July 10; negotiations; compromise.
Chemical factory workers, Niagara Falls, Ont.	1	765	2,400	Commenced July 28; for a union agreement providing for union security following reference to conciliation board; un-terminated.
CONSTRUCTION— <i>Buildings and Structures—</i> Electricians, apprentices and helpers, Sarnia, Ont.	.....	(⁵) 150	400	Commenced July 8; for a new agreement providing for increased wages, terminated July 10; negotiations and return of workers pending reference to conciliation board; indefinite.
Carpenters, Comox, B.C.	1	58	645	Commenced July 9; protesting lay-off of two workers for alleged unsatisfactory service; terminated July 24; negotiations and partial return of workers; indefinite.
Carpenters, London, Ont.	20	550	6,200	Commenced July 16; for new agreements providing for increased wages, time and one-half for work on Saturdays and double time on Sundays and statutory holidays; terminated July 31; negotiations; compromise.
Miscellaneous— Truck drivers, Hope, B.C.	1	(⁶) 14	42	Commenced July 7; for retroactive payment of wage increase to September 2, 1952, following reference to arbitration board; terminated July 9; replacement; in favour of employer.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electric Railways and Local Bus Lines—</i> Bus drivers, Oshawa, Ont.	1	30	20	Commenced July 8; dispute with foreman re union membership; terminated July 8; return of workers pending settlement; indefinite.
<i>Other Local and Highway Transport—</i> Truck drivers, warehousemen and helpers, South Western Ontario.	.....	1,500	16,500	Commenced July 20; for new agreements providing for increased wages following reference to conciliation board; un-terminated.
<i>Water Transport—</i> Seamen, Erieau, Ont.	1	22	44	Commenced July 6; for a union agreement providing for increased wages and overtime rates; terminated July 7; negotiations; compromise.
Stevedores, Toronto, Ont.	1	40	40	Commenced July 8; protesting removal of a worker from job on winch for alleged dangerous operation; terminated July 9; return of workers; in favour of employer.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 121 indirectly affected; (4) 56 indirectly affected; (5) 2,000 indirectly affected; (6) 370 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1953, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....						1					1		2
Struck by.....	3	41	1	13	16	12	1	3	3		4		97
(a) Tools, machinery, cranes, etc.....	1	1	1	1	4	2							9
(b) Moving vehicles.....	1	2		6	3	3	1	2			3		23
(c) Other objects.....	2	38		6	9	7		1	1		1		65
Caught In, On or Between Machinery, Vehicles, Etc.....	2	2		5	7	3		1	1				21
Collisions, Derailments, Wrecks, Etc.....	6	2	1	2	5	5	1	20	6		3		53
Falls and Slips.....	4	4	1	7	11	7		6	1		4		45
(a) Falls on same level.....	1				1			1			1		4
(b) Falls to different levels.....	3	4	1	7	10	7		5	1		3		41
Conflagrations, Temperature Extremes and Explosions.....	1	1		5	10	3							20
Inhalation, Absorptions, Asphyxiation, Etc.....				11	12		1	1			1		26
Electric Current.....				1	1		4						6
Over-exertion and Industrial Diseases...	1		1		5	2		3			6		18
Miscellaneous Accidents.....											2		2
Total, First Quarter—1953.....	17	50	4	44	67	35	7	34	11		21		290
Total, First Quarter—1952.....	15	49	3	64	53	45	6	62	7	1	19		324

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1953

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....			1	1	5	5		1	2	2		17
Logging.....	1		2		4	13	2	2	5	21		50
Fishing and Trapping.....	1		2							1		4
Mining and Quarrying.....	1		3	1	6	16	2	1	6	8		44
Manufacturing.....	1		1	4	15	26	3	2	7	8		67
Construction.....	1		1		5	16	2		1	9		35
Electricity, Gas, Water Production and Supply.....	1			1	1	4						7
Transportation, Storage and Communications.....			1	1	6	14	2	3	1	6		34
Trade.....					2	9						11
Finance.....												1
Service.....					5	10			1	4	1	21
Unclassified.....												1
Total.....	6		11	8	49	113	11	9	23	59	1	290

manpower and labour relations

REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

SEASONALLY high levels of activity reached in late August were maintained during most of September, although it was evident by the end of the month that labour demand had passed its peak. By the first of October most of the grain harvest had been completed and the labour requirements of the construction, food processing and transportation industries had eased somewhat. A decrease in the number of labour shortage areas and an increase in the number with moderate surpluses reflected this seasonal change in labour market conditions.

September marked the end of the holiday period, which caused substantial changes in the size and composition of the labour force. In the four weeks ending September 19, the labour force decreased by 109,000, largely because of the withdrawal of school and university students. This was accompanied by an almost equal decrease in the number of people with jobs. Within this group, however, a decrease of more than 180,000 occurred in the number of workers absent on vacation with the result that full-time employment increased by 76,000 during the month.

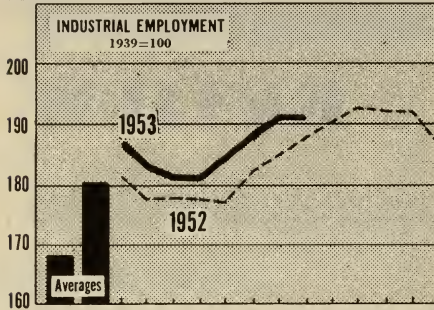
Job applications on file at National Employment Service offices fluctuated within a narrow range during the month. The seasonal turning point occurred at September 10, two weeks earlier than in 1952. The average total number of applications for the month was 162,000, an increase of 19,000 over the average for September, 1952.

Manufacturing employment in August was five per cent higher than last year; the industrial composite was two per cent higher. While there were still regional and industrial differences, this employment increase resulted in fairly full and balanced use of the available labour supplies. During August and early September, areas in which labour demand and supply were in balance covered more than 80 per cent of all wage and salary workers. This proportion was slightly greater than during the same period in 1952.

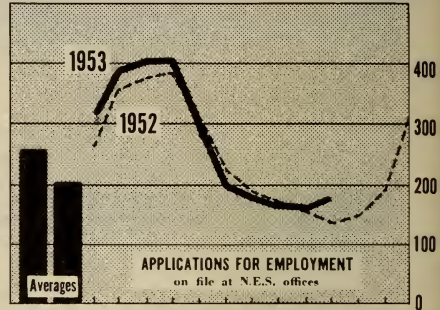
A Monthly Labour Gazette Feature

CURRENT LABOUR TRENDS

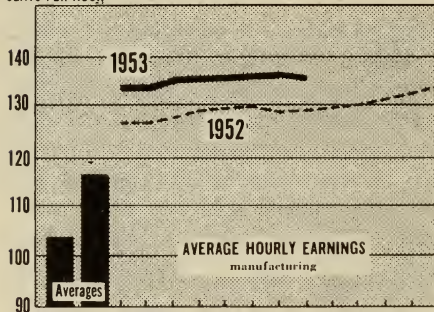
INDEX



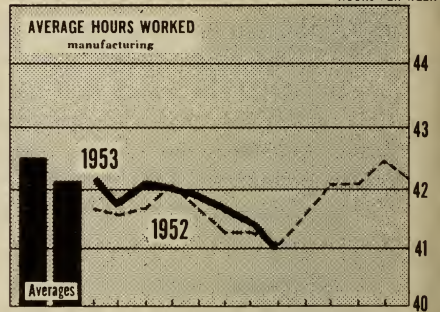
THOUSANDS



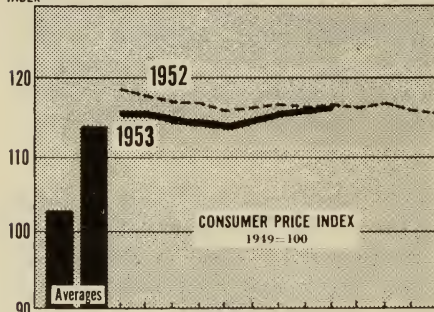
CENTS PER HOUR



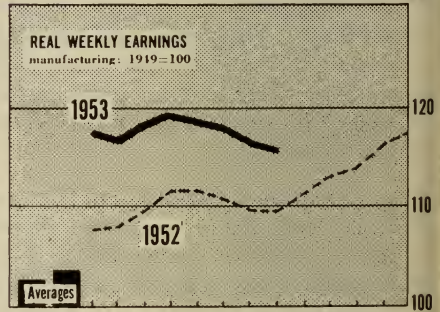
HOURS PER WEEK



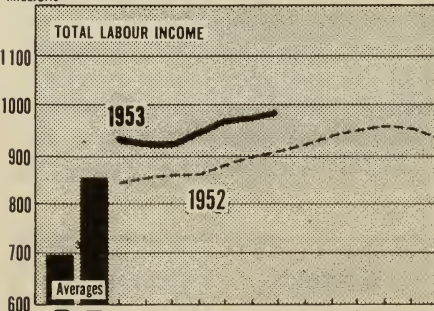
INDEX



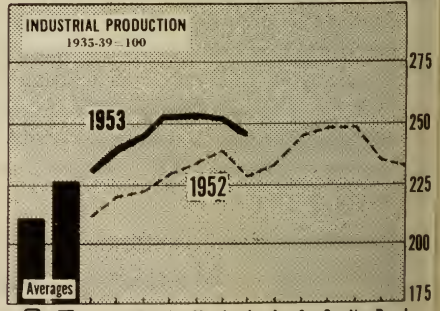
INDEX



MILLIONS



INDEX



The increase in total employment has, however, tended to obscure some employment declines in certain industries. Among the manufacturing industries, the level of employment in agricultural implements was about 30 per cent below last year's and there are signs that employment in other industries in the iron and steel group has levelled off. Primary textile employment is currently about 10 per cent below capacity and many of the persons employed are on a short work week. Lay-offs in the automobile industry occurred about two months earlier than usual, indicating a possible easing in the market for cars. Much of the year-to-year increase in employment occurred in the aircraft, shipbuilding and electronics industries. These industries showed no indication of slackening, although they did not exert the same expansionary influence on employment as last year.

In most of the other non-agricultural industries activity continued at fairly high levels. Production and sales of consumer goods in 1953 have been substantially greater than in 1952. The expanding output of many consumer goods industries has resulted in some inventory accumulation in the past few months but in general, stocks have not been out of line with the increased sales volume. The transportation, service and distribution industries expanded steadily to serve the needs of an increasing population.

In response to the continued high level of investment, construction employment in the first six months of the year was substantially higher than in 1952. The investment boom was still of considerable proportions in the residential and general commercial fields during the third quarter. Housing starts during August, for example, totalled 10,900, an increase of 15 per cent over the same month in 1952; the number of units under construction at the end of the month was 27 per cent higher than last year. However, the gradual completion of some hydro-electric projects and the reduced expansion in the iron and steel, chemicals and pulp paper industries have been reflected in some levelling-off in construction employment during the summer months.

The trend in construction varied a good deal in different parts of the country. In the western provinces, particularly in Alberta and British Columbia, there was little evidence of slackening activity. Increases in housebuilding together with such long-term work as the Kitimat project and oil resource developments increased construction employment more than 25 per cent above last year's levels. On the other hand, the level in Quebec fell by about the same proportion. Contributing to the decline in this province were the completion of power dams in the Lac St. Jean district, a reduction in defence construction and smaller programs of highway, bridge and street construction.

While a few industrial and regional problems such as reduced activity in the farm implement, primary textiles and coal and gold mining industries did exist during September, economic activity generally continued high and above last year's level. Seasonal summer activities were beginning to decline but many workers released from these occupations were finding employment in logging in Eastern Canada.

Labour—Management Relations

ONE noteworthy feature of collective bargaining during much of 1953 has been the prolonged duration of negotiations in many important industries. At mid-October, after several months' negotiations, settlements had not yet been reached either in the pulp and paper, basic steel, or Nova Scotia coal mining industries. Bargaining was also still in progress in the clothing, rubber and British Columbia interior lumbering industries.

Strike activity, while increasing gradually through the year, remained well below the 1952 level. Strikes of gold miners in northern Ontario and Quebec accounted for almost 65 per cent of the time loss during September, 1953.

Current Bargaining. The International Brotherhood of Paper Makers (AFL-TLC) and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC), together with several unions of mechanical tradesmen, involving a total of more than 12,000 workers, began negotiations last spring with the Ontario and Manitoba group of newsprint and pulp mills. The unions requested a five-per-cent increase in wages while the companies proposed a three-per-cent decrease. After meetings in April, negotiations were postponed until June. Ultimately the dispute was referred to a conciliation board which, in a majority report, recommended against any increase. At mid-October the unions were reported to be taking a strike vote.

In British Columbia, negotiations between the pulp and paper unions and representatives of the mills have also been going on for some months. The union membership is reported to have rejected the majority report of a conciliation board which recommended a 4-cent-per-hour increase. The union nominee recommended a 10-cent increase. It is expected that further negotiations will precede any strike vote.

The efforts of a conciliation officer to settle differences between the United Steelworkers of America (CIO-CCL) and two basic steel companies, Steel Company of Canada Limited at Hamilton and the Algoma Steel Corporation at Sault Ste. Marie, have so far failed to produce agreement. Under a wage re-opening provision in the two-year contracts, bargaining began several months ago over the union's request for an 8½-cent-per-hour increase.

Following settlement between West Coast lumbering and logging operators and the International Woodworkers of America, representing more than 30,000 workers (L.G., Aug., p. 1102), bargaining between the union and operators in the much smaller interior logging and lumbering industry became general. For bargaining purposes, the interior is divided into two sections, northern and southern. Workers in the northern interior went on strike on September 28 (see *Work Stoppages* below). In a Government-supervised strike vote, workers in the southern sector voted by a small majority in favour of strike action following rejection by the union members of the report of a conciliation board which recommended a wage increase of three cents an hour. Wage rates in the

interior have continued to remain below those paid on the coast and the union is seeking to close the gap.

Negotiations are getting under way in the shipbuilding industry in Montreal and on the West Coast. At Montreal more than 1,000 employees are affected by negotiations beginning between Canadian Vickers Limited and *Le Syndicat National des Employés de la Canadian Vickers (CTCC)*. The union is requesting a wage increase, reduction of hours from 45 to 42½ and other benefits.

More than 1,500 shipyard workers are affected by bargaining now getting under way between several firms in Vancouver and Victoria and various craft unions representing their employees. Wage rate increases and certain fringe benefits are being sought. The International Boilermakers, Iron Shipbuilders and Helpers' Union (AFL-TLC) represents the largest number of employees.

Wage negotiations covering deep-sea longshoremen at Vancouver, New Westminster and Vancouver Island failed to bring agreement and it is reported that a conciliation officer will be asked to intervene. The parties involved are the International Longshoremen's and Warehousemen's Union (CCL) and the Shipping Federation of British Columbia.

Bargaining between the Canadian railways and the various unions representing about 150,000 non-operating employees is scheduled to begin shortly. The General Conference Committee of the unions has announced that a wage increase will not be sought in this year's bargaining. The unions will, however, seek a number of cost items including eight statutory holidays with pay, a sick-pay plan, longer vacations and overtime for Sunday work.

Recent Agreements. A threatened strike of Great Lakes seamen was averted by the recent signing of an agreement between the Seafarers' International Union (AFL-TLC) and four of the major shipping firms. The agreement, providing for reduction to a 40-hour week without change in take-home pay, a schedule of compensatory payments for work performed on Saturday or Sunday and the establishment of a welfare plan, was reached with the assistance of a specially appointed Federal Government mediator, Mr. Arthur MacNamara. No provision was made for increased monthly base rates, originally requested by the union. Similar demands by the union for seamen of the Atlantic fleet, having been rejected by a conciliation board, resulted in a strike.

Following prolonged negotiation and conciliation, an agreement was concluded between the Canadian Westinghouse Company Limited at Hamilton and the United Electrical, Radio and Machine Workers of America (independent). Increases in wage rates and improved vacation and welfare plans were agreed upon. Agreement between the union and the Canadian General Electric Company Limited was reached earlier (L.G., June, p. 798).

Work Stoppages. Strike activity increased substantially during September, mainly as a result of the spread of work stoppages in northern Ontario and Quebec gold and base metal mines. At Noranda Mines Limited in Quebec and Broulan Reef, Preston East Dome, Hallnor and Delnite

Mines in northern Ontario, 2,600 employees represented by the United Steelworkers of America (CIO-CCL) have been on strike since mid-summer. During September, the same union called strikes at McIntyre Porcupine Mines, Limited, and Hollinger Consolidated Gold Mines, Limited, in Ontario, and in October, at the Quemont Mining Corporation in Quebec. These strikes involve a further 3,000 workers. All have followed negotiation over the union's requests for wage increases, reductions from the 48-hour week and a voluntary check-off of union dues. In all but one instance, the disputes were referred to conciliation boards.

Other important strikes that began during September involve seamen on Canada's Atlantic fleet, represented by the Seafarers' International Union (AFL-TLC) (L.G., Sept., p. 1245), and northern interior British Columbia lumbering and sawmill workers, represented by the International Woodworkers of America (CIO-CCL). The latter stoppage followed rejection by the employers of a conciliation board recommendation for a 6-cent-per-hour increase in wages.

In September, more than 16,000 workers were involved in 37 strikes, the largest figure for any month so far in 1953. Similarly, the number of man-working days lost through strikes was considerably greater in September (126,131) than in any previous month this year. However, both the number of strikes and of man-working days lost in September 1953 were fewer than for the same month of 1952. In total, 131 work stoppages occurred during the first nine months of 1953, accounting for 502,815 lost man-working days, compared with 186 stoppages and 2,621,661 during the same period last year.

Wage Changes. The accompanying table indicates the amounts of wage increases negotiated during the first nine months of 1953, based on a selected sample of agreements maintained in the Economics and Research Branch. Most wage increases were in the range of 5 to 9.9

cents an hour. The trend appears to be towards lower increases in 1953 than in 1952 (L.G., March, p. 348). Among the agreements sampled last year, 65 per cent, covering 59 per cent of the workers, received increases of 10 cents an hour or more. Of the agreements sampled during the first nine months of this year, 59 per cent, covering 79 per cent of the workers, received less than 10 cents an hour.

Wage Changes in Selected Collective Agreements *

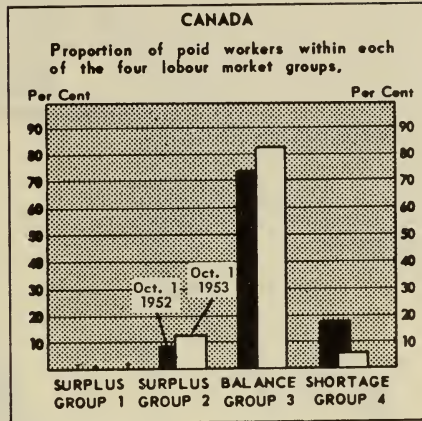
(Bargained during first nine months of 1953)

Per-Hour Increase	Contracts	Per Cent of Contracts	Workers	Per Cent of Contracts
No change	20	8.9	11,400	5.2
0-4.9 cents	26	11.6	50,400	22.9
5-9.9 cents	87	38.9	111,400	50.5
10-14.9 cents	55	24.6	31,400	14.2
15-19.9 cents	18	8.0	12,600	5.7
20-24.9 cents	11	4.9	1,300	0.6
25 +	7	3.1	2,000	0.9
Total	224	100.0	220,500	100.0

* For purposes of analysis, the Economics and Research Branch maintains a selected sample of 1,000 of the approximately 6,000 agreements in Canada. The above table is based on 224 agreements from this sample, bargained during the first nine months of 1953 and forwarded to the Branch.

Manpower Situation in Local Areas

IN September, labour market conditions reached the seasonal turning point. During the summer, the increasing labour requirements of agriculture, construction and other seasonal industries expanded more rapidly than labour supplies. By the first of October, however, it was apparent that labour demand had diminished, although conditions varied in the different regions. Compared with a month earlier, labour shortage areas had decreased from nine to seven (all in the Prairie region), areas in balance had decreased from 87 to 85 and those with moderate labour surpluses had increased from 15 to 19.



It was also apparent that, although total employment continued to be somewhat greater than a year ago, the expansion was more than matched by an increasing labour force. Consequently, the supply of available workers in most parts of the country was slightly greater at the beginning of October than a year ago. The increase was most marked in the major industrial and minor categories, which included more areas with labour surpluses and fewer with labour shortages than last year.

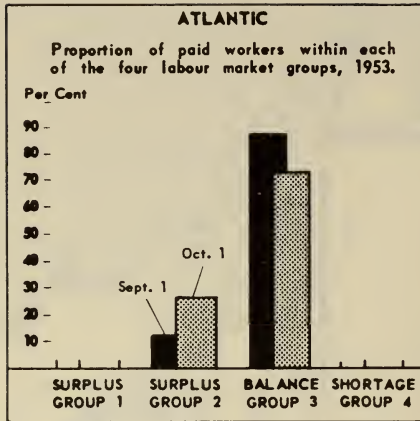
The number of surplus areas was greater this year than last, the increase occurring entirely in the Atlantic, Quebec and Ontario regions. The factors contributing to these labour surpluses were many and included lower levels of logging employment and a reduced number of rural construction projects in the Atlantic and Quebec regions; below-capacity employment in the textile industry in Quebec; reduced coal-mining activity in Nova Scotia; and reduced activity in the manufacture of textiles and agricultural implements and in gold mining in Ontario.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Oct. 1 1953	Oct. 1 1952	Oct. 1 1953	Oct. 1 1952	Oct. 1 1953	Oct. 1 1952	Oct. 1 1953	Oct. 1 1952
Metropolitan	—	—	—	1	9	7	1	2
Major Industrial	—	—	12	2	18	22	—	6
Major Agricultural	—	—	—	—	9	8	5	6
Minor	—	—	7	4	49	43	1	10
Total	—	—	19	7	85	80	7	24

*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, OCTOBER 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)			Calgary Hamilton Montreal Ottawa - Hull Quebec - Levis St. John's Toronto Vancouver - New Westminster Winnipeg	Edmonton
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000: 60 per cent or more in non-agricultural activity)		Brantford Cornwall Joliette Lac St. Jean New Glasgow Rouyn - Val d'Or Saint John Showinigo Falls Sydney Trois Rivières Valleyfield - Beauharnois Windsor	Corner Brook Farnham - Granby Fort William - Port Arthur Guelph Halifax Kingston Kitchener London Mancton Niagara Peninsula Oshawa Peterborough Sarnia Sherbrooke St. Hyacinthe Sudbury Timmins - Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000: 40 per cent or more in agriculture)			Barrie Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Rivière du Loup Thetford - Megantic - St. Georges	Brandon Red Deer Regina Saskatoon Yorkton
MINOR AREAS (labour force 10,000 - 25,000)		Central Vancouver Island Drummondville Fredericton Gaspé Montmagny Newcastle Sorel	Bathurst Belleville - Trenton Brocebridge Brompton Bridgewater Buckingham Campbellton Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Edmundston Golt Goderich Grand Falls Ingersoll Kamloops Kentville Lochute - Ste. Thérèse Leomington Lindsay Listowel Medicine Hat North Bay Okanagon Valley Owen Sound Pembroke Portage la Prairie Prince George Prince Rupert Quebec - North Shore Rimouski Sault Ste. Marie Simcoe Ste. Agathe - St. Jérôme St. Jean Stratford St. Stephen St. Thomas Summerside Trail - Nelson Truro Victoriaville Walkerton Weyburn Woodstock, N.B. Woodstock, Ont. Yarmouth	Swift Current



THE labour market situation in the Atlantic region during September was virtually the same as in the previous month. The number of workers employed more than 35 hours a week totalled 462,000 at September 19, an increase of 12,000 from the previous month. During the four weeks ending September 19, a decrease of 10,000 occurred in the number of persons working fewer than 35 hours.

Construction activity was at the seasonal peak but labour supplies were generally adequate, though shortages of skilled

tradesmen such as plumbers, electricians, carpenters and sheet metal workers existed in some areas. Harvesting of the apple and potato crops increased farm labour requirements during the month. The potato yield was expected to be about average; the demand for pickers was about the same as in former years. On the other hand, the demand for apple pickers was far below normal because heavy rain and wind storms during September caused severe damage to the crop. Processing plants were making preparations for the canning season but in view of the small apple crop the season was expected to be shorter than usual.

Seasonal increases in agricultural and construction activities were accompanied by some employment decreases in other industries. Most of these reductions, which occurred in coal mining, aircraft manufacturing and ship repair work, were contra-seasonal. In addition, some sawmills were closing earlier than usual because of the high level of sawmill activity this summer and the reduced log cut earlier in the year.

There was no significant change in the classification of the various labour market areas during September. As in August, most areas were in balance, slight labour surpluses existing in only five of the 21 areas in the region. This represents an increase of one in the number of surplus areas.

Metropolitan and Major Industrial Areas. Employment in St. John's, Nfld., remained stable during the month. Skilled tradesmen such as engineers, electricians, plumbers and auto mechanics were still in short supply, while slight surpluses of semi-skilled and unskilled workers existed.

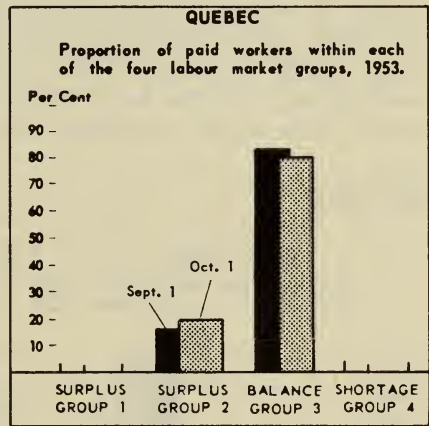
A slight labour surplus developed in New Glasgow. There were several contributing factors, the most notable being the lay-offs during the month at the Acadia Coal Company mines resulting from the recent policy of the company to discontinue operations in parts of mines which were uneconomical to operate. In addition, the absence of highway construction, reduced lumbering operations and the continued reduction in foundry and machine shop work increased available labour supplies.

Moderate labour surpluses continued at Sydney, where coal-mining employment remained 1,400 below the total at the beginning of March. Saint John also remained in the moderate surplus category. The only significant change in this area occurred among female textile workers, a number of whom were reported on temporary lay-off at the end of the month.

Major Agricultural and Minor Areas. Balanced labour conditions continued in 11 of the 13 major agricultural and minor areas. Fredericton and Newcastle remained in the moderate surplus category. Labour supplies were most pronounced in the rural centres of these two areas where depressed markets for lumber and pulp diminished the demand for cutting crews. As a result of reduced markets for these products, shipping in the Newcastle area was also curtailed.

QUEBEC

INDUSTRIAL activity in the Quebec region, apart from an increase in logging, remained stable during September. While most late-summer seasonal activity had reached its peak, fall and winter logging camps were opening up and required workers. As a result, the number of persons working full-time reached a new peak of 1,413,000 at September 19, an increase of 17,000 during the month. The number of part-time workers rose from 62,000 to 74,000, largely as a result of further reductions in hours in the textile industry and some seasonal short-time in the boot and shoe industry.



Much of the expansion in manufacturing employment this year occurred in the consumer goods industry in Montreal and Quebec city, where balanced employment conditions have prevailed since late spring. In contrast, the majority of the major industrial centers have reported moderate labour surpluses throughout the year. Six major industrial areas were classified in the moderate surplus category at October 1 this year, compared with one in 1952. The levelling off of employment generally in these areas and the reduction of employment in the textile industry, accompanied by the normal increase in the labour force, contributed to these surpluses.

Three areas came into the labour surplus category during September, bringing the total in this group to 10 by October 1. The remaining 14 areas in the province were in balance, although slight reductions of available labour occurred in some areas during the month.

Metropolitan Areas. Adequate supplies of labour for manufacturing were generally available despite a seasonal increase in hirings following the vacation lull. The clothing industry, however, had difficulty in filling its requirements for sewing-machine operators. Metal workers

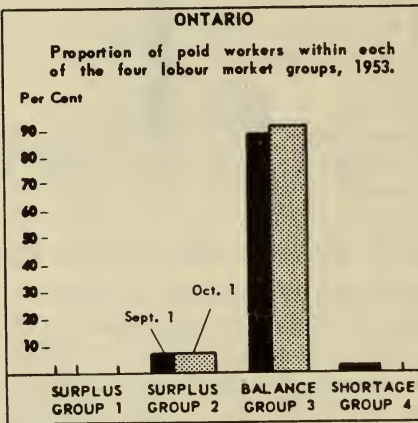
were available for the first time in several years as a result of recent lay-offs in the aircraft and rolling stock industries. The service trades, on the other hand, were a good deal tighter and restaurants encountered considerable difficulty in recruiting waitresses and kitchen help.

The employment situation remained generally in balance during September in Quebec city as the usual seasonal employment transition from agriculture and construction to logging occurred. There was some scarcity of qualified steel workers at the shipyards at Levis.

Major Industrial Areas. The release of construction workers in Joliette during September brought the area into the moderate surplus category. No change occurred in the situation of the five areas already in the surplus category. The Sherbrooke, St. Hyacinthe and Farnham-Granby areas likewise remained in balance.

Major Agricultural and Minor Areas. Lay-offs in the textile industry together with some slackness in construction activity resulted in surpluses of workers in Drummondville, Montmagny and Sorel. The latter two areas moved from the balanced category to the moderate surplus group during the month, while Drummondville remained in the surplus category where it has been throughout the summer. No change occurred in the other major agricultural and minor areas.

ONTARIO



ACCELERATED seasonal employment declines in the agricultural, construction and tourist industries in Ontario during September resulted in a decrease of 42,000 in the number of persons with jobs. Most of this decrease was among students or persons in temporary jobs who withdrew from the labour force (36,000). The number of persons on holiday also declined by 84,000 to a total of 23,000 at September 19, resulting in an increase of about 43,000 in the of persons working full time.

Although labour was in tighter supply in most areas of Ontario during the first six months of this year than last, immigration of workers together with generally stable employment levels in the manufacturing and construction industries maintained a generally balanced labour market during the third quarter. In 1952, rapid expansion of employment began in the third and continued in the fourth quarter.

Further deterioration occurred in the agricultural implement and textile industries during September and some softness appeared in iron and steel, automobile and household equipment manufacturing. The seasonal shift from agriculture to logging continued and workers from strike-bound mines increased the supply of woods labour. The movement of farm workers to the Prairies was completed during September, a total

of 1,300 having left Ontario. Building construction continued at about the same levels as last year and in most areas qualified construction workers remained somewhat scarce.

Labour shortages disappeared in Kitchener and Bracebridge during the month, bringing the total number of areas in balance to 33; a moderate labour surplus existed in the three remaining areas. At October 1 last year, 13 areas had labour shortages and the remaining 23 had approximately balanced labour markets.

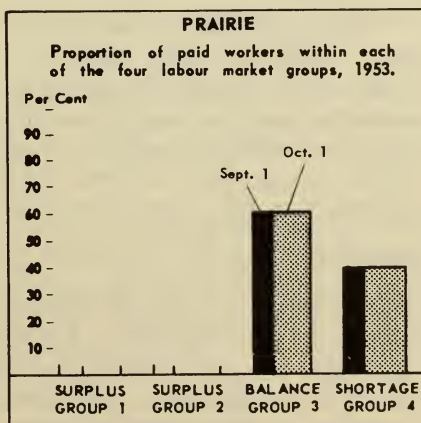
Metropolitan Areas. The Toronto area remained in approximate balance during September. Some shortage of construction and skilled industrial workers continued in Weston and Oakville; few of the job applicants in the area had the necessary qualifications. Labour supplies for many occupations continued to be relatively tight in Ottawa—full but there was some surplus of unskilled workers, particularly in the older age groups. Demand for engineers, chemists, and biochemists for the government service was still strong. In Hamilton, the pattern of scattered industrial lay-offs continued. Since most of these, however, were small or of short duration, the area remained in approximate balance.

Major Industrial Areas. Lay-offs in the automobile, textile, iron and steel, and electrical apparatus industries increased the labour supply in a number of the major industrial areas but many of the workers were able to find temporary jobs in construction. Brantford, Cornwall and Windsor remained in the surplus category. Although the labour supply was still low in Kitchener, the area moved into balance as the demand for construction workers had largely been filled and hiring was slow in most manufacturing industries.

Major Agricultural and Minor Areas. Although very little labour was available in Barrie, Bracebridge, Brampton, Goderich, Ingersoll, Listowel, St. Thomas and Simcoe, unfilled demand was also very small. All 20 of the agricultural and minor areas were in the balanced labour market category.

PRAIRIE

IN the Prairie region, the main features of the employment situation in September were the reduction in the labour force following the re-opening of schools and and universities and the sustained manpower demands in construction and agriculture. This brought the number of workers without jobs and seeking work to its lowest point this year. At September 19, persons employed full time numbered 885,000, only 2,000 fewer than a month earlier; the number working part time increased from 44,000 to 50,000.



Industrial employment in the region in September continued the rapid rise of recent years. At the beginning of August, the year-to-year increase in non-agricultural employment (6 per cent) was three times that for the country as a whole. Construction accounted for well over one-third of the increase, the remainder being spread over manufacturing, transportation, trade and service. Not all three of the Prairie Provinces shared equally in this employment increase; almost two-thirds of it occurred in Alberta.

Construction programs in many areas felt the impact of the seasonal demand for labour in agriculture, which reached its peak level during August and early September. Areas such as Regina, Saskatoon and Swift Current reported that, in addition to the summer-long scarcity of construction tradesmen, vacancies for construction labourers far exceeded the number applying for employment. This situation eased somewhat by the end of September as harvesting operations neared completion.

There was no change in the labour market classification of local areas during the month of September. General labour shortages existed in seven areas, covering 40 per cent of the wage and salary workers in the region. In the remaining 13 areas, labour supply and demand were in approximate balance.

Metropolitan Areas. Virtually no change occurred in the employment situation in Winnipeg, Calgary and Edmonton. The high employment levels in the Edmonton area, resulting from industrial growth, continued. The construction employment index in this city had reached 1238.6 by the end of August (1939=100), an increase of 43 per cent over the year. Labour shortages eased slightly during September as the Canadian Chemical Company and Canadian Industries Limited plants neared completion but the total amount of construction work in progress indicated that the period of high activity would be extended to the limit permitted by the weather.

In Fort William—Port Arthur the tendency towards labour shortages eased during September with the annual influx of workers from the prairies. About 1,500 woods workers were hired during the month; the total number of such workers in the area is expected to level off at about 8,000.

Major Agricultural and Minor Areas. Labour supplies in these areas were unable to meet fully the requirements of both agriculture and construction during September. By October 1, however, harvesting was virtually complete and labour requirements diminished, although shortages persisted in Brandon, Regina, Saskatoon, Yorkton, Red Deer and Swift Current. Most of these areas reported that the number of jobs in construction this winter would be greater than in past years.

PACIFIC

EMPLOYMENT in the Pacific region as a whole remained reasonably stable during September. Full-time employment reached 378,000 by September 19, an increase of 5,000 during the month. This gain was offset by a decrease in the number of part-time workers and a slight increase in the number of persons without jobs and seeking work.

Activity this summer continued to rise above last year's

level although the expansion was accompanied by changes in the relative emphasis of various activities. A moderate gain in over-all employment resulted from the marked rise in construction activity, which more than offset significant declines in the logging, mining and fishing industries.

This pattern continued with little change during September. The high level of housebuilding, together with the work still to be done at Kitimat and on various hydro-electric and refinery projects, sustained demand for construction workers and

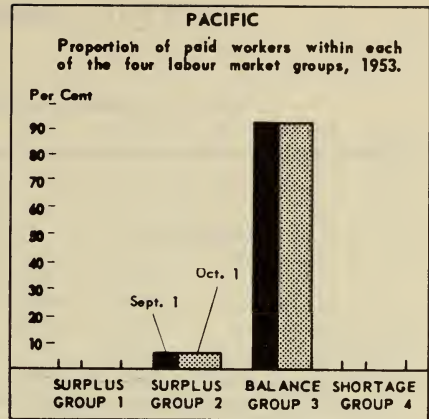
will probably help to extend the period of high construction employment into the winter. On the other hand, surplus stocks of cut logs, the prevailing strike of lumber workers in the northern interior and uncertain lumber markets created labour surpluses in some areas and raised the possibility of further production cutbacks. Activity in the fishing industry was at the level of previous years but prevailing metal prices prevented any increase in the reduced level of mining employment.

The number of workers seeking employment increased during the month but not sufficiently to cause any change in labour market classifications. Nine of the 10 areas in the region were still in balance, while Central Vancouver Island, which covers a number of logging centres, had a moderate labour surplus.

Metropolitan and Major Industrial Areas. Vancouver—New Westminster came into balance considerably later this year than the metropolitan areas in other regions. The area remained in this category during September, although the end of the salmon run meant the addition of 900 gill-net fishermen to the labour supply. A start was made on a sufficient number of large projects to ensure a high level of construction employment as long as weather permits. Lumber production continued at a high level but small lay-offs at two mills pointed to some curtailment in the near future.

Periodic lay-offs at shipbuilding yards in Victoria continued, although enough new work was in prospect to absorb most of the workers released. With this exception, employment conditions in the area altered little during the month.

Minor Areas. Labour supplies increased during the month in five minor areas and decreased in three. Kamloops reported the strongest demand for labour, chiefly as a result of the requirements of the oil refinery now under construction. In Trail—Nelson, on the other hand, reduced employment levels in mining continued and 300 workers were laid off at the Waneta dam, which is now almost completed. The logging industry on Central Vancouver Island was still operating below capacity and although some increase in hiring took place, the area remained in the moderate surplus category.



Current Labour Statistics

(Latest available statistics as of October 10, 1953)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	Sept. 19	5,398,000	- 2.0	-
Persons at work 35 hours or more	Sept. 19	4,896,000	+ 1.6	-
Persons at work less than 35 hours	Sept. 19	279,000	+ 2.2	-
Usually work 35 hours or more	Sept. 19	110,000	+ 4.8	-
On short time	Sept. 19	25,000	0.0	-
Usually work less than 35 hours	Sept. 19	169,000	+ 0.6	-
Persons with jobs not at work	Sept. 19	139,000	-56.8	-
Usually work 35 hours or more	Sept. 19	135,000	-56.9	-
Usually work less than 35 hours	Sept. 19	*	-	-
Persons without jobs & seeking work ...	Sept. 19	84,000	- 8.7	-
Persons not in the labour force	Sept. 19	4,682,000	+ 2.9	-
Registered for work, NES (b)				
Atlantic	Sept. 17	22,006	+ 3.7	+28.6
Quebec	Sept. 17	54,889	- 0.4	+27.0
Ontario	Sept. 17	48,938	- 2.6	+15.5
Prairie	Sept. 17	15,508	- 6.0	+ 6.6
Pacific	Sept. 17	20,674	- 5.0	-14.6
Total, all regions	Sept. 17	162,015	- 1.7	+14.6
Ordinary claims for Unemployment				
Insurance benefit	Sept. 1	111,287	+ 0.3	+ 9.1
Amount of benefit payments	August	\$6,408,827	-10.4	+ 2.7
Index of employment (1939=100).....				
	Aug. 1	191.9	+ 0.4	+ 2.0
Immigration				
	August	14,594	-25.9	-10.6(c)
<i>Industrial Relations</i>				
Strikes and lockouts - days lost	Sept.	126,131	-	-80.8(c)
No. of workers involved	Sept.	16,445	-	-62.7(c)
No. of strikes	Sept.	37	-	-29.6(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	Aug. 1	\$57.70	+ 0.2	+ 7.1
Average hourly earnings (mfg.)	Aug. 1	\$1.36	- 0.2	+ 5.5
Average hours worked per week (mfg.)	Aug. 1	41.0	- 0.7	- 0.3
Average weekly earnings (mfg.)	Aug. 1	\$55.76	- 0.9	+ 5.2
Cost-of-living index (av. 1935-39=100) ...	Sept. 1	186.3	- 0.1	- 0.1
Consumer price index (av. 1949=100)	Sept. 1	116.2	+ 0.4	+ 0.1
Real weekly earnings (mfg. av. 1949=100)	Aug. 1	115.6	- 1.1	+ 5.6
Total labour income	July	\$986,000,000	+ 0.7	+ 9.4
<i>Industrial Production</i>				
Total (average 1935-39=100)	July	247.4	- 3.9	+ 8.4
Manufacturing	July	260.8	- 4.5	+ 8.8
Durables	July	324.1	- 4.1	+15.3
Non-Durables	July	220.2	- 4.9	+ 3.2

(a), (b): See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

Notes of Current Interest

Plan to Increase Supply Of Mortgage Money

Measures designed to increase and broaden the supply of mortgage money for new housing will be submitted to Parliament when it meets in November, Prime Minister St. Laurent has announced.

A system of residential mortgage insurance will be set up and chartered banks, as well as other financial institutions, will be enabled to lend on insured home mortgages.

The Government feels, the Prime Minister said, that the proper solution (to the insufficiency of present sources of mortgage money) is to enlarge and broaden the supply of mortgage money by making mortgages a more attractive and more liquid form of investment than they have been up to now.

The Government does not believe it would be sound under present conditions to fill the gap by direct government lending, a move that would make the Government the direct mortgagee or landlord of a larger number of Canadian families.

Amendments will be proposed to the National Housing Act to empower to Central Mortgage and Housing Corporation to establish a system of insuring holders of new residential mortgages against loss in return for an appropriate insurance premium. The amendments will also empower chartered banks, as well as other lenders, to make loans on such insured mortgages.

When mortgage insurance becomes available, the present joint lending system, in which the Central Mortgage and Housing Corporation has a one-quarter share, will be discontinued. Having in mind the increase in construction costs that has taken place since the present limit of \$10,000 on National Housing Act loans was set, the Government is considering a higher limit for loans under the new system.

Consideration is also being given to increasing the proportion of loans to lending values in order to make possible a smaller down payment for lower-priced

houses. To take care of these factors and possible variations in interest rates, it is contemplated that the period of repayment will be lengthened by the new arrangements.

These proposals and other adjustments which may be necessary in connection with the change-over are designed to produce a slightly lower monthly carrying charge for the borrower over a somewhat longer period than he would now pay for comparable mortgage financing under the National Housing Act.

The introduction of an important group of new mortgage lenders should make more money available for home mortgages and better facilities should exist for mortgage lending in smaller communities.

Longer terms of amortization for National Housing Act loans and lower down payments will broaden the opportunity for people of moderate incomes to build their own homes, the Prime Minister's statement concluded.

1953 Housing Upswing Enters Seventh Month

Canada's 1953 upswing in new housing construction entered its seventh month in July when the number of units started was 35 per cent higher and the number completed 45 per cent higher than in the same month last year.

Starts this July numbered 11,834, compared with 8,759 in July 1952; completions numbered 6,828 compared with last July's 4,715.

In the first seven months this year, starts were 33 per cent ahead of last year, at 58,580 against 44,050, and completions were 40 per cent higher, 46,319 against 33,055.

Average construction time was cut in July for the seventh straight month to the lowest yet recorded this year. July's average construction time was 6.4 months, compared with 7.4 in June and 6.9 months in July 1952.

The Dominion Bureau of Statistics' annual report on construction announces that construction activity in Canada this year will reach a new high level in both value and volume. The report includes for the first time estimates for the current year, broken down to provide comparisons with actual results for previous years.

The total building expenditure this year is estimated at \$2,657,852,000. Of this sum, residential construction will account for an estimated \$1,225,000,000 (28 per cent of the over-all construction total) compared with \$1,081,000,000 (26.4 per cent) last year.

All-Time Housing Record Foreseen This Year

Between 90,000 and 95,000 housing units will be completed in Canada this year, it has been estimated by officials of the Central Mortgage and Housing Corporation, including duplexes and apartments.

After two years of declining house-building, the 1953 total will set an all-time record. The previous record of 89,000 in 1950 was followed by 81,300 in 1951 and 73,000 in 1952.

The rise in the number of housing starts, which began in late 1952, is attributed mainly to the increased supply of labour and construction materials plus the increased availability of mortgage funds.

U.S. Housing Decline Abated in August

The recent decline in housing starts in the United States appears to have abated somewhat during August, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. The August estimate of 94,000 new permanent non-farm dwelling units started was only 2,000 fewer than in July and brought total housing starts thus far in 1953 to 769,800 units, about the same as in the first eight months of last year.

During the first eight months of 1953, privately-owned non-farm housing starts totalled 740,100—a small gain of 20,000 units from 1952. Publicly-owned new housing totalled 29,700 units at the end of August, compared with 47,300 units begun during January-August 1952.

No Pay Boost Sought by Non-Operating Rail Unions

Canada's non-operating railway unions will not seek a pay increase this year.

Frank Hall, chairman of the negotiating committee of 17 unions representing about 150,000 employees in the non-operating trades, announced that decision after a two-day meeting of the committee in Montreal last month.

In the United States, however, the four operating unions have announced their intentions to seek substantial wage boosts.

While the 17 Canadian unions will not demand pay increases they will make other demands, including pay for statutory holidays, longer vacations with pay, overtime pay for Sunday work and a cumulative sick leave allowance.

Representatives of three unions in the running trades—the Brotherhood of Loco-

motive Firemen and Enginemen, the Brotherhood of Railroad Trainmen and the Order of Railway Conductors—attended the meeting but declined to join in a joint presentation to the railways because their contracts expire at different dates. These unions have yet to announce what their next demands will be.

In the United States, all four unions in the running trades, representing about 400,000 workers on the country's 200 major railroads, have demanded wage adjustments. The Brotherhood of Locomotive Engineers want a 30-per-cent pay boost. The Brotherhood of Locomotive Firemen and Enginemen have asked for a basic wage increase of 37½ cents an hour. The Brotherhood of Railroad Trainmen has made the same demand while the Conductors are seeking a pay rate based on the weight of locomotives on their runs. The proposed pay rate adjustment for the conductors, the union has estimated, would enable some conductors to receive as much as \$3 a day more.

Seeking Director for Women's Bureau

Notices have been issued by the Civil Service Commission advertising the position of Director of Women's Bureau in the federal Department of Labour.

The creation of a women's bureau in the Labour Department was hinted at earlier this year in the House of Commons debate on the Department's estimates (L.G., June, p. 835).

According to the advertisement, the position of director calls for a female administrative officer to carry out research and make information available on the conditions of employment of women workers; to develop regular channels of information on women's employment between the Department, other agencies, women's groups and employer and labour organizations; and to perform other related duties.

Equal Pay Bill Forecast In B.C. Throne Speech

An "equal pay for equal work" bill will be introduced at the current session of the British Columbia Legislature, it was forecast in the Speech from the Throne.

The province's Lieutenant-Governor, Clarence Wallace, who read the speech at the session's opening September 15, said: "It is proposed to introduce certain measures to ensure fair remuneration to female employees."

Presidents of CMA, TLC Support Apprenticeship

The President of the Canadian Manufacturers' Association and the President of Canada's largest labour organization have both urged, in separate radio broadcasts last month, greater emphasis on apprenticeship.

CMA President J. D. Ferguson and Percy R. Bengough, President of the Trades and Labour Congress of Canada, were two of five speakers on a series of broadcasts, heard over 70 independent stations from coast to coast, that dealt with the need for more apprentice training in Canada. The series was sponsored by the Department of Labour. The other speakers were W. H. Clark, Vice-president (Industrial Relations) of the Ford Motor Company of Canada; Joseph M. Pigott, President of Pigott Construction Company of Hamilton and a former President of the Canadian Construction Association; and L. J. Sparrow, Supervisor of Apprentice Training, Canadian General Electric Company.

Mr. Ferguson called for standardization of trades training throughout Canada. "In my opinion," he said, "the time for government, education and industry to get together in the co-ordination of a national apprenticeship program is now." By standardization he meant a system as standard as it is possible to get, he explained.

He listed three steps he considered necessary for the promotion of trades training in Canada:—

1. An educational program on as wide a scale as possible to promote awareness of the value of apprenticeship.
2. Recognition of the need for a properly-developed apprenticeship system on a national scale.
3. When recognition has been won, development by industry of standard and tested course outlines of on-the-job instruction in basic trades and the co-ordination with them of the academic subjects that must be "part and parcel" of a proper apprenticeship scheme. (This latter requires the full co-operation of educational authorities, Mr. Ferguson said.)

TLC President Bengough said that this country's vast industrial development will demand more properly trained and skilled artisans and that the best method of producing them is through apprenticeship training.

"No one can believe," he said, "that Canada will need fewer skilled artisans in the future than she has in the past."

The future needs of Canada will be for more and more skilled workers, he stated, and the training of "our own Canadian youth" will provide them.

"The proved and accepted best method of training is by apprenticeship," he added.

Mr. Clark of the Ford Motor Company doubted that Canada could realize the full advantage of her tremendous economic expansion unless a greater emphasis were placed by Canadian industry on the training of more skilled workers.

Canadian industry needs an estimated 20,000 more apprentices right now, Mr. Clark continued, yet there were actually 900 fewer Canadian apprentices now than in 1948. Canada's development promises to surpass that enjoyed by any other country; the resulting expansion of industry is expected to create 30,000 new jobs each year in manufacturing industries alone, he said.

Mr. Pigott called for employers to accept the responsibility for the supply of trained workers. Some employers are apathetic towards apprentice training, he charged.

Mr. Sparrow declared that the lack of trained manpower in Canada could lower our standard of living and even endanger the security of the country. He advocated a system of related trade classroom training on a uniform basis throughout each province with those completing the courses receiving certificates having national recognition.

Lack of Skilled Men Now Acute, Says CPR Officer

"Today the lack of skilled men to fill normal requirements has become acute," Leo B. George, Assistant Chief of Motive Power, Canadian Pacific Railway Company, told a convention of the Air Brake Association in Chicago last month.

To overcome the shortage, Mr. George recommended that management and labour get together as soon as possible to discourage the up-grading of workers from labourer classification and to improve apprentice ratios until conditions are normal again. "Railroads and the labour organizations should do everything in their power to make apprenticeships in the shop crafts popular," he added.

Mr. George told the convention that "practically 100 per cent of the management and the supervisory staff of the mechanical department of the CPR received their basic training through apprenticeships in our own shops."

Montreal Commission Has 452 Printing Apprentices

The Apprenticeship Commission of the Printing Trades of the City of Montreal has just published its 8th Annual Report, for the fiscal year 1952-53. At March 31, 1953, the Commission had 452 apprentices in different branches of the trade.

The period of training is six years in the composing room and bindery department and seven years in the press room. Apprentices in the first three years of their apprenticeship receive practical training in the shop as well as theoretical training at the School of Graphic Arts. There are no prescribed day courses at the School of Graphic Arts for apprentices in the last three or four years of their apprenticeship but the Apprenticeship Commission has arranged a series of evening courses which is available to them, at the School, at the expense of the Commission. These evening courses are also open to journeymen.

All apprentices in the first three years must spend one complete day each week at the School of Graphic Arts during a 30-week period each year. The apprentice is paid for this day by his employer on the same basis as for an ordinary day's work. A system of replacement has been in effect for the past two years which has reduced to a minimum the inconvenience arising from the absence of the apprentice from the shop when attending the School of Graphic Arts. Under this system, the School's regular students replace apprentices in the shops on those days when the latter attend courses at the School.

Once admitted to apprenticeship, the apprentices are bound by a contract of apprenticeship signed by the employer who hires the apprentice, the apprentice himself and the Apprenticeship Commission.

11,606 Jobs in 8 Months Found for Handicapped

In the first eight months of this year, 11,606 jobs have been found for handicapped workers by the Special Placements Division of the National Employment Service.

Increasing interest is being shown by Canadian employers generally in the work abilities of the handicapped, said the Hon. Milton F. Gregg, Minister of Labour, when announcing this. On the whole, Canadian employers are becoming more and more receptive to the idea of hiring disabled people.

Local offices of the National Employment Service report that Canadian communities are becoming increasingly aware of their responsibility for the handicapped and that among employers there is a growing realization that handicapped workers are meeting employment requirements when given a chance to prove themselves.

The Special Placements Division, in finding jobs for the handicapped, recognize that placement must be made on a sound business-like basis rather than on merely humanitarian grounds. If a handicapped placement is not a good business proposition, then it is a dis-service to everyone concerned, including the handicapped person himself.

There has been a steady increase in placement figures in 1951 and 1952. As a result of the entrance of disabled veterans into the labour market following the war, the handicapped placement figure for 1945 was 16,635, a new high for Canada. Following this there was a decline in the yearly figures until 1950, when 10,970 were placed. In 1951, 14,344 jobs were found for handicapped people and in 1952, for 14,878.

More Steps Taken in U.S. Towards Labour Unity

Talk of labour unity in the United States has begun to crystallize into action following a series of developments over the past few months.

A no-raiding pact, drawn up by the leaders of the American Federation of Labour and the Congress of Industrial Organizations, was approved by the AFL convention in September. It will go into effect January 1, 1954, for all unions subscribing to it individually.

Designed to outlaw membership battles between AFL and CIO unions, the agreement provides for the selection by the two presidents of an umpire who will make a binding decision in any raiding attempt. If the guilty union refuses to accept the decision, the case may be taken to the courts.

The agreement states that its acceptance is the "first and essential step" towards the achievement of organic unity of the AFL and the CIO, "a goal to which both organizations wholeheartedly subscribe". It pledges officials of both labour bodies to continue efforts towards complete merger.

The no-raiding agreement has already been approved by the CIO executive board,

which will recommend ratification by the CIO convention in November.

Support for a sound and united labour movement has been voiced on several occasions by CIO President Walter Reuther. Speaking at the 12th annual convention of the Amalgamated Lithographers of America (CIO-CCL) in Toronto in August, he said the unity problem would be approached on "an honourable, constructive and practical" basis. Peace negotiations with the AFL would, he said, be conducted on grounds that will fully protect the organizational integrity, the autonomy and the structure of all affiliated unions.

Meanwhile, several steps in the direction of labour unity have already been taken. The AFL Masters, Mates and Pilots Association and the CIO Marine Engineers agreed recently to "a joint program of immediate mutual assistance" to secure common contract expiration dates, to correlate basic contract demands and to explore possible joint administration of welfare and pension plans.

The AFL International Brotherhood of Paper Makers and the CIO Paper Workers of America are planning no-raiding talks to be held in the near future. The AFL International Brotherhood of Pulp, Sulphite and Paper Mill Workers has been asked to join in.

The AFL International Association of Machinists and the CIO United Automobile Workers of America are planning their first joint negotiations in the aircraft industry.

Carpenters Return To AFL Ranks

Less than a month after withdrawing, the United Brotherhood of Carpenters and Joiners of America returned to the American Federation of Labour September 9. An official announcement stated that the carpenters were "continuing" their membership.

Previously, the 822,500-member carpenters' union had withdrawn from the AFL in protest against its approval of a proposed no-raiding agreement with the Congress of Industrial Organizations when, said the union's President, Maurice A. Hutcheson, there was a lack of machinery to prevent raiding or jurisdictional disputes between AFL affiliates.

A former President of the Brotherhood, William Hutcheson, was First Vice-president of the AFL at the time of the walk-out. The carpenters' withdrawal left this post open. All AFL vice-presidents

were moved up one place and David Beck, President of the International Brotherhood of Teamsters, was elected 13th vice-president.

At the AFL convention last month, the Carpenters' President, Maurice A. Hutcheson, was elected 14th Vice-president of the AFL, one of the two additional vice-presidential posts created by the convention.

The agreement reached between the AFL and the carpenters provides that the federation "should adopt some policy definitely designed to prevent raids within our own organization".

B.C. Fishermen's Local Secedes, Joins SIU

A local of the United Fishermen and Allied Workers' Union, which union the TLC suspended in August because of its Communist leadership and leanings, has voted to secede and to affiliate with the Pacific Fishermen and Allied Trades Union, Seafarers International Union of North America, Canadian District, the *Vancouver Province* has reported.

Meanwhile, TLC President Percy Bengough has declared that, as the United Fishermen were only suspended, not expelled, the TLC would not offer support to the SIU's campaign to sign up members of the suspended union.

The seceding local is the one at Quathiaski, B.C. According to the *Province*, 89 per cent of the local's members voted in favour of the withdrawal.

Women Workers in U.S. Quadruple in 60 Years

Latest statistics on women in paid employment in the United States shows that while the female population has almost tripled in the last 60 years, the women's labour force has more than quadrupled. Women form about 30 per cent of all workers in the U.S.

A publication released by the Women's Bureau of the U.S. Department of Labor, *Women as Workers*, reports that during 1952 there were, on the average, 19½ million women in the labour force—more than one-third of the female population. Recent months, however, have seen some levelling off, the figure recorded for May, 1953, being slightly more than 19 million.

In 1953, clerical workers constituted the largest group; second were women operatives, of whom most were semi-skilled factory workers.

Law Group Would Ban Strikes Affecting Public

Compulsory and binding arbitration in place of the right to strike in disputes involving public health and safety was recommended by the Canadian Bar Association at its 35th annual convention in Quebec City last month.

Other resolutions dealing with labour matters were passed by the industrial relations committee of the Association and submitted to the 800 delegates at the closing general session.

The public health and safety resolution was carried at the closing session by a small majority. Debate in the resolution centred around the advisability of government interference with the rights of unions.

The general membership also passed a resolution asking that legislation be enacted in all provinces to make unions legal entities. This would allow unions to sue and be sued.

Another resolution urged a 48-hour notice before all strikes and lockouts. It read: "Resolved that legislation should be enacted to provide that a lawful strike or lockout may not be put into effect until 48 hours' written notice has been given." This resolution was adopted after considerable debate.

The Association also passed a resolution stating that picketing in sympathy and jurisdictional strikes should be declared illegal.

TLC President Criticizes Law Association's Stand

Percy Bengough, President of the Trades and Labour Congress of Canada, has criticized the Canadian Bar Association for its stand in favour of compulsory arbitration of labour disputes (*see above*).

Speaking to 450 delegates attending the convention of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-TLC) in Vancouver, Mr. Bengough said: "I am serving notice right now on the Canadian Bar Association that Canadian labour can seek its own legislation."

He was referring to a resolution passed by the CBA at its convention in Quebec City last month. The resolution recommended that compulsory arbitration be substituted for the right to strike in disputes involving public health and safety.

"If we want any laws we'll present application for them ourselves. These lawyers have a lovely crust to interfere

in our right to strike as a last resort," said the TLC President.

The CBA resolution was also condemned by A. R. Mosher, President of the Canadian Congress of Labour. At the CCL convention in Montreal, Mr. Mosher said such legislation would "make slaves of the workers" (*see p. 1437*).

Immigration Up in Aug., Down in First 8 Months

Immigration to Canada increased in August for the fourth successive month, the Department of Citizenship and Immigration has announced.

The total of new arrivals in the first eight months this year, however, is smaller than that for the same period in 1952.

In August, 14,594 immigrants entered Canada, 29 per cent more than the 11,285 who arrived in August 1952. In the first eight months this year, 112,627 were admitted, 11 per cent fewer than the 126,029 admitted during January-August 1952.

Immigrants from the British Isles numbered 3,593 in August, a 53-per-cent increase over the 2,342 who came in August last year. Immigration from the United States declined 35 per cent, only 678 entering this August compared with 1,040 in August 1952.

Immigration from North European countries increased 13 per cent—5,825 compared with 5,159—and from all other countries, 64 per cent—4,498 compared with 2,744.

Figures for immigration in the first eight months this year (those for the same period in 1952 in parentheses) are: from the British Isles, 32,408 (30,137); from the United States, 5,794 (5,956); from North European countries, 48,812 (50,590); and from all other countries, 25,613 (39,346).

Prof. Finkelman Heads Ontario Labour Board

Prof. J. Finkelman, who has been acting chairman of the Ontario Labour Relations Board since January, has been appointed full-time chairman for at least one year.

On leave of absence from the University of Toronto's School of Law, Prof. Finkelman replaces E. N. Davis, who resigned at the beginning of this year to take a position in industry.

The professor was chairman of the board from 1944 to 1947, when he left to assume full-time his duties as professor of law at the University.

A. MacNamara Mediator, Sailors' Strike Averted

Arthur MacNamara, former Deputy Minister of Labour who had been appointed mediator, announced last month the settlement of the dispute over wages and working hours between the Seafarers' International Union (AFL-TLC) and four large shipping concerns operating on the Great Lakes. The settlement averted a strike that could have tied up most shipping in the Lakes; seamen aboard Colonial Steamship Lines ships were prepared to strike the day following Mr. MacNamara's announcement.

The companies agreed to a 40-hour week beginning October 1 on all their ships. Seamen will be paid time-and-a-half for Saturday work and double time for work on Sunday. Beginning October 1, 1954, they will receive double time for work on Saturdays as well as Sundays.

A demand for a general wage increase of \$50 per month was dropped by the union.

The four companies are: Colonial Steamships Limited, Canada Steamship Lines, N. M. Paterson and Sons, and Upper Lakes and St. Lawrence Transportation Co. Ltd.

Under the new contract, the seamen will receive the same monthly pay as before but will work shorter hours. Wages range from \$90 to \$400 per month, depending on the type of work performed.

A novel feature of the new contract is a welfare fund to which the four companies will contribute 20 cents per day per man, and on which any of the 4,000 members of the union on 154 vessels may draw for financial help. This fund—the first of its kind in Canadian industry—will be administered by a union representative, a company representative and an impartial chairman chosen by both parties.

CCL and Two Rail Unions Announce Appointments

René Richard of Digby, N.S., has been named CCL organizer for western Nova Scotia, it was announced last month by Henry Harm, Maritime Director. He is the second organizer appointed in Nova Scotia in a month. Don Nicholson of Stellarton began his duties as a CCL organizer September 1.

In one of the CCL's major affiliates, the Canadian Brotherhood of Railway Employees and Other Transport Workers, S. H. Eighteen of Montreal was elected Chairman of the union's Joint Protective

Board. William J. Smith of Montreal was returned as secretary.

At the same time, chairmen of regional committees of the Board were elected for the western, central and Atlantic regions. They were: western, Thomas McGregor of Winnipeg; central, S. H. Eighteen of Montreal; and Atlantic, F. H. Gillespie of Moncton, N.B.

At a convention of another rail union, the Brotherhood of Locomotive Firemen and Enginemen, a Canadian was elected to a vice-presidential seat. He was William E. Gamble of Winnipeg.

Eisenhower Names Nine To Contracts Committee

The nine public members of President Eisenhower's Government Contracts Committee have been named. The committee was established by executive order August 13 this year (L.G., Sept., p. 1261). Its purpose is to prevent discrimination in employment by companies holding federal government contracts.

The members representing the public are: Vice-President Richard Nixon, chairman; Ernest Wilkins, Negro attorney from Chicago, vice-chairman; George Meany, President of the American Federation of Labour; Walter Reuther, President of the Congress of Industrial Organizations; John Roosevelt, son of the late President; Fred Lazarus, Jr., Cincinnati merchant and President of the American Retail Federation; John McCaffrey, Chicago, President of the International Harvester Company; Helen Rogers Ried, publisher of the New York *Herald Tribune*; and John Minor Wisdom, a New Orleans attorney and a member of the Republican National Committee.

Six government officials will bring the number of members of the committee to 15.

\$82,000,000 Paid in 1952 In Compensation Benefits

More than \$82,000,000 in compensation benefits was paid to Canadian workers in 1952, the Hon. John L. Robinson, Alberta's Minister of Labour, told delegates to the annual convention of the Association of Workmen's Compensation Boards of Canada. The convention was held in Edmonton last month.

Mr. Robinson said that last year the Workmen's Compensation Boards handled more than 500,000 accident claims, of which more than 1,000 concerned fatal accidents.

Ont. Compensation Board Opens New Building

George G. Greene, Director, Government Employees Compensation, and Ian Campbell, National Co-ordinator, Civilian Rehabilitation Branch, represented the Federal Department of Labour at the official opening of the Ontario Workmen's Compensation Board's new head office at Toronto on September 15.

The ceremony was under the chairmanship of J. F. Cauley, vice-chairman of the Board. Dr. E. C. Steele, Commissioner on the Board, officially welcomed the guests, after which the building was dedicated by the Right Rev. F. H. Wilkinson, MM, ED, DD., Coadjutor Bishop of Toronto. The Hon. Charles Daley, Minister of Labour for Ontario, delivered the opening address and then, assisted by E. W. Adams, representing Ontario workmen, cut the ribbon. Golden shears for the ceremony were presented by Mr. Cauley.

The building, a five-storey structure, stands on 2.9 acres fronting Lake Ontario. It is so designed that it can accommodate two additional floors should it later be found necessary.

The ground floor houses some four million claimants' files. The entire second floor is occupied by the Claims Department and the third floor by the Assessment, Statistical and Accounting, Audit and Collection Departments. The Medical, Rehabilitation and Personnel Administration Departments are on the fourth floor, along with the Board and Review Board rooms.

Occupying the fifth floor are the Accident Prevention Associations set up under Section 115 of the Act, comprising the Industrial Accident Prevention Associations, Ontario Pulp and Paper Makers' Safety Association, Class 20 Accident Prevention Association of Ontario, Electrical Employers Association of Ontario, Ontario Highway Construction Safety Association and the Construction Safety Association of Ontario.

Motor Vehicle Industry Now Our Third Largest

Motor vehicles replaced non-ferrous metal smelting and refining as Canada's third largest manufacturing industry in terms of gross value of products in 1950, according to the general review of the manufacturing industries of Canada for 1950 published by the Dominion Bureau of Statistics.

Pulp and paper again ranked as the largest and slaughtering and meatpacking remained in second place, while non-ferrous metal smelting and refining wound up fourth, the position held by motor vehicles in 1949.

The Bureau's list of the 40 leading manufacturing industries in 1950 shows gross production values ranging from \$954,137,651 for pulp and paper to \$104,853,748 for confectionery as compared with a production range of \$836,148,393 for pulp and paper to \$96,934,506 for coke and gas products in 1949.

In addition, the 40 largest industries accounted for 65.9 per cent of the 35,942 establishments, 67 per cent of the 1,183,297 employees, 68.2 per cent of the \$2,771,267,435 payroll and 76.1 per cent of the \$7,538,534,532 worth of materials used in Canadian manufacturing in 1950. In 1949 the top 40 accounted for 65.7 per cent of the 35,792 establishments, 66.5 per cent of the 1,171,207 employees, 67.8 of the \$2,591,890,657 payroll and 76 per cent of \$6,843,231,064 material costs.

The line-up of the leading 40 in 1950 included 39 of the top 40 in 1949 but only 10 occupied the same positions in both years. The coke and gas products industry, number 40 in 1949, failed to make the list in 1950, while a newcomer to the list, the refrigerators, vacuum cleaners and appliances industry, ended up in the number 37 spot. Fifteen industries bettered their positions on the list in 1950, while 14 ranked lower than in the preceding year.

Among the top ten, petroleum products and sawmills remained the fifth and sixth largest, while primary iron and steel moved up to seventh from eighth and butter and cheese moved down to eighth from seventh. Cotton yarn and cloth ranked ninth in 1950 as compared with twelfth in 1949, railway rolling stock tumbling from ninth position in 1949 to the number 16 spot in 1950. Flour mills ranked tenth in both years.

Railroad Trainmen Mark 70th Anniversary

The 70th anniversary of the formation of the Brotherhood of Railroad Trainmen was celebrated in Oneonta, N.Y., on September 23 in the same caboose in which eight brakemen and switchmen met to organize the union in 1883. The caboose is stationed under a canopy in a park in that city.

Expenditure on Education At Record Level in 1950

Expenditures on formal education in Canada in 1950 reached an all-time peak figure of \$454,139,000, according to preliminary figures released by the Dominion Bureau of Statistics. This was 14.6 per cent above the previous record total of \$396,387,000 spent in 1949.

Publicly-controlled schools increased their expenditures in 1950 to \$304,955,000 from \$265,018,000 in 1949, private schools to \$16,371,000 from \$14,860,000, universities and colleges to \$45,600,000 from \$43,114,000, and business colleges to \$19,264,000 from \$17,391,000.

Provincial grants to boards of public schools in 1950 were raised to \$103,305,000 from \$91,358,000, while federal government contributions to formal education, mainly for higher education and for vocational training, increased from \$16,750,000 to \$24,108,000.

Enrolment in Canada's 32,882 schools and colleges in the school year 1950-51, was 2,879,899, up from 2,795,574 in 1949-50. At the same time, teaching staffs were increased to 105,784 from 101,341. Enrolment in public secondary schools rose to 2,392,438 from 2,321,289, while enrolment in evening classes rose to 122,093 from 115,623. Enrolment in provincial correspondence courses fell to 21,538 from 24,282, while enrolment in schools for the blind and deaf rose slightly to 1,988 from 1,962.

The number of full-time students enrolled in normal schools for the training of elementary school teachers jumped to 10,311 from 9,968, while the number enrolled in accelerated courses declined to 1,192 from 1,458. The number of students enrolled for education courses for the training of secondary school teachers rose to 2,125 from 1,830.

13.6 Per Cent of Families Have No Medical Costs

Out of an estimated 4,555,000 family units in Canada, 621,000, or 13.6 per cent of the total, spent nothing for medical, hospital, dental or any other kind of health care during the year from the autumn of 1950 to the autumn of 1951 and 757,000 or 16.6 per cent spent less than \$20, according to the third release by the Dominion Bureau of Statistics on the results of the 1950-51 Canadian sickness survey.

Family units spending \$20 to \$49 were estimated at 938,000, or 20.6 per cent of the total number, while those spending \$50 to \$99 numbered 994,000 or 21.8 per

cent, forming the largest group. Next group, \$100 to \$199, contained 839,000 (18.4 per cent); \$200 to \$499, 343,000 (7.5 per cent); and more than \$500, 63,000 or 1.4 per cent.

This distribution of family units shows a marked variation when broken down by family income. Out of 1,322,000 family units with incomes less than \$1,500, nearly one-fifth (19.8 per cent) spent nothing as compared to 7.7 per cent of 1,864,000 with incomes of \$1,500 to \$2,999, 4.3 per cent of 833,000 with incomes of \$3,000 to \$4,999; and three per cent of 271,000 with incomes of \$5,000 or more.

In the lowest income group, 53 per cent spent less than \$50 and more than half of these (27.6 per cent) less than \$20. In the next income group (\$1,500 to \$2,999), 35.6 per cent spent less than \$50 and 56.7 per cent spent more than that amount, 25.4 per cent spending \$50 to \$99 and 22.3 per cent from \$100 to \$199. Spending moved upward again in the third income group, \$3,000 to \$4,999, with 25.5 per cent of families paying out less and 70.2 per cent more than \$50. Largest spending group was 29.7 per cent paying \$50 to \$99 and next largest 25.9 per cent spending \$100 to \$199, leaving 12.7 per cent with expenditures of \$200 to \$499 and 1.9 per cent \$500 or more.

2.5-Per-Cent Annual Rise Seen in U.S. Buying Power

An annual increase at the rate of 2½ to three per cent in the buying power of workers' wages in the United States can be expected over the next ten or 20 years, according to a recent study of wage and employment trends conducted by the Twentieth Century Fund, a non-profit foundation for economic and social research.

The 800-page study, entitled "Employment and Wages in the United States", points out that rising real wages depend on high productivity. This in turn stems from new devices and new methods of production. Therefore, the study asserts, continuance of the trend toward a higher standard of living will depend on maintaining or even speeding up the pace of technological advance in industry.

Both labour and management, the study notes, have been increasingly concerned of late with finding long-range policies to provide guidance in wage negotiations. One such principle is the wage-productivity relationship, the study points out, adding that acceptance of this principle by both parties would change the psychological climate of collective bargaining.

3 New U.S. Bills Deal With Discrimination

Labour legislation enacted this year by 44 State Legislatures included three new bills dealing with discrimination in employment and about 150 bills improving workmen's compensation and minimum wage laws.

The United States Bureau of Labor Standards, which gathers data on state labour legislation, reports that Alaska adopted a law forbidding, under penalty, discrimination in employment because of race, religion or place of national origin. Kansas enacted a law which seeks through persuasion, without penalties, fair employment policies. Iowa appointed a study commission to make recommendations on the subject to the next legislative session. Eleven other states already have mandatory anti-discrimination laws.

North Dakota repealed a law requiring unions to file financial reports. Both North Dakota and Oregon established procedures for supervised union representation elections and the investigation of labour-management complaints.

Arkansas passed a law forbidding pickets to interfere with railroad trains.

Twelve states of the U.S.A. have laws forbidding any kind of compulsory unionism. Four more have laws placing restrictions in some degree on compulsory union membership. None of these laws were repealed this year. In six states, new bills of this nature were introduced but defeated.

Vocational Training Plan Shows Results in Israel

The Israeli Government, through its Ministry of Labour, has embarked on an extensive vocational training program. Between 1949 and the end of 1952, more than 40,000 students have undergone training, 30,000 of whom have learned new trades. More than one-and-a-half million Israel pounds have been expended on the program.

Faced with the increasing demands of her rapid industrial development and large numbers of untrained workers, Israel has need for a continuing program, the Government reports. Even under conditions of less than full employment, shortages of skilled labour are occurring in many branches of industry.

The vocational training section started operations in 1949 with the building trades. Training was done on the job, financed and supervised by the Ministry of Labour and

executed by the union. Next to receive attention were the metal and woodworking trades, followed by clerical work and practical nursing. Courses were also given in printing, baking, diamond polishing, and freshwater fishing and net mending. Special courses were conducted for the handicapped.

More than 1,000 supervisors have received refresher courses in their fields and have had instruction in the psychological-pedagogic aspects of supervision. Most of the program consists of training within industry, introduced by International Labour Office experts.

Lists Six Major Needs In Education Research

Dr. J. D. Ayers, of Ottawa, Research Director of the Canadian Teachers Federation, speaking at the organization's 32nd meeting in Montreal, listed what he considers to be the six most pressing needs in educational research today.

In brief, they are: investigation into educational costs and the financial competence of the provinces; recruiting and selection of teachers; training of teachers; teaching of citizenship in Canadian schools; study of basic curricula; and research into public opinion concerning education.

Training and selection of teachers is to be the main theme at the 1954 world conference of organizations of the teaching profession, the delegates were informed.

Income in U.S. Spread More Evenly Now

Salary and wage incomes in the United States are now spread more evenly than they were in 1939, according to a recent survey made by the Bureau of the Census.

The Bureau found that the share of national income received by the middle wage and salary groups showed an increase in 1951 compared with 12 years before, while that of those on the lowest and highest brackets declined.

Those with annual incomes of \$799 or less earned three per cent of the total salary and wage income of the nation in 1951 compared with 3.4 per cent in 1939. Those making \$3,885 and more per year received 41.6 per cent of the national income in 1951 compared with 49.3 per cent in 1939.

Sharp increases in earnings occurred between 1939 and 1951, the survey showed. During the period the wage or salary of the average employee tripled, increasing from about \$800 to \$2,400.

Effects of Plant Expansion on Employment in Canada, 1948-53

At least 19,000 additional workers required to staff new plants and additions built or completed during 1953. Expansion of manufacturing facilities since 1948 has resulted in an estimated 104,200 new jobs

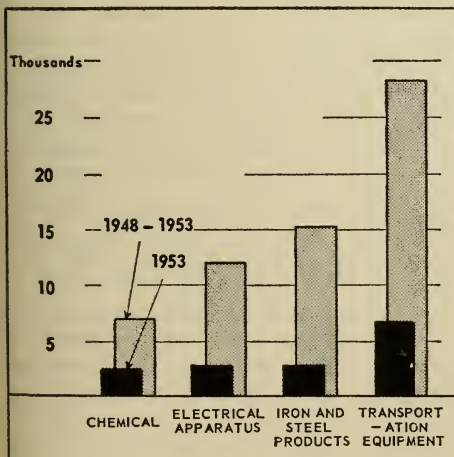
The staffing of new manufacturing plants and plant additions built or completed in Canada during 1953 will require at least 19,000 additional workers.

This estimated total is second only to the record reached in 1952, when 34,000 new jobs became available in manufacturing industries as the result of construction of new facilities. The main reason for the drop in the number of new jobs in 1953 is that last year 15,000 jobs were provided by the expansion of aircraft manufacturing facilities whereas this year only 1,300 new jobs will be created in this industry.

It is estimated that the expansion of Canadian manufacturing facilities since the beginning of 1948 has resulted in the creation of 104,200 new jobs.

An industrial breakdown of over-all plant expansion in 1953 indicates that 75 per cent of the new manufacturing jobs this year will be in the chemical, electrical apparatus, iron and steel products and transportation equipment industries. For the five-year period 1948-1952, about 60 per cent of all new manufacturing jobs resulting from the construction of new plants or plant additions developed in these four industries.

New Jobs in Selected Industries, 1948-1953



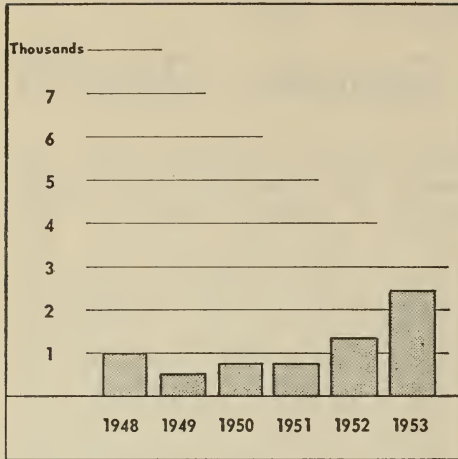
The regular survey on the effects of plant expansion on labour requirements, conducted by the Economics and Research Branch of the Department of Labour, provides information on the number of new jobs created by the completion of new manufacturing plant facilities every year since 1948. Fairly complete information respecting the number of plant expansions, the date of completion and the number of workers required to staff new facilities, which is obtained from employers, is known well in advance of the end of any current year.

The number of new jobs quoted in this article is based on the assumption that the new facilities will operate at full capacity on completion.

Chemical industry.—The expansion of plant facilities in the chemical industry has created a total of 6,900 new jobs from 1948 to 1953, of which 2,400 are becoming available this year. The 1953 total is a yearly record since 1948. The relation of the number of new jobs to present employment shows the chemical industry to be the fastest-growing sector in manufacturing at present. Employment in the industry increased 14 per cent from 39,800 workers in 1948 to 45,600 in 1952 and plant expansion was largely responsible for this growth.

Most of the new jobs in the chemical industry in 1953 are the result of heavy expansion in the field of synthetic textiles. Other expansion is largely in the plastics and industrial chemicals divisions. About 1,500 workers are being hired in three new synthetic textile plants, two of which, at Edmonton, Alta., will employ a total of 900 workers, and one, at Maitland, Ont., 600 workers. Another large new chemical plant to be completed in 1953 at Cornwall, Ont., will employ up to 200 workers in the manufacture of transparent cellulose film and other packaging materials. Altogether, 18 new plant facilities will be completed in Ontario during 1953 and will employ an estimated 1,200 additional workers in such places as Maitland, Sarnia, Welland, Toronto and Cornwall. In Quebec, 300 new jobs are being created, mostly in the Montreal area.

New Jobs in Chemical Industry, 1948-1953



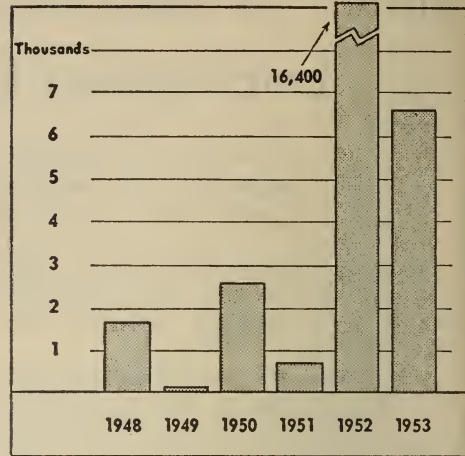
Transportation equipment industry.—A total of 28,100 new jobs has developed from 1948 to 1953 through expansion of plant capacity in the transportation equipment industry. Of these, 6,600 are expected to become available this year. The expansion in 1953 is largely concentrated in the automotive division. This is in marked contrast to 1952, when growth was almost entirely centered in aircraft manufacturing. A total of 15,000 new jobs resulted from expansion of aircraft facilities during 1952; only about 1,300 new jobs are expected in aircraft this year.

Regionally, the expansion is heavily concentrated in Ontario in 1953, where about 5,100 new jobs are expected to open up. In Quebec, 1,500 new jobs are anticipated. The high total in Ontario is mainly the result of the erection of a very large automotive assembly plant at Oakville, which is expected to employ 4,000 workers when capacity production is reached.

From 1948 to 1950, total employment in the transportation equipment industry declined slightly but in 1951, the defence program stimulated rapid expansion and by 1952, employment had increased to 144,400 workers from 104,400 in 1950.

Electrical apparatus.—From 1948 to 1953, the construction of new plant facilities for the manufacture of electrical apparatus provided 11,900 new jobs. The 2,800 created in 1953 marks a reduction from the record of 4,200 set in 1952. The 1953 total is, however, the second highest since 1948. Expansion in 1953 is heavily concentrated in Ontario, where 2,150 new openings are reported. Most of the remaining new jobs will be in Quebec.

New Jobs, Transportation Equipment, 1948-1953



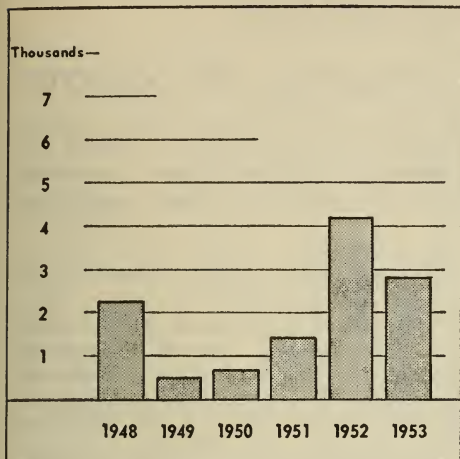
The type of expansion in this industry this year differs from last year's. In 1952, it was largely the result of increased requirements for the production of defence items. This year, expansion is more heavily concentrated in the consumer and producer goods sector. The recent introduction of television stations at Montreal, Toronto and Ottawa greatly stimulated sales of television sets and many firms are expanding plant capacity and employment in response to these higher sales. At least six firms are expanding production of television sets and will employ a total of about 1,000 new employees. Very little if any expansion is occurring in firms producing other household appliances such as refrigerators, etc.

Total employment in the electrical apparatus industry increased 21 per cent from an average of 56,000 workers in 1948 to 67,700 in 1952.

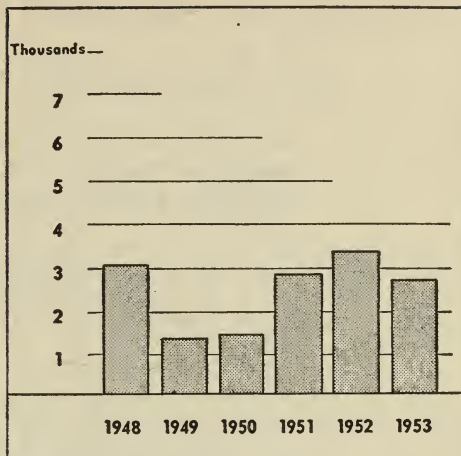
Iron and steel products industry.—New plant facilities in the iron and steel products industry have provided a total of 15,100 new jobs from 1948 to 1953. Present indications are that at least 2,800 new jobs will result from the opening of new plant facilities in 1953. This total is slightly lower than the record in 1952, when 3,400 new jobs were created. It is considerably higher, however, than the annual totals for the years 1949 to 1951.

From 1948 to 1952 employment in the iron and steel products industry increased 11 per cent from 167,800 to 186,800 workers. In recent years employment reflected the pattern of expansion in the industry. Average yearly employment dropped

New Jobs, Electrical Apparatus Industry, 1948-53



New Jobs, Iron and Steel Products, 1948-1953



steadily from 1948 to 1950, the employment index declining to a low of 215.7 in 1950 from 222.5 in 1948 (1939=100). Through 1951 and 1952 marked increases occurred and the employment index reached a high of 247.7 in 1952.

With respect to the industrial sub-groups of the iron and steel industry in which production capacity was increased, the pattern in 1953 did not vary significantly from that of 1952. The boiler and plate-work sector shows a marked year-to-year decrease, largely as a result of the fact that in 1952, the completion of one large defence project dominated expansion in this division. Minor year-to-year decreases in the number of new jobs are

anticipated for the hardware and tools and machine tools groups. In three other groups, household, office and store machinery, industrial machinery and primary iron and steel, the total number of new jobs expected in 1953 (1,900) is considerably higher than in the previous year (850).

Most of Canada's primary iron and steel mills are still carrying out some type of expansion or modernization program. This will greatly add to the productive capacity of basic and secondary iron and steel but the employment increases directly attributable to new plant facilities are light, amounting to about 300 new jobs in 1952 and 500 in 1953.

President Eisenhower Names James P. Mitchell to Succeed Martin Durkin as Labour Secretary

President Eisenhower has named the United States Army's manpower chief to be Secretary of Labour to replace Martin P. Durkin, who resigned September 10 (L.G., Sept., p. 1257).

The new Secretary of Labour is James P. Mitchell, former Assistant Secretary of the Army. He was sworn in October 9.

Mr. Mitchell is a Republican of wide experience in labour relations in both government and private industry. A native and resident of New Jersey, he has been

a personnel expert for New York department stores and for various government departments.

In press interviews given at the time his appointment was announced, Secretary Mitchell declined to comment on the dispute over the amendment of the Taft-Hartley Act, the reported cause of Mr. Durkin's resignation. He told newsmen that he would do "the best possible job for the people of the United States".

Mr. Mitchell, who is 50 years old, is a Catholic, as was the former Secretary, Mr. Durkin.

Thirteenth Annual Convention of Canadian Congress of Labour

Talk of labour unity much in evidence during week-long meeting of 866 delegates. President A. R. Mosher, all principal officers re-elected. Jurisdictional dispute between two CCL unions mars unity atmosphere

Talk of labour unity was in the air during much of the 13th annual convention of the 375,000-member Canadian Congress of Labour in Montreal, September 14 to 18. Accredited delegates totalled 866.

The convention's opening moments provided the first reference to unity when a Vice-president of the Trades and Labour Congress, Claude Jodoin, appeared on the platform to bring the city of Montreal's welcome to the delegates (*see box, p. 1435*). CCL President A. R. Mosher, who was returned to office along with his principal officers, devoted a great deal of his presidential address to labour unity.

The convention adopted a resolution urging close co-operation at all levels and on all phases of union activity with Canada's other central labour bodies.

A unified approach to the housing problem was recommended in another resolution approved by the delegates. This resolution called on the CCL to ask other central labour organizations to join with it in making representation to the Government to urge a solution to the country's housing shortage.

The atmosphere of willingness to seek unity was marred, however, by the hearing of a jurisdictional dispute between two CCL unions. The convention, going counter to the wishes of the executive, granted organizing rights in two Edmonton petro-chemical plants to the Oil Workers' International Union, reversing a previous decision of a CCL jurisdictional committee which had awarded them to District 50, United Mine Workers.

A multi-clause resolution defining the CCL's foreign policy included condemnation of Soviet Russia and a call for Canadian recognition of Red China. Two resolutions dealing with under-developed countries asked for increases in Canadian grants to the Colombo Plan and to the United Nations Technical Assistance Program and recommended contributions by all CCL members to the regional activities fund of the International Confederation of Free Trade Unions.

The convention voted to continue political affiliation with the CCF party and

rejected a bid to permit re-affiliation of unions expelled at earlier conventions for communist activities.

The federal Government was criticized for a "do-nothing" attitude towards the textile, coal mining and farm implement industries. A farm implement council was set up to seek a solution to the unemployment problem in that industry.

Also criticized was present labour legislation in Canada, both federal and provincial.

The convention named the CCL executive as a national strike committee to direct the marshalling of assistance to striking gold miners in Northern Ontario and Quebec.

The refusal to adopt the 35-hour work week as a Congress objective and the launching of an organization campaign among white-collar workers were other noteworthy occurrences at the convention.

Walter Reuther, President of the Congress of Industrial Organizations, was guest speaker at the convention banquet. He declared that the feeding of the hungry peoples of the world is a better way to combat Communism than the creation of armies and the stock-piling of atomic bombs. He also dealt briefly with Labour's problems, including the quest for a guaranteed annual wage. A resolution recommending the establishment of a committee to study the guaranteed annual wage question did not reach the convention floor before adjournment.

Other speakers included the Hon. Milton F. Gregg, Minister of Labour; A. F. Hartung, President of the International Woodworkers of America; and Henry Young, Vice-chairman of the Interprovincial Farm Conference.

A. R. Mosher

"Labour unity must be recognized as an important objective, which must be attained if we are to achieve maximum results for our members", said A. R. Mosher in his presidential address to the 13th annual convention of the Canadian Congress of Labour.

"No one who has not been closely associated with the labour movement can realize how much it has been weakened by disunity in our ranks," said Mr. Mosher, adding that "it is very gratifying to me to note that there is a growing tendency for unions, which have for many years been competing for membership in the same industries, to agree that competition and bitter rivalry are harmful to their members."

While labour unity was the major topic of his speech, the CCL President also dealt with the importance of political action by organized labour, housing, full utilization of the country's productive capacity, and aid to under-developed areas.

Organizing the unorganized workers of Canada is "our primary task," said Mr. Mosher. But that task "ultimately involves not only obtaining the membership and loyal support of the largest possible number of eligible workers, but also attaining unity between the various groups into which the Canadian labour movement is now divided.

"While we should be concerned about those factors which have hitherto prevented our bringing about closer relationships between the central labour bodies in Canada, we should not, in my opinion, become discouraged, or cease our efforts in this direction. Economic pressure will sooner or later force the workers of Canada to seek a unified labour movement, based on sound and enduring principles of freedom and justice. Wasteful and inefficient methods of organization will inevitably be discarded between all labour organizations, in Canada and throughout the world."

Mr. Mosher went on to say "I should not like to give the impression that we favour unity at any price, or that past differences and divisions have not served a useful purpose. In fact, it is quite likely that these divisions helped to expose weaknesses and lack of perspective."

Referring to the establishment of the CIO and the creation of industrial unions as the means by which "millions" of workers in the mass-production industries in the United States and Canada have obtained improved wages and working conditions, he stated that "the fact that a division in the ranks of labour became necessary to meet the evolutionary development of industry on this continent should not remain a permanent barrier to unification."

Workers, he said, "whether they are engaged in craft or mass-production indus-

Delegates filing into the hall on the first morning of the CCL convention were confronted with a sight that must have made many of them think that labour unity was about to be effected. There on the platform, alongside the CCL's executive officers, was Claude Jodoin, a Vice-president of the Trades and Labour Congress. During the opening ceremonies they learned, however, that Mr. Jodoin, a Montreal alderman, was there to bring the city's welcome to them, deputizing for Mayor Camillien Houde, who was out of town.

Mr. Jodoin did hint that unification of the CCL and the TLC might eventually come to pass. "I am not a fraternal delegate this time," he said, "but one never knows what the future will bring." The delegates cheered. The TLC Vice-president mentioned the 50 years of co-operation between his union, the International Ladies' Garment Workers' Union, and the CCL's Amalgamated Clothing Workers of America as a "good example" to the whole labour movement.

Gérard Rancourt, President of the Montreal Labour Council, host organization, said "Mr. Jodoin's presence has a special significance at the present time." He then told the delegates that "the Montreal Labour Council has worked and will continue to work with other labour groups in this city."

tries, have common interests which form the basis of their association in the labour movement."

At this point Mr. Mosher departed from his prepared text to make mention of the conventions, held concurrently in Toronto, of the Amalgamated Lithographers of America, a CIO-CCL affiliate, and the International Photo-Engravers' Union of North America, an AFL-TLC union. Presidents of the two unions, he reported, had addressed the convention of each other's union. "I hope," Mr. Mosher said, "that all labour organizations, international, national or regional, will some day join in one central organization." The delegates cheered this statement.

He called upon all councils and provincial federations to promote good relationship with similar groups chartered by other central labour bodies, and to co-operate as fully as circumstances permit in all their activities.

"I think it is especially important that we continue our efforts to arrange for joint

representations to governments, parliamentary or legislative committees, and similar bodies," he said.

Mr. Mosher reported that on several occasions during the past year, he and the President of the Trades and Labour Congress of Canada had made joint statements in the name of both Congresses, the most recent of which was a joint protest to the Soviet Embassy in Ottawa condemning the attacks which were then being made on East German workers by Soviet troops and tanks.

Mr. Mosher also mentioned that both congresses and the Canadian and Catholic Confederation of Labour had co-operated for several years in arranging meetings of employee members of Courts of Referees for Unemployment Insurance in Ontario and Quebec, and in representations to the House of Commons Special Committee dealing with amendments to the Criminal Code.

"Such evidences of co-operation are most encouraging, and I am confident that more and more progress along these lines will be made," he said.

On the general labour situation, Mr. Mosher said that although collective bargaining during the past year had followed very much the same pattern as in recent years, with some spectacular gains and fewer strikes, there was a tendency toward greater employer resistance.

"This tendency will, I believe, continue during the months ahead, and we must be prepared to take whatever action may be necessary to prevent living standards from becoming stabilized at their present levels, when by proper use of our resources and productive capacity we might improve them," he said.

Here Mr. Mosher made particular reference to the strikes in progress in several gold mines in Northern Ontario and Quebec. These strikes, he said, "represent one of the most important struggles in which our movement has engaged in recent years, and it is important that we unite in supporting them".

Mr. Mosher then emphasized "the tremendous importance of developing the political arm of labour, in order that we may make our influence felt in Parliament and legislatures and other governing bodies, commensurate with our numerical strength and importance in the nation".

He said that "to the extent of our ability, we should participate in determining and administering the laws that govern us.

"Our political set-up in Canada, which provides representation only through political parties, requires us to endorse and

support a political party pledged to accept, as a guiding principle, our legislative program, and that is what our congress is doing."

On the subject of housing, Mr. Mosher said that the time has come when organized labour must do more than make demands upon the Government for legislation to provide low rental or other housing for the many thousands who find it impossible to secure proper shelter for themselves and their families.

"I therefore strongly urge that the Congress and its affiliates give serious consideration to the development of co-operative housing schemes to meet the needs of the workers in this respect."

The productive capacity of the labour force in Canada is not being utilized to its fullest extent, continued Mr. Mosher, adding that "in a so-called free enterprise economy, it is not possible to attain full employment, even in a time of great need.

"There is undoubtedly a place for some forms of free enterprise in our national economy but extending it to embrace these industries upon which we must depend for our minimum subsistence not only leads to abuse and exploitation, but places the very existence of great masses of the people in the hands of a few whose chief concern is not always the best interests of the workers and other consumers.

"Duplication of effort in the production and distribution of essential commodities, which is inevitable in a free enterprise system, wastes man-power, thus adding to the cost of production, and resulting in under-consumption. If competition and the struggle for private profit did not in any way interfere with the production and distribution of those commodities which are essential to a minimum standard of health and decency, there would be little cause for complaint. Unfortunately, however, the necessities of life are juggled in the same manner as non-essentials, without regard for the added cost which the consumer must pay."

To the suggestion that competitive enterprise creates jobs and wages, Mr. Mosher said:

"My answer to this is that work is good for us but wasteful effort neither increases our productivity nor improves our standard of living. The proper use of human and material resources is more important than work for the sake of the mental and physical energy required to perform it.

"We need more and better homes, more and better food and clothing for the men, women and children in the depressed areas of the world . . . before we carry on activi-



Opening ceremonies at the CCL's 13th annual convention. Pictured are: (left to right) R. J. Lamoureux, President, Quebec Federation of Industrial Unions; A. R. Mosher, CCL President; Gérard Rancourt, President, Montreal Labour Council; Rev. Henri Pepin, Chaplain of the Quebec Apprenticeship Schools; Claude Jodoin, a TLC Vice-president, who, as a Montreal councillor, conveyed the welcome of the city of Montreal to the delegates; Silby Barrett and Sol Spivak, Vice-presidents.

ties equivalent to digging holes in the earth and filling them up again, merely to provide work."

Here Mr. Mosher, in another departure from his prepared text, attacked a suggestion that compulsory arbitration be substituted for strikes in disputes involving public health and safety. The suggestion had been made a few days earlier in a resolution passed by the Canadian Bar Association in convention at Quebec City (see p. 1426).

"The labour movement is unwilling to accept arbitration or forgo its right to strike," said Mr. Mosher.

"We have learned from bitter experience how broad an interpretation the courts can place on public health and safety. Legislation of that character could have no other effect than to make slaves of the workers, and unless I am greatly mistaken, organized labour will not only resist any further curtailment of its rights but will continue its efforts to remove the restrictions presently in effect which hamper and retard its legitimate activities."

As an indication of the progress the Congress had made during the past year, Mr. Mosher mentioned the establishment of two new departments: a Department for International Affairs and a Department of Organization.

Returning to the subject of unity, Mr. Mosher concluded his address by saying:

"The labour movement cannot be strengthened or its status improved by dwelling upon differences of opinion, to the exclusion of the many matters of fundamental importance upon which we agree. Let us therefore adopt a positive point of view, and endeavour to obtain the widest possible support for constructive action on fundamental issues, believing that ultimately all existing differences will be cleared away, and a unified labour movement will embrace all free trade unions in Canada. The necessity of progress in this direction is apparent to all who give the question serious consideration, and I am convinced that, if we have the will, we shall find the way toward the fulfilment of our highest hopes and aspirations in this regard."

Labour Unity

The CCL made a move towards labour unity when it adopted a resolution urging close co-operation at all levels and on all phases of union activity with Canada's other *bona fide* central labour bodies.

This year's resolution is more specific than the one adopted at the 1952 convention in that it urges labour councils and provincial federations to establish joint meetings with the labour councils and federations of the TLC and CCCL and with the railway brotherhoods. Last year's resolution called only for an approach to the other groups "with a view to obtaining united action on all questions affecting Canadian Labour".

The move followed close on the heels of the TLC's decision, taken at its convention in August, to explore further steps towards eventual organic unity and to urge its affiliates to refrain from raiding (L.G., Sept., p. 1274).

The resolution adopted was a substitute for three others, one of which called for an end to raiding, one for a program of united action and one for joint meetings, a recommendation retained in the substitute motion.

The resolution, adopted after surprisingly little discussion, was as follows:

Whereas this convention notes with pleasure the continuation of the Congress policy of united action, wherever possible, with other *bona fide* central labour bodies on all matters of mutual interest and to withstand the many attacks being made against organized labour by employer interests and government agencies which are designed to weaken and divide the labour movement, and

Whereas, while we recognize the autonomy of our affiliated unions, action to accelerate this very necessary move towards closer co-operation should be encouraged at other levels of the union movement.

Therefore be it resolved that this convention reaffirm the endorsement of Congress policy in this connection and further suggest that labour councils and provincial federations be urged to establish joint meetings with the labour councils and federations of the TLC and the CCCL and with the railway brotherhoods to work out co-operative activities on all phases of union work.

The only speaker opposed to the resolution was William Stewart of the Marine and Shipbuilding Workers, who asked why the resolution made no recommendation to outlaw raiding. He also thought independent unions should be named in the resolution.

Resolutions Chairman Harry Chappell replied that the question of raiding could be worked out through the co-operation on all levels recommended by the resolution.

Housing

The CCL has decided to ask other Canadian central labour organizations to join with it in making representation to the Government to urge a solution to the country's "acute housing shortage". The recommended solution: public, low-cost and low-rent housing plans.

The convention approved unanimously a resolution calling on the CCL to seek the co-operation of the Trades and Labour Congress and the Canadian and Catholic Confederation of Labour in a joint representation to the federal Cabinet.

The original motion submitted to the convention asked only that the CCL urge the Government to take immediate action on the housing problem. The resolutions committee added the appeal for a joint effort by Canada's three major labour federations.

"A terrifying housing situation exists in this country at the present time," said Secretary-Treasurer Donald MacDonald, first speaker in the discussion. He intimated that he would have preferred an even stronger word to describe the situation.

"What is being accomplished is utterly inadequate; it doesn't even begin to cope with the shortage," he said.

"There is no group of people on whom the housing situation makes a greater impact than the workers," he went on. "There is not a possibility of building or buying a house for \$6,000—two-and-a-half times the average worker's annual income. Central Mortgage and Housing Corporation couldn't start to provide a house at that price; the cheapest type of house that CMHC has been able to build costs \$8,400. Not one of the nine top-paying industries in Canada provides salaries sufficient to buy that house."

Mr. MacDonald also charged that housing was being "rationed by the purse" and that the Government was reluctant to interfere with "the vested interests". He also complained that the Government has twice in recent years allowed lending agencies to increase their interest rates.

Another housing resolution adopted, one submitted by CCL President Mosher himself, called on the CCL to encourage the institution and development of co-operative housing in Canada and to "make every effort" to obtain government assistance for

such housing. The type of housing program referred to in the resolution is that described to the convention by Rev. Francis Marrocco (see p. 1450).

Jurisdictional Issue

Reversing a decision of a CCL jurisdictional committee and taking no notice of a warning by CCL President Mosher, who had headed the committee, the delegates voted to give the Oil Workers' International Union jurisdiction at two Edmonton petro-chemical plants when the convention ruled on an appeal by the OWIU against the committee's decision to give the jurisdiction to the United Mine Workers, District 50.

Organizing rights in the chemical field were given to the UMW at the CCL's 1949 convention.

When the jurisdictional committee, on which James Bury of the Vancouver Labour Council and Malcolm Smith, President of Local 222, United Automobile Workers, Oshawa, served along with President Mosher, met in July this year it gave organizing rights in the two plants to the UMW.

The reasons for the committee's decision were explained by Mr. Mosher. The industrial process at the two plants involved is essentially a chemical one, he said, and the products are chemical products. In addition, District 50 has the majority of Canadian Industries Limited plants organized and under collective agreement. (One of the plants in the dispute is a CIL establishment.)

"The committee had very little choice but to allow jurisdiction to District 50," he concluded, "because the chemical industry had previously been awarded to the United Mine Workers." If the convention reversed the committee's decision, he warned, the CCL would have to change its whole jurisdictional structure.

The heads of the two disputing unions, Alex McAuslane, Canadian Director of the OWIU, and Silby Barrett, Director of District 50, UMW, were allowed 15 minutes in which to present their case. In addition, Mr. McAuslane was given 10 minutes for rebuttal.

The Oil Workers' Director argued that his union should be given the organizing rights because the principal raw material used at both plants was oil. If jurisdiction was awarded to the UMW, he said, the oil union's grip on the whole industry would be lost.

Mr. Barrett argued that acceptance of Mr. McAuslane's argument would play into the hands of employers. "The employers

All resolutions placed before the CCL convention on its second afternoon were adopted—except one. That one sought approval for a petition to the United States Government for Canada's admission as the 49th state.

Submitted by a Toronto local of the United Steelworkers of America, the resolution pointed out that most CCL affiliates had their headquarters in the United States and that rates of pay were higher, taxes lower and consumer goods cheaper in the United States than in Canada. Further, it declared, "a closer connection with the United States would remove a lot of foolish arguments presented by employers against the same rates as exist in the United States."

As every member of the resolutions committee was "a good Canadian," they recommended non-concurrence in the resolution. Every delegate in the hall, including those from the sponsoring local, rose to support that recommendation.

would like to see a different union in each plant," he said. "Then they could play one against the other."

In his rebuttal Mr. McAuslane said he would "leave the decision in the hands of the rank and file". When the vote was taken and CCL Vice-President George Burt, in the chair for the hearing of the appeal, announced that the jurisdictional committee's ruling had been upset, Mr. Barrett demanded a counting of hands. The result was the same. Vice-president Burt ruled that the Oil Workers' had been given jurisdiction at the two plants.

Foreign Policy

An accusation that Soviet Russia was responsible for present world tension; a call on Canada to take the lead in exploring the possibilities of negotiating an East-West settlement and to work for the removal of underlying causes of war; criticism of French policy in Tunisia and Morocco, of British actions in Central Africa and of the racial policies of the South African Government; and condemnation of the "Franco Government" of Spain—all these were included in a multi-clause resolution on foreign policy substituted by the resolutions committee for ten submitted by CCL affiliates.

The resolution also urged Canada to:

1. Give the fullest support to the United Nations and the North Atlantic Treaty Organization in their efforts to promote peace and stop aggression.

2. Support the British proposal for a Big Four meeting.

3. Urge the immediate conclusion of a peace treaty with Austria and with Germany as soon as an all-German Government has been freely elected.

4. Recognize the *de facto* government of China and press for its admission to the United Nations as soon as the Korean peace conference is successfully concluded.

5. Continue to demand genuine disarmament, with effective international supervision.

The underlying causes of war which Canada should work to remove were listed in the resolution as: dictatorship, both communist and anti-communist; poverty in under-developed countries; restrictions on international trade beyond the limits imposed by balance of payment problems or other economic factors and by the necessity of denying weapons and strategic materials to aggressors or potential aggressors; oppression of colonial peoples; and racialism.

One of the original resolutions openly called for trade with Red China; the substitute asked only for removal of restrictions on trade with the above exceptions.*

The CCL accusation of Soviet Russia was as follows:

The present world tension is largely a consequence of the aggressive policies of totalitarian communism. Soviet aggression or threatened aggression has forced the free nations of the world to rearm. This convention endorses the right of all democratic countries to strengthen their means of defence. It stands firmly against appeasement in any form.

But no opportunity for negotiation should be lost, the resolution continued, and the Soviet Union may soon be ready to negotiate a settlement of the cold war "because of the increasing strength of the free world". Canada must take the initiative in exploring every possibility of such a settlement, the resolution declared.

The Congress described recent French actions in Tunisia and Morocco as "oppressive". Britain was criticized for "forcing through" Central African Federation "against the wishes of the African population". On Kenya the CCL "recognized the necessity of re-establishing law and order but urged immediate political, social and economic reforms there to get

rid of the causes of unrest." Racial policies of the South African Government were called "barbaric".

The resolution "saluted" the "valiant" workers of East Berlin, East Germany and Czechoslovakia and pledged CCL support to them.

(Another resolution, submitted by the executive council, expressed "complete solidarity with those valiant workers (in East Germany) who, in their struggle against communist tyranny and oppression, did not hesitate at the risk of their lives to face machine guns and tanks" that were trying to "stifle the legitimate protests of workers who were exercising their right to strike as free men." This resolution also called on all CCL unions to contribute "as generously as possible" to the relief fund set up by the ICFTU to assist refugees from "Soviet persecution and tyranny".)

Presentation of this resolution caused one of the liveliest debates of the entire convention. Left-wing delegates objected to the salute to the East Berlin workers, to the CCL view of the situation in Kenya and to the deletion of Red China from the section dealing with international trade. Other delegates thought the resolution should have pointed out the lack of attempts to regain the United Kingdom market.

William Stewart of the Marine Workers criticized the resolution for placing all blame for world tension on Russia. The road to peace was through the conference door, he declared.

He also criticized the resolution for being contradictory. "What side are we on?" asked another delegate. "We say we are opposed to oppression of colonial peoples yet we recognize the necessity of re-establishing law and order in Kenya." The Mau Mau are not terrorists, he said, but "people who want to own the land that is rightfully theirs."

Secretary-Treasurer Donald MacDonald gave the answer to that delegate's question. "We are on the side of decency, freedom and democracy," he said.

Mr. MacDonald then told the convention what he had seen during his recent visit to Berlin. The East Berlin riots will go down in history, he said "as one of the most glorious days in the annals of labour, when Soviet tyrants were holding German workers under abject suppression.

"The work norms imposed by the Soviet would have tied workers to their machines," he went on. "The increase in the norms was beyond the ability of normal humans to meet.

* A resolution urging the Government to prevent the import of goods manufactured by "slave labour" in communist countries was adopted by the Quebec Provincial Council of the Catholic Women's League, whose convention was being held in Quebec the same week as the CCL convention.

"From my personal observations I can say that, horrible as are the conditions of the people of the under-developed countries, they are not one bit worse than those of the peoples under Soviet subjugation.

"It is to the undying credit of the enslaved workers that they served notice on their communist masters that they had stood all they could stand."

The resolution carried unanimously.

Aid to Under-developed Countries

Acting on two resolutions submitted by the executive council, the CCL convention moved in two ways to provide financial help to under-developed countries. It decided first to call on the Government to increase almost seven-fold its grants to the United Nations Technical Assistance Program and to quadruple its Colombo Plan contribution and, second, to recommend voluntary contributions of one cent per member per month to the ICFTU regional activities program.

Canada's present \$800,000 grant to the U.N. program should be increased to \$5,000,000 and her current annual contribution to the Colombo Plan of \$25,000,000 should be raised to \$100,000,000, the resolution urged. It pointed out that the present grants totalled less than one-fifth of one per cent of Canada's national income and one-tenth of last Spring's tax cut.

The CCL executive council had already recommended that each affiliate collect one cent per member per month to redeem the Congress' \$50,000 pledge to the first three-year ICFTU regional activities program. At this year's ICFTU conference the CCL delegation proposed a further three-year program; the resolution recommending continuance of the one-cent monthly contribution by all members was submitted to ensure that the CCL contribution to the program during its second three-year period would be forthcoming. The second plan begins July 1 next year.

The resolution recommending increased Colombo Plan contributions was substituted for one suggesting that as Canada's defence spending declines the corresponding amount be distributed in the form of technical aid and direct assistance to under-developed countries.

(Earlier the convention adopted a resolution pledging CCL support for the ICFTU and recommending that provincial federations and local labour councils promote an understanding of the aims and objectives of the ICFTU in local unions and develop ways to provide financial and moral support for the international labour confederation. The only voice raised in opposition

to this resolution was that of J. K. Bell, Maritime Marine Workers' Federation, who advocated the withholding of support to the ICFTU as long as it "remains dominated by U.S. State Department policy".)

Chief speakers in the discussion on the ICFTU contribution were Secretary-Treasurer MacDonald, Eamon Park, member of the CCL's National Committee on Human Rights, and Doug McEntee, Toronto Labour Council.

Mr. MacDonald reminded the delegates that it was the Canadian delegation to the ICFTU conference who had urged the extension of the regional activities program.

Mr. Park warned the delegates not to regard the resolution as one to be passed, then ignored. His union, the United Steelworkers of America, had already raised \$25,000 and had agreed to the one-cent-per-month contribution, he said.

Mr. McEntee pointed out that one of the reasons the Canadian farm implement industry was in difficulty was that the work "is now being farmed out to low-wage areas". We must work through the ICFTU to raise wages in those low-wage areas, he declared.

Political Affiliation

An attempt by a minority of delegates to this year's CCL convention to have the Congress sever its affiliation with the CCF was overwhelmingly defeated. The Congress re-affirmed its recognition of the CCF as its "political arm".

Of four resolutions dealing with political affiliation, two recommended that the CCL adopt a non-partisan, independent political policy, one that it conduct a referendum vote among all its members "to find out if they approve the political program of the Congress" and one that it re-iterate its position as supporting the CCF. The resolutions committee recommended non-concurrence in the first three and adoption of the last. The convention agreed.

The resolution adopted also suggested that CCL labour councils establish joint committees with the CCF on the metropolitan level to develop Labour-CCF co-operation on all political work.

During the hour-long debate on the resolution, A. Babcock of Local 200, United Auto Workers, the local sponsoring the resolution urging the adoption of a "non-partisan, independent political program," said:

"While we all agree that we have to have a labour party, we are not going about it the right way. In my part of the country

(Windsor, Ont.) the people will not support a CCF candidate. I think we should adopt non-partisanship and let the local unions support the candidate who will do the most for Labour."

He was answered by William Sefton, international representative of the United Steelworkers of America, who said that "non-partisanship caused the CCF defeat in the 1945 Ontario elections."

George Home, Secretary of the British Columbia Federation of Labour, added: "The theme of this convention is that we must have unity. The only way we will get unity is to unite in a political party."

Another opponent of the resolution was William Stewart of the Marine and Shipbuilding Workers, who declared that "only a small part of the Canadian labour movement and only a small part of the CCL supports the CCF; they show that by the way they vote in elections. Let us develop a labour party in Canada. Let's set up constituency committees with the TLC and support the candidates who will support Labour's program."

William Mahoney, Assistant Canadian Director of the United Steelworkers, said that as Canada's political system is a party system the CCL should support a party. "Non-partisanship is not the answer," he said.

Pat Lauzon, Local 200, UAW, stated that he was opposed to the resolution submitted by his own local and also to that recommended by the resolutions committee. "What we need is a party all Canadian Labour can support—a straight labour party as in Great Britain," he declared.

Bert Gargrave, representative of the United Steelworkers, said "we already have a labour party; let's support it. All it needs is the real support of the workers of this country; all we have been giving it is lip service."

Readmission of Expelled Unions

A resolution that would have invited the unions expelled from the CCL at earlier conventions to re-affiliate with the Congress was overwhelmingly defeated. When a standing vote was taken, fewer than a score of delegates rose to support the resolution.

Sponsors of the motion, Windsor Local 200 of the United Automobile Workers, would have opened the door for the readmission of the International Union of Mine, Mill and Smelter Workers, the United Electrical Workers and the International Union of Fur and Leather Workers

"in the interest of uniting and strengthening the Canadian trade union movement".

Recommending non-concurrence in the resolution, Chairman Harry Chappell of the resolutions committee said "When those unions rid themselves of the elements that caused their expulsion they will be welcomed back." The convention cheered the statement.

A debate on the proposal lasting almost two hours was opened by Joe Miller of the International Union of Electrical Workers, the CIO-CCL union organized to replace the expelled UE. "It's a surprise to me," he said, "that any local could still believe that the UE was a union. It's some time since it has been a union; it's a Communist-dominated remnant of a union. In my opinion there is no room in this organization for anything that is led by the sort who lead the UE." However, he added, there is "lots of room" in the CCL for the members of the UE. "All they have to do is join a *bona fide* trade union," he declared.

A UAW delegate from St. Catharines, Ont., Gordon Lambert, spoke in support of the resolution, asserting that "we should respect the democratic right of any worker to choose the union and the leaders of their choice." He reminded the delegates that Mine-Mill had organized a plant in Niagara Falls, "smashing" the company union there, after many unions had failed in the attempt. In addition, he concluded, readmission of Mine-Mill would add "thousands" of workers to the CCL.

Mrs. Brida Gray of a Toronto Steelworkers local said the CCL had not expelled the rank and file of the Mine-Mill union, only the leadership, which was "trying to destroy" the CCL.

A former member of the Mine-Mill union who is now a member of the Steelworkers, C. C. Ames of Kirkland Lake, accused management of "doing business" with Communist-dominated unions because they are now "nothing more than company unions".

Sam English, a British Columbia delegate of the United Mine Workers, who said he thought it was time the expelled unions were brought back into the Congress, pointed out that divisions in the labour movement led to the creation of slave states, "such as Quebec". William Dodge, Montreal, a CBRE delegate, later declared that "the delegate who called Quebec a slave state would be behind bars if he were in the USSR" and made such a statement there.



Labour Minister Gregg, CCL President Mosher, CIO President Walter Reuther and CCL Secretary-Treasurer MacDonald share a cheerful moment at the CCL convention.

Textile Industry

After delegates to the CCL convention were told that a disastrous unemployment situation exists in Canada's textile industry, they unanimously approved a resolution calling for an immediate conference of labour, government and industry to deal with the problem and condemning the "do-nothing" policy of the federal Government.

In addition to dealing with the immediate problem of unemployment the conference should consider long-range measures designed to provide a greater degree of security for those employed in the industry while ensuring a fair deal for textile consumers, the resolution stated.

E. C. Cluney, Assistant Canadian Director of the Textile Workers Union of America, described conditions in the textile industry. "Many thousands of textile workers are unemployed," he said. "A short time ago we manufactured 68 per cent of all textiles consumed in Canada; today we don't produce even half." He

blamed the dumping of textile imports* here at prices below those in the home market for the situation.

"The main purpose of this resolution," he continued, "is to repeat our request to the Government, and to get CCL support, to call this conference. Many of the manufacturers have said they will go with us."

The problem has been in existence for two years, said J. H. D'Aoust, Canadian Director of the TWUA. "We can't stand idly by any longer; we want something done about it. We have facts and figures and all we want is a chance to present them to the Government," he said.

Coal Mining Industry

The day after hearing about the unemployment situation in Canada's textile

* The Dominion Bureau of Statistics reported September 25 that textile imports in June this year totalled \$30.6 million compared with \$23.7 million in June last year and that imports in the first six months this year amounted to \$215.7 million compared with \$175.5 million in the first half of 1952.

industry (see above) the CCL convention learned that thousands of Canadian coal miners are unemployed because, according to Freeman Jenkins, Director, District 26, United Mine Workers, of a lack of constructive policy to maintain the coal industry in full operation.

The convention then adopted a resolution urging the federal Government to develop a Canadian coal policy that will give full-time employment at adequate wages to Canadian coal miners.

"Assistance is given to the coal mining industry in times of war," Mr. Jenkins said, "but after the war the coal mining industry is the first to be hit by hard times; and government assistance is withdrawn."

Although the Dominion Coal Board is doing something it's far from what is needed, Mr. Jenkins said.

"If we run into an emergency the Government will find they can't open up a mine overnight nor train a miner overnight," he warned.

Sam English, a UMW delegate from Michel, B.C., predicted that some towns in the Alberta coal fields will soon be ghost towns. He suggested the creation of secondary industries based on the coal mines to prevent this occurrence. "We must utilize the coal in the West," he said.

Farm Implement Council

Acting on an emergency resolution, the convention decided to set up a farm implement council whose function will be to seek conferences with the farm implement industry, governments and farmers in an attempt to solve the unemployment problem in that industry. CCL unions in the industry will make up the council.

Unemployment in the farm implement industry is the "first rumblings of an approaching depression," one delegate warned the convention.*

Two CCL vice-presidents, both Canadian directors of unions in the industry, spoke during the discussion of the resolution. They were George Burt, who heads the Canadian section of the United Automobile Workers, and C. H. Millard, Canadian chief of the United Steelworkers.

Mr. Burt gave two reasons for the unemployment in the farm equipment industry; the decline in farm income and

* A mild recession will come in mid-1954, Prof. Paul H. Frigon, President of the Professional Industrialists Association, told the annual conference of that association, held the same week as the CCL convention. When it comes, however, it will be only a lull prior to a return to a more normal economic tempo, Prof. Frigon predicted.

the refusal of the farm equipment companies to adjust their prices to the needs of the farmers. "They will not lower their prices," he declared, "even though their profits are 230 per cent; they won't take less."

Mr. Millard reported that layoffs in the farm implement industry were already resulting in layoffs in the steel industry. The council proposed by the resolution was the first step towards a solution, he said.

"For many years," he told the delegates, "this Congress and its unions have been appealing to the Government to introduce industrial councils representing labour, industry, government and, in this case, the farmers. The Government has resisted all our attempts. It is now almost a year since this problem came to our attention and not a single thing has been done by the Government. They seem to feel it is only a soft spot and that some way, somehow, the problem will solve itself.

"There is no reason for a letdown in the farm implement industry today," he continued. "Not only do we have to meet our own needs but there is a need to supply machinery to under-developed countries as part of our contribution to the world's welfare. The industry should be running at 100-per-cent capacity."

Delegate J. Bellingham of the United Steelworkers, Hamilton, criticized the import of farm machinery from the United States while Canadian plants were on short time with a reduced work force.

Doug McEntee, chairman of the temporary farm implement council already set up by the Ontario Federation of Labour, pointed out that the trend to unemployment is not confined to the farm implement industry.

"It's time the Government and management sat down with us," Mr. McEntee said, "to try to find the answer; it affects them, too. Someone has the answer but we'll never get it if we don't sit down and try to find it."

National Labour Code

Canadian labour legislation is "the biggest threat we have to collective bargaining," said CCL Vice-President George Burt during discussion of a resolution urging the Congress to continue to press for the establishment of a national labour code. The resolution carried.

Present legislation, both federal and provincial, is designed to restrict Labour's freedom to use the strike weapon by requiring the fulfilment of numerous conditions before workers can strike, he

charged. A strike should be permitted the day after the termination of a collective agreement, he declared.

"Now it sometimes takes eight months after the termination of a contract to get the results of a conciliation board," he pointed out.

Mr. Burt said that in one respect Canadian legislation was worse than the Taft-Hartley law in the United States. "Management can speed up during the term of an agreement but workers can not strike during the term of an agreement," he asserted. "They cannot do that even in the United States under Taft-Hartley." The present code is taken advantage of by management, he charged.

"We are fed up with this type of labour code," he concluded. "Management can raise its prices without going before a conciliation board."

Pointing out the different requirements that have to be met by his union in different provinces, Alex McAuslane, Canadian Director of the Oil Workers' International Union, appealed for a uniform labour code. He also suggested that Labour be consulted in the drafting of such a code.

"One of the weaknesses of the labour code," said Stan Thornley of the Rubber Workers, "is that employers are using it to evade bargaining. They take the position that they don't have to make a concession until they go to conciliation."

Another resolution that urged amendment of the British North America Act to place matters of national importance within the jurisdiction of the Canadian Government and, once the amendment had been made, enactment of a national labour code covering all industries, a national minimum wage act and a national hours of work act was adopted without debate.

Strike Resolutions

Full support for striking gold miners in Northern Ontario and Quebec was given in an emergency resolution passed on the second day of the convention.*

Carried unanimously, the resolution pledged the CCL's "full strength in raising funds and rendering other support" to the miners of Timmins and Noranda and instructed the incoming executive committee to establish itself as a national strike committee† "for the purpose of mobilizing

* The CCCL convention in Quebec, held in Quebec during the same week, sent to the CCL a promise of its support to the striking gold miners.

† Within a week of the convention's close, the committee despatched a strike appeal to all CCL affiliates.

A newspaperman working at the press table at the CCL convention took the floor to enter one of the discussions on the convention's final day. He was Fred Jones, who, as well as being labour correspondent for the *Toronto Telegram*, is Vice-president of the Toronto Newspaper Guild.

During the debate on the CCL's foreign policy resolution, a delegate accused the press of trying to break strikes. William White, of the West Coast Industrial Union of Marine and Shipbuilding Workers, pointed out that the press was presenting management's side in the current gold mines strike and Western capitalism's version in the East Berlin riots.

"The press doesn't try to break strikes," countered Mr. Jones, who as an alternate delegate from the American Newspaper Guild was given permission to speak on a point of privilege. "But when something happens during a strike, it is part of our job to report it."

full support for the striking miners," who are members of the United Steelworkers of America.

Later in the week the convention pledged support for the United Packinghouse Workers on strike at the Savage Shoe Company in Preston, Ont., and for the members of the Retail, Wholesale and Department Store Union involved in a dispute with Silverwood's Dairy, Toronto.

C. H. Millard, National Director of the United Steelworkers and a Vice-President of the CCL, said the issue at stake at Timmins and Noranda was whether unionism was to be accepted by "this group of employers and by the governments of these provinces." He said his international union was mobilizing its full resources for the strike.

The delegates heard pledges of support from the leaders of most of the unions affiliated with the CCL, and up-to-the-minute developments from three of the striking miners who had arrived at the convention that morning.

Reviewing the background of the strike, Mr. Millard said the current situation was the culmination of many years of struggle in the area to have a union. The miners had tried first one union then another in attempts to improve their working conditions. About five years ago the CCL had given the jurisdiction to the United Steelworkers, who have been organizing ever since.

"From the outset and despite conciliation boards", said Mr. Millard, "the mine operators have refused the ordinary things won by collective bargaining elsewhere." He said that in Noranda there is one of the remaining pockets of reactionary employers who have banded together and said: "unionism has gone this far and will go no farther; we are challenging the labour movement."

Mr. Millard said wages were about \$1 per hour for "hazardous, dirty work". The miners were working 48 hours per week. The employers are opposed to shorter hours on the stand that shorter hours are not good for the workers, he said.

The steel union official said the checkoff was not the major issue in the dispute but its acceptance would be a single demonstration of the employers' good faith.

Mr. Millard charged that the mine operators had refused to attend a meeting with the Ontario Minister of Labour and said that when the Minister was able to persuade the owners to discuss the issues, the union would be represented.

Henry Gareau, President of the union's Local 4278 at Noranda, said the strikers are holding out for all their demands—higher pay, shorter hours, union security, pensions and a medical plan. He said the workers were very determined and would stay out two or three years if necessary to win.

Other details of the situation were given by René Rocque, former director of organization for the CCCL, who directed the prolonged strike of asbestos workers in Quebec in 1949, and by T. E. Running, President of the Steelworkers Local 4437 at Timmins.

George Burt, Canadian Director of the United Automobile Workers of America; Freeman Jenkins, Director of District 26, United Mine Workers of America; and Alex McAuslane, Canadian Director of the Oil Workers' International Union, pledged the support of their organizations. Among other unions whose delegates promised support were the United Packinghouse Workers of America, the United Rubber Workers of America, the Textile Workers Union of America, and the International Union of United Brewery Workers of America.

Shorter Work Week

The CCL is not willing to go after a 35-hour work week. Two resolutions recommending this were combined into a watered-down version calling only for the

"progressive reduction" of the work week with no reduction in take-home pay. The substituted resolution was adopted.

Before approval was obtained, however, support for the original demand was expressed by many delegates during a lively debate. Only when Secretary-Treasurer MacDonald pointed out that putting a 35-hour week into effect would create 700,000 more jobs than there were workers available did the resolution gain the support of the majority.

William Stewart of the Marine and Shipbuilding Workers led off the debate with a suggestion that the Congress establish the 35-hour week as a standard towards which it could work. "I think it is a realizable objective," he said.

Bill Eaves, delegate from the United Automobile Workers' Local 200, sponsors of one of the resolutions urging the shorter week, explained that his union had submitted the resolution as a means of giving employment to more men. "Ford of Canada has been laying off men and asking us to work overtime while men are unemployed. Let them shorten the shifts and employ more men."

Doug McEntee of the Toronto Labour Council, on the other hand, described the 35-hour week as a "make-work device", which was not the answer to the problem. "We must make markets," he said. "Unless we create markets we cannot maintain employment."

It was then that Mr. MacDonald entered the discussion, saying that the policy of the CCL has always been based on intelligence. The 35-hour week would create 700,000 jobs for which there would be no workers, he said. "Is that sensible and intelligent?"

"We have not yet achieved the 40-hour week," he continued. "Until we do let's not place ourselves in the ridiculous position of demanding an even shorter work week."

The adopted resolution justified the demand for a reduction in the work week by asserting that it would "spread employment and maintain purchasing power in the hands of the working population".

Organization of Office Workers

Increased efforts to organize office workers will be made by the CCL, this year's convention decided.

A resolution drafted by the convention's committee on organization urged all CCL affiliates to extend their organizational efforts into the office workers section of their industry. Some affiliates are already concentrating on developing an organiza-

tion in the office units of plants where they hold bargaining rights, the committee reported.

The resolution also instructed the CCL's organization department to call area conferences to discuss common problems and to endeavour to establish uniform standards.

The resolution adopted was a substitute for one which would have given jurisdiction in the office worker field to the Office and Professional Workers' Organizing Committee of the Congress and would have assisted the OPWOC to begin an immediate nation-wide organizing campaign. The preamble to this resolution pointed out that office workers were the "last great group" of unorganized workers, that lack of a co-ordinated organizational policy would likely result in the loss of these workers to "rival" organizations, and that large numbers of office and professional workers have no hope of being organized by CCL affiliates who now include office workers in the membership.

The CCL also intends to establish a union in the department store field, the committee on organization reported.

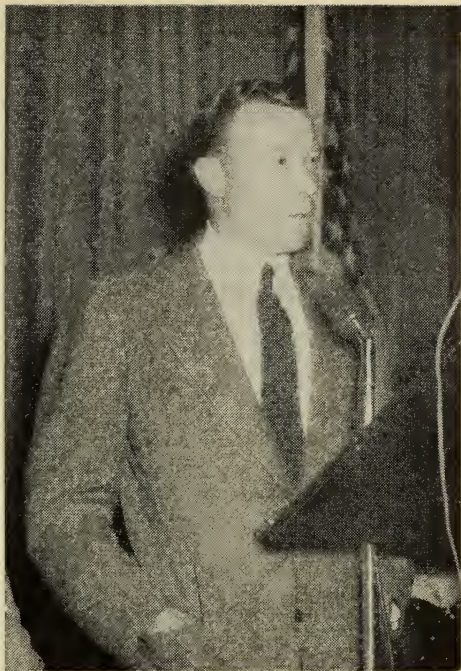
William Mahoney, Assistant Canadian Director of the United Steelworkers of America, who was chairman of the convention committee on organization, told the delegates that white-collar workers were "beginning to show a real interest" in organization. "This interest," he explained, "developed from the fact that white-collar workers in recent years have fallen behind wage gains made by organized workers in industry."

Some 63 locals chartered by the CCL and its affiliates cover approximately 10,000 white-collar workers, he reported. He listed the affiliates who have organized the office staffs of plants where they hold certification for the plant workers.

The office workers field, he said, is difficult to organize "because of the much closer relationship between the office employees and management".

The very day of the discussion of this subject, the CCL received notification that the Amalgamated Civil Servants of Canada had voted to affiliate with the Congress. The civil service organization has approximately 6,000 members in the federal and provincial service.

The convention committee on organization recommended that CCL officers consult with officers of the International Union of Electrical Workers to work out a program to bring workers in the electrical industry "back into the main stream of the labour movement".



Walter Reuther
Addresses convention banquet

Walter Reuther

Peace and freedom cannot be made secure if the world is divided between the "haves" and the "have-nots," CIO President Walter Reuther said in an address to the convention banquet.

"Our surplus wheat is more powerful than the H-bomb," he declared, "if we had the sense of responsibility to go to work for the world community in which we live. And it is debatable whether you can win an atomic war. It is of little interest for history to record that our rubble pile was in better shape than their rubble pile."

(Later, at a press conference, Mr. Reuther expanded these remarks. He recommended the use of the Canadian and United States wheat surplus as "a positive weapon" and stressed that it should not carry a price-tag.

"We should use our wheat surplus," he said, "as part of a world-wide plan to fight poverty, not as a welfare project but to help people to develop their own resources. It has to be handled through the proper agency so that no stigma is attached; and it must be no glorified hand-out. There must be a specific plan.")

Most of Mr. Reuther's speech was devoted to suggestions and warnings about the moves the free world must make in the

struggle against communism. He also criticized the United States business community for, like the Communists, predicting a depression now that the Korean War has halted. He made brief mention of some problems facing the labour movement, including the guaranteed annual wage and political action.

The current struggle between the forces of freedom and the forces of tyranny, the CIO President said, is not a struggle for geography but for men's minds. In this struggle, "the world is going to judge Canada and the United States, not in terms of material wealth, but in their sense of moral and social responsibility, by the way in which we are able to translate technical progress into human progress," he said.

While we have to fight against communism we also have to fight just as hard for the things we believe in, he warned. "It is not enough to be *against* something; we have to be *for* something." And while we have to be strong on the battlefronts, we have to be strong also on the social and economic fronts.

Millions of people are longing to "fight their way out of darkness to a more human tomorrow" and the Communists are attempting to pervert those longings, Mr. Reuther said. "The Communists did not create that desire; they are riding its back."

The free labour movement understands the struggle for men's minds better than any other segment of society, he continued. Telling of his visit to this year's conference of the International Confederation of Free Trade Unions, he said he found that "communism was weak and without influence where the free labour movement was strong. Where it was weak, communism was strong; there they were able to forge poverty into power.

"The shortest road for communism to travel," he explained, "is through the wrinkles of an empty belly. The Communists say that if you follow communism you will take the wrinkle out of your belly. But they offer that promise with a price tag and that price is political enslavement. You may get food in your belly and wake to find your soul in chains."

Another communist argument, he said, is that the western world can't achieve full employment unless it is producing the weapons of war. And there are those in America who say that depressions are inevitable because that is the price we pay for freedom.

(At his press conference Mr. Reuther accused the United States business com-

munity of having no faith. "We will do our best to see that we don't have another depression," he said.)

The free labour movement believes neither that depression is the price of freedom nor political enslavement the price of a full stomach. "We know that the world we can build will make it possible to have both bread and freedom," he declared.

As yet, however, Mr. Reuther said, "we have achieved an economy of abundance on the production end but we have not achieved an economy of abundance on the distribution end."

In the struggle against poverty and hunger the free world has a margin of superiority against the communist world but "we are not mobilizing," he continued. "If we could enlist our youth in a positive action—strength in military power is negative, a holding action—if we could send more of our youth with medical kits, slide rules and textbooks, we would have to send fewer armed with guns.

"Science and technology are giving us for the first time the tools to conquer hunger and disease; but we have made greater progress in the technical sciences than in the social sciences: working with people. We don't know how to feed millions of people when we have a wheat surplus of 2,729,000,000 bushels."

Turning to Labour's own problems, Mr. Reuther said there were two basic tasks, that of organizing the unorganized and that of unionizing the organized. "Some people join us in the mistaken belief that the payment of dues is the end of their responsibility; that's where it starts," he said. "You will get out of the labour movement exactly what you put into it."

On the guaranteed annual wage he said: "The wage policy worked out in the days of the Industrial Revolution—payment by the hour or by the piece—is obsolete. We believe we should have a guaranteed annual wage; we are going to get it. We have to bring our wage policy up to date."

On political action he said: "We need to work on the collective bargaining front and we also need to work on the political front. The bread box and the ballot box are tied together."

Then he warned that "Labour cannot make progress without the progress of the whole community. We can solve our problems only when the community solves its basic problems."

One of the community's problems he touched on was the plight of the farmers. "Farmers are always the first to be in trouble," he explained. "In the Thirties they lost their farms because the city

workers lost their jobs. Now they are in trouble because they are receiving a smaller share of the consumer's food dollar."

Another community problem was that of full employment. "There is plenty of work to be done to keep our economy in full gear," he said, listing the need for housing, schools, hospitals and for the raising of living standards.

"To win the peace you have to work, plan, sacrifice," Mr. Reuther said in conclusion. "One of the things we have not solved is to mobilize people to fight, sacrifice and work together for positive values as we have mobilized them to fight for negative values in war. In war they were motivated by a common hatred, common fears. We have to find a way to tap the reservoir of common hopes."

The Minister of Labour

There is nothing to justify serious fears about Canada's immediate economic future because of the Korean cease-fire, the Hon. Milton F. Gregg, Minister of Labour, told the CCL convention. The end of the "shooting war" is at best an uneasy truce, he added, and "we cannot therefore seriously reduce our defence program until we have more assurance than we have yet had."

Mr. Gregg pointed out that the Korean War was costly in men and material but that "the men who fought there—and particularly those who won't be coming back—are the ones we should thank for buying time that the free world might reorganize for survival.

"This time we don't intend to let go by default the hope for peace bought by the blood of our sons, as we have done two or three times in the last 30 years," he declared.

The Minister went on to review the present economic and employment situation in Canada. This year is proving to be one of the busiest Canada has ever known, he said.

"This summer more than 98 per cent of the 5½ million workers in our civilian labour force held jobs," he pointed out. "For more than a year now the buying by consumers has set new records. Expenditures by way of investments in new plants and equipment by private business have continued to be very high."

He admitted that "in a few cases some difficulties have arisen," mentioning particularly the textile and the farm implement industry. "To some extent these were adjustments that perhaps had to take place sooner or later," he said.

In these two industries, however, he expressed hope for improvement. "Textile sales, it is believed," he said, "may pick up again this Fall. Our Department of National Revenue this year has improved its inspections to insure that dumping does not occur. And agricultural implement firms are seeking to diversify their production so as to broaden their markets."

Continuing with his review of the present situation, Mr. Gregg pointed out that labour income is continuing to establish new records, being 11 per cent greater this year than last; that average weekly earnings in manufacturing have been 6 per cent greater than in 1952 while the cost of consumer goods and services has remained about the same "or has not materially risen"; and that great industrial development is underway in all parts of the country.

"There are some tremendous things waiting to be done just as soon as it is possible to divert to them the sinews of production now occupied with defence," he stated.

Even if all that were not so, he declared, "our people should never again have to face a situation quite like the Thirties. There was nothing then by way of social security measures to cushion the shock of adversity; now we are equipped with some pretty good shock absorbers."

Earlier the Minister had congratulated the Congress on the role it is playing internationally, giving special mention to the CCL's Department of International Affairs. By spreading a better understanding of international affairs at home and by informing workers abroad of conditions in Canada, he said, the CCL was doing something that cannot be assessed in dollars and cents.

He also paid tribute to the work of James Morrison, Research Director, District 26, United Mine Workers of America, at this year's International Labour Organization conference at Geneva.

"Our country has to be prepared to face any economic challenge either at home or abroad," Mr. Gregg said in conclusion. "It is an encouraging factor that in organized labour, in business management and in government, we are becoming better equipped to deal with economic and social problems.

"Another encouraging factor," he added, "is that vital issues of our day are threshed out at meetings such as yours by people of goodwill who are familiar with life's hazards and who are seeking earnestly for the common good of our fellow-Canadians and of mankind."

Other Speakers

Henry Young

Henry Young of Edmonton, Vice-chairman of the Interprovincial Farm Union Council, which represents farm unions in the three Prairie Provinces, in an address to the convention suggested closer co-operation between farmers and workers, especially in political action.

(A similar suggestion was made to last year's convention of the Trades and Labour Congress by Jacob Schultz, President of the Manitoba Farmers Union (L.G., Sept. 1952, p. 1181).)

"It is more important than ever that people on the farm and those in industry take consideration of the problems of working people generally," he said. "The need today is for us in the worker class to get together and work together. If we stay apart we will be exploited.

"We need to get together in planning to better the conditions of all of us," he continued. "While we want to see labour get better conditions, we don't want that to happen at the expense of the farmer; and I am sure you don't either."

Appealing for co-operation in the political field, Mr. Young said: "As long as we vote against each other we are cancelling out each other's power. When we decide on a common policy we should both vote for the party that will adopt that policy."

Earlier in his address Mr. Young told the delegates of the problems being faced by farmers today. The position of the farmers is deteriorating, he said.

"The farmers are 20 per cent of the nation yet their share of the national income is only 10 per cent," he reported.*

"There has been a revolution on the farm," he continued. "No longer can you farm with a few horses. A farm now needs \$10,000 in equipment; the farmer now spends most of his time working for the farm machinery companies. The price of farm machinery has increased 100 per cent in five years.

"We once thought that the increase was the result of higher labour costs; we don't believe that now."

CCL Vice-president George Burt assured Mr. Young that "we would like to see more meetings between farm union organizations and our organizations."

*The Dominion Bureau of Statistics reported September 21 that cash income of Canadian farmers in the first six months of this year was one per cent less than in the corresponding period last year and five per cent less than in 1951.

A. F. Hartung

A warning not to delay too long before obtaining in Canada an adequate forest conservation program was sounded by A. F. Hartung, President of the International Woodworkers of America.

"Your forests are one of the greatest resources left in the world today," he told the convention. "Unless you are vigilant your trees are going to be cut out from under you." He described as "barren wastes" some parts of the United States that once were covered by forests.

Mr. Hartung also advised the CCL to strive for legislation to protect workers and their right to strike. "Employers today are using, not strikebreakers, but the law to break strikes," he said.

Rev. F. A. Marrocco

Rev. F. A. Marrocco, Director of the Social Action Department, Canadian Catholic Conference, repeated to the CCL convention his suggestion, made to the TLC convention in August (L.G., Sept., p. 1287), that the labour movement take more interest in co-operative housing.

Co-operative housing has largely been neglected by the trade union movement, he said.

As he had at the TLC convention, he warned that co-operative building could not be successful unless those participating first acquired the spirit of co-operation and the know-how to build houses. Study material had been collected by St. Patrick's College, Ottawa, he told the delegates.

Wilfred Fienburgh

A brief account of the reasons for the establishment of the British Labour Party was given to the convention by Wilfred Fienburgh, Labour Member of the British Parliament for Islington North.

Mr. Fienburgh, a member of the Transport and General Workers' Union, is secretary of the policy committee of the Parliamentary Labour Party.

British workers decided to represent themselves in government so that all they had gained in collective bargaining would not be lost in Parliament, he explained. "Today, most British trade unionists are two men in one body: a member of a trade union and a member of the Labour Party."

Commenting on reports that the British trade unions might withdraw their support from the Labour Party, Mr. Fienburgh said that was impossible because the trade union movement was the Labour Party.

Moshe Bitan

Moshe Bitan, North American representative of *Histadrut* (General Federation of Labour of Israel), told how his organization was building a new country under labour control. His address was much the same as he gave to the TLC convention (L.G., Sept., p. 1288).

"A battle the labour movement is conducting in one country is of concern to the labour movement in other countries," he said, making reference to the strike then in progress in the Ontario and Quebec goldfields. "We live and work in the same world; we have to share the same problems," he concluded.

National Health Plan

The CCL continues to press for a national health plan that will provide "adequate medical, surgical, optical, dental and hospital treatment" for all Canadians. The convention adopted a resolution suggesting that such a plan be administered in a manner similar to unemployment insurance.

Other resolutions asking in addition for the calling of a Dominion-Provincial conference to "decide the arrangement for joint action," recommending that the Canadian plan be modelled after Great Britain's and urging adoption of the plan at the "earliest possible moment" were rejected by the resolutions committee.

The committee also deleted from the approved resolution the request that the plan be "free". Explaining this action, Harry Chappell, committee chairman, said: "Nothing is free. What we want is an adequate national health plan, whether free—paid from general taxation revenues—or contributory."

A delegate who agreed with this statement added that many don't realize that we are already paying the cost of a health plan through hospital bills and medical charges. "What a plan will do is spread the cost over all, so that those who don't have the ready cash will not be denied medical attention when they need it," he said.

At its convention in August the TLC demanded a "Government-subsidized, contributory health insurance scheme" providing much the same things as the plan recommended by the CCL.

Unemployment Insurance

More resolutions on unemployment insurance were submitted to this year's CCL convention than in any other year. Most of them were critical.

Eighteen resolutions were referred to the CCL's Unemployment Insurance Committee, who brought before the convention a statement recommending many changes in the unemployment insurance program.

One resolution rejected by the committee would have provided for the payment of unemployment insurance benefits to workers engaged in industrial disputes. Reasons for the committee's rejection of the resolution were explained by Vice-president George Burt, chairman.

"Don't forget that not only do employers contribute to the fund," he said, "but the Government, too. Therefore, if we ask for benefits while on strike, the employers may ask that they have their contributions returned in case of lockout."

Major changes requested in the unemployment insurance program were:—

The establishment of two new classes of insured workers—one for those earning between \$48 and \$58.99 and one for those earning \$60 a week or more—and the raising of benefit rates accordingly.

An upward adjustment of rates paid to other classes.

An increase in the present \$12 maximum allowed for supplementary earnings to \$15.

Removal of the waiting period and non-compensable days.

Removal of "discriminatory" features of the section on married women.

Extension of coverage to all wage and salary earners.

Repeal of the regulation under which workers normally on a five-day week receive no benefit if they work only four days in a week.

A further addition to the Act whereby benefit would be payable to an insured worker who falls ill during his term of employment.

A change in the policy regarding disqualifications.

Reciprocal agreements with other countries.

Re-examination of the benefit-contribution formula.

Provision of the opportunity for released prison inmates to draw benefits for a sufficient length of time for them to find employment.

A change in the name of Courts of Referees to Boards of Referees.

Provision of better facilities for claimants in UIC offices.

Committee on Human Rights

The new Canada Fair Employment Practices Act is "not as effective as it might be" and Canada's Immigration Act

"contains provisions that permit the worst kind of racial discrimination". So stated a report by the CCL's National Committee on Human Rights presented to the convention by R. J. Lamoureux, chairman.

While the Fair Employment Practices Act was "undoubtedly the most important occurrence since the last convention" it has weaknesses, the report said. The most serious of these, in the Committee's opinion, include: "the failure to make inquiries of alleged violations mandatory; the time-consuming procedures of investigation, which are without set limits; the failure to consider a violation as a continuing offence, with the result that the penalties are too small to deter a would-be offender; and the failure to provide for an adequate program of public information and education."

The Manitoba Act is even less satisfactory and the Ontario Act "continues to be largely ineffective through lack of any educational program," the report declared.

The Committee urged the labour movement to make fair employment practices legislation "as familiar to its members as any other legislation affecting workers. It is the labour movement that must keep a sharp lookout against infractions and provide assistance to those who have suffered discrimination," the report stated.

The Immigration Act is "an offence to all decent Canadians and an insult to many nations of the free world against whom it is obviously aimed," the Committee charged.

Specifically singled out were those sections of the Act that make immigrants liable to deportation upon becoming a public charge or for appearing to become engaged in, or being associated with, an organization that appears to be engaged in subversive activities. These sections "fill the immigrant's life with apprehension and leave him at the mercy of constables, municipal clerks and others who have no special competence to determine what constitutes subversive activity," the report said.

"The mere readiness to join a union may be considered to be something subversive," it added. "The Immigration Act stands seriously in need of revision."

The discussion on the report produced charges that several Canadian corporations were following an anti-Negro policy. A native of the West Indies, Bromley Armstrong, delegate from a Toronto local of the United Automobile Workers, said

that Canada has a shameful record of discrimination in immigration against those from the West Indies and from Asia.

A resolution urging provincial federations of the CCL to conduct campaigns to obtain fair employment practices acts in provinces where they do not exist and to ensure effective enforcement where they do was unanimously adopted.

During the discussion on this resolution, one delegate warned that the labour movement was not doing enough "policing" of the legislation now existing, pointing out that only three complaints had been registered in Ontario in the first year that province's Act was in force. Another declared the Congress should seek to put more teeth in existing legislation.

"We should put the onus on the employers to prove they are not discriminating," he said. "Now the person discriminated against has to prove his point." This delegate also said the penalties were not stiff enough. They should be: first a warning, then a fine and then "put them out of business," he said.

Another resolution adopted expressed approval of and promised continued support for the work of the CCL Committee, the Jewish Labour Committee and the Local Labour Committees against Intolerance and urged all CCL affiliates and departments to co-operate with them. During the discussion on this resolution the suggestion was made that anti-discrimination clauses be written into collective agreements so that the union could "police" them.

Taxation

Charging that the 1953 federal budget favoured "big business" and warning that a shifting of taxes "on to the back of those in the lower-income brackets" can take away wage-increases won through collective bargaining, the CCL urged the adoption of a tax policy based on "ability to pay".

Such a policy can be developed in part, the resolution approved by the convention declared, by increasing basic exemptions, exempting all medical expenses, reducing the sales tax and abolishing it on all necessities, and removing the \$60 limitation on the 2-per-cent tax for the old age security fund.

Exemptions should be increased, the resolution said, from \$1,000 to \$1,500 for single persons and from \$2,000 to \$3,000 for married persons.

Ten resolutions on taxation had been submitted; the one adopted covered the



CCL President Mosher, Labour Minister Gregg and CCL Secretary-Treasurer Donald MacDonald converse in front of the Department's anti-discrimination display board.

points raised in seven of them. The convention also adopted one recommending that the CCL executive make a study of exemptions for money spent on work clothes, travel to and from employment out of town and on the maintenance of two homes when a worker's employment requires it, and that it recommend to the Cabinet changes in taxation policies that will remove such "unfair burdens" from workers. Rejected was a resolution urging the federal Government to exempt from income tax the amount spent in municipal taxes.

Wage Demands

The CCL has recommended that all its affiliates "give consideration to the desirability of" a general wage increase. The purchasing power of the workers has not kept pace with the increase in their productivity and an over-abundance of goods has resulted, declared the preamble to the resolution that the delegates approved.

The resolution adopted was a substitute, written by the resolutions committee, for

one that asked the Congress to recommend a "drive for a general round of wage increase".

One delegate questioned the wisdom of seeking general wage increases. "Where are we going and what is our aim?" asked Les Miller of New Westminster, a delegate from the International Woodworkers of America. The advantages of a wage increase were almost immediately wiped out by rising prices, he said.

"The only people we help through increased wages are the financiers," he concluded.

R. Atkin, delegate from the Industrial Federation of Labour of Alberta, was quick to speak in favour of the resolution. "We must give the workers sufficient income to purchase the entire production of the country," he said.

Employment of Disabled Persons

The CCL has decided to encourage all its affiliates to insert in their contracts a clause calling for the employment of disabled persons where possible. "There can be no rehabilitation without a job," declared the resolution adopted.

As submitted by a Vancouver local of the United Steelworkers, the resolution would have had all CCL affiliates "endeavour" to insert in their contracts a clause that would "allow one per cent of their members to be composed of disabled persons." The resolutions committee removed the words "one per cent," pointing out that they were in the nature of a limitation, and substituted "be encouraged to" for the words "endeavour to".

Election of Officers

All principal officers of the CCL were re-elected. A left-wing contingent nominated contenders for all positions except that of secretary-treasurer; all of them were soundly defeated.

President A. R. Mosher, re-elected for his 14th term, received 585 votes to 108 for W. L. White of the Marine and Shipbuilding Workers. Secretary-Treasurer Donald MacDonald was returned by acclamation.

The four incumbent vice-presidents were returned; the left-wing nominee garnered fewer than 100 votes. Voting was as follows: George Burt, 685; Silby Barrett, 681; Sol Spivak, 662; C. H. Millard, 648; and William Stewart, 95.

Six members of the eight-man executive committee were returned in a contest that attracted 13 entrants. Results of the voting—the first eight named being elected—were: Harry Chappell, President, Canadian Brotherhood of Railway Employees and Other Transport Workers, 689; J. Harold D'Aoust, Canadian Director, Textile Workers' Union of America, 678; H. Landon Ladd, Canadian Director, International Woodworkers of America, 659; Fred Dowling, Canadian Director, United Packinghouse Workers of America, 658; Freeman Jenkins, Director, District 26, United Mine Workers of America, 658; William Mahoney, Assistant Canadian Director, United Steelworkers of America, 654; Malcolm Smith, President, Local 222, United Automobile Workers, 637; Romeo Mathieu, Secretary, Quebec Federation of Industrial Unions, 537; Willi Robitaille, Canadian Brotherhood of Municipal Employees, 172; Pat Hurrell, National Union of Brewery Workers, 94; J. K. Bell, Secretary-Treasurer, Maritime Marine Workers' Federation, 84; Sam English, United Mine Workers, 69; and Stan Thornley, United Rubber Workers, 51.

Other Resolutions

Industrial Pensions

Because workers laid off or severing their employment have no vested interest in present industrial pension plans and because small establishments cannot afford such plans, the CCL is going to ask the federal Government to enact an industrial pension plan.

The plan should provide, according to the resolution adopted: universal coverage, a fund administered by the Government through an industrial pension commission, pension credits during a worker's working life regardless of the number of employers worked for, and a pension payable by the industrial pension commission at age 65.

Old Age Pensions

Ten resolutions on pensions were submitted. The resolutions committee combined seven of them into one favouring the introduction of old age pensions of \$65 monthly to all citizens at the age of 65 years, without a means test; it was adopted. Rejected by the committee was a suggestion that the CCL petition for a pension of "at least \$100 a month" payable at the age of 60.

The convention adopted a resolution urging the Government to permit pensioners to receive the pension "wherever they wish to reside" and not only if they remain in Canada.

A resolution dealing with pensions to the blind was referred to the executive.

Maritime Affairs

The institution of fair wage schedules on all government work pertaining to shipbuilding and repair in Canadian yards was urged in one of four resolutions dealing with maritime affairs adopted by the convention. A total of 14 had been submitted; ten had not been dealt with by adjournment.

Another of the adopted resolutions called for the immediate replacement of obsolete government service vessels and the construction of additional tonnage to meet the "increasing" demand for services by government departments. Any new tonnage built should have "reasonable" facilities for crew members, the resolution added.

A third resolution asked the Government to double, from 7,500 to 15,000, the number of persons it attempts to provide employment for in the shipbuilding and repair industry. The suggested way to do this: "a planned ship-replacement program in the government service fleet and aid



The CCL executive for 1953-54. Front row (left to right): Vice-presidents George Burt, Sol Spivak and Silby Barrett; President Mosher; Executive Committee members Malcolm Smith and William Mahoney. Back row (left to right): Executive Committee members Harry Chappell and Freeman Jenkins, Secretary-Treasurer Donald MacDonald, H. Landon Ladd, committee member; Vice-president C. H. Millard and Norman S. Dowd, Executive Secretary. Absent when the picture was taken were Fred Dowling and J. Harold D'Aoust, members of the executive committee.

in promoting shipbuilding orders for domestic and foreign interests."

The fourth adopted resolution called for the building of Canadian naval vessels in Canadian shipyards wherever possible.

Among the resolutions not reached were those calling for a royal commission to inquire into "all phases of the operations of the Canadian Maritime Commission," a modern, fast Canadian merchant marine and the construction with government aid of a Canadian super-liner.

Constitutional Amendments

Directly-chartered local unions of the CCL will now have to affiliate with the appropriate provincial federation as the result of the adoption of an amendment to the constitution. Another amendment that would have forced all CCL affiliates to join the provincial federation and labour council in their locality was rejected.

President Mosher led the opposition to the amendment. The reason for his objection, he explained, was that unions in remote sections of the country would find it difficult to finance the sending of delegates to provincial federation meetings and thus there would be "taxation without representation".

"When all of the affiliated organizations are prepared to go to conventions of their own unions and pass a rule compelling their locals to become members of these federations, then they can come and ask the federally-chartered locals to become members," he said.

Vice-president George Burt urged adoption of the amendment. "We have been told by the Premier of Ontario that we didn't represent the workers of the province; *he* represented them," Mr. Burt said. He also pointed out that the United Automobile Workers and the United Steelworkers had interpreted their constitutions to make it compulsory for their locals to affiliate with provincial federations and labour councils.

The amendment carried in a standing vote.

Federal Elections

Three resolutions concerning federal election procedures were adopted. One urged amendment of the Election Act to permit voters absent from their home polling subdivision on election day to exercise their franchise. The resolution suggested alternative ways this could be achieved: by extending the coverage of the advance poll provisions to include all persons on the voters' list or by providing for a form of absentee voting.

The second resolution urged the inclusion of party affiliation on the ballot papers and the third called for legislation to protect the leave of absence, pension and seniority rights of candidates in elections.

A resolution urging the halving of the \$200 deposit required from candidates in federal elections had not been brought before the convention up to the time of adjournment.

Government Employees

The federal Government was urged in another resolution to recognize unions of its employees. "It's time," said R. J. Lamoureux, President of the Quebec Federation of Industrial Unions, "for the Government, the biggest employer in the country, to show the way to reactionary employers in the country and make collective bargaining a reality for its employees."

Ex Parte Injunctions

"The courts and injunctions have been used to frustrate the intention of labour relations boards," said Eamon Park during the discussion on a resolution expressing opposition to the granting of *ex parte* injunctions in labour disputes. The resolution was adopted.

The Congress should also give consideration, Mr. Park added, to the question whether "any kind of injunction has a place" in labour disputes.

Other Resolutions

The convention approved resolutions calling for:—

Continued opposition by the CCL to the proposed amendments to the Criminal Code.

Inclusion in the Criminal Code of a provision that will make it illegal for an employer to employ strike-breakers during the course of a legal strike.

Nomination of a union representative to the board that will implement the St. Lawrence Seaway project, which was again accorded CCL support in another resolution.

Action to ensure the building of trans-Canada gas and oil pipelines.

An immediate start on the construction of the Chignecto Canal.

Re-consideration by the Government of its position regarding the budget of the International Labour Organization and the payment by Canada of its full share of the cost of the ILO.

Equal representation for Labour on accident prevention boards.

The preparation by the CCL of educational material about the Canadian trade

union movement for distribution to immigrants.

A Canada-wide campaign to promote the sale of goods made by union members.

The convention rejected resolutions calling for:—

The holding of biennial or triennial rather than annual conventions.

A request by the CCL that provincial governments not permit military training in elementary or secondary schools.

The fostering of more political action work between elections.

Referred to the incoming executive for investigation, consideration or action were resolutions calling for:—

The establishment of a suitable strike fund within the Congress.

The establishment and maintenance of a holiday resort for CCL members and their families.

The institution by the CCL Political Action Committee of an educational program "to prepare members for the next federal elections".

Among the resolutions not dealt with before adjournment and referred to the incoming executive were those urging the enlargement of the Special Placements Division of the National Employment Service in order to intensify the drive to place handicapped persons in employment, the planned promotion of immigration and the settling of immigrants in rural areas in order to relieve the housing problem in the cities, the achievement of a maximum work week of 40 hours for all locals, the appointment of a guaranteed annual wage committee, donation by the CCL of an annual scholarship to a student "of labour sympathies" for labour studies at St. Francis Xavier University, the building of a CCL headquarters in Ottawa and a meeting of representatives of provincial governments for the purpose of setting up a uniform apprenticeship act for industrial trades.

Three resolutions dealing with the Ontario Workmen's Compensation Act were referred to the Ontario Federation of Labour for action.

Unemployment among India's educated class will be relieved by the opening of more one-teacher primary schools. About 15,000 will obtain employment under the scheme, according to the Government of India Information Services.

Finances required for the plan will come from the amount set apart by the Government of India for fighting unemployment. Each school is expected to cost the Government about Rs 1,000 (approximately \$206.30).

Steelworkers Hold National Policy Conference

Union will seek wage increases to re-establish parity with U.S. steel industry, 250 delegates decide, declaring economy can meet the raises

Demands for higher wages in all new contracts to re-establish parity with wage rates in the United States will be made by the United Steelworkers of America (CIO-CCL). The union's national policy conference made this decision at a three-day meeting in Montreal the week prior to the Canadian Congress of Labour convention.

The 250 delegates, representing 75,000 members of the USA in Canada, also passed resolutions dealing with hours of work, wage differentials, job classification, political action and organization of office workers.

The policy-makers, headed by C. H. Millard, National Director of the union, found that the buoyancy of the Canadian economy could stand the higher wage demands. The union's research director, W. F. Cleve Kidd, had submitted early in the conference a report on the economic situation in Canada. Heavy investment indicated "economic health," he said, and this should lead to a demand for more workers.

Mr. Kidd estimated that real wages had risen 8.5 per cent in the first quarter of 1953. Employment was at a record level and payrolls were expanding, he said.

The resolution on wage demands was adopted "in principle" but was sent back to the committee for redrafting. Some of the delegates objected to the words "parity with rates in the United States". They felt that this was restrictive and that in an expanding economy like Canada's, no union should be tied to wage rates paid in the United States.

Other objectives to be sought by the union are the elimination of in-plant wage differentials not based on job content by extension of the co-operative wage study system of job classification, and extension of master, industry and international agreements.

The union will also seek the extension of the efforts of committees and councils for particular industries to establish national standards of work and wages and co-ordinated negotiations in those industries.

The principle of the 40-hour week in the steel industry was re-affirmed as an objective for labour. This was adopted in place of a proposal for a 35-hour week objective in negotiations.

A resolution urging that the steelworkers "continue to support the CCF as a political arm of labour" was discussed. It urged all local unions to contribute to provincial political action committee funds.

Speaking in support of the resolution, Henry Weisbach, political action director of the CCL, said that "every one of our economic battles is rapidly becoming a political battle". Debate on this and on the union's internal policy was concluded at the closed session on the last day of the conference.

A resolution was adopted asking the CCL to seek a pension plan which would enable workers to retain pension rights despite changes of employment.

Another resolution urged that plans be concluded speedily to extend unionization to white collar workers. It called on all local union officers to take immediate steps to canvass office workers.

R. J. Lamoureux, President of the Quebec Federation of Labour (CCL), informed the delegates that a "full dress appeal" will be made to unions affiliated with the Trades and Labour Congress of Canada, the American Federation of Labor and the Canadian and Catholic Confederation of Labour to support the gold miners on strike in Northern Ontario and Quebec. He recalled that the United Steelworkers had supported strikes at Asbestos and Louiseville and had contributed generously to all appeals.

Generally speaking, the average cost per patient-day in Canadian general hospitals is highest in the larger institutions. In hospitals of more than 200 beds, the Dominion Bureau of Statistics reports, the average was \$9.82 in 1951, compared with

\$8.54 in hospitals of 101 to 200 beds, \$7.86 in hospitals of 51 to 100 beds, \$7.32 in hospitals of 26 to 50 beds and \$7.94 in hospitals of 25 beds or fewer. Since the war, the average cost per patient-day has more than doubled.

CCL and CCCL Shipyard Unions Confer

Call for re-opening of trade with countries of the East in order to avoid "major depression" in Canadian shipbuilding industry and yards

Representatives of two Canadian shipbuilding unions have called for the re-opening of trade with Eastern countries in order to avoid a "major depression" in the country's shipyards.

At a weekend conference in Montreal last month, delegates from the Federation Nationale de la Metallurgie (CCCL) and the Shipyard General Workers' Federation of British Columbia (CCL) urged that trade be re-opened with the "vast markets of the East and other countries presently barred to us". No countries were directly named in the statement, issued by S. T. Payne, Vice-President of the Federation Nationale, that revealed the decisions made at the closed conference.

The delegates, who represented a majority of the shipyard workers in Canada, also passed resolutions dealing with the Government's handling of the shipbuilding industry, the St. Lawrence seaway and the Canadian merchant marine. These were:—

That government subsidies to shipping companies be limited to those companies who build and repair their ships in Canadian yards.

That if the St. Lawrence seaway be built, authorities take steps to insure the

complete protection of Canadian shipping using the waterway.

That a royal commission be established to investigate and inquire into all phases of the operations of the Maritime Commission.

That there be complete planning of a Canadian Government merchant marine "to insure that Canada may take her rightful place as a trading and shipping nation".

That a program be undertaken providing for replacement of Canada's present "inadequate and largely obsolete" merchant marine by a fleet of fast and, where necessary, refrigerated cargo ships in order to be in a position of competitive advantage with foreign shipping.

Concern was expressed by the delegates over the future of the shipyards when the current naval construction and refitting programs end, and over the inroads into Canadian shipping, particularly by foreign vessels built especially for the Great Lakes trade route.

The statement revealed that a second conference will be held later this year in Ottawa, at which a brief will be drawn up for presentation to the federal Government and to the Maritime Commission.

32nd Convention of Canadian and Catholic Confederation of Labour

Delegates vote to raise contribution to "professional defence fund" from 10 to 25 cents per member per month and revise organization's whole set-up. All members of executive committee returned to office

The Canadian and Catholic Confederation of Labour, at its 32nd annual convention held in Quebec City, raised its professional defence fund to \$300,000 per year and at the same time gave solemn warning to employers, legislators and others concerned "that they will never succeed in making the Confederation a party to the exploitation of the workers".

The 434 delegates, representing for the first time more than 100,000 CCCL mem-

bers, devoted most of their time during the six-day convention to questions of internal management. Sitting morning, noon and night—in spite of which the convention had to be extended for one day—they revised the whole set-up of their organization, from its financial structure to the attitude of its leaders.

The delegates:—

Re-elected their Executive Committee outright;



CCCL General Secretary Jean Marchand presenting his report to the annual convention, as General President Gérard Picard (seated) listens. Both were re-elected.

Increased the minimum monthly dues to two dollars;

Increased the monthly contribution to the professional defence fund from 10 to 25 cents;

Charged the Quebec Labour Relations Board with persecution of the Catholic labour movement;

Re-affirmed their opposition to materialistic doctrines, be they Marxian or capitalistic;

Made it clear that they are determined not to give up the strike weapon.

Four sessions were held behind closed doors, during which the delegates asked

their leaders to report on their obligations and the latter explained not only their actions during the year but also the reasons for which such actions were taken.

The re-election of all members of last year's Executive Committee, and particularly the unanimous re-election of the General President, Gérard Picard, the General Secretary, Jean Marchand, and five of the seven vice-presidents, showed that the CCCL membership has no complaints about the leadership of the organization.

For the first time in many years, no member organization was on strike while the CCCL convention was being held. This

did not prevent the delegates from warning those concerned that "the CCCL will never deprive its members of their right to strike but will, on the contrary, support them against all who cheat them, abuse them, or try to prevent them from being treated with justice."

Following a year during which disputes were not only serious but prolonged, e.g., those at Louiseville, Dupuis Frères, Vickers and the threat of a general strike, the delegates' statement took on the appearance of a declaration of principle, all the more so as this resolution was carried unanimously and gave rise to an ovation.

In line with this action, the delegates provided for a more substantial professional defence fund.

The convention also decided to improve the efficiency of the organization by the creation of two positions, that of public relations officer and that of research director.

The question of unity between the different labour organizations in Canada, which was discussed by other conventions, was not raised by the CCCL delegates. The CCCL convention, however, did take some action to that effect, when it unanimously approved a message of sympathy and a promise of support to the Noranda miners, then on strike. The message was forwarded to C. H. Millard, Canadian Director of the United Steelworkers of America (CCL).

The question of political action, which was the most widely-discussed question at the 1952 convention, did not give rise to any debate. The report of the Political Arbitration Committee was approved without discussion.

The Committee was changed, however. This committee will now consist of a Director appointed by the Executive and a representative appointed by each regional and local political orientation committee. The appointment of a permanent officer, whose duties will deal only with orientation, education and action in the political field, was referred to the Confederal Bureau.

All resolutions concerning health insurance were also referred to the Confederal Bureau and the matter was not discussed during the convention.

However, the delegates adopted a resolution, not included on the agenda, asking the federal Government to establish a merchant marine and to provide that all ships sailing our coastal or inland waters be built and repaired in Canadian shipyards.

The convention devoted many hours to the study, drafting and adoption of regulations that will now govern the professional defence committee in the management of the professional defence fund.

As in past years, the General President submitted a very substantial report in which he discussed three questions which are very much of the moment: economic and commercial relations on the international level and particularly between Canada and the United States; division of power between the federal and provincial Governments; and, finally, conciliation and arbitration.

The General Secretary, apart from his report on general activity during the year, stressed at quite some length the difficulties put in the way of the CCCL by the Quebec Labour Relations Board.

Charging the Board with persecution of the Catholic labour movement, Jean Marchand said: "It is urgent that the convention take a firm stand with regard to the Labour Relations Board, if we do not want it to destroy our organization. It is not a question of favours or privileges," he explained, "but one of elementary justice."

This resulted in a request by the convention to the provincial Government for a complete reform of the Board.

Opening Ceremonies

The 32nd annual convention of the Canadian and Catholic Confederation of Labour was held in that organization's spacious, modern building in Quebec City, from September 13 to 18.

The official opening of the convention took place on Sunday afternoon in the presence of distinguished representatives of Church, State and the universities and from foreign countries of three continents.

Guests included: His Excellency Mgr. Charles-Omer Garant, Auxiliary Bishop of Quebec; Paul-Emile Côté, Parliamentary Assistant to the Federal Minister of Labour; Gérard Tremblay, Provincial Deputy Minister of Labour; Rev. Father Georges-Henri Lévesque, Dean of the Faculty of Social Science at Laval University; Paul Lebel, President of the Superior Labour Council of Quebec; Arthur Bertinchamps, President of the International Christian Federation of Metal Workers of Belgium; Marcel Roëllinghoff, second Secretary at the Embassy of the Federal Republic of Germany in Ottawa and César S. Mazzetti, representative of the Central Labour Organization of South America (ATLAS).

Many of the guests were invited to speak during the inaugural ceremony.

Paul-Emile Côté

Paul-Emile Côté, Member of Parliament for Verdun and Parliamentary Assistant to the Federal Minister of Labour, stressed the fact that "Canada's economy is not necessarily bound to a war and defence policy".

"In Canada," Mr. Côté declared, "we may believe in a peace economy." He stressed that the future points to uncertainties in economic conditions, but said that he agreed with optimistic leaders who see in our natural wealth and in our vast economic expansion of the past few years an auspicious promise for the future.

"In Canada," Mr. Côté emphasized, "we have every reason to have faith in a lasting prosperity which does not depend on a war economy."

Pointing out that the CCCL membership has passed the hundred thousand mark for the first time, Mr. Côté congratulated the Confederation not only on its progress in the field of organization but also on the "enlightened" manner in which it has understood its part and on its activities in labour and social spheres.

The Parliamentary Assistant to Mr. Gregg, who, since occupying that post, has attended all CCCL conventions, lauded the Confederation for seeking to establish social justice and for "sincerely" endeavouring to promote the betterment of the working class.

"If, now and again, there are differences of opinion," he explained, "we are all the same agreed on the purposes to be achieved, if not necessarily on the means to be taken."

Mr. Côté expressed sincere wishes for the success of the convention and promised on behalf of the Minister of Labour, that when the recommendations resulting from the discussions reached the federal Government they would be carefully considered. He stressed the influence of labour organizations, such as the CCCL, on the present federal legislation.

Mgr. Charles-Omer Garant

The representative of the Church, Mgr. Charles-Omer Garant, Auxiliary Bishop of Quebec, stressed briefly the satisfaction of the Province of Quebec Episcopate at the progress made by the CCCL during the past ten years.

"Your movement," Mgr. Garant declared, "constitutes more than any other a factor capable of establishing amongst us a truly



Paul Emile Côté, MP
Represents Minister of Labour

Christian social order, ever more comprehensive, ever more perfect.

"Indeed," continued His Excellency, "the Church is aware of the extent and complexity of the problems you must face every day, but it also knows that the high integrity and the sense of responsibility of your leaders will enable you to overcome all obstacles and thus lead the Catholic labour movement to ever-brighter destinies."

Gérard Tremblay

The provincial Deputy Minister of Labour, Gérard Tremblay, who attended the first convention of the CCCL held in Hull in 1921, also remarked on the extensive progress of the Confederation.

"Your influence in labour circles and with governments," Mr. Tremblay declared, "has developed on a par with the growth of your membership, and I am aware of the sum of courage and abnegation required to conduct your heavy duties successfully."

Mr. Tremblay stressed the ever-more-extensive training of today's labour leaders, who must keep in touch with complex labour laws and tackle all subjects of a sociological nature.

The Deputy Minister of Labour recalled that, before 1939, 75 per cent of the strikes sought union recognition, so that wage demands were often, on that account, put aside.

Rev. Fr. Georges-Henri Lévesque, OP

The Dean of the Faculty of Social Science at Laval University, Rev. Fr. Georges-Henri Lévesque, OP, urged the delegates "to think as Catholics in the consciousness of your duties and in the dynamism of an effort directed towards the common welfare.

"It is in the same measure as you will increasingly enlighten your minds," declared Father Lévesque, "that you will gain in power and influence."

Just back from a trip around the world, during which he had an opportunity to make contacts with a number of labour organizations abroad, Rev. Father Lévesque stated that he was able to note the influence enjoyed by the CCCL on the international level.

"In all instances," he said, "I felt pride in the Christian labour union organization we have in Canada."

A few hours earlier, the delegates met the civic authorities of the City of Quebec represented by Acting Mayor Joseph Conseiller, who is a unionist himself and an officer of the Central Council of the Catholic Syndicates of Quebec.

The delegates then proceeded to the extra-mural chapel of the Quebec Seminary to hear mass celebrated for their intention by Mgr. Garant.

Rev. Father Philippe Bergeron

In a sermon for the occasion, Rev. Philippe Bergeron, Chaplain of the Catholic Syndicates of Chicoutimi Diocese, placed trade unionism at the head of the list of the works of mercy, and those who give it their time and efforts among the benefactors of humanity.

"In seeking to secure wages that guarantee the workers an honest living and a certain amount of economic and social security," he said, "trade unionism frees the mind and the heart from the anxiety for daily bread and from the hardships which are often a cause of vice, not to mention the ignorance that is too often the lot of the needy classes and which constitutes a moral as well as a social evil.

"That is why trade unionism could be classed today at the head of the works of mercy", he explained.

"For it constitutes one of the most effective forms of charity and mercy, the one best suited to modern times and to the present needs of the workers. It is not only, like the giving of alms, a work that brings relief but often causes humiliation; it is a work that heals and uplifts. For in claiming for the worker in the name

of right and justice, that which a patronizing State, although well-disposed, persists in granting him only in part, and in the name of charity, the worker is given a feeling of dignity, often dulled by alms, and a guarantee of liberty.

"Consequently, those who give their time and efforts to unionism should be considered great benefactors of humanity, and particularly of the working class, which is exposed to many dangers because of its weak economic situation.

Canon Henri Pichette

Rev. Canon Henri Pichette, General Chaplain of the CCCL, addressing the delegates on the fourth day of the convention, offered the members the moral support of the Catholic Church and warned: "If you should err, the Church will let you know".

But he added quickly: "I don't think that it had to let you know this year".

Canon Pichette used these comforting words after making a brief review of the activities of the year during which he noted an increase in difficulties, a tightening of the economy, a more severe attitude on the part of employers and deficiencies on the part of legislators.

Canon Pichette told the delegates that they constituted "the most concrete example of a group of Catholics willing to accept their social responsibilities".

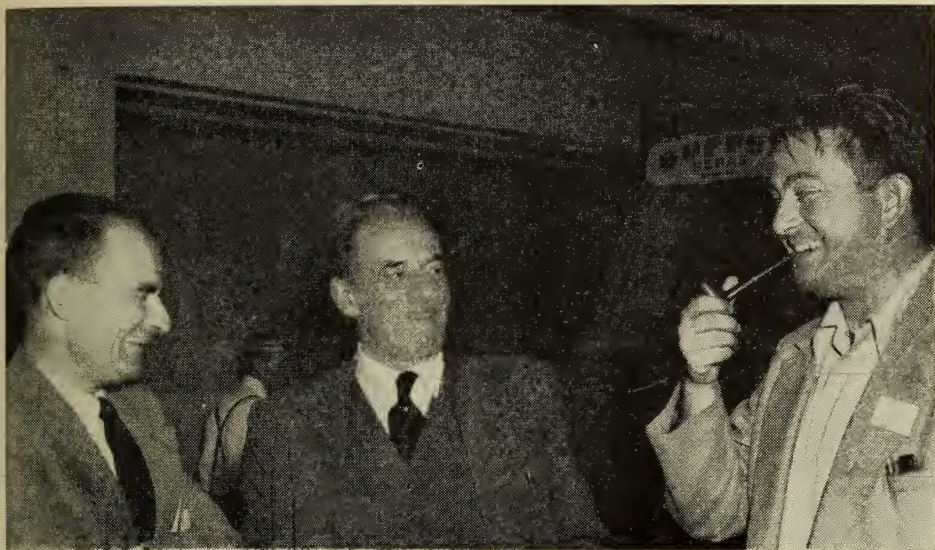
He warned the CCCL against "would-be theologians" who, although they mean well, do not understand the conditions of union action.

Encouraging the delegates to action, he noted: "You will be judged less by the number of pontifical texts you have brought forth than by the positive steps you have taken. You must act. You will be judged not so much by the number of times you have used the word corporate than by the efforts you have made to set up a social order that will take social justice and charity into account and be inspired by a truly worthy social doctrine as though by an ideal".

Arthur Bertinchamps

Mr. Arthur Bertinchamps, President of the Metal Workers Federation of Belgium and of the International Christian Federation of Metal Workers, brought the fraternal greetings of the Christian trade unionists of Belgium to the CCCL.

His first words expressed sincere gratitude to the Canadian troops who, twice in the space of 25 years, have liberated his country.



A jovial interlude at the CCCL annual convention. Gérard Pelletier, Editor of *Le Travail* (left), and Arthur Bertinchamps, President of the International Christian Federation of Metal Workers, who brought fraternal greetings from Belgian trade unionists, enjoy the comments of Maurice Vassart (right), organizer for the Shawinigan Falls Central Council, who is a naturalized Canadian from Belgium who, in his native country, was engaged in trade union activities under Mr. Bertinchamps.

"I can tell you," he added, "that the graves of your people who fell in Belgium are treated with the deepest respect."

Mr. Bertinchamps, who is just completing a two-month visit to Canada and the United States, declared that it is "in the Christian unions of Belgium and in the CCCL in Canada that one finds the greatest regard for the dignity of human nature.

"It is our desire that the worker be the first and best served," he said. "Man and capital are both essential to wealth but, between the two, men is our first choice. Our ultimate objective is to make capital the servant of labour."

General President's Report

Stating that the members of the CCCL are concerned about matters which go far beyond the limits of their normal activities, Gérard Picard devoted a good part of his annual report to the convention to a careful study of trade problems in order to "show by what thread our economic security sometimes hangs".

He also tackled the problem of federal-provincial relations, analysed the state of public health in Canada and presented a well-documented study recommending the setting up of labour courts.

Beginning by drawing the attention of the delegates to the spectre of unemployment, which "made its appearance immediately following the cessation of hostilities in Korea", Mr. Picard stated that international instability, by keeping military expenditures at its peak, creates artificial prosperity.

"Seriously conflicting interests between nations are appearing," he said, "and the conferences held so far with a view to ensuring the rational expansion of international trade do not seem to have had much result."

While noting that a union organization cannot, obviously, play a leading part in settling problems on such a large scale, Mr. Picard nevertheless specified that it should lay these matters before its members.

The General President of the CCCL repeated the "cry of distress" now being sent out from all directions to the United States: Trade, not aid.

He quoted with approval a number of passages from the talk given last May by the Prime Minister of Canada at Washington, in which Mr. St. Laurent called on the United States to take the initiative in freeing trade.

Mr. Picard took to task "the hundreds of thousands of Canadian workers who, through their affiliation with American unions, in addition to being a serious obstacle to our more rapid evolution towards national sovereignty, are, as members and by their financial contributions, participating, often without realizing it, in the drawing up or the maintenance of a commercial policy contrary to the interests of Canada and unfavourable to a good many free countries who have had enough of their declarations of good intentions."

Dealing with the field of federal-provincial relations, at present the subject of an extensive investigation by the Tremblay Commission, the General President noted, in the first place, that the CCCL is a union organization of workers, and not a constitutional or a fiscal authority.

He stated that the CCCL, as a general principle, has always favoured "respect for the Canadian constitution and established jurisdiction in so far as they do not stand in the way of economic and social progress".

Mr. Picard added, however, that the workers are calling for solutions to problems of vital importance, such as full employment, housing, and the adoption or extension of certain social security measures, and that the CCCL is most anxious to see something accomplished in this respect.

He urged an early solution to the housing problem and the establishment of a suitable health insurance scheme.

After a rapid survey designed to bring out what is happening in five other countries in the field of arbitration, the General President of the CCCL concluded that "the arbitration set-up in the province of Quebec is not, as a general rule, satisfactory".

He then suggested the setting up of labour courts, stating that a "new right is being worked out, the right to work, and our accepted judicial structures are cracking because they persist in keeping it within the limits of their jurisdiction".

Mr. Picard gave the following details concerning the functioning of the labour courts he advocates:—

Proceedings before the labour courts should be simple, prompt and inexpensive. This is not an "in forma pauperis" procedure. How can this be attained? It is evident that one party should be able to have the other summoned before a labour court, even without its consent. The presenting of evidence should be supervised by the court itself, with the assistance of the parties or their attorneys, without

needless complications, and without there being any question of plaintiffs and defendants. It should not be compulsory, for one party, to be represented by counsel. Save in exceptional cases, and at the discretion of the court, the argumentation should be oral. However, the petition of one party should be presented in writing. Reasons should be given for the more important decisions and these decisions should be published so that all those who are interested may know how matters stand with regard to established jurisprudence. As you will readily understand, all strikes and lockouts connected with disputes and litigation coming under the jurisdiction of the labour courts should be prohibited.

The General President's report, which has been called a "moral report", met with the approval of the general meeting in every respect, except with regard to private arbitration, and this was for reasons of economy.

Mr. Picard suggested that the syndicates forgo public arbitration, the cost of which is met by the provincial Government in Quebec, and stick to private arbitration, where expenses are paid by the parties concerned.

"The few dollars which might be saved by public arbitration," the General President explained, "are paid for at the cost of freedom."

This suggestion was defeated by the convention when a number of delegates pointed out that it was impossible for the small syndicates to meet the cost of private arbitration. It was agreed, however, to have recourse to private arbitration whenever financially possible, and when some doubt is entertained as to the impartiality of the public arbitration president.

General Secretary's Report

Jean Marchand, General Secretary of the CCCL, in his report attacked the Quebec Labour Relations Board, calling its decisions "unjust, arbitrary and sometimes simply fantastic" and accusing it of threatening "the very life of our movement".

"It is evident," he said in his Confederated Bureau report, "that the Board is particularly unfavourable to our organizations, refusing their requests on any pretext whatever."

Mr. Marchand accused the Quebec Labour Relations Board of continuing to play a part which the CCCL has denounced many times in the past.

The General Secretary mentioned, amongst other grievances, the case of the Aluminium Rolling Mills, Cap-de-la-Madeleine, regarding which the Board, in

the matter of an application for certification, "seems to have concluded" that there had been "religious intimidation" on the part of the parish priest of that locality because the latter had delivered a number of sermons on labour questions with regard to the social doctrine of the Church.

The CCCL's request for a secret vote was refused.

Mr. Marchand explained in his report:—

This decision, as is apparent, is extremely dangerous for us. It implies that each time a priest or a member of the Catholic hierarchy asks the workers to join one of our syndicates, the latter will eventually see even its right to certification challenged.

The Director of the CCCL Organization Service, René Harmégnies, added: "The Board would seem to have been commissioned to prevent the expansion of the movement. Well-conducted organization campaigns have failed because of an arbitrary and unfair decision on the part of the Board."

In line with these statements, the convention adopted a resolution to the effect that when its annual memorandum is submitted to the provincial Cabinet, the only request it will contain with regard to the Labour Relations Act will be a request for the reform of the Labour Relations Board.

Mr. Marchand also revealed that the provincial Government "had acquired the habit, not only of interfering with the management of joint committees, but also of paralysing, for the most fanciful reasons, the machinery of the Collective Agreement Act". He deplored the fact that a number of decrees had been held up during the year with the parties concerned not knowing why.

Commenting on the federal measure on fair employment practices, which came into force on July 1, 1953, the General Secretary explained that CCCL syndicates which do not grant equal status to all their members by reason of race, colour or religion, and which come under the jurisdiction of the Act, will have to amend their constitution in order to do away with all discrimination.

Mr. Marchand recalled that the CCCL had made certain representations to the federal Government in connection with this new legislative measure, and that, as a result of this action, "no presumption of discrimination within the meaning of the Act would be made from the use of the word 'Catholic' in the name of the syndicate".

The convention then gave instructions to the General Secretary to forward a

letter to all CCCL syndicates advising them on what they must do in order to comply with the provisions of the Fair Employment Practices Act.

In his report, the General Secretary also revealed that a new central labour organization in South America had quite recently asked the CCCL to join its ranks. This organization is ATLAS (*Agrupacion de trabajadores Latinoamericanos sindicalistas*).

"We are at present inquiring into the constitution, organization and policies of ATLAS," stated Mr. Marchand in his report.

But certain newspapers have given the impression that the CCCL was thinking of joining this South American labour organization, and the General Secretary, with the support of the General President, explained that matters had not reached that point.

"We are not thinking of joining ATLAS," stated Mr. Picard. "It would be better for us to get some information from our central organization, the International Confederation of Christian Syndicates."

Mr. Marchand was equally opposed to a statement of sympathy. "We must, first of all, get some information," he said, "after which we shall take action."

The Education Service

The report of the Confederal Bureau also included short but precise summaries of the activities of the various CCCL services and committees, including the Education Service, the Organization Service, the Press Service and the Committees on Political Orientation and Strategy.

The Director of the Education Service of the CCCL, Fernand Jolicoeur, specified that "labour promotion cannot be complete or our union organization efforts totally justified unless we also give a foremost place to the vocational, economic, social and cultural training of our members".

Analysing the main difficulties encountered in his Service, Mr. Jolicoeur said that the lack of responsible persons prepared to assume this task of labour training, the lack of financial resources, the lack of quarters, and, finally, the difficulty in obtaining permission to be away from work, are the four main reasons that have prevented him from extending his labour education movement.

In order to remedy this, he suggested basic union training courses, which could be given in the unions' quarters, together

with a minimum amount deducted from each union member's dues, the acquisition of property to become a centre for union training, and, with regard to collective agreements, the introduction of a clause providing that the workers appointed by their union be given freedom to follow study sessions.

Mr. Jolicoeur also proposed the granting of a \$1,500 scholarship to leaders to enable them to take "a refresher course from the intellectual point of view".

All the recommendations made by the Director of the Education Service were accepted by the convention.

Young Workers

The Young Workers Committee, created last year, has been given a new mandate by the convention for the pursuit of its research and educational work.

As described by the meeting, this Committee's main activity is to inform young workers about the advantages of trade-unionism, to direct them on the road for which they show the greatest natural disposition, to teach them to love their work and to acquire a professional conscience and, finally, to give them a sense of economy.

With this in view, the Committee plans to establish steady contacts with young people in co-operation with the Catholic Action groups. The Committee also intends to organize the recruiting of apprentices and to organize courses and forums for those leaving school.

Political Orientation Committee

The detailed report of the Political Orientation Committee was accepted without change by the delegates.

While the question of political action was the subject of a long and interesting discussion at the 1952 convention, the delegates this year merely expressed approval of action taken during the year.

This does not imply that the CCCL has lost interest in political action but rather that the orientation given to this problem corresponds to the wishes of the members and that they intend to pursue the same policy.

André Roy, Secretary of the Political Orientation Committee, emphasized in his report the importance of work of an educational nature with a view to giving political action its maximum effectiveness. Among the concrete political problems which interest the members of the CCCL, Mr. Roy called attention to the constitutional question in Canada, the develop-

ment of our natural resources, Canadian trade and the housing situation.

On the occasion of the federal elections last August, the committee prepared a pamphlet on the principal claims of the CCCL; this pamphlet constituted a basis for the action taken by the CCCL in the federal elections.

Mr. Roy denounced the lack of interest in politics shown by the different social classes and stated that this "opens the door to many dangers for our democratic system".

"The experience of the last elections," the report concluded, "shows how much ground remains to be covered if we are to give back to politics the exalted position it should hold among the people. A great deal of work is called for. The next two years, during which there is no electoral struggle to view, offer an exceptional opportunity for the labour movement to carry out that important task which should take concrete form in a campaign for training in a political sense and in the setting up, on a local scale, of a larger number of political orientation sub-committees."

The Organization Service

The Director of the Organization Service emphasized the fact that it is no longer as easy to organize a new union as it was during the war or in the immediate post-war period.

"Our unions no longer enjoy the support which they received from other circles a few years ago," stated René Harmegnies. "That support, in many cases, has changed to open animosity."

Professional Defence

The delegates to the annual CCCL convention devoted a major part of their discussions to bettering their professional defence by increasing their monthly contribution to that fund from 10 cents to 25 cents per member, by adopting a definite regulation for the administration of this money and by creating a three-member committee to administer the fund.

The delegates thus put into concrete form their unanimous statement to the effect that the CCCL "shall never deprive its members from exercising the right to strike" but intends, on the contrary, to go on with its representations to the very end.

The increase in the CCCL assessment for professional defence will not, however, come into effect until September 1, 1954.

This fund, which is maintained through a monthly contribution by each member,

was created at the 1951 convention. A special contribution of three dollars per member was authorized at the convention in Shawinigan Falls last year. The CCCL, in bringing the monthly assessment up to 25 cents per member, has created an annual fund of \$300,000.

The regulation adopted at the convention stated that the main purpose of the CCCL's Professional Defence Committee is to help those workers and union organizations which are faced with difficulties arising from a strike or lockout.

It may also give assistance to labour unions which are up against exceptional professional difficulties of general interest.

A three-member committee elected by the convention will administer the fund.

Communism

The convention reaffirmed its opposition to communism but rejected a resolution submitted by the Textile Federation and supported by the Resolutions Committee that the Communist Party "be declared illegal and unconstitutional in Canada".

Instead, the delegates approved an amending resolution proposed by Maurice Vassart, business agent for the Shawinigan Falls Central Council, expressing the CCCL's opposition "to materialist doctrines or theories, be they Marxist or capitalist".

The resolution reiterated the CCCL's determination to work for the establishment of a social order based on the social doctrine of the Church and stated again that "the best means of defeating communism is by scoring suffering wherever it may be found".

Mr. Vassart had the support of the General Secretary, Mr. Marchand, who opposed the resolution because, he said, "it is impossible to fight communism through legislation."

Mr. Marchand even went so far as to say that such legislation could be applied against the CCCL, "which it pleases some quarters to accuse of being communist".

Strikes

The CCCL, which has carried on long and costly strikes during the past year, seriously warned those concerned that it will never be "an accomplice in exploiting the workers" and that it intends to continue its activities at any price.

A resolution to that effect, which was unanimously adopted, stated that the CCCL, far from thinking of depriving its members of the right to strike, intends, on the contrary, to support all the representations of its affiliated unions.



For the first time in the history of the labour movement in Canada, a woman presided over the sittings of a national labour organization's annual convention when Miss Yolande Valois of Sorel, 7th Vice-president of the Canadian and Catholic Confederation of Labour, took over the chair at that organization's annual convention in Quebec, on Wednesday, September 16.

Miss Valois, who last year became the first woman to fill the post of vice-president of a national labour organization in Canada, took over from General President Picard while the delegates applauded.

This resolution, submitted by the President of the Montreal Journalists' Syndicate, Roger Mathieu, read as follows:—

Whereas some quarters have attacked and are still attacking the Canadian and Catholic Confederation of Labour by maliciously stating that it foments and launches strikes without good reasons;

Whereas the CCCL has a perfectly clear conscience in so far as the strikes it has approved and supported are concerned;

Whereas the CCCL has, rather, failed in not calling all the strikes which a sound Christian labour movement, whose duty lies in defending the interests of labour and not the failings of capitalism or the shortcomings of society, is duty-bound to call;

Be it resolved, that this convention publicly declare that the Canadian and Catholic Confederation of Labour shall

never deprive its members of exercising the right to strike but shall, on the contrary, support them against all who rob and exploit them and want to prevent them from partaking of their share of justice.

Be it resolved, further, that this declaration be in the nature of a serious warning to employers, legislators and others, that they shall never succeed in making the CCCL an accomplice in exploiting labour.

Redraft of Constitution

The convention appointed a five-member committee to redraft the CCCL constitution, which has been termed "obsolete" and unsatisfactory for the "needs of the movement".

The draft constitution, as prepared by the committee, will be submitted to all affiliated bodies at least six months prior to the next annual convention. The committee for redrafting the constitution will then make another review of the proposed constitution before submitting it to the convention.

The delegates considered the redrafting of the constitution a matter of great importance and stipulated that, as far as possible, it should be studied on the second day of the convention and that the matter should be settled before passing on to any other item on the agenda.

This resolution was put forward by the Central Council of Shawinigan Falls, which pointed out that "in the last few years the question of redrafting the constitution has been brought up at every CCCL convention, but nothing concrete seems to have been done towards that end".

Union Publication

The convention decided that the official publication of the CCCL, *Le Travail*, shall be sent to all union members as of June 1, 1954.

This decision was taken in order to promote the education of members in union matters, a point that was given great emphasis during the convention.

The General Secretary disclosed that before long the publication will carry a full page in the English language for the benefit of members who are unable to read French.

Membership

For the first time since its institution in 1921, the CCCL membership has passed the 100,000 mark. According to the report of the Confederal Bureau, the CCCL membership was 100,183* on May 31, 1953. This represents an increase of 7,143 members during the year.

During the same period, the number of syndicates increased from 423 to 442.

A new federation was formed during the year, that of Chemical Products, with six locals and 3,206 members. Of the 16 other federations, 12 increased their memberships, three lost a few members and one remained unchanged.

During the year, the Confederal Bureau affiliated 38 new syndicates and disaffiliated 18 others.

Unemployment Insurance

Ten resolutions were studied by the Committee on Unemployment Insurance.

The main representations that the convention will submit to the Unemployment Insurance Commission will request:—

That Section 29-1F of the Act and Section 5-2-E and F of the regulations governing insurance benefits be amended in such a way that vacations will not prevent employees from drawing their benefits; that is, vacations with pay will not be considered as earnings received following dismissal or lay-off;

That Regulation 12 governing benefits be amended so that the qualifying period for seasonal workers be reduced by 50 per cent;

That the Commission indicate the date of the pay period on benefit cheques;

That Section 6-4 of the regulations governing insurability be amended so that workers, even temporary or casual, in all classes of construction work, be made to come under the Act.

Housing

The question of housing was given careful consideration by a special committee during the convention. This committee made a number of suggestions for the guidance of the delegates in their decisions.

The delegates authorized the Housing Committee to meet with the federal authorities in order to demand the application of Section 9 of the National Housing Act concerning limited dividend corporations and Section 35 concerning federal participation in construction projects without provincial assistance, and to

*The Forty-Second Annual Report on Labour Organization in Canada, recently published by the Federal Department of Labour, lists the CCCL as having a membership of 104,486, as at January 1, 1953. This discrepancy is explained by the fact that the CCCL does not include a worker in its membership until it has collected his per capita tax for quite a long period of time.



The CCCL Executive Committee for 1953-54, all of whom returned to office at this year's convention. Front row (left to right): Roméo Ethier, Treasurer; Canon Henri Pichette, General Chaplain; Gérard Picard, General President; Jean Marchand, General Secretary; Miss Yolande Valois, 7th Vice-president. Back row (left to right): René Gosselin, 1st Vice-president; Horace Laverdure, 2nd Vice-president; Lucien Dorion, 3rd Vice-president; Adrien Plourde, 4th Vice-president; F. X. Légaré, 5th Vice-president; and Rodolphe Hamel, 6th Vice-president.

demand that the granting of an additional loan of $\frac{1}{2}$ of the basic loan, which was abolished following the declaration of war in Korea, be brought back into force.

The convention also asked the Housing Committee to submit a memorandum to the Government of the province of Quebec asking the said Government to co-operate with the federal authorities in order to give effect to Section 35 of the National Housing Act.

Among the other resolutions concerning housing adopted by the convention was one requesting that the National Housing Act be amended in order to provide that "the maximum term of the loans be 30 years and that the Central Mortgage and Housing Corporation be authorized to make loans on houses built or being built provided that the standards set by the Act were met".

List of Resolutions

Exactly one hundred resolutions were on the list; a large number of them were referred to different committees.

The main demands concerning the federal Government were:—

That the individual exemption from income tax be \$1,500 for single persons and \$3,000 for married ones;

That workers be allowed to deduct for income tax purposes their transportation expenses from their home to their workplace and the cost of their tools;

That the International Labour office be asked to convene a tripartite conference of the graphic arts and to establish a printing trades committee;

That Dominion Day be called "Canada Day" and that this day be a paid holiday;

That a Royal Enquiry Commission be instituted to study the problems of the textile industry in Canada.

With regard to provincial legislation, the main requests made for the first time by the convention asked:—

That all formulas for union security be allowed in collective agreements;

That the tax on fuel oil be abolished immediately;

That the cutting and sawing of wood be done in the fall and winter instead of in the summer;

That Bill 34 be abolished and that the Elections Act be amended in order to

provide for the limitation of election expenses;

That grants be made to hospitals;

That the charges still pending against some 150 asbestos strikers be settled as soon as possible.

Election of Officers

All members of the Executive Committee of the CCCL were re-elected at the close of the six-day convention.

The General President, five vice-presidents and the General Secretary were re-elected unanimously, while only two out-going vice-presidents and the Treasurer faced opposition.

The delegates thus gave a sharp denial to rumours to the effect that there was dissension within the CCCL, that the rank and file did not work with their officers and that a strong opposition group was being organized within the movement.

The CCCL Executive Committee for the year 1953-54 is as follows: General President, Gérard Picard, Montreal; 1st Vice-president, René Gosselin, Granby; 2nd Vice-president, Horace Laverdure, Montreal; 3rd Vice-president, Lucien Dorion, Quebec; 4th Vice-president, Adrien Plourde, Arvida; 5th Vice-president, F. X. Légaré, Rimouski; 6th Vice-president, Rodolphe Hamel, Asbestos; 7th Vice-president, Miss Yolande Valois, Sorel; General Secretary, Jean Marchand, Quebec; Treasurer, Roméo Ethier, Montreal. Rev. Canon Henri Pichette is General Chaplain.

Mr. Dorion defeated Louis-Philippe Boily, Jonquière, for the office of 3rd Vice-president, and Mr. Légaré defeated Fernand Lavergne, Shawinigan Falls, for

that of 5th Vice-president. Henri Bélanger, Quebec, was defeated by Mr. Ethier for the office of Treasurer.

The convention elected the following to the Committee on Professional Defence for the coming year: President, J. Emile Hébert, Shawinigan Falls; Vice-president, Yvan Legault, Montreal; Secretary-Treasurer, Adélarde Mainguy, Quebec.

Through its President, Roger Mathieu, the Montreal Journalists' Syndicate protested against a charge made by the President of the Federation of Municipal and School Corporations to the effect that the reports on the annual convention published in the newspapers "were controlled to the point of censorship" by the CCCL Executive.

Mr. Mathieu, himself a newspaperman from *La Presse*, Montreal, and a delegate at the convention, denounced the charge as a "slur" on the honesty of both newspapermen and the officers of the CCCL.

He solemnly declared that no one had attempted to dictate his reports to him and said that he was sure the same applied to his colleagues. Most of the newspapermen present at the convention, though they may not have been there as delegates, were nevertheless members of the CCCL.

The General President, Gérard Picard, himself a member of the Montreal Journalists' Syndicate, called the statement "particularly malicious" and stressed that neither he nor any member of the Executive had ever tried to interfere with the newspapermen.

The delegates re-affirmed their confidence in the newspapermen, only four voting in opposition to Mr. Mathieu's charge.

Britain's WEA Celebrates 50th Anniversary

The Workers' Educational Association, a non-sectarian, non-political body formed in 1903 for the purpose of organizing a system of adult education for Britain's workers, has just celebrated its 50th anniversary.

Starting out with the co-operation of only 12 societies, today the WEA has the active support of 2,800 affiliated bodies.

This year, in its more than 6,000 classes, more than 100,000 men and women are enrolled. Instruction covers economics, social history, industrial psychology, literature, music and the arts, business and commercial subjects, and the principles and practices of modern trade unionism.

Continuity of its educational services is emphasized by the WEA. From its

earliest days the Association has recognized the value of pioneer courses, both short and elementary, to stimulate and encourage people to take on the more exacting obligation of the three-year tutorial class. Last year the Association achieved a record in the number of tutorial classes operating at one time, with nearly 1,000 classes and well over 12,000 students.

Alongside with these long-period tutorial classes were some 1,450 sessional classes, lasting 12 or 24 weeks or even longer, with a student enrolment of 24,000. Thus, at any one time of the year a total of 36,000 working men and women were engaged in systematized study under the direction of the WEA.

International Labour Organization

ILO Committee Defines Functions of National Labour Department

Protection of workers, promotion of industrial relations and conditions of employment, manpower policies and social security included

The functions of a labour department include protection of workers, promotion of industrial relations and conditions of employment, manpower policies and social security, according to the report of a special committee of the International Labour Organization.

The committee, established at the International Labour Conference in June this year, has published its findings after a study of the organization and workings of national labour departments.

It is the first time that a subject of general interest in the labour field has been considered by a committee of the conference without a convention or a recommendation being proposed. The report of the 75-member committee is intended as a source of information and a guide to member countries in setting up or developing a national labour department.

Protection of workers, states the report, may include industrial safety, hygiene and occupational health, prevention of and compensation for industrial injuries and occupational diseases, improvement of conditions and the protection of health in workplaces, industrial welfare, adaption of workers to jobs, and studies relating to such subjects as workers' fatigue.

Under this heading also fall the protection of children, young persons and women. For the former, vocational guidance and training, age of admission to employment, fitness for employment and control of conditions of work are matters of importance. For the latter, important matters are conditions of work and maternity protection.

In the field of industrial relations, the duties of a national labour department may include promoting collective bargaining, assisting in all matters pertaining to conciliation and arbitration and dealing with other aspects of wage fixing, in accordance with national laws and regulations.

Functions in this field may also cover such matters as minimum wages, hours of

work and rest periods, overtime and holidays with pay. In some countries this field also covers the preparation of a labour code.

Functions in the manpower field may include employment services, occupational guidance and job counselling, apprenticeship, vocational training and retraining, and rehabilitation of workers.

There may also be action taken relating to the location of industry, the migration of workers and the mobility of workers.

The objective in all phases of manpower policy is to achieve and maintain full productive employment, occupying workers to the fullest measure of their skill and attainments and providing industry with the qualified workers it needs.

Under social security are included invalidity, sickness, compensation for accidents and occupational diseases, old-age and survivors' insurance, maternity insurance, unemployment insurance, family allowances and social welfare schemes.

In addition to these special functions, there are other matters which are often handled by the labour department where no other department exists for that purpose. These matters are immigration, co-operatives, housing for workers, working and living conditions in agriculture, administration of the non-military aspects of national military service, and special educational and recreational facilities.

Canadian members of the committee were G. V. Haythorne, Director of the Economics and Research Branch of the federal Department of Labour, who served as a government delegate; Carl Berg, a Vice-president of the Trades and Labour Congress of Canada, who served as a labour delegate; and R. V. Robinson of the Canadian Manufacturers' Association of British Columbia, who served as an employers' adviser.



In an address delivered to delegates to the 36th session of the International Labour Organization, David A. Morse, Director-General of the International Labour Office, pointed to the need for world-wide productivity increases. Mr. Morse said:—

“Much of our (i.e., the ILO) technical work, particularly the assistance to under-developed countries, has been directed towards raising productivity.

“The solution to the problems in the drive to raise productivity must be sought largely on the industrial front. Good industrial relations are a guarantee of constructive co-operation, both in increasing productivity and in securing an equitable distribution of its proceeds. Good industrial relations, as many speakers have pointed out, are not something which can be created by administrative decision or legal action. They may be assisted by governmental activity; but their success depends upon the attitudes of employers’ and workers’ organizations.”

Excellent Example of Co-operation

An example of excellent co-operation between an employee, an LMPC, and the employer has come to light at the Sir Adam Beck Hydro Project in Niagara Falls. E. C. Haslam, an employee of the Ontario Hydro Commission, has been commended by the central LMPC for his original suggestion to use double-headed nails on scaffolding used in constructing the new power house. Also commended for their work in the development of the new technique were G. H. Roy, Power House Superintendent, and the Power House Divisional LMPC.

A report to the central LMPC gave a complete summary of the effectiveness of the idea in operation. As a result of this report, various other sections of the project will try using double-headed nails where possible.

The idea has resulted in savings in time, labour and materials. Time required to strip forms has been reduced and trucking of lumber to and from the scrap yard has been largely eliminated because form lumber is now stripped clean on the spot.

The report recommended use of this type nail on all outside form work wherever the lumber is to be used again. Another result of using the nails has been less breakage of lumber during stripping.

* * *

Another LMPC has been formed in a Canadian shipyard. A recent announcement says that Burrard Dry Dock Company Ltd. and the ten unions representing the workers have formed a labour-management production committee. The purpose of the LMPC is to improve production efficiency and promote mutual understanding.

The *Vancouver Province* quoted Jack Dalrymple, Yard Manager, as telling the first meeting:—

“We meet here in the hope and belief that we can get together on a common basis and produce ideas and approaches in our industry which will improve our productive efficiency, promote a feeling of friendliness and trust in our common aims and maintain harmonious relations in our everyday duties.”

Some of the problems the committee will deal with are changing obsolete practices, absenteeism, whistle jumping, educational, recreational and welfare activities, protection of personnel and plant, improvement of design and use of tools and fixtures and simplification of handling, sorting and moving of materials and products.

* * *

The annual report of the executive of the British Trades Union Congress has supported the work of the British Productivity Council, successor to the Anglo-American Council on Productivity. In the report to the eight million TUC members, the leaders said that higher industrial efficiency is “essential for survival” in the competitive field of world trade and that the Council is one of the best methods to get increased efficiency. The report also described the Productivity Council as a means of improving the workers’ living standards.

* * *

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during August. The Board issued seven certificates designating bargaining agents, rejected two applications for certification as bargaining agent, and ordered two representation votes. During the month, the Board received seven applications for certification as bargaining agent.

Applications for Certification Granted

1. International Alliance of Theatrical Stage Employees and Moving Picture

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Machine Operators of the United States and Canada, on behalf of a unit of certain classifications of employees in the television service of the Canadian Broadcasting Corporation (L.G., Aug., p. 1154).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel of the deck, engineroom and steward's department's employed on vessels operated by Hall Corporation of Canada, Montreal (L.G., Aug., p. 1154).

3. United Packinghouse Workers of America, on behalf of a unit of plant employees of Purity Flour Mills Limited, employed at St. Boniface, Man. (L.G., Aug., p. 1154).

4. Federal Union Local 493, Trades and Labour Congress of Canada, on behalf of a unit of painters employed at Victoria, B.C., by the Canadian Pacific Railway Company (British Columbia Coast Steamship Service) (L.G., Aug., p. 1154).

5. International Union of Operating Engineers, Local 857, on behalf of a unit of employees of Canadian National Railways, employed in the Engineering Department of the Macdonald Hotel, Edmonton, Alta. (L.G., Aug., p. 1155).

6. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by the Canadian Pacific Railway Company, in its Great Lakes Steamship Service, aboard the SS *Keewatin* and SS *Assiniboia* (L.G., Sept., p. 1314).

7. United Packinghouse Workers of America, Local 520, on behalf of a unit of plant employees of The Ogilvie Flour Mills Co. Limited, employed at the company's Higgins Avenue plant, Winnipeg (L.G., Sept., p. 1314).

Applications for Certification Rejected

1. National Association of Broadcast Engineers and Technicians, applicant, and Canadian Broadcasting Corporation, respondent. The application was rejected for the reason that it was not supported by a majority of the employees affected in a representation vote conducted by the Board (L.G., Aug., p. 1154).

2. United Mine Workers of America, District 50, Region 75, Local 13618, applicant, and Hall Corporation of Canada, Montreal, respondent. The application was rejected for the reason that it was not supported by a majority of the

employees affected as members in good standing in accordance with Section 15 of the Board's Rules of procedure (L.G., Aug., p. 1154).

Representation Votes Ordered

1. West Coast Seamen's Union (Canada), applicant, and The Packers Steamship Company Limited, Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Aug., p. 1155). The names of the applicant and intervener will appear on the ballot.

2. Beaverlodge District Mine, Mill and Smelter Workers, Local No. 913, International Union of Mine, Mill and Smelter Workers, applicant, and Eldorado Mining and Refining Limited, respondent (Beaverlodge operations, Uranium City, Sask.) (L.G., July, p. 1020).

Applications for Certification Received

Club and Cabaret and Construction Camp, Culinary and Service Employees' Union, Local 740, Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of the following five units of employees at Whitehorse, Y.T.: (1) cocktail lounge and tavern employees of the Whitehorse Inn; (2) cafe employees of the Whitehorse Inn; (3) cocktail lounge and tavern employees of The Regina; (4) cocktail lounge employees of Tourist Services; and (5) cocktail lounge employees of The Canadian Legion, Branch No. 2 (Investigating Officer: D. S. Tysoe).

6. Mayo District Mine, Mill and Smelter Workers, Local No. 924, International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of MacKeno Mines Ltd., Keno City, Y.T. (Investigating Officer: D. S. Tysoe).

7. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of coal dump labourers employed by Canadian National Railways at Moncton, N.B. (Investigating Officer: B. H. Hardie).

For some Boston truck drivers, birthdays will be paid holidays beginning next year.

A provision in a new two-year contract negotiated by Local 25, International Brotherhood of Teamsters, Chauffeurs,

Warehousemen and Helpers of America (AFL), gives this additional paid holiday to the local's 6,000 members. They already get eight paid holidays each year.

The birthday arrangement will begin in 1954.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officer Appointed

During August the Minister appointed a conciliation officer to deal with the following dispute:—

Eastern Canada Stevedoring Co. Ltd. (Toronto) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: L. Pepin).

Settlement Reported by Conciliation Officer

Canadian Broadcasting Corporation (editorial employees) and Canadian Wire Services, Local 213, American Newspaper Guild (Conciliation Officer: F. J. Ainsborough) (L.G., Sept., p. 1314).

Conciliation Board Reports Received

(1) The Shipping Federation of Canada, Inc., Montreal, and Seafarers' International

Union of North America, Canadian District (L.G., May, p. 699). Text of the Board's report is reproduced below.

(2) Canada Steamship Lines, Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., July, p. 1022). Text of the Board's report is reproduced below.

(3) Colonial Steamships, Limited; N. M. Paterson & Sons, Limited; Upper Lakes and St. Lawrence Transportation Company Limited and Seafarers' International Union of North America, Canadian District (L.G., July, p. 1022). Text of the Board's report is reproduced below.

(4) National Harbours Board, Quebec, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., July, p. 1022). Text of the Board's report is reproduced below.

Report of Board in Dispute between

Shipping Federation of Canada, Inc.

and

Seafarers' International Union of North America,
Canadian District

The Conciliation Board appointed in the above matter, consisting of His Honour Judge W. S. Lane of Picton, Ontario, Mr. Maurice Silcoff of Montreal, and Mr. T. R. Meighen, QC, of Montreal, has met the Parties at the City of Montreal on the 20, 21 and 22 days of May, 1953. The Parties were respectively represented as follows:—

For the Shipping Federation of Canada—

Mr. J. A. Sauve, of Canadian National Steamships,

Mr. E. Strang, of the Saguenay Terminal, Captain Outram, of Canadian Pacific Steamships,

Captain Ellis, Triton Steamships, Captain Matheson, Shipping Federation.

For the Union—

Mr. H. C. Banks, International Vice-President,

Mr. R. M. Deeley, Sec.-Treasurer,

Mr. E. E. Hughes, Chairman of Negotiating Committee,

Mr. M. Sheahen, Member of Negotiating Committee,

Mr. J. Savard, Member of Negotiating Committee,

Mr. R. Desjardins, Member of Negotiating Committee,

Mr. W. Lucyhyan, Member of Negotiating Committee,

Mr. F. Keeping, Member of Negotiating Committee,

Mr. A. Stenger, Research Consultant.

The case on behalf of the Union was conducted mainly by Mr. Hughes, with the assistance at all times by other members of the Negotiating Committee and by Mr. Banks, the International Representative. The case on behalf of the Federation was conducted jointly by Mr. Sauve and Mr. Strang, with the assistance of other members of the Committee of the Shipping Federation and particularly Capt. Matheson.

The requests made on behalf of the Union were some 33 in number most of which have some economic significance, but some could not be so classed. In approaching the problems involved in this Conciliation, we must do so remembering the fact that there has been a most decided shrinkage in the last few years in the Deep Sea Canadian merchant fleet, and that the shrinkage has been such as to invite rather serious thinking on the problem of the survival of shipping under the Canadian flag. It would seem that it is our duty in this Conciliation to assess the factors involved in this shrinkage and to relate them to the demands which have been made in this Conciliation. At the same time, it would seem to be our duty to find whether or not the unlicensed personnel, who work on these Canadian ships, are the subject of discrimination in the interests of the Shipping Companies, to, in effect, subsidize the survival of Deep Sea Canadian shipping. It is quite true that, while from a pride standpoint, possibly from an economic standpoint and probably from a defence standpoint, Canadian shipping is a decided asset to this country, we cannot be expected to have that shipping maintained by an under-paid, unlicensed personnel on the ships that make up the merchant fleet. We must be prepared to hold some sort of a true balance between the conditions under which the men work as against the cost of satisfactory working conditions in the industry in so far as the Federation Shipping Companies and the men are concerned.

It is significant to us, however, that this Conciliation was not brought to us on the basis of comparisons of rates, nor was it brought to us on the basis of comparison of wages and cost of living. It is particularly significant to us that at the hearings it became evident that the unlicensed personnel of Canadian ships are paid rates of wages which are higher than any other country in the world with the exception of the United States. It is also significant to us that the working conditions on Canadian ships are better than the working conditions on any ships in the world, again with the exception of the United States. It is rather significant, also, to us that it was alleged that all countries other than the United States not only were able to, but did under-bid the Canadian ships in the market for freight, and that it is necessary for the Canadian ships to remain in operation to meet those prices which are largely dictated by Norwegian, British, Greek and other registries. It was alleged

In August, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and the Shipping Federation of Canada, Inc., Montreal.

The Board was under the chairmanship of His Honour Judge W. S. Lane, Picton, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. The nominee of the Federation was Theodore Meighen, QC, Montreal, and the union nominee was Maurice Silcoff, Montreal.

The majority report, which, under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the report of the Board, was signed by the Chairman and Mr. Meighen. The minority report was submitted by Mr. Silcoff.

The texts of the majority and minority reports are reproduced herewith.

in such a manner that we must take some notice of it that the only basis for United States remaining in competition in this field is by their special system of subsidizing American shipping. We are prepared at this stage to find, as was stated to us at the hearing, that there is no such corresponding subsidy available to Canadian shipping. We must take some notice of the fact that at least some of the Companies operating in the Federation carry on large parts of their business by foreign flag ships, and that if the Companies find operation of Canadian flag ships is too far out of line, it may be that those Companies will find it profitable and desirable to transfer flag of the few remaining ships operating under the Canadian Registry.

In arriving at our decision on these very vital issues involved in this Conciliation, we must see that the men are paid adequately for their services, but at the same time we must guard against the eventuality which seems to be present here that by raising operation costs substantially we will be cutting off Canadian labour from this field of work. We have attempted to approach the issues involved here fairly and to the best of our ability to try and do justice to the men and to the Companies. We will go through the requests in the order of the demands as they were made by the Union:—

The first demand involved here was a demand for an increased scale of wages by a general increase of \$50 per month for all unlicensed personnel. After having considered this matter from every angle, we have come to the conclusion that this is not justified. For a justified increase of wages, there should be present at least one of a number of factors involved. Either the rate presently paid, by comparison with other rates, should be low; or there should have been an increase in the productivity justifying the demand; or there should have been an increase in the cost of living which would justify the request. Here the Union makes no attempt to show that any of these factors are present, and it would appear that the only basis of increase which they are prepared to submit is one which has sometimes been termed the "improvement factor", and which might be applied where there is a general expanding economy or at least prosperity in the particular industry, but which in general has not too much logic behind it. On the other hand, if we were to accede to this request, this Board feels that it would be cutting off completely the men involved here from their employment on Canadian ships. We are prepared to find that any substantial increase in labour costs at this time, in view of the lower rates paid by the majority of shipping countries, would eliminate Canadian ships from the sea. On this basis, therefore, we cannot recommend that there be any increase in the general wages paid on Canadian ships. We are, therefore, not prepared to recommend that the wage rates, as set out in Article III, Section 1(a), be changed.

The second request deals with a demand for an increase in stand-by wages from 90 cents to \$1.50 per hour, as outlined in Article III, Section 1(b). In this case, in spite of the wage costs, it appears to us that the present rate of 90 cents is out of line with the general rates being paid, and that there should be an increase in this particular clause of Section 1 of the stand-by rates from 90 cents to \$1.20 per hour.

The third demand covers a demand for an increase in overtime rates, as set out in Section 3 of Article III, from 95 cents, 85 cents and 75 cents to \$1.50, \$1.40 and \$1.25 per hour. There would be no question in this connection were these overtime rates purely confined to overtime work, but under the clauses of this Agreement, while some of the overtime work and rates apply to situations which are purely overtime, in other cases these rates apply as premium

rates of pay for disagreeable, unpleasant and sometimes dangerous work. There seems, therefore, to be not too much logical basis for an increase in these rates as demanded, but at the same time we see no very valid reason as to why these rates should not be on the same basis as stand-by rates. We, therefore, have decided that we should recommend that they should be increased from the present rates to \$1.20, \$1.10 and \$1.

The fourth demand is on the question of compensation for loss of property occasioned in a marine disaster from \$150 to \$250. The present payments are set out in Section 19 of Article II. Under the present clause, the sum of \$150 appears to be an artificial figure which is paid automatically without any question of proof of loss. If the artificial nature of this payment is to be retained and it is to be paid to a seaman irrespective of his loss, then we do not feel that there should be any increase in the amount of that payment. If, on the other hand, the clause were redrafted to make it necessary to prove the amount of the loss, then we would be prepared to recommend that the amount be increased so that the Company would be required to pay the actual amount of loss up to the sum of \$250.

The fifth demand was for an increased compensation for short issue of linen from 30 cents and \$2 to 60 cents and \$4, under Section 13(c) of Article II. It would appear to us from the evidence that we heard that this is merely a request for an increase in penalty, and it would also seem to us not to be justified, particularly in view of the operating deficit which is being faced by many of these Companies.

The sixth request, which is a request under Section 18 of Article II, is for an increased meal allowance from \$1.25 to \$2 per meal, with a maximum per day increase from \$3.75 to \$6 per day. We have felt that there is some reasonable basis for this request, because while travelling it would be very difficult to live at the rates set out in this Section. We have, therefore, decided that we should recommend that the rates be increased to \$1.60 per meal with a maximum of \$4.50 per day.

The seventh demand covers a demand for room and meal allowance, under Section 19 of Article II, from 85 cents as presently paid to \$1.25 per meal. After thinking the matter over and having heard both points of view in this matter, we have come to the conclusion that a fair allowance per meal would be \$1.10, and we would so recommend.

The eighth demand is a proposal whereby there would be added into Article VII a new Section 4 covering extra meals, whereby there would be extra pay given to the Steward's Department of 50 cents per meal served to any guests and this amount would be divided among the personnel of the Steward's Department actually engaged in serving those meals. It would seem that this is a demand which is made for some slight extra work which might be occasioned under unusual circumstances to the Steward's Department. We do not feel, under the circumstances, that this is a justifiable demand unless there has been some abuse which can be pointed to. It seems to us to be just another demand which would increase the cost of operation of these ships, even though only slightly. It would seem to be a case where under the present system the average employee expects to do only the bare minimum of work without increased remuneration, and so long as that attitude is maintained anywhere, the service and the competitive strength of the individual as well as the Company for which he works will suffer. We, therefore, do not see our way clear to recommend the change as demanded.

The ninth demand is a penalty demand, whereby if the Steward's Department is required to serve late meals due to the failure of officers eating within the prescribed time, the Steward's Department will be entitled to regular overtime rates for the length of time they are required to stand by. This request is actually not a request for overtime. If it were, there would be some justification for it. It is a request for overtime payment in the Steward's Department for time for which the men are actually being paid and, as explained to us, the request is made so that there will be some compulsion given to the officers to be present at regular meal times. In our opinion, this would seriously undermine the authority of the officers on the ship and in an emergency might constitute a hazard to the proper operation of the ship, and definitely if it became effective would be an unfair payment forced from the Company under most conditions. Again, we do not see that this demand is justified.

The tenth request comes within the heading of the reduction of work week from 56 hours to 40 hours. There is no doubt but that the trend in industry generally on land has been towards a 40 hour week. However, there has by no means been a complete approach to that hourly schedule. The Shipping industry has come a long

ways towards this when they adopted a schedule of hours in port different from that at sea. We do not see how it would be possible to reduce the hours at sea so that the seamen would benefit actually in shorter hours. The only ways that it could be done would be to increase the manning scale so that regular shifts could be worked on the boats at sea. In the alternative, the men themselves could work it and be paid overtime for the extra work. Obviously the first alternative is not practical. Therefore, this reduction in hours while at sea, in effect, becomes a further wage demand. On principle, overtime is justified as a penalty against long hours, and is given as a deterrent to forcing the men to work. Here it could not be a deterrent, it could be only extra pay. It seems to us that this demand cannot be justified in any way, particularly under the circumstances of the non-profitable operation of the Shipping Companies on the East Coast of this country. We, therefore, have come to the conclusion that were we to grant this demand we would be doing harm to the men themselves, because this would mean in the long run an almost sure way of taking out of operation the Canadian ships operating under Canadian flag. We, therefore, are prepared to refuse the requests set out in Numbers 10, 11, 12 and 13. We see no possibility of any reduction in hours at sea, and therefore, these demands, which are in line with the general reduction demand, should not be granted.

The next demand is demand Number 14, which deals with Section 3 of Article V. This is a demand that the deck department be paid overtime rates where they are required to take off and put on hatch boards and beams, and is an alternative to Section 3, Article V, in the present Agreement. It appears to us, from the evidence that was given, that Section 3 in the present Agreement goes a long way towards relieving the deck department of work which appears to us to have been proper work for that department. We see no justification for the extension of that Section. We understand that the reason for having it written in its present form is so that there would be no conflict between longshoremen and the deck crew in ports where this hatch work has been by custom of the port the property of the longshoremen. We see no reason why the Company should have to pay extra for this work in ports where it is not the custom. We would, therefore, not recommend any change.

The fifteenth demand covers modifications to the work required of carpenters. This again is a request predicated on the 40 hour week, and could be turned down on the basis of the refusal to recommend the reduction in hours as above set out. But here it seems to us that we should say that the carpenters' work on a ship is important and the exemptions from that work should not be extended further than they are at present, because to extend them would merely be a further way of requiring a premium payment which again aggravates the operating cost which, in our opinion, it is as much in the interests of the unlicensed personnel to keep down as it is in the interests of the Companies.

Demand Number 16, which covers Section 7 of Article VI, as we see it is nothing more than a change required if the 40 hour week were established. In view of the fact that this Board cannot see its way clear to make that recommendation, there is no necessity that this Section be changed. We, therefore, do not recommend a change here and feel that this Section should be rewritten as it was in the last contract.

The seventeenth demand of the Union deals with an amendment to Article VII, Section 2. After hearing the evidence given for both sides, your Board is not prepared to recommend the demand in its entirety of the Union. We do, however, feel that some of the aspirations at least of the Union may be obtained if we delete the last two words of the present Section and replace them by the following: "scheduled hours of work as well as any hours worked in addition to the schedule", so that the Section will now read:—

On Saturdays, Sundays and holidays while in port, the members, who work, of the Steward's Department under this Agreement shall be paid regular overtime rates for all scheduled hours of work as well as any hours worked in addition to the schedule.

The Union's eighteenth demand deals with Article I, Section 5, in which they ask that after the word "rights" in the second paragraph of this Section there be added "of the above paragraph". The amendment requested by the Union certainly would add nothing in meaning to the Section. It would not change it in any way in substance other than to make it more difficult to understand by reason of its clumsy construction. In view of this, we cannot recommend that it be changed as asked.

The Union's nineteenth demand deals with Section 6 of Article I and relates to promotions. The Union asks that there be

added after the word "port" the following words: "where the Union cannot supply the necessary replacements". The Company also asks for an amendment to this Section after the word "service", where they would add the words "on the ship". We have come to the conclusion, after thinking the submissions of both Parties over carefully, that the Section should be amended to read as follows:—

In making promotions, at sea and in port, full and due consideration shall be given to Seniority and, all things being equal, seamen who are senior in length of service on the ship shall receive available promotions.

The Companies shall not be obligated to revoke promotions they make at sea. They agree that a promotion will not be made while in a port where the Union maintains an office and can supply at that port a satisfactory replacement for the vacancy to be filled.

The Union's demands Number 20 and 21 really deal with the same matter. They relate to Section 7 of Article II. The first demand asks that the title of the Section be amended, and the second demand asks that the three paragraphs be deleted and that they be replaced by a general blanket paragraph reading as follows:—

Union officials shall be permitted on board the Company's vessels at all times to contact crew members and transact Union business.

This demand seems to us to be a rather unnecessary simplification of an important security requirement. It was pointed out to the Board that the Company officials themselves could not go on board the Company vessels without proper passes. It, therefore, would seem that there should be no higher right given to the Union officials than to the Company officials. It was pointed out to us that these requirements were essentially for the security of the vessels and even to guard against spurious representatives of other organizations gaining entrance to matters to which they have no right. Under the circumstances, therefore, we have come to the conclusion that there is no justification for either of these requests. We would recommend, therefore, that the Sections be rewritten as they were in the last contract.

The Union's twenty-second demand deals with Article II, Section 12, from which they ask that in paragraph (c) "utility boys" be eliminated. The basic reason for this request is that they claim utility boys, being a part of the personnel of the Steward's Department, should be responsible only for the cleanliness and the cleaning duties properly attributable to that department. They do not feel that

these utility boys should be expected to clean for the ordinary seamen and the other departments. They base their reasoning on the fact, which they say is the fact, that the Steward's Department is, under the new manning scale, lighter manned than the other departments of the ship and that, therefore, the utility boys as a part of that department should not be asked to do work beyond it. Against this, the Companies take the position that in the very nature of the work the utility boys are proper persons to list for this work when they are required for any special or general reason. This is the type of job they are hired for, this is the reason they are put in the Steward's Department, and they see no reason why this should be changed now. The Board has come to the conclusion, after thinking the matter over, that there should be no change with regard to this matter and that the terms of the contract in this regard should be rewritten in their present form. While there is something to be said for the Union's argument, if in fact it is accurate, there is just as much to be said from the Companies standpoint. Therefore, the matter should stand as it is for the present.

The Union's twenty-third demand is with regard to Section 13(a) of Article II, and is to raise the issue of boxes of matches from four boxes of matches to six boxes of matches per week. This request seems to be one which has very little difference in it one way or the other. We have felt that, if there is any necessity for more matches to be issued to seamen, then the Companies would be well advised to raise the issue from four boxes to six boxes of matches per week.

The Union's twenty-fourth demand deals with Section 15(c) of Article II, wherein the Union asks that the words "watches may be set as required by the Master" be deleted, and that there be added to the Section "when watches are set". It would seem that there should not be an amendment to this Section, because for the safety of the vessel it is not proper to detract from the authority of the Master. However, in the hope that some goodwill may be gained, the Board has decided to recommend that after the word "Master" be written in "subject to Section 2(a) of Article V", so that the Section will now read:—

Meals hours may be varied but such variations shall not exceed one hour either way provided that one unbroken hour shall be allowed at all times for dinner and supper when vessel is in port. When watches are broken, if one unbroken hour is not given,

the men involved shall receive one (1) hour's overtime in lieu thereof at the regular overtime rate. On sailing day, watches may be set as required by the Master, subject to Section 2(a) of Article V, and meals shall be taken at least one (1) hour prior to commencing watch. This subsection shall apply to day men in port and at sea.

The Union's twenty-fifth demand deals with Section 17 of Article II. The Union has asked that this be rewritten so that there should be the word "sufficient" written into this Section. The argument apparently is that some stewards do not place sufficient supplies out for this mid-night lunch and they term it a compliance with the Section if they set out a token amount of food for the men. If this be the case, it would appear to this Board that this is a proper matter upon which these men should grieve when they come to their home port and it should be brought to the attention of the Company the way their steward acts. The matter should be dealt with by way of penalty if in effect it is taking place. By adding the word "sufficient" into the Section, however, we would, in our opinion, be doing nothing towards clarification and would be merely making the matter a football for the men, which would not be, in our opinion, a proper solution. We cannot, therefore, recommend that there be any change in the contract in this regard.

The Union's twenty-sixth demand deals with Section 20 of Article II, and is in connection with the return of seamen to the port of signing. The Union asks that the stipulation of the rights of return, as provided under the Canada Shipping Act, be deleted and that there be added a clause which would require that they be returned to the port of engagement with subsistence, transportation and wages as provided in this Agreement. In view of the factors involved in this dispute, particularly the cost factors involved in so far as these Companies are concerned, we are unable to give any relief to the Union under this demand. We do not see that there is any greater ground for return from a Canadian port than the return from a foreign port. We do feel that a seaman should have that right. We do not feel that he should be returned from any port as a distressed British seaman, but that he should be returned under the terms of the Canada Shipping Act. We would, therefore, recommend an amendment of this Section by adding the following sentence at the end: "and the Companies agree that the seaman shall not be returned as a distressed British seaman."

The Union's twenty-seventh demand deals with Section 21 of Article II. This request would deny the Company the right to sign on substitute seamen abroad, even though the necessity for such an act were caused by the unlicensed personnel leaving the ship during the course of the voyage. It is true that the Union says that the Company, under their proposed Section, would have the right to sign on emergency crew men, but that they would have to return them to their port of origin as supernumeraries when they return from the voyage. Management points out that this is virtually a denial of the right to hire them on, because no man will hire on unless he has some prospect of employment, and if he has to be returned to his port of origin he will not hire on. In the interests of properly operating the ships and in the interests of both Parties, having regard to the fact that the necessity of hiring can only come about by the improper act of some of the Union's membership or some other cause for which the Companies cannot be responsible, we cannot do anything but recommend that the Union's request for altering this Section be refused, and that the contract be rewritten as in the last contract.

The Union's twenty-eighth demand deals with Section 2 of Article III, and relates to the division of wage or short-handed pay where a vessel sails short-handed. The present Section, where the vessel sails short-handed, permits the payment of short-hand pay, but there is a clause in that contract which hoists it if the vessel sailing short-handed is due to the misconduct of any crew member. It would seem, in view of the fact that this is a Union shop, that there is some responsibility on the part of the Union for the acts of its membership. It is true that the Companies say the Union has been doing a good job in this regard, but at the same time we see no reason why that responsibility should not continue, and it should not be borne solely by the Union organization itself, but it should be borne collectively by the Union membership. Therefore, we see no reason why this Section in principle should be amended. Altogether aside from the question of principle, it does not seem to us that there should be a great hardship on anyone perpetrated, except perhaps in the Steward's Department. With regard to this department, we would be prepared to recommend that this hoist clause do not apply, and that wherever a vessel sails short-handed in the Steward's Department, whether by reason of misconduct of any of the unlicensed members of the crew or

otherwise, that there should be short-handed pay made to compensate the Steward's Department for its extra work.

The Union's twenty-ninth demand deals with Section 2 of Article IV. It would seem to us that the present holiday plan is reasonable. We are not, therefore, prepared at this time to recommend the change as requested by the Union.

Concerning the Union's thirtieth demand, there seems little reason for the request in this regard to omit the words "as requested by the Union", and in construction it would add little to the paragraph, except by comparison with the old contract where some considerable comment might be made on the change. It seems to us that the carpenter work, where it is required, is required both at sea and in port, and we do not feel that this should be changed at this time.

The Union's thirty-first and thirty-second demands deal with stores and the taking and placing of stores, by oilers under Section 2 and by firemen under Section 3. The Union concedes that the oilers and firemen should be expected to lend a hand to the taking and placing of stores relating to their Department, but that they should not have any relation to the taking and placing of stores which have no relationship to the engine room. It would seem to us that there is very little basis for this argument. If men are available in one department, we see no reason why they should not be used to load stores for another department so long as it is not a one way street. We have very little patience with the isolation tendency to refuse to work unless the particular job is the particular man's responsibility. The individual will not gain by taking such an attitude over the long period, nor will any group of persons gain by such an attitude, nor will the Companies for which they work be able to compete in the competitive market of today if their employees operate on such a basis. We, therefore, cannot see our way clear to make such a wall between the various departments effective.

Article XII of this Agreement, of course, will have to be rewritten, setting out the appropriate dates, if and when the Parties come together and agree upon the terms of the new Agreement.

All of which is respectfully submitted.

Dated at Picton, Ontario, this 7th day of July, A.D. 1953.

(Sgd.) WILFRID S. LANE,
Chairman.

(Sgd.) T. R. MEIGHEN,
Member.

Minority Report of Maurice Silcoff

The Union's 1st Demand:

Art. III, Section 2(a)

"Increased wage scale by \$50 per month for all unlicensed personnel."

Serious consideration has been given to the fact that the cost of living has risen since October 15, 1947 to April 1953 by 41.7 points, that is, from 142.2 to 183.9. The only wage increases that were granted since October 15, 1947, were given in the years 1951 and 1952. The total wage increase for the two years represent a minimum wage increase of \$15.50 per month, up to a maximum of \$35 per month. Even if we were to assume that the direct wage increases which were granted in 1951 and 1952 were given in lieu of increase in cost of living, the seamen would still be entitled to receive a wage increase to at least maintain their 1947 standard of living. In other words, it is evident that there has been no full compensation given to the drastic increased cost of living. It is clearly evident that not only have the seamen failed to keep up with the increase in cost of living, they, also, were not given the wherewithal to improve their living standards since 1947, although Canadian workers generally have made substantial strides in raising their standard of living.

On the other hand, it is noted that the Union has co-operated fully in that the employers have reduced the manning scale in the years 1950 and 1951 anywhere from three to seven men, which has resulted in higher productivity and efficiency by the unlicensed crew members, and consequently, in reduced cost to the companies.

The companies, as represented by the Shipping Federation of Canada, have acknowledged the fact that the morale and the general efficiency and responsibility of the seamen has considerably improved since the Seafarers' International Union became the collective bargaining agency for all unlicensed personnel. This satisfactory condition in so vital an industry as shipping, cannot longer endure unless fundamental economic justice is recognized.

Therefore, in view of the increased cost of living, as aforesaid, and in consideration of the fact that the seamen are entitled to the same improvement in living standards as has been gained by employees in industry generally, I find that the Union is fully justified in its demand for the wage increase which it is seeking.

However, in consideration of all of the adverse circumstances which now prevail, according to the companies' claim, and which has been ably explained during the

hearings, and in recognition of the fact that the morale and general efficiency of the Canadian seamen is bound to deteriorate if the wage level does not keep abreast with the increase in cost of living, and a reasonable improvement in their standard of living, I find that all the unlicensed personnel should at least be granted a \$30 per month increase in wages, retroactive to April 1, 1953.

The Union's 2nd Demand:

Art. III, Section 2(b)

"Increased standby wages from 90 cents to \$1.50 per hour."

I am in full accord with the Chairman of the Board that standby rates be increased from 90 cents to \$1.20 per hour.

The Union's 3rd Demand:

Art. III, Section 4.

"Increased overtime rate from 95 cents, 85 cents and 75 cents, to \$1.50, \$1.40 and \$1.25 per hour."

I agree with the Chairman of the Board that the present rates be increased up to \$1.20, \$1.10 and \$1 per hour.

The Union's 4th Demand:

Art. III, Section 20.

"Increased compensation of loss of property from \$150 to \$250."

I recommend a \$250 compensation for loss of property on the same basis as now exists.

The Union's 5th Demand:

Art. II, Section 13(c).

"Increased compensation for short issue of linen from 30 cents and \$2 to 60 cents and \$4."

I concur with the Chairman's views on this matter.

The Union's 6th Demand:

Art. II, Section 18.

"Increased meal allowance from \$1.25 to \$2 per meal, and maximum of \$3.75 to \$6 per day."

I concur with the Chairman's views that the meal allowance be increased to \$1.60 per meal to a maximum of \$4.50 per day.

The Union's 7th Demand:

Art. II, Section 19.

"Increase 85 cents to \$1.25 per meal."

I am in full agreement with the Chairman that the allowance per meal be not less than \$1.10.

The Union's 8th Demand:

Art. VII, Section 4.

"This section concerns 'extra meals' payment of 50 cents per meal."

I concur with the opinion of the Chairman that this matter be left as heretofore.

The Union's 9th Demand:

Art. VII, Section 5.

"This matter concerns the serving of late meals and the demand for further compensation in serving such late meals."

I concur in the decision taken by the Chairman.

The Union's 10th Demand (also 11th, 12th and 13th Demands):

Art. II, Section 12(d), Art. III, Section 1, Section 16, and Art. IV, Section 2(b).

"The reduction of the working hours from 56 hours to 40 hours per week."

There is no doubt that the principle of the 40-hour work week has been adopted for some years now in many major industries in Canada. The Canadian railways, for example, which must operate on a 7-day work basis, have also agreed that its employees be put on a 40-hour work week.

The United States, New Zealand and Australian merchant fleets and parts of the Canadian shipping industry are on the 40-hour work week basis.

To condone the shipping industry to carry on its normal work on a 7-day week basis, without considering the sacrifices made by the employees so engaged, is rather unfair, to say the least, in the light of the 40-hour work principle which is now in effect in major sections of Canadian industry. The trend is unquestionably towards the reduced 40-hour work week, and its eventual universal adoption by all Canadian industries is generally conceded. The Canadian shipping industry should not be an exception to the general betterment in so far as hours of labour is concerned.

The 40-hour work week, in fact, is part of and constitutes our Canadian standard of living—our Canadian way of life.

However, the financial cost involved in introducing the 40-hour work week by the shipping companies is a matter that deserves careful consideration. While I am in full accord with the principle of the 40-hour work week, nevertheless, and in view of all the circumstances as outlined at the hearings, and in order to avoid an immediate drastic change in the work hours that may cause some inconvenience, I recommend that the principle of the 40-hour work week now be established, but that it be implemented in the following manner:—

That the present work week of 56 hours be reduced to a 48-hour per week basis as of April 1, 1953, the renewal date of this contract, and that at the anniversary date of this agreement, on April 1, 1954, the hours of work be further reduced from 48 hours per week to 40 hours per week basis.

In respect to the following demands as outlined by the Union, namely DEMANDS Nos. 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31 and 32:

I am in agreement with the recommendations of the Chairman of the Conciliation Board in respect to the demands above-mentioned, that is, from Demand No. 14 to Demand No. 32, inclusive.

Respectfully submitted,

(Sgd.) MAURICE SILCOFF,
Member of the
Conciliation Board.

Montreal, August 10, 1953.

Report of Board in Dispute between

Canada Steamship Lines Limited

and

**Seafarers' International Union of North America,
Canadian District**

The Board, Mr. Eric G. Taylor, Chairman, Mr. Joseph Sedgwick, QC, Nominee of the Employer, and Mr. Lucien Tremblay, Nominee of the Union, sat for the hearing of this matter at Montreal, Quebec, on the 9th and 10th days of June 1953, at Toronto, Ontario, on the 15th day of June 1953. The Chairman of the Board met with the parties at Montreal, Quebec, on the 30th day of July 1953. A quorum of the Board, the Chairman and the Nominee of the

Union, sat for a further hearing of the matter at Toronto, Ontario, on the 5th day of August 1953. The members of the Board conferred respecting this matter at Toronto, Ontario, on the 18th day of June 1953 and on the 6th day of August 1953.

There appeared for the Employer: Mr. N. T. Berry, QC and Mr. J. C. Lewtas, of Counsel for the Employer, Mr. W. Dunkerley, Personnel Supervisor, Mr. A. Baxter, Operating Manager, and the follow-

On August 24, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and Canada Steamship Lines Limited, Montreal.

The Board was under the chairmanship of Eric G. Taylor of Toronto, who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. The nominee of the company was Joseph Sedgwick, QC, Toronto, and the union nominee was Lucien Tremblay, Montreal.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Sedgwick. The minority report was submitted by Mr. Lucien Tremblay.

The texts of the majority and minority reports are reproduced herewith.

ing members of the Employer's Bargaining Committee: Mr. J. N. McWatters, Mr. J. D. Leitch, Mr. T. J. Houtman, and Mr. I. McEwen.

There appeared for the Union: Mr. H. C. Banks, International Vice-President, Mr. D. Deeley, Secretary-Treasurer, and the members of the Bargaining Committee of the Union as follows: Mr. E. Hughes, Chairman, Mr. M. Pierotti, Mr. H. George, Mr. F. McLennon, Mr. L. McLaughlin, Mr. D. Gagnon and Mr. T. Burton.

There are involved in this dispute 1,100 employees of the Employer, known as "unlicensed personnel", who are engaged in the navigation and operation of the Employer's vessels.

This dispute arose out of the failure of the parties to agree upon the amendments to be made to a Collective Agreement which expired on 31st January 1953. The matters in issue referred to the Board were 43 amendments requested by the Union and 1 amendment requested by the Employer. The summary of its demands made by the Union in its brief, was as follows:—

1. A wage increase of Fifty Dollars per month.

2. Reduction of working hours to Forty Hours per week.

3. Certain changes in working conditions.

The amendment requested by the Employer had to do with an aspect of

Union Security which was one of the issues listed by the Union under the heading "Certain changes in working conditions". In view of the positions taken by the parties, in the presence of the Board, with respect to all but three of the matters in issue, we refrain from setting forth herein details of the 44 amendments requested by them.

The Board regrets to report that it failed to effect agreement between the parties to this dispute. However it is pleased to report that some progress was made toward agreement between them.

At an early stage in these proceedings, there was mutual recognition by the parties and the Board that the cardinal issues were Hours of Work and Wages. Several proposals and counter proposals for the settlement of these issues were discussed but although tentative agreement was reached on some points, there was finally a stalemate.

Both parties were prepared to renew the former Collective Agreement for a term of two years from 31st January 1953, save and except the amendments made necessary by virtue of any understanding which might be reached between them concerning Hours of Work and Wages. Therefore the recommendations in this report are confined to these matters only.

In the opinion of the Board it is its duty to consider the interest of the community when expressing an opinion regarding these issues. It believes therefore that its report should not be designed at the expense of the public interest to strengthen the position of either of the parties, in the event the union engages in a lawful strike or the employer embarks upon a lawful lockout. Rather, in the hope of avoiding a breach, its report should contain recommendations which merit the serious consideration of both parties to the dispute and which are capable of acceptance.

Hours of Work

The present work week is one of 56 hours' duration consisting of seven days of 8 hours each. The normal working day is one of 8 hours. Work beyond 8 hours a day is paid for at overtime rates which vary for the several classifications covered by the agreement and range from 80 cents up to \$1 per hour. This is the only arrangement at present in effect for overtime work, and is indeed the only arrangement possible. The conditions of employment therefore are that the employees work as required every day in the week—the cook must cook each day, the oiler must oil, the watchman or lookout must be on

duty, these being necessary incidents of the operation of a ship. The parties by agreement have an arrangement that some duties, notably those pertaining to maintenance, are not regularly performed on Saturdays and Sundays.

The Union took the position that *all* work performed on Saturdays and Sundays should be considered as work beyond the normal working week and demanded the establishment of a 40 hour week; however the Union conceded that there was no alternative to the continuance of the present 56 hour week of actual operations but argued that work performed beyond 40 hours should be paid for at overtime rates. In effect this demand alone represented an increase in earnings ranging from \$90 to \$104 a month for the various classifications, quite apart from the Union's wage demands.

The Company contended that the monthly salary of each employee, while not including compensation for work performed beyond the normal working day of 8 hours, did include payment for work normally required to be performed on Saturdays and Sundays; and that any additional payment for Saturday or Sunday work must be considered as a bonus or a premium payment. The Company also argued (and the Union agreed) that the establishment of a 40 hour week was impracticable because the crew accommodation on the ships is already taxed to its reasonable limits. The Company conceded that the Union's demand for recognition of a shorter working week than the present 56 hours (which is made necessary by virtue of the nature of maritime operations) was consistent with the demands made by unions representing employees in industrial establishments. However it drew a distinction between shipping and other industries in that the granting of the demand involved other considerations peculiar to this industry where the operations of a ship are, and must be, continuous. The Company recognized that the normal working week prevailing in industry generally was less than 56 hours.

In the presence of the Board and in accord with the foregoing both parties conceded that the recognition of a normal working week of 40 hours was actually the establishment of a working period beyond which premium payments would be paid. They also agreed that a reduction from 56 to 40 hours would be arrived at in stages as follows:—

The normal working week for the purpose of computing premium payments to become 48 hours effective September 1,

1953; 44 hours effective April 1, 1954 and 40 hours effective August 1, 1954. While there was agreement as to the schedule of reductions set out above, there was a genuine difference of opinion respecting the compensation to be paid to the employees for work beyond the 48, 44 and 40 hour periods respectively.

The Board is of opinion that in this particular industry work performed on Saturdays and Sundays is not overtime work in the generally accepted sense of that phrase and particularly is not overtime work in the same sense that work performed beyond 8 hours in any one day is considered as overtime by the parties themselves, and consequently holds that there should be a distinction between the *punitive* payment for daily overtime and the *premium* payment for work performed on the Saturdays and Sundays.

For example, one cannot in reason impose a punitive payment for a cook aboard a ship cooking on Sunday, as he must cook on Sunday if the crew is to be fed, and it is in keeping with his accepted conditions of employment. The ordinary alternative to a punitive payment is the cessation of the activity, which in this instance could not occur.

The Board recommends:—

(a) the establishment of a normal working week for the purpose of computing premium payments thus:

Effective September 1, 1953....	48 hours
Effective April 1, 1954.....	44 hours
Effective August 1, 1954.....	40 hours

(b) payment of time and a half the straight time rate for all work performed beyond the normal working week as established from time to time in accordance with the above.

The effect of this recommendation on the earning of the employees in the several classifications is set out in detail as follows:—

Wages

The Union also demanded a general wage increase of \$50 a month effective on the expiry date of the former contract, i.e. January 31, 1953, which together with its hours of work demand would have meant increases ranging from \$140 to \$154 a month.

The Company refused to consider a large increase in addition to an hours-of-work adjustment, but indicated a willingness to grant one or the other.

The Board is of the opinion that its recommendation with respect to hours of work constitutes a recommendation for a

wage increase, in view of the circumstances outlined. It will be noted from the table set forth above that these increases range from \$25.80 per month in the case of the porter to \$40.12 for first cook.

We considered that the general wage increases reflected by these amounts are fair and reasonable, and should be accepted by the parties as such; they do not however make any allowance for the Union's demand for a wage increase effective from the expiry date of the former agreement, nor are they consistent with the traditional practice in this industry of making wage increases effective for the full navigational season. Therefore as the initial wage increase recommended perforce cannot become effective until September 1, 1953, in lieu thereof as a reasonable recompense the Board recommends as follows:—

1. All employees in the employ of the employer as of September 1, 1953, who have been regularly employed since the opening of navigation to be paid the sum of \$100.

2. All employees in the employ of the employer as of September 1, 1953, who entered such employment after the opening of navigation to be paid a *pro-rata* amount based on their length of employment.

3. All employees *laid off* for lack of work prior to September 1, 1953, to be paid a *pro-rata* amount based on the length of their employment.

The foregoing recommendations as to the issues of hours of work and wages are made in the light of the Board's understanding that the parties to this dispute are prepared to renew their former collective agreement for a period of two years from January 31, 1953, save and except revisions respecting these matters.

All of which is respectfully submitted.
Toronto, August 22, 1953.

(Sgd.) ERIC G. TAYLOR,
Chairman.

(Sgd.) JOSEPH SEDGWICK,
Nominee of the
Employer.

Minority Report of Lucien Tremblay

I, the undersigned, member of the Conciliation Board set up to discuss the dispute between *Canada Steamship Lines* and *Seafarers' International Union of North America, Canadian District*, wish to make the following recommendations:—

1. A wage increase of Forty Dollars (\$40) per month retroactive to March 1, 1953.

2. Immediate reduction of the work week to Forty (40) Hours, with overtime rates paid for all hours worked in excess of Forty (40) Hours per week.

3. The following changes of the existing contract, as indicated on the next and following pages:

Changes in the Existing Agreement

1. Section 4.

Changed title to: "*Employment and Union Check-off*".

2. Section 4(a).

Amended: "Companies agree" to "Company agrees".

3. Section 4(a).

Deleted second part of this paragraph in existing agreement.

Added: "The Company agrees to deduct and remit to the Union, all dues, initiation fees and assessments as may be established from time to time, according to the records of the Union. The Union agrees to tender to the Company each month, a statement of account for all unlicensed personnel employed on the Company's ships".

Category	Present Basic Monthly Earnings	Total Monthly Earnings Sept. 1/53 (48 hr. week)	Increase	Total Monthly Earnings Mar. 1/54 (44 hr. week)	Increase	Total Monthly Earnings Aug. 1/54 (40 hr. week)	Increase
	\$	\$	\$	\$	\$	\$	\$
First Cook (Upper Laker)...	280.00	300.06	20.06	310.09	30.09	320.12	40.12
First Cook (Canaller).....	270.00	289.35	19.35	299.03	29.03	308.70	38.70
Wheelsman and Oiler.....	230.00	246.49	16.49	254.74	24.74	262.98	32.98
Watchman or Look Out.....	205.00	219.68	14.68	227.03	22.03	234.37	29.37
Deckhand, Coal Passer and Messman.....	190.00	203.61	13.61	210.41	20.41	217.22	27.22
Fireman.....	220.00	235.76	15.76	243.64	23.64	251.52	31.52
Second Cook.....	200.00	214.34	14.34	221.51	21.51	228.68	28.68
Porter.....	180.00	192.90	12.90	199.35	19.35	205.80	25.80

4. Section 6. *Port Committee.*
Substituted "Thorold" for "Port Colborne".
5. Section 10.
Changed title to: "Vacations with Pay".
6. Section 10(b).
Deleted original paragraph in existing agreement and
Added in its place:
"Considering shorter periods of service, all unlicensed shall likewise be entitled to one (1) day's basic pay for each day worked, in lieu of vacations during the season."
7. Section 13. *Holidays.*
Added the words "Saturday or" before "Sunday".
8. Section 14(a). *Cleanliness of Quarters.*
Deleted the words "in so far as possible".
9. Section 14(b).
New paragraph additional to existing agreement reading:—
"The Company agrees to undertake at least once every year to re-paint crew's quarters in a light colour (the date of such painting is to be stencilled on the bulk-head of each compartment). The unlicensed personnel shall keep said such painting etc., during the interval between annual paintings".
10. Section 14(c).
New paragraph additional to existing agreement reading:—
"Seamen are, in their own time, to make their bunks and keep their quarters and lockers clean and tidy. The said quarters shall be thoroughly cleaned at least once a week."
11. Section 15(c). *Other Conveniences.*
New Items and Changes to this paragraph as under:—
"Two hand and two bath towels which shall be changed weekly upon the return of previously issued towels".
12. Section 15(e).
"Bunk lights and bunk curtains."
13. Section 15(f).
"Spring-filled mattresses and suitable pillows."
14. Section 15(g).
"Electric fans in all foc'sles and mess-rooms if no other form of mechanical ventilation is provided."
15. Section 16.
Changed title to: "Meals and Meal Hours".
16. Section 16(a).
"Meals served to the unlicensed personnel shall be the same as those served to the Officers."
17. Section 16(b).
"Fresh fruit in season shall be supplied each day. When fresh fruit is not available, fruit juices shall be supplied."
18. Section 16(c).
"Fresh milk shall be supplied to the unlicensed personnel."
19. Section 17.
Altered to: Time shall be allowed off for coffee. Night lunch consisting of sufficient cold meats, etc., and coffee, shall be made available to all unlicensed personnel."
20. Section 18. *Travelling.*
Increased subsistence rate from \$3 to \$6 a day.
21. Section 19. *Room and Meal Allowance.*
Increased Meal allowance from 75 cents to \$1.25 per meal.
22. Section 20. *Return to Port of Signing.*
Added: "Transportation and subsistence" after the word "wages".
23. Section 23. *Tank Cleaning.*
Altered to read:—
"When employees are required to clean tanks, bilges and engine-room tank tops, they shall be paid, when on watch, at the regular overtime rate and the watch below shall receive time and one-half for the same work. If watches are broken, regular overtime shall be paid for such work performed between the hours of 8:00 a.m. and 5:00 p.m. Monday through Friday. On Saturdays, Sundays and holidays and after 5:00 p.m. and before 8:00 a.m. Monday through Friday, the men shall receive time and one-half overtime."
24. Section 24.
Changed title to: "Hours of Work and Wages."
25. Section 24(a)
New paragraph additional to existing agreement reading:—
(a) "*Hours of Work.* The hours of work for unlicensed personnel covered by this Agreement shall be forty (40) hours per week, Monday through Friday. All work performed in excess of forty (40) hours per week shall be paid for at the regular overtime rates except as provided for elsewhere in this Agreement."

26. Section 24(b).
Substituted the words "thirty day" for "calendar."
27. Section 24. "Wages".
Increased by \$40 per month for all unlicensed personnel.
28. Section 24(c).
Increased "\$10" to "\$15" for self-unloaders.
29. Section 24(c).
Increased tunnelmen's wages by \$40 per month.
30. Section 24(d).
New paragraph additional to existing agreement reading:—
(d) "A statement of wages covering all earnings and deductions for the period concerned shall be issued to each unlicensed member of the crew at the time of each pay-off,"
31. Section 26(a). *Overtime and Hours of Work*.
Increased rates from "\$1, 90 cents and 80 cents" to "\$1.50, \$1.40 and \$1.30 per hour."
32. Section 26(b).
Deleted the word "any" before "24" and *Added* the words "midnight to midnight" after "24".
33. Section 26(e).
Deleted original paragraph in existing paragraph and *Added* new paragraph reading:—
"No work except for the safe navigation of the vessel is to be done after 5:00 p.m. and before 8:00 a.m. Monday through Friday."
34. Section 26(f).
Deleted second and third parts of this paragraph in existing agreement.
35. Section 26(g).
Amended the words "without full complement" to "without its full unlicensed complement" and *Added* "Unlicensed" before the word "men" in the second line.
36. Section 29.
Altered to read:—
"When unlicensed personnel are required to perform any work usually done by longshoremen, such as operating cargo winches for the purpose of loading or unloading cargo, or the movement of floating loading machines such as floating jack-ladders, etc., or the handling of cargo, they shall be paid in addition to their regular wages, the overtime rates as laid down in this agreement."
37. Section 31.
New Section additional to existing agreement reading:—

"Penalty Cargoes

(a) When members of the unlicensed personnel are required to clean holds in which penalty cargo has been carried, they shall be paid for such work, in addition to their regular wages, at the rate of straight overtime for the watch on deck, and overtime and one-half for the watch below.

(b) For the purpose of paragraph (a) the following shall be considered penalty cargoes: in bulk, arsenic, bones, caustic soda, cement, chloride of lime, lampblack or carbon black, sulphur, raw manure, soda ash, bone meal or potash; also green hides in bags or bundles."

38. Section 32. *Fit Out and Lay Up*.
Deleted the words "and five (5) hours on Saturday" and *Added* the word "Saturdays" Before "Sundays".
39. Section 33.
New Section additional to existing agreement reading:—

"Marine Disaster

Any member of the unlicensed personnel who suffers loss of clothing and personal effects through marine disaster or shipwreck shall be compensated by the payment of two hundred and fifty dollars (\$250)."

40. Section 34. *Transportation*.
Added the words:
"With berth when travelling by night" after the word "transportation" in two places and *Substituted* the words "served on" in place of "returned to."
41. Section 35.
New Section additional to existing agreement reading:—

"Welfare Plan

A welfare plan as outlined by the Union during the conciliation sessions shall be set up to be administered by the Union and shall consist of moneys paid into a fund on the following basis: The Company agrees to pay into the fund the sum of ten cents (10¢) per day for every day that each member of the unlicensed personnel covered by this Agreement is employed on the Company's vessels. This money is to be forwarded to Union Headquarters at the completion of each man's employment or, at least, thirty days thereafter."

42. Section 37.

New Section additional to existing agreement reading:—

“Barges

Members of unlicensed personnel employed on barges operated by the Company are hereby declared to be included in and governed by this agreement, subject to the special terms and conditions applicable as heretofore.”

43. Section 38. *Duration.*

Change in Dates:

The preceding recommendations are for one-year contract to begin February 1, 1953 and expire January 31, 1954.

Signed in Montreal this Seventh day of August 1953.

Respectfully submitted.

(*Sgd.*) LUCIEN TREMBLAY,
Union Arbitrator.

Report of Board in Dispute between Colonial Steamships Limited; N. M. Paterson & Sons, Limited; Upper Lakes and St. Lawrence Transportation Company Limited and Seafarers' International Union of North America, Canadian District

The Board, Mr. Eric G. Taylor, Chairman, Mr. Joseph Sedgwick, QC, Nominee of the Employers, and Mr. Lucien Tremblay, Nominee of the Union, sat for the hearing of this matter at Toronto, Ontario, on the 15th day of June, 1953. The Chairman of the Board met with the parties at Montreal, Quebec, on the 30th day of July, 1953. A quorum of the Board, the Chairman and the Nominee of the Union, sat for a further hearing of the matter at Toronto, Ontario, on the 5th day of August 1953. The members of the Board conferred respecting this matter at Toronto, Ontario, on the 18th day of June 1953 and on the 6th day of August 1953.

There appeared for the Employers: Mr. N. T. Berry, QC, and Mr. J. C. Lewtas, of Counsel for the Employers, and the following members of the Employers' Bargaining Committee: Mr. J. N. McWatters, Mr. J. D. Leitch, Mr. T. J. Houtman, Mr. I. McEwen and Mr. W. Dunkerley.

There appeared for the Union: Mr. H. C. Banks, International Vice-President, Mr. D. Deeley, Secretary-Treasurer, and the members of the Bargaining Committee of the Union as follows: Mr. E. Hughes, Chairman, Mr. M. Pierotti, Mr. H. George, Mr. F. McLennon, Mr. L. McLaughlin, Mr. D. Gagnon and Mr. T. Burton.

There are involved in this dispute all of the employees of the Employers, known as

On August 24, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and (1) Colonial Steamships Limited; (2) N. M. Paterson & Sons, Limited; (3) Upper Lakes & St. Lawrence Transportation Company Limited.

The Board was under the chairmanship of Eric G. Taylor of Toronto, who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. The nominee of the company was Joseph Sedgwick, QC, Toronto, and the union nominee was Lucien Tremblay, Montreal.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Sedgwick. The minority report was submitted by Lucien Tremblay.

The texts of the majority and minority reports are reproduced herewith.

“unlicensed personnel”, engaged in the navigation and operation of the Employers' vessels.

This dispute arose out of the failure of the parties to agree upon the amendments

to be made to Collective Agreements which expired on 31st January 1953, 15th March 1953, 17th March 1953. The matters in issue referred to the Board were 43 amendments requested by the Union and one amendment requested by the Employers. The summary of its demands made by the Union in its brief, was as follows:—

1. A wage increase of Fifty Dollars per month.

2. Reduction of working hours to Forty Hours per week.

3. Certain changes in working conditions.

The amendment requested by the Employers had to do with an aspect of Union Security which was one of the issues listed by the Union under the heading "Certain changes in working conditions". In view of the positions taken by the parties, in the presence of the Board, with respect to all but three of the matters in issue, we refrain from setting forth herein details of the 44 amendments requested by them.

The Board regrets to report that it failed to effect agreement between the parties to this dispute. However it is pleased to report that some progress was made toward agreement between them.

At an early stage in these proceedings, there was mutual recognition by the parties and the Board that the cardinal issues were Hours of Work and Wages. Several proposals and counter proposals for the settlement of these issues were discussed but although tentative agreement was reached on some points, there was finally a stalemate.

Both parties were prepared to renew the former Collective Agreement for a term of two years from 31st January 1953, save and except the amendments made necessary by virtue of any understanding which might be reached between them concerning Hours of Work and Wages. Therefore the recommendations in this report are confined to these matters only.

In the opinion of the Board it is its duty to consider the interest of the community when expressing an opinion regarding these issues. It believes therefore that its report should not be designed at the expense of the public interest to strengthen the position of either of the parties, in the event the union engages in a lawful strike or the employers embark upon a lawful lockout. Rather, in the hope of avoiding a breach, its report should contain recommendations which merit the serious consideration of both parties to the dispute and which are capable of acceptance.

Hours of Work:

The present work week is one of 56 hours duration consisting of seven days of 8 hours each. The normal working day is one of 8 hours. Work beyond 8 hours a day is paid for at overtime rates which vary for the several classifications covered by the agreement and range from 80 cents up to \$1 per hour. This is the only arrangement at present in effect for overtime work, and is indeed the only arrangement possible. The conditions of employment therefore are that the employees work as required every day in the week—the cook must cook each day, the oiler must oil, the watchman or lookout must be on duty, these being necessary incidents of the operation of a ship. The parties by agreement have an arrangement that some duties, notably those pertaining to maintenance, are not regularly performed on Saturdays and Sundays.

The Union took the position that *all* work performed on Saturdays and Sundays should be considered as work beyond the normal working week and demanded the establishment of a 40 hour week; however, the Union conceded that there was no alternative to the continuance of the present 56 hour week of actual operations but argued that work performed beyond 40 hours should be paid for at overtime rates. In effect this demand alone represented an increase in earnings ranging from \$90 to \$104 a month for the various classifications, quite apart from the Union's wage demands.

The Companies contended that the monthly salary of each employee, while not including compensation for work performed beyond the normal working day of 8 hours, did include payment for work normally required to be performed on Saturdays and Sundays; and that any additional payment for Saturday or Sunday work must be considered as a bonus or a premium payment. The Companies also argued (and the Union agreed) that the establishment of a 40 hour week was impracticable because the crew accommodation on the ships is already taxed to its reasonable limits. The Companies conceded that the Union's demand for recognition of a shorter working week than the present 56 hours (which is made necessary by virtue of the nature of maritime operations) was consistent with the demands made by unions representing employees in industrial establishments. However it drew a distinction between shipping and other industries in that the granting of the demand involved other considerations peculiar to this industry where the operations of a ship are, and

must be, continuous. The Companies recognized that the normal working week prevailing in industry generally was less than 56 hours.

In the presence of the Board and in accord with the foregoing both parties conceded that the recognition of a normal working week of 40 hours was actually the establishment of a working period beyond which premium payments would be paid. They also agreed that a reduction from 56 to 40 hours would be arrived at in stages as follows:—

The normal working week for the purpose of computing premium payments to become 48 hours effective September 1, 1953; 44 hours effective April 1, 1954 and 40 hours effective August 1, 1954. While there was agreement as to the schedule of reductions set out above there was a genuine difference of opinion respecting the compensation to be paid to the employees for work beyond the 48, 44 and 40 hour periods respectively.

The Board is of the opinion that in this particular industry work performed on Saturdays and Sundays is not overtime work in the generally accepted sense of that phrase and particularly is not overtime work in the same sense that work performed beyond 8 hours in any one day is considered as overtime by the parties

themselves, and consequently holds that there should be a distinction between the *punitive* payments for daily overtime and the *premium* payment for work performed on Saturdays and Sundays.

For example, one cannot in reason impose a punitive payment for a cook aboard a ship cooking on Sunday, as he must cook on Sunday if the crew is to be fed, and it is in keeping with his accepted conditions of employment. The ordinary alternative to a punitive payment is the cessation of the activity, which in this instance could not occur.

The Board recommends:—

(a) the establishment of a normal working week for the purpose of computing premium payments thus:

Effective September 1, 1953.... 48 hours
Effective April 1, 1954..... 44 hours
Effective August 1, 1954..... 40 hours

(b) payment of time and a half the straight time rate for all work performed beyond the normal working week as established from time to time in accordance with the above.

The effect of this recommendation on the earning of the employees in the several classifications is set out in detail as follows:—

Category	Present Basic Monthly Earnings	Total Monthly Earnings Sept. 1/53 (48 hr. week)	Increase	Total Monthly Earnings Mar. 1/54 (44 hr. week)	Increase	Total Monthly Earnings Aug. 1/54 (40 hr. week)	Increase
	\$	\$	\$	\$	\$	\$	\$
First Cook (Upper Laker)...	280.00	300.06	20.06	310.09	30.09	320.12	40.12
First Cook (Canaller).....	270.00	289.35	19.35	299.03	29.03	308.70	38.70
Wheelsman and Oiler.....	230.00	246.49	16.49	254.74	24.74	262.98	32.98
Watchman or Look Out.....	205.00	219.68	14.68	227.03	22.03	234.37	29.37
Deckhand, Coal Passer and Messman.....	190.00	203.61	13.61	210.41	20.41	217.22	27.22
Fireman.....	220.00	235.76	15.76	243.64	23.64	251.52	31.52
Second Cook.....	200.00	214.34	14.34	221.51	21.51	228.68	28.68
Porter.....	180.00	192.90	12.90	199.35	19.35	205.80	25.80

Wages

The Union also demanded a general wage increase of \$50 a month effective on the expiry date of the former contract, i.e. January 31, 1953, which together with its hours of work demand would have meant increases ranging from \$140 to \$154 a month.

The Companies refused to consider a wage increase in addition to an hours of work adjustment, but indicated a willingness to grant one or the other.

The Board is of the opinion that its recommendation with respect to hours of work constitutes a recommendation for a wage increase, in view of the circumstances outlined. It will be noted from the table set forth above that these increases range from \$25.80 per month in the case of the porter to \$40.12 for first cook.

We considered that the general wage increases reflected by these amounts are fair and reasonable, and should be accepted by the parties as such; they do not how-

ever make any allowance for the Union's demand for a wage increase effective from the expiry date of the former agreement, nor are they consistent with the traditional practice in this industry of making wage increases effective for the full navigational season. Therefore as the initial wage increase recommended perforce cannot become effective until September 1, 1953, in lieu thereof as a reasonable recompense the Board recommends as follows:—

1. All employees in the employ of the employers as of September 1, 1953, who have been regularly employed since the opening of navigation to be paid the sum of \$100.

2. All employees in the employ of the employers as of September 1, 1953, who entered such employment after the opening of navigation to be paid a *pro-rata* amount based on their length of employment.

3. All employees *laid off* for lack of work prior to September 1, 1953, to be paid a *pro-rata* amount based on the length of their employment.

The foregoing recommendations as to the issues of hours of work and wages are made in the light of the Board's understanding that the parties to this dispute are prepared to renew their former collective agreement for a period of two years from January 31, 1953, save and except revisions respecting these matters.

All of which is respectfully submitted.
Toronto, August 22, 1953.

(Sgd.) ERIC G. TAYLOR,
Chairman.

(Sgd.) JOSEPH SEDGWICK,
*Nominee of the
Employers.*

**Minority Report of Lucien Tremblay
CANADIAN NATIONAL TELEGRAPHS**

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ERIC TAYLOR

24 BLYTHDALE RD

**KINDLY BE ADVISED REPORT PRESENTED CANADA STEAMSHIP LINES
VERSUS SEAFARERS INTERNATIONAL UNION ALSO APPLIES FOR
SECOND CONCILIATION BOARD CONCERNING COLONIAL PATERSON
ET AL**

LUCIEN TREMBLAY

(For Mr. Tremblay's report referred to in the above telegram see p. 1486.)

**Report of Board in Dispute between
National Harbours Board, Quebec
and
Brotherhood of Railway and Steamship Clerks, Freight
Handlers, Express and Station Employees**

August 15, 1953.

The Hon. MILTON F. GREGG, M.P.,
Minister of Labour,
Ottawa, Ontario.

DEAR SIR:

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in the matter of a dispute between the National Harbours

Board, Quebec, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, was composed of the Hon. Justice Oscar L. Boulanger, Michael Rubinstein, nominee of the Union, and Mr. Jean Turgeon, nominee of the Employer.

Having heard and examined the representations of the parties to the dispute, the Board is now pleased to report as follows:—

The dispute arises from a demand by the Brotherhood for revisions in the collective agreements between the parties. The Board has been advised that the parties have reached an understanding on a number of proposed revisions. The remaining matters in dispute are the following demands by the Brotherhood:

- (a) A five day 40-hour work week with no decrease in take-home pay, effective January 1, 1953.
- (b) A general increase of 30 cents per hour in all rates of pay, effective November 1, 1952, and also to bring the Quebec rates more in line with the rates paid by the National Harbours Board of Montreal.
- (c) A compulsory check-off of Union dues for all employees covered by the collective agreements between the parties.

The 40-Hour Week

The Union submits that the 40-hour week is now in effect in many industries, including the Canadian Railways and the lakehead elevators. The Employer submits that the high intensity of work during the navigation season, as is evidenced by the number of hours of overtime work, would make a 40-hour week impracticable during that season. Nevertheless, the Employer expressed readiness to consider the introduction of a 40-hour week during the non-navigation season, provided that a reasonable agreement is reached in respect of basic wage increases.

The Board recognizes the fact that the 40-hour week is becoming more widespread in industry, including public utilities, but it also recognizes the special features of the operations of the National Harbours Board. Accordingly, it recommends that at this stage the collective agreements between the parties be amended to provide for the 40-hour week during the non-navigation season, that is, from approximately the first week of December to approximately the middle of April, effective December 1953.

Rates of Pay

The Union submits that rates of pay under the existing agreements are out of line with the rates for similar operations in related industries, and, further, that the cost of living and increased productivity are additional factors warranting the proposed increase. The Employer, on the other hand, submits that existing rates are not out of line and points to a reduction of approximately 4 per cent in the cost-of-living index between December 1, 1951,

On August 17, 1953, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and National Harbours Board, Quebec.

The Board was under the chairmanship of the Hon. Mr. Justice O. L. Boulanger, Quebec, who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. The nominee of the company was Jean Turgeon, QC, Quebec, and the union nominee was Michael Rubinstein, Montreal.

The text of the Board's report is reproduced herewith.

and May 1, 1953. The Board however has also been advised that since the preparation of the brief by the National Harbours Board, the cost of living has again risen in the months of May and June, and there are no signs of an immediate tendency for a decrease in the cost of living.

Having examined comparable rates of pay and having regard to its recommendation that the 40-hour work week be introduced in the non-navigation season, the Board recommends as follows:—

- (a) That the duration of the collective agreements between the parties be extended to November 1, 1954;
- (b) That effective November 1, 1952, the hourly rate for labourers of all classifications in the elevators and outside be increased to \$1.10 per hour. That effective January 1, 1954, the hourly rates of the said employees be increased by an additional 2 per cent as further compensation for the introduction of the 40-hour week in the non-navigating season. The above increases to apply to employees who are presently in the employ of the National Harbours Board and to those who have retired on pension during the period covered by the increase. The increase in the hourly rates of pay for watchmen and caretakers should correspond to the foregoing increases;
- (c) As regards the tradesmen and other classifications, the Board recommends that the rates of pay established by the Department of Labour in its correction sheet number 11, dated at Ottawa July 31, 1953, entitled

"Applicable to Department of Labour minimum wage scales 1953," which on page 3 applies to Quebec City and Zone, etc., should apply to the tradesmen employed by the National Harbours Board of Quebec. The Board notes that the rate for the tradesmen established by the Department of Labour in the above document is approximately \$1.40 to \$1.45. The latter rate, the Board believes, would reduce to some extent the present great disparity between the rates paid by the National Harbours Board of Montreal and the National Harbours Board of Quebec, and the disparity between the rates paid to the labourers and the rates paid to the tradesmen. The rates of pay for helpers in the same trades should be increased correspondingly.

Union Dues Check-off

The Union demands a compulsory check-off of regular Union dues from all employees, whether or not they are members of the Union, on the ground that all employees are beneficiaries of Union action and should, therefore, contribute towards the expense involved. It points out further that this practice has now been introduced by the Canadian railways as well as other employers.

The Union has abandoned its demand for a union shop, and consequently it asks for the application of the Rand formula, as established by the Hon. Mr. Justice Rand in his decision of the Ford Motor Car Company of Canada and United Automobile Workers of America, published in the *LABOUR GAZETTE* for January 1946.

The Board is of the opinion that considering the present trend in industry, the application of the Rand formula to the National Harbours Board is justified. In accordance with the Industrial Relations and Disputes Investigation Act, chapter 54, 11-12 Geo. VI, articles 6, 7, 8 and 9, which Act is applicable in the present case, the Union once it is certified becomes the bargaining agent for all employees without exception whether they are members of the Union or not. All the employees become the beneficiaries of the improvements in the working conditions obtained by the Union. The Board consequently is of the opinion that it is no more than right that all employees contribute to the cost of negotiations from which they benefited. To decide otherwise would be unjust and would cause discrimination against the Union members who bear the burden of these costs in favour of those employees who accept its benefits at the expense of the others.

The Board consequently recommends that the existing collective agreements between the parties be amended accordingly to provide for a check-off of normal union dues which shall be irrevocable during the term of the said agreements, unless there are serious reasons of government policy to the contrary.

The whole respectfully submitted.

(Sgd.) O. L. BOULANGER,
Chairman.

(Sgd.) MICHAEL RUBINSTEIN,
Member.

(Sgd.) JEAN TURGEON,
Member.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Six Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in two cases heard January 13, 1953, two heard April 14, 1953, and two, June 9, 1953.

The six disputes concerned: a conductor-pilot's claim for a minimum day (100 miles) when deadheading; the claims of six conductors for a total of 2,300 miles for run-arounds during a three-month period; a station agent's claim for payment of overtime for time worked during meal hours; the claim of five yard fore-

men and four helpers for four days' pay during the 1950 railway strike; the use of porters as parlour car conductors and parlour car attendants; and the claim of a fireman for payment for time he was detained at a station.

The Board sustained the employees' claims in three cases, partially sustained the claims in another and rejected them in the remaining two.

The six disputes are summarized below.

Case No. 632—Dispute between Canadian National Railways (Western Region) and the Brotherhood of Railroad Trainmen concerning a conductor-pilot's claim for 100 road miles while deadheading.

A conductor assigned as conductor-pilot of a pile driver was deadheaded on two separate trains on the return trip to his home terminal. A rule in the Order of Railway Conductors' Schedule states that "conductors deadheading or travelling passenger will be paid at the same rates and mileage as earned by the corresponding conductor working the train on which they travel."

For the portion of the run that the conductor-pilot deadheaded on the first train he was paid actual mileage; there was no dispute regarding this portion. For the portion of the trip on which he deadheaded on the second train he was again paid actual mileage (42 miles); he claimed payment for an additional 58 miles to make up the 100 miles constituting a minimum day and earned by the corresponding conductor on the second train.

The company argued that under Case No. 500, the Canadian Railway Board of Adjustment No. 1 established the principle that only actual road miles should be paid for deadheading. It was further pointed out that the "minimum day" pay applies only to through and irregular freight, local freight and mixed train service and was not applicable in this particular case.

After hearing further oral evidence from both parties, the Board decided to sustain the employees' claim.

Case No. 633—Dispute between Canadian National Railways (Western Region) and the Brotherhood of Railroad Trainmen concerning a claim by six conductors for 2,300 miles for run-arounds during three-month period.

A total of 23 claims, each for 100 miles, on behalf of six conductors for run-arounds during January, February and March 1951 was submitted by the Brotherhood on February 16, 1952. Payment was declined by the management.

The employees argued that on February 12, 1952, the railway management and the general chairman of the Brotherhood agreed that only the claims already submitted and referred to would be dealt with and as the 23 claims had previously been submitted to each conductor's respective superior officer they should be paid.

The company pointed out that in a similar case, the Brotherhood and the railway had agreed, on February 12, 1952, in a joint submission to the Board, that

the railway would pay the claims then under discussion on the undersanding that no further claims would be based on the bulletin in question. The company noted that the present claims were not submitted until February 16, 1952. Further, the company argued, under Article 5, Rule 55 of a Memorandum of Agreement signed March 21, 1951, which became effective May 1, 1951, both the Brotherhood and the railway had agreed that appeals from the rejection of claims must be submitted within 60 days from the date of notification of the rejection.

After hearing further oral evidence from both parties, the Board declined to sustain the employees' claim.

Case No. 634—Dispute between Canadian National Railways (Atlantic Region) and the Order of Railroad Telegraphers concerning the claim of a station agent for the payment of overtime for time worked during meal hours.

On November 21, 1951, the agent at St. Simeon, Que., was ordered by the railway superintendent to meet a train arriving at 12:47 p.m. His regularly assigned meal hour was 12 noon to 1:00 p.m. Although he protested, he complied with instructions and claimed regular railway overtime rates of pay for meal hour periods during which he gave service. Payment was refused.

He has continued to give the services required, but under protest.

The telegraphers' organization claimed that the agent was required to perform these services at the request of the superintendent and that Article 10 of the current telegraphers' agreement provides that such employees receive one hour's pay at *pro rata* rates when obliged to work during their meal periods. Article 10 further provides that such compensation will not be available when the services are rendered for express or commercial telegraph business. In this instance the employees argued that the work performed came within the supervision of the railway superintendent, i.e., was not express or commercial telegraph business.

The company contended that the work performed was covered by the provisions of agreements made between agents and the railway express companies and that such services were compensated for on a commission basis. The company further added that the railway express companies are operated as departments of the railroads and that their instructions to agents are relayed through the railway superintendents.

Upon hearing additional evidence from both parties, the Board sustained the employees' contention, noting that the agent had performed work for the railway other than the handling of express shipments during his meal hour.

Case No. 635—Dispute between Canadian Pacific Railway (Prairie Region) and the Brotherhood of Railroad Trainmen concerning the claim of five yard foremen and four helpers for four days' pay during 1950 railway strike because a consignee was allowed to move 31 cars, work normally performed by yard crews.

During the work stoppage on Canadian railways in August 1950, a consignee who feared his operations would be seriously affected unless he received freight addressed to him was allowed to move, by using a tractor and cables, 31 cars to a place within yard limits where they could be unloaded onto trucks and, after they were unloaded, to move them to other tracks.

The employees contended that the company should have called yardmen to perform the switching in accordance with the provisions of a clause in the contract. The moving of cars in a terminal by anyone other than those who hold seniority there is a violation of the clause, they declared.

Five yard foremen and four helpers submitted claims for pay for the four days it took the contractor to complete the switching and unloading.

Although the railway management "considered these claims most unreasonable under the circumstances existing at the time," it agreed to pay claims "submitted by one crew." Before the Board the company asserted that the offer meant payment of one crew for one day, pointing out that had a yard crew done the work performed by the contractor it would have been completed in not more than three hours. The union, however, took it to mean payment of one crew for four days.

The Board ruled that one foreman and two helpers be paid one day's pay.

Case No. 636—Dispute between Canadian Pacific Railway Company (Department of Sleeping, Dining, Parlour Cars and News Service) and the Order of Railway Conductors concerning the use of porters as parlour car conductors and parlour car attendants.

The Order of Railway Conductors and the Canadian Pacific Railway Company differed on the manning of parlour cars. The Order took the position that, under

the contract, parlour car conductors or parlour car attendants must be used on all parlour cars in service, as distinguished from sleeping cars in parlour car service and buffet-parlour cars in buffet service. The Company took the position that there is no contractual obligation to use parlour car attendants on parlour cars and that these cars may be manned by either parlour car conductors, parlour car attendants or porters.

The employees pointed out that an article of the agreement established rates of pay for sleeping car conductors, parlour car conductors and parlour car attendants and further noted that another article stated that:—

Parlour Car Conductors do not hold rights as Sleeping Car Conductors until they qualify for such position and will rate as Sleeping Car Conductors only from the date of qualifying. In the event of reduction of staff, the exercising of seniority by Sleeping Car Conductors as Parlour Car Conductors will be governed by length of service as Conductors.

The company argued that since it began operating parlour cars, it had been "standard practice" to man them with either parlour car attendants, parlour car conductors or parlour car porters. It stated that to permit the Order of Railway Conductors to operate all "straight parlour cars" would place the company in the position of favouring one class of employees to the detriment of the porters who had operated parlour cars for more than 40 years.

After the submission of further written and oral evidence by both parties, the Board sustained the employees' contention. The Board noted that certain employees not holding rights as conductors and attendants have been employed as porters and have thereby established "a moral claim" to continue at such work if they so desire and that they may continue to work in such a capacity until they exercise their seniority to accept work other than as porters.

Case No. 637—Dispute between Canadian Pacific Railway (Prairie Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning a fireman's claim for payment of "detention" for time his train was detained at an intermediate station.

When a fireman submitted a claim for payment for time his train was detained at a station, a dispute arose over the interpretation of an article in the schedule. The article is as follows:—

Final terminal delay in all classes of road service, other than passenger, will start to accrue when train is first stopped after reaching terminal and will end thirty minutes after engine is placed on designated shop track. Should train be delayed at semaphore, yard limit board, or behind another train similarly delayed on account of yard being congested or other conditions which make it impossible for the train to be taken in promptly, detention will be paid.

The employees contended that the article provides for payment of detention when trains are ordered to await at a side track before reaching the final terminal because the terminal yard is congested. The company contended that the clause refers to final terminal delay only and has "no reference whatever" to any delay encountered on the road.

The fireman submitted a claim for payment for 3 hours and 40 minutes final terminal delay after his train was delayed 2 hours and 30 minutes at a station 18.2 miles from the final terminal because of traffic congestion. The railway pointed out that this station is an intermediate station and thus the time the train was held there is included in road time. Had the delay caused the crew to accumulate road time in excess of the laid-down maximum they would have been entitled to overtime pay. In this case the road time, including the delay, did not exceed the maximum.

The Board declined to sustain the employee's contention.

National Planning Association Sees Need for Policies to Assure More Effective Use of U.S. Manpower

Manpower: The Nation's First Resource, an over-all review of the manpower outlook in the United States, released by the National Planning Association, calls attention to the acuteness of the problem and points up the need for new national policies to assure more effective use of the nation's increasingly shallow pool of properly skilled and trained manpower, and to improve the nation's educational facilities.

The situation will continue critical throughout the 1950's, the NPA committee states in its 64-page report. "These are the years when the thin generation, the small number of children born in the depths of the depression, is coming of age."

If the country is to avoid dangerous wastes of manpower, the most valuable resource in a free society, re-examination of policy on a wide range of issues is required, it says—on recruitment, draft, training, deferment and reserve problems of military manpower; on upgrading the nation's educational, training and employment opportunities and the health of its citizens; on plans for all-out defence mobilization.

The manpower problems will not be solved, the committee emphasizes, even when the "bumper baby crops" of the 1940's make more young people available for military service, college training and critical occupations. Modern society requires trained people, yet the analysis shows that there are not only too few college-trained people but too few teachers, too few highly-trained technicians carrying on basic research, and too little "blue collar" training in industrial skills.

The committee's concern is highlighted by a comparison with Russian attitudes on manpower. The Russians, it says, are placing major emphasis on the training of technological personnel, some of the results of which are "impressive".

From its survey of United States manpower needs, policies now in effect and suggestions made by both private and public groups, the committee underscores some of the questions on both short-term and long-range manpower policy as "priority matters for public discussion". These include: draft deferment rules; recall of military reserves; under-employment of existing capacities and skills; college training for students of top ability; and civilian reserve.

Rosters are already being made up of engineers and scientists for emergency uses, says the report, and suggests a similar roster of "generalists" with civilian government experience who have exhibited outstanding skills "as a core of governmental competence ready for the call of a new emergency".

On under-employment of existing capacities and skills, the committee said the use of men and women in jobs below their existing capacities is "no less wasteful . . . than complete unemployment". The report suggests campaigns to train physically-handicapped and to provide greater educational opportunities in areas where fewer young people go on to higher education.

The committee was headed by David J. Winton, a member of the NPA's board of trustees.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Mining

Iron Mining—*Steep Rock Lake, Ont.—Steep Rock Iron Mines Limited and United Steelworkers of America, Local 3466.*

Agreement to be in effect from February 1, 1953, to January 31, 1954, and thereafter from year to year, subject to notice.

Check-off: the company will deduct monthly from the pay of each employee who is or during the currency of the agreement becomes a member of the bargaining unit his union dues and remit same to the union. An employee shall have the right to require the union to refund his first deduction from his pay and to cease making further deductions for union dues provided that notice is given the union, with a duplicate to the company, within 15 days of such deduction; the company, in accordance with such notice, shall cease making any further deductions until directed by the employee to reinstate such deductions from his pay. The check-off is subject to the provisions of the "Rand Formula" with respect to penalties for unauthorized strikes and picketing.

Hours: 8 per day; for the periods February 1 to May 3, 1953, and November 1, 1953, to January 31, 1954, an average of 44 hours per week (40 hours one week and 48 the next); for the period May 4 to October 31, 1953, 48 hours per week (previously 48 hours per week all year). **Overtime:** time and one-half for all hours worked beyond the normal scheduled hours and for work on 6 specified *paid holidays* (previous agreement provided double time for work on the 6 paid holidays).

Vacations with pay: 6 days after one year's service, 8 days after 2 years' service, 10 days after 3 years' service and 12 days after 4 years' service.

Minimum hourly wage rates for certain classifications: electricians \$1.46 to \$1.81, mechanics \$1.51 to \$1.71, shovel operators \$1.73 and \$1.85, machinists \$1.61 and \$1.79, carpenters \$1.56 and \$1.75, churn drillers \$1.54 and \$1.63, dredge operator \$1.63, unit repairman \$1.81, bulldozer operator \$1.62, crusherman, painter, scaler \$1.61; pneumatic driller \$1.55; lineman, hydraulic miner, rigger \$1.59; powderman \$1.58; truck driver (heavy), road grader operator \$1.56; dumpman \$1.50, pumppan \$1.47; tractor operator, truck driver (light), warehousemen \$1.45; hiring rate \$1.35; Holland crusherman \$1.63, Holland crusher handyman \$1.42, hoistman \$1.70, trackman \$1.67, miner \$1.47 and \$1.61, mucking machine operator \$1.61, cage skip tender \$1.55 and \$1.66, deckman \$1.45 and \$1.54, truck driver (underground service) \$1.51. (The above rates represent an increase of 5 per cent over the previous rates.) Effective November 1, 1953, all wage rates will be increased by 3½ per cent.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Night shift differential: employees working night (third) shift will be paid a shift premium of 3 cents per hour.

Provision is made for *grievance procedure, seniority rights* and a *joint safety committee*.

Manufacturing

Textile Products—*Ajax, Ont.—The Monarch Knitting Company Limited (Spinning Division) and The Textile Workers Union of America, Local 1278.*

Agreement to be in effect from April 15, 1953, until April 15, 1954, and thereafter from year to year, subject to notice.

Union security: union shop.

Check-off: voluntary.

Hours: 8 per day Monday through Friday, a 40-hour week, except for maintenance and warehouse employees whose hours will be 9 per day Monday through Friday, a 45-hour week. **Overtime:** time and one-half for work in excess of the regular daily hours and for work on Saturdays, Sundays (or the alternate days off) and on 8 specified *paid holidays*.

Rest periods: wherever shifts are interrupted by a regularly scheduled lunch period employees will be granted two 10-minute rest periods per shift. If no regularly scheduled lunch period is observed employees will be granted one 10-minute and one 15-minute rest period per shift.

Vacations with pay: after one year's service one week with pay equal to 2 per cent of earnings during the preceding year, after 3 years' continuous service 2 weeks with pay equal to 3 per cent, and after 5 years' continuous service 2 weeks with pay equal to 4 per cent of earnings during the preceding year. Employees with less than one year's service will receive a vacation allowance amounting to 2 per cent of earnings during the time of their employment.

Hourly wage rates: male employees—roving hauler and sweeper, janitor 94 cents and \$1; night draw frame tender, yarn inspector and handler, winder service, maintenance helper, lift truck operator, warehouseman 94 cents to \$1.05; cotton and waste man, opening and picker tender, spinning doffer, night spinning frame tender 94 cents to \$1.10; card tender,

night speed frame tender, night lead hand 94 cents to \$1.15; card grinder 94 cents to \$1.25, maintenance men 94 cents to \$1.50. Female employees—draw frame tender, winder tender, yarn inspector 83 to 92 cents; roller cleaner, cone labeller 83 to 89 cents; spinning frame tender 83 to 95 cents, speed frame tender 83 to 98 cents.

Off-shift differential: employees will be paid a shift bonus of 5 cents per hour for work on the evening shift and of 10 cents per hour for work on the night shift.

Group Insurance Plan: three months after an employee commences to work for the company he and his dependents will become insured under a non-contributory Group Insurance Plan administered by a life insurance company. The plan covers Life Insurance, Weekly Sickness and Accident Insurance (non-occupational), Hospital Expense Insurance (non-occupational), Surgical Operational Insurance (non-occupational) and Maternity Benefits.

Provision is made for *grievance procedure* and *seniority rights*.

Veneer and Plywood—Mattawa, Ont.—
The Guelph Cask, Veneer and Plywood Company Limited and United Brotherhood of Carpenters and Joiners of America, Local 2759.

Agreement to be in effect from April 1, 1953, to March 31, 1954, and thereafter from year to year, subject to 60 days' notice.

Union security: union shop for new employees, with maintenance of membership for all. When hiring employees, local union workers who are capable of performing the jobs to be filled will be given preference.

Check-off: voluntary.

Hours: 8 per day 6 days per week, a 48-hour week. **Overtime:** time and one-half for work in excess of 48 hours per week, double time for work on Sundays and double time and one-half for work on 7 specified *paid holidays*.

Vacations with pay: in accordance with the provisions of the Hours of Work and Vacations with Pay Act of Ontario, all eligible employees will receive in lieu of vacations with pay, vacation credits on the basis of 2 per cent of their gross earnings during their period of employment.

In determining vacation credits, the company will deduct all unauthorized absences in excess of one working day in each month from the vacation.

Hourly wage rates for certain classifications: yard—teamster 91 cents, tractor driver \$1.06, truck driver \$1.01; jammer operator 96 cents, helper 86 cents; yard labour 86 cents; drag saw-sawyer \$1.01, marker \$1.11, roller 91 cents, woodman 86 cents; veneer lathes—operators \$1.06 to \$1.21, helpers 91 cents, peeler 86 cents, swing man \$1.06, reel man \$1.01; automatic clipper—operator \$1.06; sorter, reel carrier 86 cents; dry clippers—operator \$1.01, helper 81 cents; glue spreader—mixer \$1.16, operator 91 cents, helper 86 cents; power house—chief engineer \$1.51, assistant engineer \$1.26 to \$1.36; fireman 96 cents, helper 86 cents; maintenance—millwright \$1.51, assistant millwright \$1.21, watchman 86 cents. (The above rates are 6 cents per hour higher than the previous rates.) Female help, where employed, will be paid

3 cents per hour less than the above rates. Either party may reopen the question of wages if there is a 5-point change in the Dominion Bureau of Statistics cost-of-living index.

Seniority: in lay-offs and promotions length of service will receive due consideration. However, the company's right to recognize merit and ability and to retain key workers shall not be restricted.

Provision is made for *grievance procedure*.

Shipping Containers—Toronto, Ont.—
Hinde and Dauch Paper Company of Canada Limited and International Chemical Workers' Union, Local 169.

Agreement to be in effect from April 17, 1953, to March 3, 1954, and thereafter from year to year, subject to notice.

Check-off: all employees who were members of the union as of January 1, 1953, or who later joined the union, shall continue to pay current dues to the union during the life of the agreement if they continue as employees of the company. The company will continue to deduct union dues weekly from the pay of union members during the term of the agreement and to remit same to the union.

Hours: in paper mills—8 per day, an average of 44 hours per week for both day and tour workers; in box factory—9 per day Monday through Thursday, 8 on Friday, a 44-hour week for day and night shift workers, and 8 per day Monday through Friday, a 40-hour week, for tour workers. **Overtime:** time and one-half for work in excess of regular hours (except when a tour worker is working in place of his relief or where special arrangements are agreed to by employees directly affected, the union, and the company), for work between 8 a.m. Sunday and 8 a.m. Monday in the paper mills, or on Saturday and Sunday in the box factory and for all work on 8 specified holidays, 7 of which are *paid holidays* (previous agreement provided for 6 paid holidays).

Rest periods: all day and night shift employees in the box factory will be allowed two 10-minute rest periods per shift.

Vacations with pay: one week after one year's continuous service, 2 weeks after 4 years and 9 months of service and 3 weeks after 15 years' service (previously the maximum of 2 weeks was granted after 5 years' service); employees with less than 3 months' service will receive one week without pay, while employees with 3 to 11 months' service will receive one week with pay in proportion to their length of service ranging from 1½ to 5½ days' pay.

Hourly wage rates for certain classes in mill: machine tenders \$1.99, back tenders \$1.74, third hands \$1.62, fourth hands \$1.45, fifth hands \$1.39; broke hustlers, spare hands, storage man \$1.36; finishers \$1.45 and \$1.50, helpers \$1.36; size man, hydropulper operator, crane man \$1.41; yard men \$1.33; stock cutter operator \$1.46, helper \$1.30; pipe fitters \$1.55 to \$1.73, helpers \$1.47; millwrights \$1.47 to \$1.66, helpers \$1.36; blacksmith \$1.78, machinist \$1.73, carpenters \$1.52 and \$1.76, oilers \$1.38. (The above rates represent a general increase of 10 cents per hour.) In the box factory the base wage rates vary from 99 cents to \$1.52, plus piece work for most classifications. The starting rate for new employees in both the

mills and the box factory will be 5 cents per hour less than that established as a standard and shall be continued for a period of 4 weeks' continuous employment. If employee is satisfactory, his rate will be automatically increased to the minimum standard rate for the classification under which he works.

Off-shift differential: four workers will be paid a shift premium of 3 cents per hour for work on the afternoon shift and of 5 cents per hour for work on the night shift.

Provision is made for *grievance procedure* and *seniority rights*.

Metal Products—Oshawa, Ont.—Fittings Limited and United Steelworkers of America, Local 1817.

Agreement to be in effect from May 1, 1953, to April 30, 1954. Notice of termination or of proposed revision may be given during March 1953, and negotiations upon any such proposal shall take place not later than the first week of April 1954. Any provision not so terminated or proposed to be revised is to remain in force pending such negotiations. This agreement is similar to the one previously in effect (L.G., Jan. 1953, p. 93), with the following changes:—

Vacations with pay: after 15 years' service employees are now granted 3 weeks with pay on the basis of 6 per cent of an employees' gross earnings during the preceding year.

Hourly wage rates are increased by 8 cents per hour with additional increases ranging from 1 to 10 cents per hour for stationary engineers, employees of the shipping department and general labourers.

Construction

Carpenters—Ottawa, Ont.—The Ottawa Builders' Exchange and The United Brotherhood of Carpenters and Joiners of America, Local 93.

Agreement to be in effect from May 11, 1953, to April 30, 1954, and thereafter from year to year, subject to 4 months' notice.

Union security: the employers agree to employ members of the union when same are available. If a non-union carpenter is hired the employer will notify the union within 24 hours.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for the first 4 hours after 5 p.m. Monday through Friday and on Saturday morning until 12 noon, double time thereafter and for work on Sundays and on 5 specified holidays. Work on Saturdays, Sundays and the 5 holidays may be performed only in cases of extreme necessity after obtaining a permit from the advisory committee.

Vacation pay equal to 2 per cent of wages is to be added to the weekly pay.

Minimum basic wage rate will be \$1.75 (previously \$1.65) per hour.

Off-shift differential: employees on the second and third shift will receive 8 hours' pay for 7 hours' work.

Provision is made for the *adjustment of disputes*.

Carpenters—Toronto, Ont.—The General Contractors' Section of the Toronto Builders Exchange and the United Brotherhood of Carpenters and Joiners of America (The Toronto and District Council of Carpenters and Millmen).

Agreement to be in effect from May 1, 1953, to April 30, 1954, and thereafter from year to year, subject to notice.

Union security: closed shop. The union must give preference in supplying men to employers who are party to this agreement.

Hours: 8 per day, between 8 a.m. and 5 p.m., Monday through Friday, a 40-hour week. *Overtime:* time and one-half for the first 4 hours of work in excess of 8 hours per day and double time thereafter. Only in cases of extreme necessity may work be performed on Saturdays, Sundays and on 8 specified holidays, such work to be paid for at double time.

Vacation pay will be at the rate of 4 per cent of wages, but it is understood that only one week's vacation will be taken.

Minimum hourly wage rates: journeymen carpenters \$2.20 (previously \$2.10), apprentices—1st year 30 per cent, 2nd year 40 per cent, 3rd year 50 per cent and 4th year 70 per cent of journeymen's rate (as stipulated by the Ontario Apprenticeship Act.)

Shift work: additional shifts of not more than 7 hours may be worked between midnight Sunday and midnight Friday. The rate of pay for work on the second shift will be time and one-seventh and on the third shift time and one-half. Where no work has been done during the day, work performed between 5 p.m. and midnight will be paid at time and one-seventh.

Travelling expenses: this agreement shall have jurisdiction over an area extending over a radius of 25 miles from the Toronto City Hall, divided into 5 zones, each with a radius of 5 miles. Travelling expenses will be paid on the following basis: for work in Zone 1 none, for work in Zone 2 50 cents and in Zone 3 \$1.50 per day, regardless of place of residence. Residents of Zones 1, 2 and 3 will be paid \$2.50 per day if required to work in Zone 4 and \$3.50 for work in Zone 5, while residents of Zones 4 and 5 required to work in either Zone 4 or Zone 5 will receive 10 cents per mile from place of residence to job in excess of the first 5 miles each way.

Provision is made for the *settling of differences*.

Electricians—Toronto, Ont.—Certain Electrical Contracting Firms and International Brotherhood of Electrical Workers, Local 353.

Agreement to be in effect from June 1, 1953, to May 31, 1954, and thereafter from year to year, subject to notice.

Union security: closed shop. No member of the union shall be permitted to work at electrical construction work for anyone who is not a party to this agreement. The union shall not sign this agreement with anyone other than a party whose business is recognized as electrical construction work.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* double time for overtime and for work on Saturdays, Sundays and on 8 specified holidays.

Vacation pay of 4 per cent of wages shall be granted employees in order to allow 2 weeks' vacation with pay.

Hourly wage rates: journeymen \$2.33 (previously \$2.20), foremen \$2.58; apprentices—first year 30 per cent, second year 40 per cent, third year 50 per cent and fourth year 70 per cent of journeymen's rate.

Cost-of-living bonus: in addition to the above rates the journeymen's and foremen's rates will be increased by 5 cents per hour for each 5 point increase in the Dominion Bureau of Statistics' cost-of-living index above the figure of 190. Such increases when granted shall become part of the basic hourly rate and shall not be deducted during the life of this agreement.

Off-shift differential: where 2 or 3 shifts are employed, employees on other than the day shift will receive 8 hours' pay for 7 hours' work. When work cannot be done during the day it may be done as a straight night shift of not more than 7 hours with pay for 8 at straight time. A minimum of 6 hours with 7 hours' pay shall be considered a shift. No employee will be permitted to work more than one shift in 24 hours unless overtime is paid.

Apprentices: one apprentice may be employed by each employer and, in addition thereto one apprentice to every 3 journeymen in a shop. When a shop employs 10 apprentices, additional apprentices may be employed at a ratio of one apprentice to 8 journeymen.

Out-of-town jobs: men requested to travel out of the Toronto zone shall have their transportation cost paid by the employer; they will also receive travelling time to and from the job. Employees on out-of-town jobs shall conform to building trades agreements in the district.

Provision is made for the *settling of differences*.

Service

Municipal Government—Hamilton, Ont.—

The Corporation of the City of Hamilton and National Union of Public Service Employees, Local 5 (The Civic Employees' Union).

Agreement to be in effect from February 1, 1953, to January 31, 1955, and from year to year thereafter, subject to two months' notice.

Check-off: compulsory upon all employees within the bargaining unit (modified Rand Formula).

Hours: 8 per day 5 days a week, a 40-hour week, except for cemetery employees who will work 5½ days in any period of 6 days Monday through Saturday, a 44-hour week. *Overtime:* time and one-half for all work in excess of the above daily or weekly hours, double time for work on Sunday and on 11 specified paid holidays and on any additional civic holidays as proclaimed by the mayor (also paid). Employees required to work on a 7 day week shift basis will be entitled to a lieu day off with pay or to an additional day's pay should a designated statutory holiday fall on their scheduled day off.

Vacations with pay: one week after 6 months' continuous service, 2 weeks after one year's continuous service and 3 weeks during the year in which an employee com-

pletes his fifteenth year of continuous service. However, employees in departments operating on a continuous 24 hour, 6 or 7 day basis, will receive 3 weeks during the year in which they complete their tenth year of service.

Welfare: all eligible employees will be entitled to all rights, benefits and privileges in accordance with the provisions of any council by-law covering sick pay, pensions, group medical and hospitalization plans.

Casual employees: a casual employee who shall complete 24 months of service within a period of 3 consecutive calendar years shall maintain seniority rights; he will be entitled to sick pay benefits as provided under city council by-law and to vacation pay of 4 per cent of his pay earned during the current year of employment.

Hourly wage rates for certain classifications: city engineers' and street commissioner's department—machinist I \$1.77½, blacksmith, carpenter, motor mechanic, shovel operator, machinist II \$1.71; ditcher operator \$1.64½; Koering paver operator, water meter repairman \$1.58½; bulldozer operator, equipment repairman, roller operator, utility man, water meter installer \$1.52½; garbage inspector, incinerator floorman \$1.48; asphalt mixer, flusher driver, snow plough operator, street sweeper operator, tree climber, waterworks troubleman \$1.45½; garbage man \$1.42; concrete spreader, form setter, garage attendant, stores attendant \$1.39½; sewer maintenance labourer \$1.36½, other labourers \$1.33½; parks department—equipment mechanic, plumbing repairman \$1.64½; gardener \$1.39½ and \$1.45½; handyman, sports groundsman \$1.45½; plumber's helper, truck driver \$1.39½; labourer \$1.33½, parks helper \$1.23½; cemetery department—mechanic \$1.52½, truck driver \$1.39½, labourer \$1.33½, cemetery helper \$1.23½. (The above rates are 21 cents per hour higher than the previous basic rates. However, this increase includes the incorporation into the rates of a cost-of-living bonus of 13½ cents per hour granted under the terms of the previous agreement.)

Off-shift differential: employees will be paid a shift differential of 7 cents per hour for work on the 3 p.m. to 11 p.m. shift and of 9 cents per hour for work on the 11 p.m. to 7 a.m. shift.

Provision is made for *grievance procedure* and *seniority rights*.

Fire-Fighters—Hamilton, Ont.—The Corporation of the City of Hamilton and International Association of Fire-fighters, Local 288.

Agreement to be in effect from January 1, 1953, to December 31, 1954, and thereafter from year to year, subject to notice.

Union security: union shop for new employees with maintenance of membership for all.

Check-off: voluntary.

Hours: an average of 46½ per week. Employees will operate under a 3 platoon system—8 hours on followed by 16 hours off, a change of shifts to take place every 7 days by the day shift working 16 hours. Each employee will be entitled to one day off in every calendar week, on a rotating system, and also to be off on the Sunday which falls between his regular Saturday and Monday off.

Holidays: each employee will receive a day off with pay in lieu of each declared or statutory holiday, at such time as may be agreed upon by the fire chief and the union.

Vacations with pay: 14 days for employees with less than 10 years' service, except that new employees starting after January 1, in any year, after serving a probationary period of 6 months, will be entitled to 1½ days for each month of service from date of original appointment (not to exceed 14 days); 21 days for employees with 10 or more years' service.

Accident and sickness: employees off duty as a result of an accident or occupational illness incurred in the performance of their duties will be provided with free hospitalization and medical care; they will receive their full salary during such period off duty. Sick pay as provided under a city by-law shall form part of this agreement.

Weekly wage rates: deputy chief \$5,287.36 (per year), assistant \$91, district fire chief \$87, superintendent of alarm systems \$85; drill instructor, master mechanic \$83; executive secretary to the chief \$67.50 to \$82.50; chief fire inspector \$79, assistant \$75; captain \$79, lieutenant \$75, mechanic \$72, fire inspector and fireman \$69; fire alarm electricians \$57 to \$72, fireman \$57 to \$69, fire alarm operators \$57 to \$63.

Uniforms: all fire department personnel shall be supplied with dress uniform and also with rubber clothes for fire fighting duty.

Pensions: all employees shall be entitled to pensions according to the provisions of the Hamilton Firemen's Benefit Fund.

Provision is made for *grievance procedure* and *seniority rights*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of the terms of three new agreements and the amendment of ten others.

In addition to those summarized below, they include: the amendment of the agreements for the men's and boys' clothing industry in the province and for printing trades at Quebec, published in the Quebec Official Gazette, issue of August 1.

A request for the amendment of the agreement for plumbers at Trois Rivières was gazetted July 25; requests for the amendment of the agreements for the building trades at Chicoutimi and for the

food products manufacturing and wholesale trade at Quebec were published August 1. Requests for the amendment of the agreements for barbers at Montreal and for retail stores at Quebec were gazetted August 15; requests to amend the agreements for the men's and boys' shirt industry and the structural iron industry in the province, as well as the building trades at Chicoutimi, were gazetted August 22.

Orders in Council were also published approving the constitution and by-laws of certain parity committees and others approving the levy of assessment on the parties to certain agreements.

Manufacturing

Bakery Products, Quebec District.

An Order in Council dated July 23 and gazetted August 1, amends the previous Orders in Council for this industry (L.G., 1951, p. 63, p. 690; March 1952, p. 298; Feb. 1953, p. 281). "Le Syndicat des Industries de la Pâtisserie et Biscuiterie Inc." is added to the list of contracting parties.

Minimum weekly wage rates in bread bakeries for apprentices, first 6 months, are increased from \$19 to \$19.50 per week.

Minimum weekly wage rates in pastry and biscuit shops for class "C" employees comprising 40 per cent of category I (fabrication of pastry, biscuits, etc.) are increased from \$17.92 to \$19.50; minimum rates for classes "B" and "C" employees comprising 40 per cent in each class of category II (male and female packing, orders and sampling in pastry-shop) are increased from \$17.92 and \$15.68 respectively, to \$19.50; minimum rates for class "C" employees comprising 40 per cent of category III (warehouse, delivery, etc., male and female employees in biscuit-shops) are increased from \$17.92 to \$19.50.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June 1934.

Minimum weekly wage rates in the delivery department and for maintenance employees are now as follows: salesman, delivery man \$29, salesman's helper \$25, truck driver \$34; maintenance employees (watchmen, yardmen, general workers, etc.), work week not exceeding 54 hours, \$28 per week, helpers \$19.50. (The above rates are \$4 per week higher for salesman and delivery man, \$7 per week higher for salesman's helper, \$1.50 per week higher for maintenance helper, unchanged for truck drivers and maintenance workers.)

Dress Manufacturing Industry, Province of Quebec.

An Order in Council dated July 16 and gazetted August 1, amends the previous Orders in Council for this industry (L.G., 1951, p. 690, p. 1376, p. 1672; April 1952, p. 451, May, p. 611, Aug., p. 1083, and previous issues).

Industrial jurisdiction: this agreement will now apply to the manufacture or production, completely or partially, of all types of dresses, blouses, odd and separate skirts, and all garments analogous thereto and including but not limited to: ensembles, gowns, beach clothes, play clothes, sports clothes, blouses, vests, smocks, hoovers, house coats, aprons, kimonas, dressing gowns and uniforms of all materials and description not already governed by the agreements for the Ladies' Cloak and Suit Industry and the Men's and Boys' Clothing Industry in the Province of Quebec. It will also apply to the several parts of the above garments when manufactured in combination or as independent items. The provision excluding from the jurisdiction of this agreement, knitted garments for females, where fabrics and finished products are made in the same establishment, is deleted.

Hours and overtime: regular weekly hours are unchanged at 40 per week with limited overtime at regular rates and time and one-half. This amendment provides that during the summer season, ending July 1, 1953, employees may work Saturdays between 8 a.m. and noon, on a voluntary basis, such work to be paid for at time and one-half. (Work on Saturday was previously prohibited.)

Sheet Metal Manufacturing, Montreal.

An Order in Council dated July 16 and gazetted July 25, makes binding the terms of a new agreement between The Builders Exchange Inc., Sheet Metal Fabricating Section and The Sheet Metal Workers International Association, Local 116. Agreement to be in effect from July 25, 1953, to July 24, 1954, without reopening.

This agreement is similar to that previously in effect (L.G., Sept., p. 1326) with the exception of the following:—

Minimum hourly wage rates: journeyman sheet metal mechanic, journeyman welder, journeyman machinist \$1.64; charge hand, toolmaker \$1.69; welder specialist, assembler and specialist, machinist specialist \$1.43; production welders from \$1.17 in first 6 months to \$1.35 in fourth 6 months, thereafter welder specialist at \$1.43; buffer and polisher class "A" \$1.50; painter \$1.54; painter (spray) \$1.36; blacksmith \$1.56; machine operator \$1.35; production worker \$1.20, after one year's service with same employer \$1.25; helper \$1.15; truck driver

and storekeeper \$1.20; leading hands 10 cents above the rate of their classification; boys (16 to 18 years) 80 cents increased 5 cents per hour for every 6 months of continuous service (at age 19 to be classified and paid as helpers). Employees on night shifts will be paid a premium of 7 (previously 5) cents per hour and those on irregular or off shifts 5 cents per hour extra as previously. (The above rates are 7 cents per hour higher for journeymen sheet metal mechanics, unchanged for journeymen welders and 5 cents higher for other classifications.) (The occupations welders classes "A", "B" and "C" included in the previous agreement are now replaced by journeyman welder and welder specialist and the classification assistant-foreman is deleted.) Minimum rates for apprentice sheet metal mechanics range from 50 per cent of journeyman's rate in first year to 85 per cent in fourth year.

Vacation with pay: one week with pay based on 2 per cent of standard hours worked during preceding 12 months from May 1 to April 30 at the wage rate in effect at July 1 or at time of taking vacation, whichever is earlier, to all employees with one or more years of service at May 1; 2 weeks with pay equal to 4 per cent to employees with 5 or more years of service. Other regulations provide vacation rights for employees with less than one year of service, vacation rights on termination of employment and give to the employer the right to close the plant to provide a vacation period, as well as the right to stagger vacation periods to maintain production. Vacation will be taken between May 1 and September 30. However, subject to mutual agreement between employees and employer it may be taken after September 30.

Other provisions of this agreement include apprenticeship regulations as well as regulations governing deductions from wages, employee's rating and grievance procedure.

Garage Employees, Sherbrooke.

An Order in Council dated July 16 and gazetted July 25, makes binding the terms of a new agreement between the Automobile Dealers Association of the Eastern Townships and "L'Association des Employés de Garage des Cantons de l'Est", affiliated to the National Metal Workers Federation (CCCL). Agreement to be in effect from July 25, 1953, for a period of one year, thereafter from year to year, subject to notice.

Industrial jurisdiction: the agreement applies to employers, professional employers, artisans and employees, including stock room and accessories clerks, janitors and service salesmen in garages, parking-grounds, scrapping yards, machine shops, stores, branches, warehouses and any place where spare parts and accessories are unpacked, stored, sold and delivered.

Territorial jurisdiction: it applies to the city of Sherbrooke and municipalities completely or partly located within a radius of 10 miles of its limits, as well to the city of Thetford-Mines and within a radius of 5 miles of its limits.

Hours: garages, machine shops, scrapping yards, parking grounds—9 per day, 49 per week, distributed between 7 a.m. and 6 p.m. Monday through Friday and between 7 a.m. and noon Saturday; service men—10 hours

per first shift (day) or second shift (night), 60 per week; janitor (watchmen) 72 per week; stockroom clerks 49 per week. (Previously service men worked 12 hours per shift, 72 per week, and stockroom clerks worked 52 hours per week; in garages, etc., hours are unchanged.)

Overtime: time and one-half for work in excess of regular hours; double time for work on Sundays, or the alternate weekly day of rest, or for work on any of 12 specified *paid holidays* to all employees paid on a weekly basis (except servicemen); employees paid on an hourly basis are entitled to the above 12 specified holidays (only 3 of which are *paid holidays*).

Minimum hourly and weekly wage rates: journeymen wheelwrights, machinists, body workers, electricians, blacksmiths, mechanics, joiners, upholstery cleaners, painters, upholsterers, radiator workers, welders, testers, vulcanizers, footing specialists, burning specialists, glaziers, wheel alignment specialists, tune-up specialists, brake repair specialists, spring, differential and frame specialists—first class \$1.30 per hour, second class \$1.15; greaser and service men—first class \$1, second class 90 cents per hour; janitor and night watchmen \$45 per week; service salesmen and foremen \$50 per week; spare parts employees in garages, stores, warehouses (errands and shipping): clerk (first class) \$46, (second class) \$36, (third class) \$28, (fourth class) \$23; apprentices in all categories (16 to 20 years) from 60 cents per hour in first year to 75 cents in third year, (20 to 26 years) from 75 cents in first year to 95 cents in third year. (The above minimum hourly rates for journeymen wheelwrights, body workers, etc., and for greasers and servicemen are from 12 to 15 cents per hour higher than those previously in effect; the rate for janitor and watchman, is \$4.50 per week higher.)

Vacation with pay: one week with pay after one year of continuous service (May 1 of one year to April 30 of next), for the same employer; one-half day for each calendar month of service to those employed less than one year. Vacation pay will be equal to the wages an employee would have earned during his vacation period (if paid on a weekly basis), or 2 per cent of the wages earned during the period entitling him to his vacation if paid on any other basis. (The above provisions are unchanged from those previously in effect.) However, it is now provided that after a minimum of 5 years' service employees will be entitled to two weeks vacation (12 working days) payable at regular rates, if paid on a weekly basis, or 4 per cent of wages earned if paid on any other basis, the second week to be taken during the winter months. Provision is made for employees in the case of cancellation of labour contract.

Other provisions include regulations governing apprenticeship conditions, uniforms, tools and outside work.

Metal Trades, Quebec District.

An Order in Council dated July 23 and gazetted August 1, amends the previous Orders in Council for this industry (L.G., 1951, p. 546, Nov., p. 1538; July 1953, p. 1032, and previous issues). A correction of this agreement was published in the *Quebec Official Gazette*, June 20.

Minimum hourly wage rates: the table of minimum rates is revised by the addition of

the following: production workers (female) from 45 cents per hour in first 3 months to 57 cents after 6 months in Zone I, 40 to 52 cents per hour in Zone II.

Construction

Building Trades, Montreal District.

An Order in Council dated July 23 and gazetted August 1, amends the previous Orders in Council for this industry (L.G., June 1952, p. 781; March 1953, p. 432; April, p. 582, May, p. 728, June, p. 886, Sept., p. 1326). The Corporation of Master Electricians of the Province of Quebec, Section of Montreal, is added to the list of contracting parties. A new part "E" governing electricians is added to this agreement. New working conditions for this trade are as follows:—

Electricians

Industrial jurisdiction includes all work governed by the Electricians and Electrical Installations Act (SRQ, 1941, chapter 172, and amendments).

Hours: 8 per day, Monday through Friday, 40 per week.

Overtime: time and one-half for work done between 5 p.m. and 10 p.m. Monday through Friday and on Saturday between 8 a.m. and 5 p.m.; double time for work between 10 p.m. and 8 a.m. Monday through Friday and after 5 p.m. on Saturday.

Minimum hourly wage rate: contracting master electrician working as an employee and holding licence "A" whether using tools or acting as foreman, etc. \$2.25; journeyman electrician holding licence "C" \$1.85 (effective November 1, 1953, \$1.90); apprentices will receive from 40 per cent of journeyman's rate in first year to 75 per cent in fourth year. (The going rate for journeyman electrician is 5 cents per hour higher than previously in effect.) A premium of 10 cents per hour will be paid to all workers engaged on any broken day shift.

Vacation with pay provisions are those which are applicable to all building trades at Montreal as follows: employees continuously in the service of one employer during the vacation with pay credit period are entitled to 7 days' continuous vacation, with pay equal to 2 per cent of gross earnings for such credit period. Credit stamps redeemable from the Commission.

Other provisions include regulations governing board and travelling expenses for work outside the limits of Montreal, as well as ratio of apprentices to journeymen employed.

With the exception of working conditions outlined above the general conditions of the main agreement will continue to apply.

Building Trades, St-Jean and Iberville.

An Order in Council dated July 23 and gazetted August 1, amends the previous Orders in Council for this industry (L.G., 1950, p. 1053, Nov., p. 1905; 1951, p. 977; May 1952, p. 610, Aug., p. 1084, Dec., p. 1600, and previous issues). "Le Syndicat Catholique national des Plombiers et Electriciens de Saint-Jean" is added to the list of contracting parties.

Hours and overtime: provisions governing weekly hours of 44 for skilled workers and 50 for labourers, as well as time and one-half for work in excess of regular hours, remain unchanged. However weekly hours

for shovel operators and pile drivers, as well as associated occupations (cartage and haulage employees), due to seasonal nature of their work, are increased from 55 to 60 per week; overtime rate only for work in excess of these hours.

Minimum hourly wage rates are from 5 to 15 cents per hour higher than those previously in effect and new rates for certain classifications are now as follows: sprinkler fitter, cement finisher, reinforcing steel erector, crane operator, steam or heavy gasoline mixer operator, shovel operator \$1.45; bricklayer, plasterer, mason, cement block layer, joint pointer \$1.62; caulkers, carpenter, joiner, construction mechanic (concrete forms, shop or job, screen laying, wood or metal, frames, windows, weatherstrips, etc.), roofer (composition, gravel, sand, asphalt), drill operator and blaster, blacksmith (on job), floor scraper and polisher (hand or machine), rigger, saw setter, machinist, painter, sprayman, decorator, glazier, paper-hanger, floor varnisher, plumber, steam-fitter, pipe mechanic (junior journeyman), lather (wood or metal), terrazzo polisher (wet) \$1.35; journeyman-joiner (first year), grader, bulldozer, tractor and roller (steam or gas) operators, journeyman painter (first year) \$1.20; horse driver, labourer (common), kettleman, labourer (hod carrier), water carrier \$1; truck driver, freight elevator operator, asphalt ramming and spreading, piping, caulkers, welders \$1.10; fireman (construction), electric or light gasoline mixer operator \$1.05; journeyman plumber, steamfitter and pipe mechanic, pipe insulation mechanic, pipe welder (acetyline or electric), oil burner mechanic, cork insulation layer, tinsmith and sheetmetal roofer (shop or job), journeyman electrician \$1.50; roofer (slate and tile) \$1.70; marble layer \$1.75; terrazzo and tile layer \$1.68, mastic floor layer \$1.60; kettleman (flooring only) \$1.30; terrazzo polisher (dry) \$1.53; watchmen (employed also as fireman with fourth class certificate, unlimited daily hours, weekly maximum 72) \$1.30; material checker and timekeeper \$53 per week (an increase of \$4.40). **C o n t r a c t o r s**—personal services (plumbers, steamfitters, pipe mechanics and electricians) \$2.50 per hour, are added to the wage scale. Work performed by a night shift (second shift) will be compensated for by a premium of 15 cents per hour. New minimum rates for apprentices to the various trades are published in this amendment.

Building Trades, Trois Rivières.

An Order in Council dated July 23 and gazetted August 1, amends the previous Order in Council for this industry (L.G., May, p. 729).

This amendment provides that construction contracts granted and signed before the effective date of the present agreement are subject to the wage rates of the former agreement until their completion. However, such contracts are governed by all other provisions of the present agreement. (The last provision is added.)

Structural Iron Industry (Erection), Province of Quebec.

An Order in Council dated July 23 and gazetted August 1, makes obligatory the terms of a new agreement between The Builders' Exchange Inc., Montreal (Structural Iron Industry Section) and "The

International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 711". Agreement to be in effect from August 1, 1953, until March 31, 1954.

The terms of this agreement are similar to those of the agreement previously in effect (L.G., Nov. 1952, p. 1481; June 1953, p. 886, Sept., p. 1327) with the exception of the following:—

Industrial jurisdiction: the erection and construction of ornamental iron, as well as construction operations involving the erection (or fabrication) of tank and other plate work is not mentioned in the present agreement. (Other conditions are unchanged.)

Territorial jurisdiction: the entire province of Quebec. However, outside the Island of Montreal, the cities of Quebec and Sherbrooke (the latter two are added), the agreement will apply only to metal construction operations amounting to 50 tons or more. (Previously to operations, whose cost, including wages and materials, amounted to \$25,000, or more.)

Hours and overtime provisions are unchanged as follows: 8 per day, 40 per week for tradesmen and apprentices; 9 per day, 50 per week for labourers. Time and one-half for work done by tradesmen and apprentices in excess of regular hours; double time for work on Sundays and 11 specified holidays.

Minimum hourly wage rates: structural steel erector, structural steel welder, burner, rigger, machinery mover \$1.90 (an increase of 10 cents per hour); apprentices rates of 70 and 80 per cent of journeyman's rate in first and second years, respectively, are unchanged. (The classifications burner, rigger and machinery mover are added.)

Vacation with pay: employees continuously in the service of one employer during the vacation with pay credit period are entitled to 7 days continuous vacation, with pay equal to 2 per cent of gross earnings for such credit period. Credit stamps may be redeemed from the Commission.

Provisions governing travelling time are added and the ratio of apprentices to the number of structural steel workers employed is now one apprentice for each 3 (previously 5), or fraction thereof, employed on any job.

Trade

Hardware, Paint and Building Materials Stores, Quebec.

An Order in Council dated July 30 and gazetted August 8, amends the previous Orders in Council for this industry (L.G., 1950, p. 1681; 1951, p. 1253; March 1952, p. 298, Aug., p. 1084, and previous issues). This amendment to be in effect from June 1, 1953.

Minimum wage rates of weekly rated employees engaged in establishments not exclusively dealing in the sale of building materials, as well as weekly rates for employees in stores engaged in the sale of building materials only, are increased by from \$1 to \$2 per week. Minimum hourly rates for extra and supernumerary clerks and trade apprentices in establishments not wholly engaged in the sale of building materials are from 2 to 4 cents per hour higher.

Service

Tavern Employees, Quebec.

An Order in Council dated July 16 and gazetted July 25, amends the previous Orders in Council for this industry (L.G., 1946, p. 1774; 1948, p. 1249; 1950, p. 518; 1951, p. 977; July 1952, p. 931, and previous issues). The present agreement, as amended, will be in effect until December 1, 1954, thereafter from year to year, subject to

notice. The present amendment to be in effect from January 1, 1953.

Specified holidays: St. Jean Baptiste Day will be a *paid holiday* for regular employees increasing the total *paid holidays* to 8.

Minimum wage rates are increased by \$2 per week for weekly rated employees and by 5 cents per hour for hourly rated employees. (Weekly hours remain at 54 per week.)

Industrial Standards Acts, etc.

Recent proceedings under the Industrial Standards Acts, Etc*, include eight new schedules, one made for the first time, and the amendment of three others. In addition to those summarized below, they include: the amendment of the schedule for plumbers at Moncton, published in *The Royal Gazette*, New Brunswick, of August 26, and the amendment of the schedules for barbers in the Sarnia-Point Edward and Stratford Zones in *The Ontario Gazette* of August 8.

ONTARIO

Construction

Painters and Decorators, Toronto.

An Order in Council dated June 18 and gazetted July 4, makes obligatory the terms of a new schedule for painters and decorators in the Toronto Zone, to be in effect from July 14, 1953, during pleasure.

*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, August 1953; p. 1168.

This schedule is similar to the one previously in effect (L.G., 1951, p. 693) with the exception of the following:—

Minimum hourly wage rates for work done during the regular working period of a regular work day and for night work are increased by 20 cents to \$1.75 per hour (to and including September 30, 1953); additional increases are provided as follows: \$1.85 from and including October 1, 1953, to and including April 30, 1954; \$1.95 on and after May 1, 1954. (Weekly hours are unchanged at 40 per week.)

Electricians, Welland.

An Order in Council dated June 18 and gazetted July 4, makes binding the terms of a first schedule for the electrical repair and construction industry in the Welland Zone, to be in effect from July 14, 1953, during pleasure.

Hours: 8 per day, Monday through Friday, 4 on Saturday, 44 per week. Provision is made for shift work.

Overtime: time and one-half for work done during the 7-hour period immediately following a regular work day (Monday through Friday), on Saturday after midday; double time for all other overtime including Sunday and 7 specified holidays. With the exception of one hour immediately following a regular work day (Monday through Friday), no overtime work will be done without a permit from the advisory committee. Permits will be issued only to employers.

Minimum hourly wage rate: \$1.95 per hour. The advisory committee may fix a lower minimum rate for handicapped persons.

Bricklayers, Ottawa.

An Order in Council dated July 22 and gazetted August 8, makes obligatory the terms of a new schedule for the bricklaying and stonemasonry industry in the Ottawa Zone, to be in effect from August 18, 1953, during pleasure.

Hours: 8 per day, Monday through Friday, 40 per week. Work which cannot be done during the regular working day may be done during any other hours, if an employee does not work more than 8 hours, and such work will be night work. Provision is made for shift work.

Overtime: time and one-half for work between 5 p.m. and 10 p.m. on a regular working day and between 8 a.m. and midday

Saturday; double time for all other overtime work and for work on Sundays or any of 5 specified holidays.

Minimum hourly wage rate is increased from \$1.55 (L.G., Oct. 1948) to \$2 per hour for work done during a regular working period and for night work. Employees on shift work will receive 8 hours' pay for 7 hours' work. The advisory committee may fix a lower minimum rate for those workers partly subject to the schedule or those who are handicapped.

Carpenters, Ottawa.

An Order in Council dated July 22 and gazetted August 8, makes binding the terms of a new schedule for the carpentry industry in the Ottawa Zone, to be in effect from August 18, 1953, during pleasure.

The terms of this schedule are similar to those previously in effect (L.G., Dec. 1952, p. 1602) with the exception of the following:—

Minimum hourly wage rate for a 40-hour week is increased by 10 cents to \$1.75 per hour.

Electricians, Ottawa.

An Order in Council dated July 22 and gazetted August 8, makes binding the terms of a new schedule for the electrical repair and construction industry in the Ottawa Zone, to be in effect from August 18, 1953, during pleasure.

The terms of this schedule are similar to those previously in effect (L.G., 1951, p. 1110) with the exception of the following:—

Overtime: \$2.92 for work done during the 4-hour period immediately following a regular work day; double time for all other overtime and on Saturdays, Sundays, or any of 6 specified holidays.

Minimum hourly wage rate is increased from \$1.50 (L.G., Aug. 1951) to \$1.95 per hour during regular working periods; from \$1.71½ to \$2.23 for night work. (Weekly hours remain at 40.)

SASKATCHEWAN

Construction

Carpenters, Moose Jaw.

An Order in Council approved July 13 and gazetted July 24, makes binding the terms of a new schedule for the carpentry industry at Moose Jaw and within a radius of 20 miles of its limits, to be in effect from August 3, 1953.

Hours are unchanged at 8 per day, 40 per week. Provision is made for night work.

Overtime: as previously in effect, time and one-half for the first 4 hours' work in excess of 8 per day; double time thereafter, and on Saturdays and Sundays.

Minimum hourly wage rate: \$1.75 per hour (an increase of 10 cents); carpenters in charge will be paid not less than 15 cents per hour extra. Shift work will be paid for at the rate of 8 hours' pay for 7 hours' work. Any employee required to report, and who reports, for work will be paid at least 4 hours' wages at regular rates provided that if such employee works less than 4 hours due to inclement weather, or is discharged for incompetence, he will be paid only for the hours worked.

Carpenters, Swift Current.

An Order in Council approved July 13 and gazetted July 24, makes binding the terms of a new schedule for the carpentry industry at Swift Current and within a radius of 10 miles of its limits, to be in effect from August 3, 1953.

Hours: 8 per day, Monday through Friday, 4 on Saturday, 44 per week. Provision is made for night work.

Overtime: time and one-half for the first 4 hours in excess of 8 hours per day; double time thereafter and on Saturday afternoons and Sundays.

Minimum hourly wage rates: journeymen \$1.70, carpenters (other than journeymen) \$1.45 per hour. (The above rates are 15 cents per hour higher than those previously in effect.) Journeymen in charge of 4 or more men will be paid 15 cents per hour over and above the rates for journeymen. Any employee required to report, and who reports, for work will be paid at least 4 hours' wages at regular rates provided that if such employee works less than 4 hours due to inclement weather, or is discharged for incompetence, he will be paid only for the hours worked.

ALBERTA

Trade

Dairy Industry, Calgary.

An Order in Council dated June 30 and gazetted July 15, makes binding a new schedule for the dairy industry at Calgary, to be in effect from July 25, 1953, for a period of 12 months, or thereafter, during pleasure.

Hours: salesmen (on commission)—9 per day (maximum), 44 per week of 5 days (40 weeks from September to June), 44 per week of 6 days (12 weeks, June to September); ice cream and butter departments, permanent employees—8 per day (maximum), 40 per week of 5 days (September to May), 44 per week of 5½ days (May to September); other employees—8 per day, 40 per week; temporary employees—44 per week of 5½ days (May, June, July, August). (Salesmen previously worked 45 hours per 6 day week, maximum; other male and female employees 8 per day, 44 per week.)

Overtime: plant employees—time and one-half ordinary rate (for salesmen time and one-half the basic rates paid); double time for work on any of 8 *paid holidays*, subject to alternative provisions that may be adopted by employer.

Minimum wage rates: plant (male)—special dairy help \$208.20 per month (an increase of \$20.80); experienced dairy help \$193.20, inexperienced dairy help, first 90 days \$178.20, second 90 days \$185.70; plant (female)—experienced \$158.20, inexperienced, first 90 days \$143.20, second 90 days \$150.70. (Rates shown above, except that for male, special dairy help, are \$10.80 per month higher.) Minimum base rates for salesmen (retail) are \$10.80 per month higher as follows: retail drivers \$197.20 per month (base pay), plus commission of 1 cent per unit on units sold between 8,001 and 10,000 units per month, 1½ cents between 10,001 and 12,000, 2½ cents over 12,000; route reliefmen \$228.20 (base pay), plus average commission on routes assigned to reliefman's swing, route supervisor \$240.70

(Continued on p. 1514)

Labour Legislation Enacted by 21st Parliament at 7th Session

Of special interest: anti-discrimination law applying to employment under federal jurisdiction, amendments to Unemployment Insurance and Seamen Compensation Acts, and grant for health services to disabled

At the 1952-53 session of Parliament, November 20 to May 14, a new type of labour law, the Canada Fair Employment Practices Act, was passed, the Unemployment Insurance Act was amended, and benefits under the Merchant Seamen Compensation Act were increased.

Half a million dollars was voted for new health grants to provide rehabilitation services for the disabled. Provision was made for assistance to children whose fathers died as a result of war service to enable them to pursue their education beyond secondary school. Revision of the superannuation legislation for federal public servants will bring most regular full-time employees within the Act. The total cumulative statutory appropriations under the National Housing Act were increased to \$750 million and a number of amendments made to improve the operation of the Act.

The Emergency Powers Act was extended to May 31, 1954.

Legislation governing trade marks was revised and consolidated, the culmination of years of study by the groups closely concerned. This is the legislation under which union labels and shop cards may be registered to prevent unauthorized use.

New legislation enables co-operative credit societies operating under provincial Acts to form national associations and provides safeguards and supervision for such associations.

Fair Employment Practices

The anti-discrimination Bill announced in the Speech from the Throne and introduced by the Minister of Labour early in January was the third federal measure dealing with discrimination in employment on grounds of race, national origin, colour or religion. An amendment to the Unemployment Insurance Act in 1952 placed an obligation on the Unemployment Insurance Commission to see that there is no discrimination on these grounds in respect to

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

referrals to employment through its offices, and an Order in Council effective January 1, 1953, required a non-discrimination clause to be included in government construction and supplies contracts to which the fair wage conditions are applicable.

The Bill was approved in principle by all parties in the House. Extracts from the debates appeared in the May issue at p. 667 and the June issue at p. 832. Several amendments proposed by the standing committee on industrial relations were adopted. These added a definition stating that national origin as used in the Act includes nationality and ancestry and changed another section so as to prohibit specifically the use of application forms containing questions pointing to a preference or limitation prohibited by the Act. A provision was added to the effect that whenever a question arises as to whether a trade union discriminates contrary to the Act, "no presumption shall be made or inference drawn from the name of the trade union." The effective date for the legislation was set at July 1, 1953.

The basic provisions of the Canada Fair Employment Practices Act are:—

No employer shall refuse to employ or to continue to employ, or otherwise discriminate against any person in regard to employment or any term or condition of employment because of his race, national origin, colour or religion.
and

No trade union shall exclude any person from full membership or expel or suspend or otherwise discriminate against any of its members or discriminate against any person in regard to his employment by any employer, because of that person's race, national origin, colour or religion.

Further, an employer is prohibited from using an employment agency that discrim-

inates on these grounds. No one may use an application form or publish an advertisement or make a written or oral inquiry in connection with employment that expresses, either directly or indirectly, "any limitation, specification or preference as to race, national origin, colour or religion" unless it is based upon a *bona fide* occupational qualification. Discrimination against a person who files a complaint or gives evidence or otherwise assists in the prosecution of a complaint under the Act is also forbidden.

The Act applies to undertakings within the legislative authority of Parliament, listed much as in the Industrial Relations and Disputes Investigation Act, and crown corporations; persons employed or seeking employment in these undertakings; and trade unions composed of such employees. An employer of fewer than five persons is excluded.

A person who claims to be aggrieved because of a violation of the Act may file a complaint in writing with "the Director", an officer of the Department of Labour designated by the Minister to receive complaints. The procedure on receipt of a complaint is for the Director to send an officer to investigate the complaint "and endeavour to effect a settlement of the matters complained of." If the officer reports that he is unable to effect a settlement, the Minister, on the recommendation of the Director, may appoint an Industrial Inquiry Commission to deal with the matters involved in the complaint. The Commission, which has the same ample powers to conduct a full inquiry as an Industrial Inquiry Commission under the Industrial Relations and Disputes Investigation Act, and receives the same remuneration, will inquire into the matter "and shall give full opportunity to all parties to present evidence and make representations." If any matter involved in a well-founded complaint is not settled, the Commission is to set out in a report to the Minister the course that ought to be taken. The Minister will send a copy of the recommendation to each of the persons affected, and he may make it public. He has authority to issue whatever order he deems necessary to carry out the Commission's recommendations, which may include reinstatement, with or without compensation for loss of employment. His order is enforceable.

A person who does any of the things prohibited by the Act or who neglects to do anything required by the Act is guilty of an offence and is liable on summary conviction, if an individual, to a fine not

exceeding \$100 and if a corporation, trade union, employers' organization or employment agency, to a fine not exceeding \$500. If an employer is convicted of discriminating against an employee because he has filed a complaint under the Act, in addition to the above penalty, he may be required to pay compensation for loss of employment and to reinstate the employee in the position he would have held had the discriminatory act not taken place.

The Minister's consent is required for instituting prosecution for an offence under the Act.

The Minister has further authority on his own initiative where he deems it expedient to undertake "such inquiries and other measures as appear advisable to him to promote the purposes of the Act."

Similar legislation was enacted in Ontario in 1951 and in Manitoba at the last session.

Unemployment Insurance

An amendment to the Unemployment Insurance Act which came into force on August 3 provides that a person who is receiving benefits under the Act will continue to receive benefits even if he becomes incapable of work by reason of illness, injury or quarantine during his period of entitlement. The amendment does not provide for payment of benefit to persons who lose their employment as a result of illness, injury or quarantine, or who become ill, injured or quarantined before the time at which benefit would otherwise be payable to them. Extracts from the House of Commons Debates on passage of the Bill appeared in the June issue at p. 830, and a report of the amendment in the August issue at p. 1116.

Merchant Seamen Compensation

An amendment to the Merchant Seamen Compensation Act, proclaimed in force from June 1, 1953, increases the benefits payable under the Act.

The Act, which has been administered by the Department of Labour since January 1, 1950, provides for compensation to a disabled seaman or to dependants of a deceased seaman in case of an accident arising out of his employment. The compensation is not payable if the seaman or his dependants are eligible for compensation under a provincial workmen's compensation law or the Government Employees Compensation Act. Shipping companies are required to cover the risks of compensation by insurance or other satisfactory means.

The amendment makes the following changes in the cash benefits: funeral expenses are raised from \$125 to \$200; the monthly payment to a widow is raised from \$45 to \$50, for a child under 18 from \$10 to \$15, and for an orphan child from \$20 to \$25; the minimum compensation payable in total disability cases is increased from \$12.50 to \$15 a week or average earnings if they are less than \$15.

The maximum annual earnings on which compensation may be based were raised from \$2,500 to \$3,600 a year.

Previously, a seaman could not receive compensation for an injury unless he was disabled for at least seven days. The amendment makes compensation payable after four days.

Most claims for compensation under this Act come from the Maritime Provinces. These changes are in line with changes in recent years in the workmen's compensation legislation of those provinces, thus making compensation payable to injured seamen comparable to that payable to other classes of workmen.

Women's Bureau

Provision was made in the estimates of the Department of Labour for the establishment of a women's bureau to study the problems of women workers. The statement of the Minister of Labour to the House of Commons on the proposed bureau was reported in the June issue at p. 835.

Rehabilitation of the Disabled

In the estimates of the Department of National Health and Welfare was a new federal health grant to the provinces for rehabilitation of the disabled. The Minister of National Health and Welfare stated in the debate on the estimates that the purpose of the grant is to fill the gaps in existing programs, to help develop suitable services for handicapped persons not already provided for by government or voluntary agencies. Amputation cases, paraplegics and victims of accidents for whom there is no other provision would be among those receiving assistance.

The National Advisory Committee on Rehabilitation proposed a grant of this type in February 1952.

The grant will amount to \$500,000 for the first year and a million dollars for each subsequent year. The provinces will receive \$10,000 each with the balance of the yearly grant allotted according to population. Care will be taken in the approval of projects to ensure a unified program.

The Minister listed the three main purposes for which the funds will be used: the training of professional rehabilitation workers, including physicians, therapists, nurses and social workers; the provision of medical rehabilitation equipment; and the extension of rehabilitation health services. Training and equipment projects can be financed entirely out of federal funds under the grant but the provinces must share equally in the cost of extending services. These services may include the staffing of hospitals and rehabilitation centres, the financing of surveys and the setting up of specialized clinics.

Activities under the new grant will be closely co-ordinated with the vocational training and special placement programs of the Department of Labour.

Education Assistance to Children of War Dead

A new Act passed this year, the Children of War Dead (Education Assistance) Act, is designed to provide education assistance to the children of veterans who died as a result of military service during the First or Second World Wars or in Korea. It will assist children who are pensioned under the Pension Act to obtain an education in institutions for which high school graduation is a prerequisite, e.g. universities, normal schools and nursing schools. A child whose pension was discontinued on reaching the age of 21 years is not ineligible for financial assistance under this Act.

The Act provides for the payment of the whole or part of education costs as prescribed by regulation and for the payment of a monthly allowance of \$25 during a period of full-time study, which must not exceed four academic years or 36 months, whichever is the lesser.

The allowance or costs may not be paid in respect of a student who has reached the age of 25 years except to enable him to complete the academic year in which he reaches that age. To be eligible for assistance under the Act, a student must begin his post-secondary education within 15 months after the coming into force of the Act on July 1, 1953, or after the completion of his matriculation, high school graduation or equivalent education. The Minister of Veterans Affairs may extend the time limits if a student is unable to commence or resume a course within those limits because of ill health or other good reason.

Payments will be discontinued if a student who has failed in one or more classes or subjects in an academic year fails in more than one of the supplementary examinations.

Veterans' Benefits

The Veterans Benefit Act, 1951, was extended for another year, to the last day of the first session of Parliament in 1954. This is the Act under which veterans' benefits are made available to men now serving in the forces.

Superannuation for Federal Public Servants

A new Public Service Superannuation Act was passed to consolidate, revise and bring up to date the pension plan for public service employees first inaugurated in 1870. The last major revision of the Civil Service Superannuation Act was in 1924. The Act had been amended ten times.

Under the new Act, which will come into force on proclamation, benefits are payable as a matter of right rather than as a matter of grace. Until the right to benefits was set out in the Act, all superannuation payments were grants by the Governor in Council in recognition of good and faithful service. In future, payments will be matters of right with ultimate recourse to the courts.

The most important reform in the new legislation is the extension of the coverage of the superannuation plan to include nearly all regular full-time public servants, an estimated 60,000 additional employees. Casual or part-time employees, and the majority of prevailing rates or seasonal employees, are not covered. The distinction between "permanent" and "temporary" employees has been abolished.

After a period of not more than one year of substantially continuous employment, a public service employee is required to contribute to the superannuation fund. Once a contributor has five years of pensionable service to his credit, he is eligible to receive benefits if his employment ceases. If a contributor ceases to be employed during the first five years he is entitled to return of contributions.

At the same time what was known as the "office allowance" was abolished—an allowance payable for life on abolition of the office of the contributor.

The contribution rates are, as before, five per cent for women and six per cent for men.

Annuities are to be computed by multiplying the contributor's number of years of pensionable service, not exceeding 35, by two per cent of his average annual salary during his best ten consecutive years. The only change here is in the method of arriving at the average annual salary, which under the present Act is computed on the last ten years.

Allowances to widows of contributors are, as before, half the husband's annuity plus one-tenth for each child, but the maximum which may be paid to a widow and children will now be placed at 90 per cent of the husband's annuity rather than 75 per cent as before. The upper limits for orphans' allowances were also raised from 50 to 80 per cent of a deceased father's annuity, and the annual limits for each child of \$600, or \$300 if the mother is living, were removed.

The new Act does not specify an obligatory retirement age, but the Governor in Council may fix the age of retirement. After August 1, 1957, superannuation benefits are frozen for those already over 65 and will be frozen for others on becoming 65.

There is provision in the Act for an advisory committee, to consist of 12 persons to be appointed by the Governor in Council after consultation with the National Joint Council, to assist the Minister of Finance on matters arising in connection with the administration of the Act.

An actuarial report is to be laid before Parliament at least once every five years, containing an estimate of the extent to which the assets of the superannuation account are sufficient to meet the cost of benefits. It is intended that the employees' contributions plus an equal contribution from the Government as employer, plus the accumulated interest, should finance the plan.

A transitional provision will make the new benefits retroactive to December 31, 1952, for any contributor to the superannuation fund who ceases to be employed in the public service after that date.

National Housing Act

An amendment to the National Housing Act increased the cumulative statutory appropriations under the Act from \$300 million to \$500 million for home ownership loans and losses under previous housing Acts, and from \$150 million to \$250 million for rental housing loans.

Another section was amended to authorize approved lending institutions to act as agents for the Central Mortgage and Housing Corporation in the making or administration of loans that the Corporation is authorized to make. This is a new provision added for greater certainty to the section which now authorizes an approved lending institution to make loans under the National Housing Act up to 80 per cent of the lending value despite limitations in other legislation on its power to lend.

A further amendment authorizes the Corporation, in the case of a direct loan, to make supplementary loans to the borrower when it is necessary to do so in order to protect the mortgage security. The Act already gave such authority in respect to joint loans. In explaining the amendment in the House of Commons, the Minister of Resources and Development used as an example a situation in which the central heating plant in a large housing development might require to be replaced and the owners might not be in a position to finance the installation of a new plant. The amendment would permit the Corporation to finance the installation by way of supplementary loan so as to keep the project rentable.

The section of the Act dealing with what is known as the Integrated Housing Plan was also amended. This is the provision under which the Corporation was authorized to enter into contracts with builders to encourage the construction of houses for sale to veterans. The amendment provides that the builder is to pay a premium to be set by regulation in consideration of the Corporation's covenant to purchase a house that he is unable to sell on the market.

Another change is that defence workers as well as veterans may be given preference in purchasing these houses. The arrangement is that for a certain period after completion of the house the builder cannot consider an application except from a veteran or a person engaged in the production of defence supplies as defined in the Defence Production Act. After the expiration of the specified period the house may be offered on the market at or below the price fixed in the builder's contract with the Corporation.

Under the Act, rentals for units of a project financed under the Rental Insurance Plan are controlled by agreement between the Corporation and the owner for a three-year period. This provision was amended to make the rent control period of three years in respect to any unit run from the completion of each unit rather than from completion of the whole project, as formerly.

The slum clearance section of the Act was amended to provide that the grant which the federal Government may make to a municipality for a slum clearance project may be available where the cleared land is being bought by the Corporation and the province for development under the plan for federal-provincial projects. As the Act stood the grant,

which is limited to half the difference between the cost of acquiring the slum area plus the cost of its clearance, and the price at which it is sold, was only available where the land was sold to a limited-dividend company or a life insurance company. Another change in this section permits the cleared area to be used either for housing purposes or, if the municipality makes available for a housing development an alternative area capable of housing at least as many persons as were living in the cleared area, for a municipal, provincial or federal public purpose.

Emergency Powers

The Emergency Powers Act was amended to extend the period during which it will remain in force to May 31, 1954. As passed in 1951, the Act was to expire on May 31, 1952, but it could be continued for a further period of not more than a year by the presentation to the Governor General of a joint address of the Senate and the House of Commons requesting that it be kept in force. In accordance with this provision, the expiry date was set in 1952 at May 31, 1953.

An amendment to the Act was introduced at this session to set forward the expiry date to May 31, 1954, and to provide as before that it could be further renewed for a year on the joint address of the Senate and the House of Commons. This latter provision was deleted in committee, so that the amendment as passed simply sets the expiry date at May 31, 1954.

The Act confers wide powers on the Governor in Council to take such action as is deemed necessary for the "security, defence, peace, order and welfare of Canada."

Trade Marks

The Trade Marks Act, which will come into force on proclamation, is a revision and consolidation of the law relating to trade marks, replacing the Unfair Competition Act, 1932.

As this is a type of law which is of a technical character and at the same time is of practical importance to commerce, industry and the public, an unusual amount of preparation went into the drafting of the legislation. In 1947, after the interpretation and application of the Unfair Competition Act had given rise to considerable dissatisfaction, the Secretary of State, who was responsible for its administration, appointed an advisory committee

of experts to study the representations and suggestions already submitted, consult further with interested organizations and individuals, and if they deemed it advisable, to submit a draft statute for consideration.

The committee included lawyers specializing in the law of trade marks, officials administering the Act, representatives of the Canadian Manufacturers' Association, the Canadian Chamber of Commerce, and the Patent Institute of Canada.

In carrying out its functions, the committee distributed questionnaires and received replies from interested persons and bodies not only in Canada, but in the United Kingdom and the United States. A Bill was drafted and circulated, and comments on the draft given further consideration. Finally, the committee issued a report dated January 20, 1953, containing a draft Bill and explanation of the recommended changes. In both the Senate and the House of Commons the Bill received further study by the standing committees on banking and commerce.

Speaking on second reading of the Bill in the House of Commons, the Secretary of State summed up the main changes as follows: (1) the elimination of the arbitrary division of trade marks into word marks and design marks; (2) a more adequate definition of what constitutes a trade mark in the light of modern commercial practice; (3) the applicability of trade marks to services in addition to wares; (4) relaxation of the rigid rules applying to the assignment and licence of trade marks; (5) clarification of the principles governing the ownership of trade marks in Canada and the persons entitled to registration, including the right to file an application for registration prior to commencing actual use; (6) provision for publication of trade mark applications and for opposition procedure; (7) gathering together of the provisions contained in various statutes providing prohibitions against adoption and use of marks and symbols such as, for example, the insignia of the Boy Scouts. He pointed out also that the proposed legislation was in compliance with the obligations Canada assumed under the Convention of the Union of Paris for the Protection of Industrial Property.

Shop cards and union labels may both be registered under the new legislation, the shop card to distinguish services offered by union labour, and the union label to distinguish wares or merchandise produced

by union labour. The Shop Cards Registration Act will accordingly be repealed when the new Act comes into force.

"Trade mark" as defined in the new Act includes a certification mark, and certification mark includes a mark that is used to distinguish "wares or services that are of a defined standard with respect to the working conditions under which the wares have been produced or the services performed." Certification marks in the new legislation are therefore substantially the same thing as standardization trade marks in the present Act, which include union labels. The new Act provides, as does the present legislation, that "person" includes any lawful trade union, and where the owner of a registered certification mark is an unincorporated body, "any action or proceeding to prevent unauthorized use of such mark may be brought by any member of such body on behalf of himself and all other members thereof."

Co-operative Credit Associations

New legislation, the Co-operative Credit Associations Act, was passed to provide for the organization of central co-operative credit associations operating in more than one province. The new Act sets out the powers of such an association and provides for supervision by the Superintendent of Insurance similar to the supervision now exercised over certain insurance, trust and loan companies. A national co-operative credit association will require to be incorporated by special Act of Parliament.

The new legislation was introduced because a group of provincial central co-operative societies had announced their intention to apply to be incorporated. This group, comprising the central credit unions of Saskatchewan, Nova Scotia, British Columbia, Ontario, Prince Edward Island, Alberta and Manitoba, actually did so as soon as the new legislation was passed, and became incorporated under a federal Act as the Canadian Co-operative Credit Society Limited.

The main object of a national association will be to receive deposits from its members and to loan money to its members and to make other appropriate investments. There may be a surplus of cash in one part of the country and a demand for loans in another part, and with the establishment of national associations it will be possible to make loans without the present provincial limitations.

Membership in an association is confined to co-operative credit societies incorporated by special Act, or declared

by Parliament to be eligible for membership, not more than ten co-operative corporations (other than credit unions) carrying on business in two or more provinces, and not more than 15 natural persons.

The Act sets out certain things an association must do. For instance, it must hold an organization meeting and set a time for general annual meetings thereafter, elect or appoint a board of directors, appoint an auditor, etc. An association may not accept money on deposit or lend money or otherwise carry on business until the Treasury Board has granted it a certificate to do so, after being satisfied that the requirements of the Act have been complied with.

The lending and investment powers of an association are subject to certain limitations. For instance, it may not lend or invest any funds if its cash on hand and in the bank is less than five per cent of the amount on deposit with the association. A copy of the annual statement must be filed with the Superintendent of Insurance and the auditor is to report on the adequacy of the procedure adopted by the association to safeguard the interests of its creditors and members. The Superintendent may visit the head office of an association and the books of the association must be made available to him for inspection, and he may, if he deems it necessary, require a special audit to be made. The Superintendent is required to report annually to the Minister of Finance on the condition and affairs of each association. An appeal from a ruling of the Superintendent or as to any other matter arising in the carrying out of the provisions of the Act may be made to the Exchequer Court of Canada.

Bills Not Passed

A private member's Bill to amend the Industrial Relations and Disputes Investigation Act by providing for the voluntary revocable check-off of union dues was introduced again this year and referred for the first time to the select standing committee on industrial relations.

A lengthy debate on the motion for second reading centred mainly on whether the check-off should be a matter for legislation or for negotiation under collective bargaining procedure. Extracts from the Debates appeared in the January, February and March issues at pages 31, 194 and 377.

As the result of an amendment made by the Minister of Labour to the motion for second reading, the Bill was referred to the committee for study. After receiving briefs and hearing witnesses, the committee made a report endorsing the principle of the Bill and recommending that the proposed amendment and the submissions which the committee received be considered by the Government in its review and proposed revision of the Act. This report was concurred in by the House.

Another private member's Bill, cited as the Women's Equal Pay Act, would have prohibited discrimination between men and women in rates of pay for work of comparable character. The proposed legislation, which did not get beyond first reading, would have applied to works and undertakings under federal jurisdiction, including the federal civil service. Equal pay legislation is in force in Ontario and Saskatchewan. The enforcement procedure provided for by the Bill followed the same pattern as that in the provincial Acts and in the Canada Fair Employment Practices Act.

A Fair Employment Practices Bill, introduced by the same member, was withdrawn after the Government introduced a Bill on the same subject.

Industrial Standards Acts

(Continued from p. 1507)

(base pay), plus average commission of route reliefmen, experienced route helpers \$188.20. Minimum base rates for wholesale route salesmen \$206.60 per month plus average commission of retail salesmen, wholesale route reliefmen \$248.20 plus average commission of routes assigned to reliefmen (increases in base rates of \$30.20 and \$43.80 respectively).

Vacation with pay: one week with pay to employees with one year's service but less than two years prior to March 1 of each year; two weeks with pay for 2 years' service; three weeks with pay for 20 or more years of continuous service; one-half day with pay for each 23 days' service to employees with less than one year of service.

Employers paying higher wage rates, or working their employees less hours than this schedule provides for, are prohibited from decreasing the wages or increasing the hours during the term of this schedule.

Legal Decisions Affecting Labour

Cases concerning picketing and jurisdictional dispute arising out of collective agreement dealt with in British Columbia. Appeal court in New York affirms an order of Commission Against Discrimination

The British Columbia Supreme Court has refused to continue an injunction outlawing all picketing by a construction workers' union. It found, however, that a union official had engaged in illegal intimidation and prohibited its repetition.

In another case, the Court determined which of two unions was entitled to perform certain drilling operations in accordance with the terms of a collective agreement.

A ruling of the Commission Against Discrimination that an employment agency had made illegal discriminatory inquiries has been upheld by the Appellate Division of the New York Supreme Court. The Commission's order to compel the agency to obey the anti-discrimination law was affirmed.

British Columbia Supreme Court . . .

. . . modifies injunction against picketing to prohibit only picketing accompanied by intimidation

On April 20 the British Columbia Supreme Court allowed in part an application brought by a contractor to continue an interim injunction against picketing by a construction workers' union. The injunction was continued in a modified form to prohibit only picketing accompanied by unlawful acts.

Mr. Justice Wilson described the facts disclosed by the evidence. The plaintiff, a contractor in New Westminster, began in September 1952 to build a small apartment house which he intended to own, live in and manage. He employed non-union labour for the job. The defendant, Groves, was the business agent for United Brotherhood of Carpenters and Joiners, Local 1251. Prior to April 10, 1953, Groves came to the scene of the work several times and talked to the plaintiff and his workmen. The plaintiff maintained that Groves told him "that he would see to it that the job was a union job" and that he would make him stop work on the premises and see to it that he could not hire any workmen. Two workmen testified that Groves had said they must join the union or be fired. The defendant admitted that he had approached the plaintiff with a view to having him hire union members but denied that he had made any threats. He denied specifically that he had spoken to the workmen who were witnesses and

maintained that the only remark he had addressed to any worker was to ask if he belonged to the union.

Another conflict of evidence arose as to the events of April 10. On that day the plaintiff and his workmen had prepared forms into which they were ready to pour cement. When a truck carrying the ready mixed cement arrived on the scene, the defendant was there with two union members who were picketing with placards reading "Construction work not being done by Building Trades Council". As a result of certain things that occurred the cement was not delivered and the truck went away.

Nothing disorderly or illegal was done by the pickets; it was only in respect of Groves that wrongful acts were alleged. A carpenter testified that Groves told him at 8 o'clock that "he was going to stop the concrete from getting on the job with a picket line". Another workman stated that when the truck came Groves said to the driver: "You are not to go in with that cement. You belong to the union. You are not supposed to do it." Others testified that they saw Groves raise his hand to stop the truck but did not hear what was said to the driver. According to Groves' testimony, the driver stopped voluntarily when he saw the pickets to ask for information, and Groves merely informed him that they were building trades pickets. After a telephone conversation with his superiors, and after talking to an officer of the company supplying the cement who came to the scene, the driver drove the truck away.

Mr. Justice Wilson came to the conclusion that before April 10 the defendant had spoken to the plaintiff and his workmen in the terms described by them and that on April 10 he did raise his hand to stop the truck and did address to the driver the warning testified to by the witness.

The defendant's words of intimidation to the workmen and his statement to the driver—"You are not to go in with that cement"—were beyond the boundaries set by law, His Lordship held. This sort of conduct was not to be countenanced as the mere communication of information. He had no hesitation in enjoining Groves and the other defendants from a repetition of such acts.

However, the plaintiff sought to continue the interim injunction, which prohibited picketing altogether. Mr. Justice Wilson declared:—

Picketing, in the sense of attending at or near a place to communicate information is, in the absence of conduct amounting to trespass or nuisance, perfectly legal, and this whether or not there is a trade dispute.

This proposition was established by the Supreme Court in Canada in *Williams v. Aristocratic Restaurants* (L.G., 1951, p. 1553). Therefore the members of the carpenters' union had a right to picket the plaintiff's premises as they were doing on April 10.

Two arguments could be put forward for taking away the right to picket. According to the first, the Court should do so as a punitive measure, to punish the union for the wrongful acts of its agent. His Lordship stated that this view obviously could not be upheld, because he was engaged in the administration of civil not criminal law and was there to redress wrongs, not to punish them. The second argument was that, because of the initial wrongful acts, he should prohibit picketing so as to prevent the possibility of future wrongs, and particularly of a breach of the peace. Mr. Justice Wilson stated that if picketing were initiated in a violent, obstreperous manner, particularly if there were a series of acts of intimidation or violence by the picketers, an order to prohibit picketing might well be made, not as a punitive measure but as a safeguard to public order. The circumstances of this case, however, did not warrant such an order.

The Court continued the injunction in part to prohibit illegal acts in connection with picketing. *Mostrenko v. Groves* [1953] 3 DLR 400.

British Columbia Supreme Court . . .

. . . finds that collective agreement entitled the machinists' union to perform certain drilling

The British Columbia Supreme Court on May 7 allowed a union's action for a declaration that it was entitled by its

collective agreement with a company to do certain work. The company's instructions that the work should be performed by members of another union were in violation of the agreement, the Court held.

Chief Justice Farris gave the judgment of the Court. The action was brought by Machinists, Fitters and Helpers Unions, Local No. 3, against the Victoria Machinery Depot Company Limited and another union, Victoria Lodge No. 191 of the International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America. The plaintiff claimed that it was entitled under its agreement with the company dated March 8, 1950, to do certain drilling. Paragraph 23 of that agreement contained this statement: "Jurisdiction between machinists and allied trades shall be based upon the original Machinists Agreement of 1942 and common practice in VMD ship-yards."

The defendant union, the bargaining agent for the boilermakers, insisted to the company that it was entitled to do all drilling on ships. The matter was referred to a conciliation board and the board found that certain drilling should be done by the boilermakers' union. The plaintiff union was not a party to the proceedings before the board.

On February 20, 1953, the company issued instructions that henceforth "all holes over one-quarter inch in ships including hull construction, shell, bulkheads, decks and beams, port lights, bearing holes on shaft stools, auxiliary seats, boiler stools, gun rings to deck and seating to deck" were to be drilled by the boilermakers. The plaintiff claimed that this notice was a breach of the collective agreement.

At the hearing of the case, the evidence dealt with the agreement of 1942 and common practice in the company's ship-yards. The Chief Justice found that the notice did violate the collective agreement and that the members of the plaintiff union were entitled to do all drilling necessary and incidental to their work as machinists.

Another point was raised by counsel for the defendant union. He contended that this union was not a legal entity and could not be made a party to the action. He referred to Section 2(1) in the Industrial Conciliation and Arbitration Act which defines "dispute" as a dispute or difference "between an employer and one or more of his employees or a bargaining authority as to matters or things affecting or relating to terms or conditions of employment or work done or to be done by an employer or by the employee or employees". He argued that in view of this definition the

Act only authorized an action between employer and employee and not between two bargaining agents.

His Lordship considered that the dispute in this case did not come within the definition of dispute contained in the Act but that this did not affect the rights of the parties. In his view, the Legislature gave unions a legal entity when it made them bargaining agents, and it would be absurd that a union should not have legal authority to enforce the agreement which it has been given authority to enter into. In this case the boilermakers' union sought to have the sole drilling rights. Therefore it was properly a party to the action, since its rights were in dispute and in reality the dispute was between the two unions.

The Court granted the action for a declaratory judgment to state that the machinists' union was entitled to perform the drilling. *Machinists, Fitters and Helpers Unions, Local No. 3 v. Victoria Machinery Depot Company Limited, et al* [1953] 3 D.L.R. 414.

New York Supreme Court, Appellate Division . . .

. . . upholds judgment requiring compliance with order of state's commission against discrimination

In a judgment which affirmed the power of the New York Commission Against Discrimination to compel compliance with the State's anti-discrimination law, the Appellate Division of the New York Supreme Court on July 7 dismissed an appeal from the decision of the Supreme Court at Special Term (L.G., Dec. 1952, p. 1611) requiring an employment agency to carry out an order of the Commission. This is the first case where an order of the Commission has been enforced by the courts in the eight years since the New York Law Against Discrimination went into effect.

Mr. Justice Bergan gave the judgment of the Appellate Division. For the facts of the case, he relied on the record made at a hearing of the discrimination charges before the Commission on June 16, 1952. The operator of the agency, who was present at the hearing, did not dispute the evidence given by the complainant, Rue Kingsley. This woman testified that on September 18, 1951, she went to the Holland agency in New York in answer to a newspaper advertisement for a secretary. At that time she was unmarried and her name was Rue Lehds. She filled out an application form, which contained among others a question whether her own name or her family name was "ever changed legally or otherwise".

She was then interviewed by Miss Holland, the operator of the employment agency, who said to her on looking over the application form that "one of the schools sounded like a British school". According to the complainant's testimony, Miss Holland then proceeded to inquire about a former employer listed on the application. She asked whether he was Jewish, and when the answer was "yes" asked a further question about this which the applicant answered by saying that she believed he was of German-Jewish descent. Miss Holland then asked the maiden name of this employer's wife, and asked the applicant to spell it out. When she did so, Miss Holland said: "What sort of name is that?" She also commented on the spelling of the applicant's own name, which she considered "rather odd," and asked if the name was British.

The Commission found that the oral and written inquiries "taken together, expressed a limitation, specification or discrimination as to creed and national origin, not based on a *bona fide* occupational qualification." Its order directed the employment agency to cease making any inquiries either directly or indirectly relating to race, creed, colour or national origin, giving consideration to such factors in evaluating applicants, or making any reference to change of family name in an application form unless previously approved by the Commission. The agency was also ordered to deny prospective employers information relating to the race, colour, or religion of applicants, to refuse orders from prospective employers containing any limitations with respect to such matters, and to furnish the Commission with all job orders "which raise a question" of possible discrimination. The order also required the agency to furnish to the Commission for a period of one year a report of all the persons applying for employment and the disposition of their applications and of all job orders received and the referrals made as a result.

When the case came to court, the appellant claimed that she made no inquiries which could be regarded as an unlawful employment practice, that the application form used was not unlawful, that the Commission had no jurisdiction over her, and that in any event there was no basis for some of the affirmative directions in the Commission's order.

Mr. Justice Bergan proceeded to examine the scope of the Commission's power as set out in the Law Against Discrimination. The Commission was created "with power to eliminate and prevent discrimination in

employment" based on considerations of race, creed, colour or national origin by employers, labour organizations, employment agencies or other persons. It was given authority to "take other actions against discrimination" and an additional grant of "general jurisdiction and power" for the purposes described. Mr. Justice Bergan stated that it would not be easy to conceive authority more broadly defined, and that within the area of prescribed action and in the field of discrimination as defined by the statute the jurisdiction of the Commission was plenary.

The Law also provided that, upon finding after a hearing that a person had engaged in an unlawful employment practice, the Commission might issue a cease and desist order and take such affirmative action as in its judgment would "effectuate the purposes of this article, and including a requirement for report of the manner of compliance".

The judge then examined the powers of the Supreme Court in relation to the Commission. The statute gives the Court power to review the questions raised before the Commission and to enforce in whole or in part or set aside in whole or in part the Commission's orders. It is required to take the Commission's factual findings as conclusive if they are supported by sufficient evidence on the record considered as a whole. In determining the legal questions arising out of the terms of the statute, the Court must interpret it liberally "for the accomplishment of the purposes thereof". After accepting the facts as found to the extent they rest on substantial evidence, the Court may make any order which it deems the Commission should have made. Mr. Justice Bergan stated that this wide power of review was unusual, and that it seemed to have been the intention of the Legislature that the large powers given to the Commission should be followed by an unusual measure of judicial supervision and a shared judicial responsibility.

The Court held that, since the appellant had offered no testimony at the hearing, the Commission was justified in accepting as true the statements of the complainant. On the basis of these statements, it was justified in finding that the inquiries complained of did constitute an unlawful employment practice.

Mr. Justice Bergan stated:—

Discrimination in selection for employment based on considerations of race, creed or colour is quite apt to be a matter of refined and elusive subtlety. Innocent components can add up to a sinister totality. The inquiry concerning a previous change of name, plus inquiry concerning the nation of schooling, the religion of one's former employer and his wife, the national origin of one's name, may each be harmless under some circumstances, asked by some questioners of some applicants, but in their aggregate they have a curiously jarring effect. They are surely quite capable, all together, of becoming the kind of practice which the Legislature defined as harmful to the welfare of the State.

Since the findings of unlawful employment practices had been confirmed, he found the order to be within the power of the Commission. He did not accept the appellant's contention that the direction to furnish lists of applications and employers and the results of referrals exceeded the power of the Commission, since the power to direct a report of compliance with the law not only came within the general terms of the Commission's authority but was specifically authorized by the statute.

Commenting on the nature of the statute, he said:—

A statute of this kind is not workable by force, it must rest for its success on the good will of the community. But its enactment represents the mature and deliberate judgment of the people of the State, and such a formal expression of such a judgment has a way of winning, in the end, a general acceptance. People who may have disagreed with either its purpose or its workability in the first place, learn to live with it and take it as it is.

Two of the judges of the Court, Mr. Justice Doré and Mr. Justice Cohn, dissented in part from this judgment. They considered that the part of the order requiring the agency to make a detailed report of its operations was beyond the authority of the Commission, being punitive in character and having the effect of placing the agency on probation for a year. They would have eliminated this requirement from the order.

The Court dismissed the appeal and affirmed the order of the Commission. *Holland v. Edwards* [1953] 32 LRRM 2490.

During the 1941-51 decade the annual payroll of Canada's retail stores soared by \$596,832,100 (or 190 per cent) to \$911,269,600 from \$314,437,500, the Dominion Bureau of Statistics reports.

Recent Regulations under Provincial Legislation

Minor changes are made in mothers' allowances regulations in Ontario, boiler inspection regulations in British Columbia, and schedule of industrial diseases under the Workmen's Compensation Act in Quebec

An amendment to the Ontario Mothers' Allowances regulations permits a \$10 monthly increase in the allowance payable to a foster-mother if the father of the foster-children is unemployable and lives with the children. The schedule of fees for boiler inspection in British Columbia was re-issued with minor changes and the addition of certain new fees. In Quebec the term "tenosynovitis" was substituted for the earlier description of the disease in the schedule of industrial diseases under the Workmen's Compensation Act.

British Columbia Boiler Inspection Act

The regulations under the British Columbia Boiler Inspection Act which set fees for inspecting boilers and pressure-vessels and for surveying designs for approval and registration (L.G., 1950, p. 1063) have been re-issued with little change. The method of determining the fee for inspection of large pressure vessels was simplified and new fees were set for some specialized types of equipment such as oil-refinery piping. Certain types of boilers are classified in the new regulations according to horse-power rather than heating surface.

A new section sets fees for special inspections on request. An owner who requests a special inspection of a plant or pressure-vessel must pay the expenses incurred by the inspector, including a *per diem* charge to be fixed by the Minister. The *per diem* charge to be included in the expenses of an inspector requested to make an inspection outside the province is \$30.

The revised schedule of fees was approved by O.C. 1846 on August 8 and gazetted August 20.

Ontario Mothers' Allowances Act

A 1953 amendment to the Ontario Mothers' Allowances Act makes provision for the payment of an additional allow-

ance to a foster-mother if the father of the children in her care is permanently unemployable and living with the children. This additional allowance is now set at a maximum of ten dollars a month by an amendment to the general regulations (L.G., 1952, pp. 950 and 1373). This amount has previously been available to a mother in receipt of allowances if her husband is incapacitated.

The maximum allowances that may be paid to a foster-mother remain \$24 a month for one foster-child and \$48 a month for two children and \$10 a month for each additional child, plus a further sum of up to \$20 if the Director thinks it necessary; medical and dental services as provided for, and a fuel allowance limited to the amount by which her fuel costs rise as a result of caring for the foster-children.

Some of the administrative changes made in the regulations deal with the three-member Advisory Board which may now have three or more members and whose duties will include assisting the Director to determine whether the allowance for a unemployable father will be paid to an applicant foster-mother.

The amendment to the regulations was approved by O. Reg. 143/53, made on July 22 and gazetted August 22.

Quebec Workmen's Compensation Act

"Inflammation of the synovial lining of the wrist joint and tendon sheaths" which was made a compensatable disease in 1942 by Regulation 15 is now dealt with by Regulation 19 under the Quebec Workmen's Compensation Act. The new regulation, approved by O.C. 916 of August 6, gazetted August 15, replaces Regulation 15 and declares "tenosynovitis" to be an industrial disease under the Act. Other provinces in which the disease is compensatable are British Columbia, Saskatchewan, Ontario and Newfoundland.

The average time the United States National Labour Relations Board requires to settle a case is now 321 days, George Bott, NLRB general counsel, recently reported. In 1950, he said, the procedure took an average of 447 days.

Administrators of Labour Legislation

Meet in 12th Annual Conference

The Canadian Association of Administrators of Labour Legislation, an organization of federal and provincial departments and boards administering labour laws, held its 12th annual conference at Banff, Alta., September 1-4. Representatives of the federal Department of Labour and nine provincial departments attended the sessions. The Alberta Workmen's Compensation Board was also represented.

Hon. Ivan Casey, Alberta's Minister of Lands and Forests, welcomed the delegates on behalf of the Hon. Dr. J. L. Robinson, Minister of Industries and Labour, who was absent from the province.

K. A. Pugh, Chairman of the Board of Industrial Relations, Alberta, presided at an all-day session on industrial relations when various problems arising out of the administration of labour relations legislation were discussed. At a session on apprenticeship, special attention was given to tradesmen's qualification legislation, plant training programs and on-the-job training. Other topics on the agenda included reports of the safety committees of the Association (Standing Committee on Industrial Safety and Committees on CSA Codes and on Machine Guarding) and recent developments in the International Labour Organization. Legislative and administrative developments in all departments during the year were reviewed at the opening session.

"Balance of Power in the Labour Market" was the subject of an address given at the dinner meeting by Dr. Andrew Stewart, President of the University of Alberta.

The officers of the Association for the coming year are: Past President, J. B. Metzler, Deputy Minister of Labour, Ontario; President, K. A. Pugh, Chairman, Board of Industrial Relations, Alberta; 1st Vice-President, R. E. Anderson, Chief Administrative Officer, Department of Labour, Nova Scotia; 2nd Vice-President, Donat Quimper, Associate Deputy Minister of Labour, Quebec; Secretary-

Treasurer, Evelyn Best, Legislation Branch, Department of Labour of Canada.

The following federal and provincial representatives attended the conferences:—

Alberta—J. E. Oberholtzer, Deputy Minister of Industries and Labour; K. A. Pugh, Chairman, Board of Industrial Relations; F. G. Cope, Chief Inspector, Board of Industrial Relations; J. P. White, Director of Apprenticeship; W. E. Sutton, Chief Factory Inspector; Harold French, Administrative Assistant; Mrs. M. E. Long, Secretary, Board of Industrial Relations; Alfred Farmilo, Commissioner, Workmen's Compensation Board.

British Columbia—William Sands, Deputy Minister of Labour.

Manitoba—W. Elliott Wilson, QC, Deputy Minister of Labour; Andrew McIntosh, Director of Industrial Accident Prevention.

New Brunswick—Hon. A. E. Skaling, Minister of Labour; N. D. Cochrane, Deputy Minister of Labour.

Newfoundland—G. T. Dyer, Deputy Minister of Labour.

Nova Scotia—R. E. Anderson, Chief Administrative Officer.

Ontario—J. B. Metzler, Deputy Minister of Labour; F. J. Hawes, Director of Apprenticeship.

Quebec—Donat Quimper, Associate Deputy Minister of Labour; Cyprien Miron, Director, Conciliation and Arbitration Service; Jules Racine, Director of Apprenticeship Commission for the Building Trades.

Saskatchewan—H. S. Elkin, Deputy Minister of Labour; F. Ellis, Director of Apprenticeship and Tradesmen's Qualifications; W. J. Brake, Chief Inspector, Electrical and Gas Inspection Branch.

Federal—A. W. Crawford, Director of Training; G. R. Currie, Industrial Relations Officer, Vancouver; John Mainwaring, Chief, Labour Management Division, Economics and Research Branch; Evelyn Woolner and Evelyn Best, Legislation Branch.

Because of its reduced budget, the United States Labor Department's Bureau of Employment Security is planning to drop 32 small areas from the list of cities and areas now included in its report on the state of the country's labour force. Each of the areas slated for elimination from the survey has non-agricultural employment of fewer than 50,000 workers. They will be dropped as of December.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance during July were 3,117 more than in June, statistics* show, but amount of payments declined by \$1,260,047

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that during July a total of 75,869 initial and renewal claims for unemployment insurance benefit were received at local offices across Canada, compared with 72,752 in June and 75,340 during July 1952.

A comparison by province shows very little change this month from last but substantial differences from the same month last year. Claims this July exceed those last July by 7,600 in Quebec, while smaller increases occurred in the Atlantic provinces and in Alberta. In Ontario and British Columbia, a decline of 6,600 and 3,900 respectively occurred, with insignificant differences in Manitoba and Saskatchewan.

The volume of ordinary claims on hand continued to decline during July. Ordinary claimants for whom unemployment registers were in the live file on July 31 numbered 110,938 (77,607 males and 33,331 females), compared with 119,830 (86,439 males and 33,391 females) on June 30 and 112,582 (78,349 males and 34,233 females) on July 31, 1952. The number of short-time claimants having claims active on the last working day of the month declined from 18,727 on June 30 to 15,045 on July 31, while claimants on temporary lay-off increased from 3,697 on June 30 to 8,120 on July 31.

A total of 78,371 initial and renewal claims was adjudicated during July. As a result, 55,776 claimants were considered entitled to benefit while 7,344 had their claims disallowed because of non-fulfilment of the minimum contribution requirements.

Disqualifications were imposed in 21,625 cases (including 6,374 on revised claims), the chief reasons being: "not unemployed", 11,276 cases (in 68 per cent of these cases the claimant was disqualified for a period

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

of six days or less); "voluntarily left employment without just cause", 4,623 cases; and "not capable of or not available for work", 1,807 cases.

During the month, 49,164 claimants commenced receiving benefit, compared with 49,161 during June and 40,271 during July 1952.

An amount of \$7,148,024 was paid in compensation for 2,383,416 days of proved unemployment during July, as against \$8,408,071 and 2,731,888 days in June, and \$6,294,669 and 2,311,062 days in July 1952.

During the week July 25-31, a total of 89,747 beneficiaries received \$1,526,163 in compensation for 511,447 proved unemployed days, in comparison with 90,859 beneficiaries, \$1,548,187 and 509,070 days during the week June 27-July 3, and 85,682 beneficiaries, 490,259 days and \$1,417,970 during the week July 26-August 1, 1952.

The average daily rate of benefit for the last week of July was \$2.98, compared with \$3.04 for the corresponding week last month and \$2.89 for the same week last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month show that insurance books or contribution cards have been issued to 4,028,436 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1953.

At July 31, employers registered numbered 249,481, an increase of 1,251 since June 30.

*See Tables E-1 to E-6 at end of book.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 944, June 4, 1953

Held: *That a plumber, who was locked-out by his employer because of strikes called by his union on members of an association of master plumbers to which his employer belonged, was subject to disqualification under Section 39 of the Act.*

Material Facts of Case—The claimant filed an initial application for benefit on November 14, 1952, and stated therein that he had been employed as a plumber by a plumbing firm in Edmonton, Alta., at a rate of pay of \$2 an hour from May 21, 1952, to November 12, 1952, when he was "locked out by (the) employer due to an industrial dispute in the trade." The employer reported that the claimant became separated from his employment because he was involved in a wage dispute.

According to the submissions, Local Union No. 488 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, of which the claimant is a member, had a collective bargaining agreement with the National Association of Master Plumbers and Heating Contractors of Canada Incorporated (Alberta Branch), which expired on May 31, 1952. The union and the association began to negotiate the terms of a new contract but failed to reach an accord. Subsequently an arbitration board set up by the Board of Industrial Relations of the Province of Alberta made a recommendation of \$2.05 an hour for journeymen which the association was willing to accept but which the union refused, the latter demanding \$2.15 an hour. The union then called a strike on two employers in Edmonton at 2:00 p.m. on November 12, 1952, and, on November 14, 1952, the remaining employers of the association in Edmonton locked out their employees, thereby affecting, in all, approximately 435 workers comprising plumbers, steam-fitters, pipefitters and apprentices.

The insurance officer was of the opinion that the claimant had lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed and he disqualified him

from the receipt of benefit for the duration of the stoppage (Section 39 of the Act).

On behalf of the claimant, the interested union appealed to a court of referees which, after having heard representatives of the union and the association of employers in Edmonton on December 18, 1952, unanimously upheld the decision of the insurance officer.

The union appealed to the Umpire and, in addition, requested an oral hearing of the case before him, which was held in Ottawa on May 13, 1953, and attended by John W. Bruce, General Organizer of the union, Gordon G. Cushing, General Secretary-Treasurer, The Trades and Labour Congress of Canada, and N. M. Retallack, Acting Chief Claims Officer of the Unemployment Insurance Commission.

Conclusions—Messrs. Bruce and Cushing argued before me that the claimant, on November 12, 1952, did not lose his employment by reason of a stoppage of work resulting from a labour dispute, but that he became involuntarily unemployed due to the illegal action of his employer who "violated" Sections 81 and 82 of the Alberta Labour Act; that inasmuch as he had "lost his employment on account of... (his) lawful activity connected with a union of workers", within the meaning of Section 41(2) of the Act, he was entitled to the protection afforded by that section and therefore should not have been disqualified from the receipt of benefit for the 17 days during which the employer's shop was closed.

Lockouts and strikes are the ultimate weapons which employers and employees use in their dealings in order to bring the other party to their views and consequently they can only stem from labour disputes. As I pointed out in decision CU-B 570: "It is a necessary feature of a stoppage of work caused by a labour dispute that engagements are terminated and the mere fact that the initiative comes from the employer does not render the matter beyond the concept of a labour dispute if his action is taken in consequence of unwillingness on the part of the workers to agree to his demands or proposed terms of employment."

In the present case, it was admitted by the claimant and the representatives of the union that the employer locked out his employees because of the failure of the negotiations which had been carried on between the association and the union for the renewal of the bargaining agreement. Under the circumstances, the only conclusion that can be properly reached is that the claimant lost his employment by reason of a stoppage of work due to a labour dispute.

It may be that the employer's action was contrary to the provisions of the Alberta Labour Act, but this question is outside my jurisdiction and, as it has been often stated in previous decisions dealing with labour disputes, the adjudicating authorities under the Act do not concern themselves with the merits of labour disputes. They have only to ascertain whether there was a stoppage of work and if there was, whether that stoppage resulted from a labour dispute and whether the claimant proved that he fulfilled all the conditions laid down in subsection 2 of Section 39 in order to be relieved from the disqualification imposed under subsection (1) of the said section.

In so far as Section 41(2) of the Act is concerned, this section applies only to cases of misconduct and cannot serve as justification to allow unemployment insurance benefit in cases of loss of employment on account of a stoppage of work due to a labour dispute.

As the evidence clearly indicates that the claimant's wages stood to be affected, he was directly interested in the dispute and I have no alternative but to uphold the unanimous decision of the court of referees which is in accordance with the facts and the law.

Decision CU-B 951, June 16, 1953

Held: *That a carpenter who refused to apply for work in his usual occupation on the ground that the rate of pay was less than that set by his union local for its members and because he considered that the working conditions at the prospective place of employment were unsatisfactory had, without good cause, refused to apply for a situation in suitable employment within the meaning of Section 40(1)(a) of the Act.*

Material Facts of Case—The claimant was employed as a carpenter at, B.C., by a bridge and dredging company from February 14, 1950, to October 10, 1952, when he was laid off because of lack of work. His rate of pay at the time of separation was \$2.10 an hour.

On October 16, 1952, he filed an initial application for benefit at the Vancouver office of the Unemployment Insurance Commission and the claim was allowed.

On October 25, 1952, the Vancouver local office notified the claimant of an offer of employment with a construction company, in an isolated area of British Columbia where a large project was being carried on, as a carpenter at a wage of \$2 an hour, which was reported to be the prevailing rate for carpenters in that area. The hours of work were eight a day and 40 a week (day work). He refused to apply for the employment on the advice of his union. In connection with the said refusal, the local office commented that the claimant contended that the working conditions were unsatisfactory although to its knowledge he had never worked at the place of employment.

On the evidence before him, the insurance officer disqualified the claimant from the receipt of benefit for a period of six weeks as from October 26, 1952, on the ground that he had, without good cause, refused to apply for a situation in suitable employment within the meaning of Section 40(1)(a) of the Act.

From the decision of the insurance officer, the claimant appealed to a court of referees which, after having heard him and a representative of his union, disallowed the appeal in a majority finding which reads in part:—

A Court of Referees does not, of course question the right of a union to decide which jobs are and are not in its view suitable. On the other hand the decision of local unions certainly may not override the terms of the Unemployment Insurance Act. We do not consider it necessary to discuss in detail Claimant's vehement denunciations of the offered employment. The fact seems to be that several thousand union men are employed at the operation.

The important fact for our consideration is that Claimant being unemployed for some seven weeks either failed seriously to seek re-employment or, as is more likely, neither he nor his union could find him the employment Claimant preferred. Under Section 40(3) it is laid down that after a lapse of a reasonable interval, employment shall not be considered unsuitable if it is of a kind other than employment in the usual occupation of the insured person, "if it is employment at a rate of wages not lower and on conditions not less favourable than those observed by agreement between the employees and employers." Without doubt we are faced with the fact that the offered employment was such as "observed by agreement between employees and employers."

The suggestion is made that a Claimant should not be required to accept employment which interfered with his union standing. No evidence was presented to suggest in any way that Claimant would have

risked his union standing by accepting the offered employment....

The dissenting member of the Court stated in part:—

The union representative put forward the argument that the agreement quoted in the submission was signed by a sister local, Local A, of the International Union. (The claimant) is a member of Local B of the same International which has taken the position they do not wish their members to take jobs at and transfer to Local A. (Local B) have set out conditions in their agreement which called for \$2.10 an hour plus \$1 per day for board. These conditions do not exist in the agreement of Local A.

It is my feeling that (the Claimant) was carrying out the wishes of his local union by refusing to take the position offered, and under these conditions I feel it comes in the same category quoted in Section 40(2) (b) and (3) of the Act.

From the decision of the court of referees, the claimant appealed to the Umpire. Subsequent thereto, the union representative who appeared before the court of referees wrote to the Acting Chief Claims Officer of the Unemployment Insurance Commission submitting arguments similar to those put forward by the dissenting member of the court. In addition, he stated that the court had erred in contending that when the claimant was offered the employment in question he had been unemployed for seven weeks. He submitted also that there had been discrimination in the adjudication of claims under the Act in that claimants whose cases were identical to that of the claimant had not been disqualified from receiving benefit.

Conclusions—I have gone thoroughly into all the facts and submissions of the case and I do not see any valid reason to interfere with the majority finding of the court of referees which, basically, is in accordance with the facts and the law.

The protection afforded by Section 40(2) (b) of the Act covers cases only where a claimant is offered employment in his usual occupation "at a lower rate of wages or on conditions less favourable than those observed by agreement between employers and employees or failing any such agreement than those recognized by good employers."

The evidence clearly indicates that the claimant was offered employment at in his usual occupation and at the rate of wages observed by agreement between employers and employees at that point. Furthermore, no satisfactory proof has been adduced that the working conditions in that locality were less favourable than those observed by agreement or recognized by good employers.

In so far as Section 40(3) of the Act is concerned, it applies only in cases where claimants are referred to employment of a kind other than employment in their usual occupation.

There is no doubt that the court erred in the facts when they implied that the claimant had been unemployed for seven weeks when he was notified of the employment at but this error has no bearing on the issue as the law does not lay down a time limit in cases of referrals to employment in one's usual occupation.

The claimant and the representative of his union have contended that there has been discrimination in the adjudication of claims under the Act inasmuch as other cases of a similar nature have been treated differently by the local statutory authorities. If this is a fact I would suggest to the interested union that it take up this matter with the Unemployment Insurance Commission which, I feel confident, will have it duly investigated.

It is true that the right to membership in organizations of workers is protected by Section 43 of the Act which reads as follows:—

43. Notwithstanding anything contained in this Act, no insured person shall be disqualified from receipt of benefit by reason only of his refusal to accept employment if by acceptance thereof he would lose the right

- (a) to become a member of; or
- (b) to continue to be a member and to observe the lawful rules of; or
- (c) to refrain from becoming a member of, any association, organization or union of workers.

As rightly pointed out by the majority of the court of referees, however, "no evidence was presented to suggest in any way that claimant would have risked his union standing by accepting the offered employment." This is borne out by the following extract from the transcript of the evidence taken before the court of referees:—

(Union representative):

I hold the Unemployment Insurance Act states a man is not to be asked to take employment that is not suitable and out of line with his union conditions.

(Employee representative on the court):

Does your local union take the position that they do not wish their membership to go to

(Union representative):

It is up to the individual.

Chairman:

Do you or don't you?

(Union representative):

I do not advise any members of our Local to go up there. We have established certain conditions and we are certainly not going to see him go and take this.

For those reasons, the appeal is dismissed.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 122 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 148 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts for the manufacture of supplies and equipment awarded during August are set out below:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.:		
(Building and Maintenance).....	2	\$ 59,718.76
Post Office	13	152,242.44
Public Works	2	14,716.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during August

During August the sum of \$1,687.48 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the nine employees concerned.

Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Melville Sask: Matheson Bros, earth fill with reinforced spillway & outlet pipe, Pipestone project; Bird Construction Co Ltd, earth fill dam with reinforced concrete spillway, outlet pipe & timber bridge, Kaposvar West project. *Near Travers Alta:* Rollack Construction, construction of reinforced concrete chute inlet

structure, Little Bow Reservoir. *Near Vauxhall Alta:* Adams, Berg & Griffith Contractors Ltd, enlarging existing canal, relocating & constructing new canal, Bow River project; Wheliham Construction Ltd, enlarging existing canal, relocating & constructing new canal, Bow River project.

Central Mortgage and Housing Corporation

Montreal P Q: Electronic Fire Protection Co, installation of automatic fire detection systems, Benny Farm & Villeray Terrace. *Fort Erie Ont:* John St Clair Painting & Decorating Co, *exterior painting. *Gloucester Ont:* Dibblee Construction Co Ltd, paving of roads & driveways. *Sault Ste Marie Ont:* Master Painters, exterior painting. *Stamford Ont:* John St Clair Painting & Decorating Co, *exterior painting. *Thorold Ont:* H W Colton,

*exterior painting. *Uplands Ont:* Standard Paving Ltd, paving of roads, driveways & parking areas. *Prince Albert Sask:* Rendek Construction, construction of houses. *Calgary Alta:* Standard Gravel & Surfacing of Canada Ltd, construction of roadways, driveways & common walks. *Cranbrook B C:* R H Neven Ltd, *exterior painting. *Trail B C:* R H Neven Ltd, exterior painting.

Defence Construction (1951) Limited

Dartmouth N S: Acacia Construction Co Ltd, construction of bldg for communication centre; Continental Construction Co Ltd, construction of fire hall; Acacia Construction Co Ltd, excavation of culverts, manholes, etc, & paving of roads. *Newport Corner N S:* Brush-Aboe (Canada) Ltd, installation of diesel generator set. *Camp Gagetown N B:* Coghlan Construction Ltd, clearing & grubbing. *Chatham N B:* Foster Wheeler Ltd, installation of coal fired steam generating unit. *Renous N B:* Dominion Steel & Coal Corporation, erection of security fencing. *Longueuil P Q:* Walter G Hunt Co Ltd, construction of armament bldg. *St Hubert P Q:* Foster Wheeler Ltd, installation of steam generating unit. *St Jacques le Mineur P Q:* Argo Construction Ltd, construction of transmitter bldg. *Angus Ont:* W H Yates Construction Co Ltd, construction of garage. *Camp Borden Ont:* W H Yates Construction Co Ltd, construction of

garage; John Inglis Co Ltd, installation of steam generating unit. *Falconbridge Ont:* Pioneer Construction Co Ltd, surfacing of roads & parking areas. *London Ont:* Sterling Construction Co Ltd, construction of central heating plant. *Shirley Bay Ont:* Sirotek Construction Ltd, construction of transmitter bldg & power line. *Winnipeg Man:* Claydon Co Ltd, construction of inflammable stores bldg. *Saskatoon Sask:* Foster Wheeler Ltd, supply & erection of steam generating unit. *Esquimalt B C:* Farmer Construction Co Ltd, construction of fire hall, Belmont Park. *Nisutlin Bay Y T:* Burns & Dutton Concrete & Mannix Ltd, construction of bridge, NWHS; Western Bridge Steel Fabricators, erection of steel & construction of asphalt roadway, etc, NWHS. *Yukon River, Upper Rancheria, Lower Rancheria Y T:* Marwell Construction Co Ltd, construction of replacement bridges.

Building and Maintenance

Montreal P Q: J Becker Inc, renovation of heating system, No 1 R & C. *St Jean P Q:* Metropole Electric Inc, relighting

and rewiring certain bldgs, College Militaire Royal. *Collins Bay (Kingston) Ont:* Will-Mac Construction Ltd, application of

built-up roofs, No 6 Repair Depot. *Uplands Ont*: Sirotek Construction Ltd, extension to heating plant, Bldg No 52,

RCAF Station. *Abbotsford B C*: R H Neven Co Ltd, exterior painting of bldgs, RCAF Station.

National Harbours Board

Halifax Harbour N S: Fundy Construction Co Ltd, demolition & reconstruction of conveyor gallery No 1 & tower A; Gunité & Waterproofing Co Ltd, repairs to concrete cope wall, Pier 9 extension. *Montreal Harbour P Q*: The Highway Paving Co Ltd, paving wharf area; Atlas Construction Co Ltd, construction of foundations for car dumpers & car dumper houses, grain elevators Nos 1 & 2; E G M

Cape & Co, construction of transit sheds; Cecil Carpenter & Co Ltd, construction of carpenter's shop, stores & gear room, shed No 9. *Quebec Harbour P Q*: Magloire Cauchon Ltd, reconstruction of shed No 28. *Three Rivers Harbour P Q*: Rosaire Dufresne, paving wharf area, shed No 10. *Vancouver Harbour B C*: Monerrieff Construction Co Ltd, construction of addition to records vault.

National Research Council

Ottawa Ont: Lewis Bros Asphalt Paving Ltd, road work, Montreal Road Laboratories; John Inglis Co Ltd, construction of heating & ventilating cold room, snow

& ice room & dry room, Montreal Road Laboratories. *Ripple Rock, Seymour Narrows, B C*: Boyles Bros Drilling Co Ltd, completion of diamond drill test hole.

Department of Public Works

Bay Fortune P E I: H J Phillips & Son, breakwater repairs & improvements (south wharf repairs). *Summerside P E I*: J P Porter Co Ltd, *dredging. *Bush Island (Lahave Island) N S*: Atlantic Bridge Co Ltd, construction of wharf. *Caribou (Logan's Wharf) N S*: F W Digidon & Sons Ltd, *dredging. *Kentville N S*: M L Wallace, construction of RCMP Detachment Bldg. *Mushaboom N S*: Atlantic Bridge Co Ltd, wharf repairs. *Oyster Creek (Little Bras D'Or) N S*: Lloyd G Smith, wharf replacement. *Point Michaud N S*: Allan J MacDonald & Duncan A MacIsaac, wharf repairs. *West Dover N S*: Campbell and McIsaac, repairs to wharf. *Baydu Vin N B*: J W & J Anderson Ltd, wharf extension. *Campbellton N B*: Diamond Construction Co, *dredging. *Chatham N B*: Whalen Bros Construction, wharf extension. *Lower Nequac N B*: Whalen Bros Construction, wharf reconstruction. *Saint John N B*: Industrial Insulators Ltd, supply & installation of linoleum & repairs, Post Office Bldg; T Arthur Doherty, construction of roadways, drainage, curbs & gutters, Lancaster Hospital. *White Head N B*: Clare Construction, wharf extension. *Batiscan P Q*: Marine Industries Ltd, *dredging. *Grand Cascapedia River P Q*: Bert Dimock, *dredging. *Grande Riviere P Q*: Joseph Baudin and Rene Omer Couture, harbour improvements. *Hull P Q*: Theodore Regimbal, erection of fence, Brewery Creek; A Lanctot Construction Co, alterations to 32 Eddy St & 90 Wellington St for UIC offices. *Lauzon P Q*: Marine Industries Ltd, *dredging. *Montreal P Q*: Leeds Construction Ltd, erection of postal

station "Snowdon"; Deschamps & Belanger Ltd, extension to east wing & alterations to main bldg, Queen Mary Veterans Hospital; Richard & B A Ryan Ltd, interior painting, Old Examining Warehouses. *Ruisseau Chapados P Q*: George K Steele, *dredging. *Ste Anne de Bellevue P Q*: Montreal Landscape Co Reg'd, *landscaping, Veterans Hospital. *St Simeon Est P Q*: Fournat Bernard, *dredging. *Sillery P Q*: J O Lambert Inc, erection of public bldg. *Sorel P Q*: Marine Industries Ltd, *construction of steel hopper dump scow. *Tadoussac (Anse a L'Eau) P Q*: Manik Construction Ltd, wharf reconstruction. *Fort William Ont*: Hacquoil's, wharf repairs, Chippewa Park. *Killaloe Ont*: M J Sulpher & Sons Ltd, construction of public bldg. *Ottawa Ont*: Lanctot Construction Co, construction of pumphouse for tunnel drainage, Radio & Electrical Engineering Laboratory, NRC; George C Graves Construction Ltd, Coronation decorations, Parliament Bldgs, Peace Tower & Centre Block; F E Cummings Construction Ltd, erection of public lavatory bldg, Central Experimental Farm; J E Copeland Co Ltd, addition & alterations to RCMP Barracks; Taggart Construction Ltd, construction of transformer room, Military Stores Bldg; Lepage-Raymond, redecorating work, Parliament Bldgs, Centre Block; J Walter Reg'd, waterproofing, Plaza Garage; A Lanctot Construction Co, alterations, decorations, etc, No 5 Temporary Bldg; Fournier Van & Storage Ltd, moving cabinets from various bldgs to Canadian General Electric Bldg; Doran Construction Co Ltd, alterations & improvements

130-132 Albert St; Roy Soderlind & Co, air conditioning for mapping area, Militia Stores Bldg; George C Graves Construction Co Ltd, alterations for National Defence Dept, "B" Bldg; Lanctot Construction Co, alterations, Jackson Bldg; McLennan Plumbing & Heating Ltd, alterations to plumbing & heating, Centre Block, Parliament Bldgs; W O Pickthorne & Son Ltd, installation of security lighting, Royal Canadian Mint; Hart Construction Co Ltd, alterations & repairs, Elgin Bldg; M J Sulpher & Sons Ltd, addition to Header House, Central Experimental Farm; M J Sulpher & Sons Ltd, construction of testing laboratories, Tunney's Pasture; Roy Soderlind & Co, installation of air conditioning system for laboratories, 200 Kent St. *Pembroke Ont*: M J Sulpher & Sons Ltd, demolition & excavation, public bldg, phase 1. *Port Arthur Ont*: Claydon Co Ltd, alterations & additions, New Public Bldg; McNamara Construction Co Ltd, harbour improvements (rubble mound breakwater). *Port Credit Ont*: Penny & Casson Ltd, addition & alterations, public bldg. *Toronto Ont*: Turnbull Elevator Co Ltd, supply & installation of two mercury rectifiers for elevator equipment, Postal Terminal "A"; Richard & B A Ryan, alterations to Customs Bldg No 1; Roberts-Hetherington Ltd, interior painting, City Delivery Bldg. *Windsor Ont*: Granite Construction Ltd, alterations to Bondy Bldg for Dept of Fisheries; Granite Construction Ltd, alterations, renovations, etc, Whiteman Bldg. *Carman Man*: Jack Ross, alterations & renovation to the RCMP Detachment Bldg. *Ste Rose du Lac Man*: Ducharme

Hamilton Co Ltd, construction of RCMP Detachment Bldg. *Biggar Sask*: Shannon Bros, construction of public bldg. *Calgary Alta*: Hornstrom Bros, alterations to elevator & enclosure of elevator shaft, Traders Bldg. *Edmonton Alta*: S H Parsons Construction Ltd, alterations to provide cafeteria & lunch room, public bldg. *Bella Coola B C*: E O Johnson, wharf repairs. *Courtenay B C*: A & B Construction Co Ltd, addition & alterations, public bldg. *Cowichan Lake B C*: Harbour Pile Driving Co, wharf renewal. *Duncan B C*: A V Richardson Ltd, addition & alterations to UIC bldg. *Fort St John B C*: Bennett & White Construction Co Ltd, erection of public bldg. *Nanaimo B C*: D Robinson Construction Ltd, demolition, hoarding & general excavation work, public bldg; Paine & Townsend, construction of retaining wall, Pacific Biological Station. *New Westminster B C*: Star Shipyard (Mercer's) Ltd, *docking & repairing Scow "PWD No 315". *Port Simpson B C*: Skeena River Piledriving Co, wharf repairs. *Sardis B C*: B Boe Ltd, supply & installation of new boiler & oil tank, Coqualeetza Indian Hospital. *Savary Island B C*: Pacific Piledriving Co Ltd, wharf repairs. *Vancouver (First Narrows) B C*: British Columbia Bridge & Dredging Co Ltd, *dredging. *Vancouver B C*: Commonwealth Construction Co Ltd, demolition of bldgs on site of Post Office bldg; Northern Construction Co & J W Stewart Ltd, erection of customs bldg. *Fort Smith N W T*: Carse, Anderson Ltd, drainage, plumbing & water supply, bldg No 21.

Department of Resources and Development

Banff National Park Alta: J A Shannon Construction, construction of reinforced concrete bridge over 40 Mile Creek, Trans-Canada Highway. *Jasper National Park Alta*: Western Construction & Lumber Co Ltd, construction of reinforced concrete

bridges & approaches over Villeneuve & Sulpher Creeks; Western Construction & Lumber Co Ltd, removal of existing bridge structure & construction of reinforced concrete bridge, Banff-Jasper Highway.

Department of Transport

Gander Nfld: Trynor Construction Co Ltd, construction of water & sewer lines. *Saint John N B*: Acme Construction Co Ltd, construction of bldgs & related work. *Baie Comeau P Q*: Veillet & Gosselin Ltd, construction of field lighting facilities at airport. *Detroit River Ont*: McNamara Construction Co Ltd, construction of pier, fog alarm & light tower, Livingstone Channel, upper entrance. *Gore Bay Ont*:

Bedard-Girard Ltd, construction of airport lighting facilities. *Swift Current Sask*: Western Construction Co, construction of dwellings at airport. *Castlegar B C*: General Construction Co Ltd, construction of airport runway. *Prince George B C*: Acme Electrical Ltd, construction of field lighting facilities at airport. *Sandspit B C*: Wescan Construction Co Ltd, construction of dwelling.

Wages, Hours and Working Conditions

Plant Employees' Working Conditions in Canadian Manufacturing Industry

Considerably more than 40 per cent of plant employees now on 40-hour week and proportion of workers on 5-day week has increased significantly over past several years. Workers receiving more leisure time

Over the past several years there has been a marked tendency to reduce the weekly hours worked in Canadian industrial establishments. More than 40 per cent of plant employees are now on a 40-hour week.

This and other important trends are indicated in the table overleaf, which shows in summary form the extent and nature of the principal items of working conditions in Canadian manufacturing in 1949, 1950, 1951 and 1953. The information was obtained from the annual survey of working conditions conducted by the Economics and Research Branch of the Department of Labour.

Other trends that may be noted from the table are: the significant increase in the proportion of workers on a 5-day week; the increased number of paid statutory holidays and the easier eligibility for paid vacations of two or three weeks, both of which result in more leisure time for workers; and the greater prevalence of sickness or accident insurance plans (about 71 per cent of manufacturing employees are in establishments reporting such plans).

Information on all items is not available for each of the years covered by the table. The practice followed in the annual survey of working conditions is to repeat certain of the more basic questions each year and to vary others. Such items as standard hours, premium rates of pay, vacations and statutory holidays have been included annually without interruption. Others, such as sick leave, group life insurance, call-in pay and reporting pay, have been collected at less regular intervals.

The percentage figures in the table represent, in all cases, the proportion of the plant employees in establishments reporting the respective benefits to the total number in all establishments surveyed.

A review of the most important trends in working conditions in Canadian manufacturing is given in the following paragraphs.

Standard Hours—The extent of the trend towards a 40-hour 5-day week in industry in the last few years is apparent from the table. The proportion of workers on a 40-hour week almost doubled in 3½ years since October 1949, while the proportion in plants reporting a 5-day week

Procedures Followed in Annual Survey of Working Conditions

The Department's annual survey of working conditions, formerly conducted in October and now in April, covers approximately 6,500 establishments in manufacturing, most of which have 15 or more employees. The number of plant employees in these establishments is as follows:—

	Employees
October 1949	722,000
October 1950	735,000
October 1951	787,000
April 1953	802,000

Although about 90 per cent of the employers to whom questionnaires have been sent have co-operated by submitting returns, the coverage has varied slightly from year to year.

The number of employees covered in the survey is approximately two-thirds

of the total employed in manufacturing, distributed over the various branches of the industry.

In previous years breakdowns of the survey results by province and by industry have been published in the **LABOUR GAZETTE**. In the present article only the Canada totals are shown but tables giving provincial and industrial breakdowns may be obtained on request to the Economics and Research Branch, Department of Labour. Future issues of the **LABOUR GAZETTE** will contain more detailed analyses of some of the topics covered in the present article, such as premium rates and shift differentials. In next month's issue of the **LABOUR GAZETTE**, it is planned to issue a similar summary of the working conditions of office employees in manufacturing.

increased from three-fifths to almost four-fifths. Meanwhile, the proportion of workers on a 48-hour week has been halved.

Premium Rates—The practice of paying higher than straight time rates for overtime (usually time and one-half) is shown in the table to be quite universal and has been so for a considerable time. (A more detailed analysis of premium practices will appear in a later issue of the *LABOUR GAZETTE*.)

Shift Differentials—Plants in which shift work is performed accounted in April 1953 for a larger proportion than at either of the other previous dates for which information is shown. Practically all plants in which shift work is performed pay a shift differential. (An analysis of the

size of differentials commonly being paid will appear in a later issue of the *LABOUR GAZETTE*.)

Cost-of-Living Adjustments—As of October 1952, about one-third of the plant workers in manufacturing were employed in establishments where the cost of living is a determinant in the adjustment of wages. Wages are periodically adjusted in accordance with changes in the cost of living. In most of these cases the adjustment is made in accordance with the movement of the official index. In other cases a specified amount or proportion is given to employees; this amount may vary with marital status, number of dependents, etc.

SUMMARY OF WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Plant Employees			
	April 1, 1953	Oct. 1, 1951	Oct. 1, 1950	Oct. 1, 1949
Standard Weekly Hours—				
40 and under.....	43.3	35.8	29.4	25.1
Over 40 and under 44.....	15.3	13.4	9.5	6.6
44.....	10.1	11.5	13.5	16.7
45.....	15.4	16.7	18.8	20.9
Over 45 and under 48.....	2.0	2.3	3.1	3.8
48.....	9.6	14.4	19.5	20.0
Over 48.....	4.3	5.9	6.2	6.9
Employees on a 5-day week.....	78.5	69.7	64.6	61.0
Premium Rates—				
Employees in establishments where higher than straight-time rates are paid after daily or weekly hours.....	93.4	92.1	90.8	90.6
Employees in establishments where time and one-half is paid after daily or weekly hours.....	92.2	90.2	89.2	88.0
Shift Differentials—				
Employees in establishments where shift work is performed.....	71.0	65.2	64.4	.....
Employees in establishments where shift differentials are paid.....	66.2	.....	.....	.....
Cost-of-Living Bonus or Cost-of-Living Wage Adjustments—				
Employees in establishments reporting a cost-of-living bonus or cost-of-living wage adjustment.....	*32.0	34.0	18.1	.....
Production or Incentive Bonus—				
Employees in establishments reporting a production or incentive bonus.....	*28.0	26.0	27.9	.....
Paid Statutory Holidays—				
Employees receiving paid statutory holidays.....	94.7	89.3	87.1	84.9
Employees being paid for the following number of statutory holidays:—				
1 to 5.....	17.0	19.4	21.1	24.4
6.....	14.5	15.5	18.9	20.8
7.....	12.6	9.9	10.7	7.4
8.....	41.4	37.8	30.6	27.4
More than 8.....	9.2	6.7	5.8	4.9
Vacations with Pay—				
Eligible for at least one week with pay.....	99.3	99.1	99.2	99.0
One Week with pay.....	91.1	91.8	91.1	91.7
After 1 year or less.....	87.3	89.3	89.2	89.5
Service not specified.....	3.8	2.5	1.9	2.2
Eligible for two weeks with pay.....	92.6	89.2	84.9	81.0
Two Weeks with pay after:				
1 year or less.....	14.9	14.2	12.3	10.2
2 years.....	9.6	9.3	8.3	6.6
3 years.....	22.5	16.2	11.5	6.4
5 years.....	40.4	46.2	48.6	54.8
Other.....	5.2	3.3	4.2	3.0

Production or Incentive Bonus—Plants employing more than one-quarter of the employees indicated in the last three surveys that they had some system of incentive payment. Such systems generally involve a time and motion study of the process to establish standards of production, and extra pay is earned when these standards are exceeded. Certain types of manufacturing lend themselves to incentive systems more readily than do others, depending upon how units of measurement can be established. Within a particular plant, only certain processes may operate under an incentive system. The table indicates not the number of employees subject to an incentive plan but the number of employees in establishments where an incentive plan is in effect.

Paid Statutory Holidays—The practice of paying employees for statutory holidays on which they are not required to

work appears to be on the increase, both in the extent of the over-all practice and in the number of holidays paid for. As of April 1953, only about 5 per cent of the employees covered in the survey of manufacturing were in plants where no paid holidays were granted, compared with 15 per cent in 1949. About half of the workers are now enjoying eight or more paid holidays, compared with about one-third in 1949; the proportion now enjoying seven holidays is nearly double the 1949 figure.

Vacations with Pay—Virtually all workers in Canadian manufacturing are eligible for annual paid vacations of at least one week in length. About 15 per cent are eligible for a two-week vacation after a year's employment and more than 90 per cent can ultimately become eligible for two weeks. The most usual service

**SUMMARY OF WORKING CONDITIONS OF PLANT EMPLOYEES IN
CANADIAN MANUFACTURING—(Concluded)**

	Percentage of Plant Employees			
	April 1, 1953	Oct. 1, 1951	Oct. 1, 1950	Oct. 1, 1949
<i>Eligible for three weeks with pay</i>	50.8	45.5	39.3	30.4
Three Weeks with pay after:				
15 years.....	28.8	19.5	14.3	4.2
20 years.....	10.9	12.1	8.1	10.4
Other periods.....	11.1	13.9	16.9	15.8
<i>Eligible for four weeks with pay</i>	4.0	2.3	2.3	.5
Four Weeks with pay after:				
25 years.....	3.3	2.0	2.2	.5
Other.....	.7	.3	.1	†
<i>Other Vacation Periods</i>.....	.9	1.1	.7	.3
Shut-down for Vacation—				
Employees in establishments reporting a shut-down period.....	61.5	56.0	58.0	56.0
Employees in establishments reporting a shut-down period of 2 weeks.....	47.6	41.0	39.0	33.4
Minimum Call Pay—				
Employees in establishments reporting minimum call pay:				
During regular hours.....		51.8		
Outside regular hours.....		53.5		
Rest Periods—				
Employees in establishments reporting rest periods.....			60.7	
Employees in establishments receiving 2 periods of 10 minutes each.....			38.9	
Wash-up Periods—				
Employees in establishments reporting wash-up periods.....			45.2	
Employees in establishments receiving 2 periods of 5 minutes each.....			19.8	
Sick Leave—				
Employees in establishments reporting a provision for sick leave.....	12.7		17.5	
Group Sickness or Accident Insurance Plan—				
Employees in establishments reporting a sickness or accident insurance plan.....			71.2	

* October 1, 1952.

† Less than 0.1 per cent.

requirement for a fortnight's vacation is five years but an increasing number of establishments have reduced the requirement to three years or less.

More than a quarter of the employees may receive three-week vacations after 15 years' service, and another quarter become eligible after other periods. The trend towards four-week vacations has not reached sizeable proportions but approximately 4 per cent of the plant workers (numbering some 30,000) can become eligible for a fourth week with pay generally after 25 years' service.

The practice of closing plants during vacation periods has also been developing; in April 1953 almost half the employees were in plants where a two-week shut-down is in effect compared with one-third in October 1949.

Reporting Pay and Call-in Pay—Information on these items was collected only in 1951. It revealed that one-half the workers were employed in plants where a specified number of hours pay is guaranteed when no work is available for employees reporting for duty at their usual work time. Plants that provide a guaranteed number of hours pay to workers called to work at times other than during their regular working hours account for 54 per cent of the total. The prevalence of this practice can be assumed to be even higher than indicated, when it is considered that such

call-ins are for the most part only necessary in plants operating on a multi-shift basis.

Rest Periods—More than 60 per cent of the workers covered in the survey were in plants where rest periods or "coffee breaks" are permitted. The most frequently reported arrangement is two periods in one day, each of 10 minutes.

Wash-up Periods—The practice of allowing time for washing-up is quite prevalent in manufacturing, with plants employing 45 per cent of the employees having such an arrangement. Two periods of five minutes each is the predominant practice.

Sick Leave (Continuation of Regular Wages During Enforced Idleness due to Illness or Disability)—The survey results show that provision for sick leave for plant employees, most of whom are hourly paid, is the exception rather than the rule. The smaller proportion of employees in 1953 as compared with 1950 may be accounted for in part by the increasing proportion of workers to whom group sickness and accident benefit plans are available in their employment.

Group Sickness and Accident Insurance Plans—These plans are of many kinds, varying as to benefits available, type of underwriter, premium sharing, etc. Details on the incidence of the various kinds of plans in 1953 are now being compiled and will appear in a later issue of the *LABOUR GAZETTE*.

The interest and concern of all industrial groups with safety was the subject of a recent article appearing in the *Mount Royal News*, monthly publication of Division No. 39, Canadian Brotherhood of Railway Employees and Other Transport Workers, Montreal. The article highlighted the work of joint employee-management safety committees and urged all employees to co-operate in reporting hazards and reducing accidents. The article said:—

"In all cases care should be taken to see that safe working conditions prevail.

We have a committee of employees and management to which unsafe conditions should be referred immediately. And that means just that for if there is delay and action is not taken, then there is the possibility of further accidents taking place.

"Your employer doesn't expect you to work with machines or materials that are not safe. He will appreciate your reporting such matters immediately so that they can be remedied."

Cost-of-Living Index Makes its Final Appearance This Month

From now on only consumer price index will be available from Dominion Bureau of Statistics. Suggested method for conversion of escalator clauses in wage contracts issued. Consumer price indexes for nine regional cities are scheduled for release by DBS early in November

The cost-of-living index has been discontinued. It will not be published beyond that for September 1 (*see* below). From now on only the consumer price index will be available.

The Bureau of Statistics has prepared a statement designed to assist those who face the problem of converting escalator clauses in wage contracts from the use of the cost-of-living index to the use of the consumer price index.

DBS has also announced that it plans to release early next month new consumer price indexes for nine regional cities or city combinations, as follows: Halifax, Saint John, Montreal, Ottawa, Toronto, Winnipeg; Saskatoon-Regina, Edmonton-Calgary and Vancouver.

The problem of converting escalator clauses to the use of the consumer price index, the Bureau's statement points out, is basically one of calculating point changes in both indexes that amount to the same percentage change. Because the indexes

are at different levels, a given number of points in the cost-of-living index is equal to a smaller percentage than the same number of points in the consumer price index.

The Bureau's suggested method of conversion outlines the arithmetical steps to be followed in the conversion to retain the intent of the original escalator clause. An illustrative example accompanies the Bureau's suggested method.

The illustration is based on a hypothetical contract that specifies a change of one cent per hour for each change of 1.2 points in the cost-of-living index. The Bureau points out that many other point value relationships are in use and that, while the arithmetic is applicable to other point value ratios, the method may not be suitable in certain instances.

The Bureau will gladly give further assistance to interested parties on request, the statement declares.

The DBS suggested method of conversion and the illustrative example follow:—

METHOD OF CONVERSION

1. Select a conversion month when the Consumer Price Index will be substituted for the Cost-of-Living Index.
2. Agree that the "Cost-of-Living" Bonus of a given amount, being paid on the basis of the Cost-of-Living Index for the conversion month, shall also be paid on the basis of the Consumer Price Index for the same month.

ILLUSTRATIVE EXAMPLE

A hypothetical escalator clause incorporates the following table of Cost-of-Living Indexes and corresponding bonuses.

Cost-of-Living Index Intervals		Cents per Hour Bonus
Lower Limits	Upper Limits	
184.8	— 185.9.....	11
186.0	— 187.1.....	12
187.2	— 188.3.....	13
188.4	— 189.5.....	14

1. It is agreed that the above clause shall be converted to use of the Consumer Price Index as of August 1953.
2. The August Cost-of-Living Index of 186.4 falls in the bracket of 186.0-187.1 corresponding to twelve cents per hour. Therefore, a bonus of twelve cents per hour shall be paid for the August Consumer Price Index of 115.7.

3. Calculate the percentage which the Consumer Price Index for the conversion month is of the Cost-of-Living Index for the same month.
4. Take the lower limit of the Cost-of-Living Index bracket or interval in which the Cost-of-Living Index for the conversion month falls. Convert this index to the equivalent lower limit of the corresponding Consumer Price Index bracket, by multiplying it by the percentage obtained in step No. 3 above, and round to the nearest one decimal.
5. Take the figure of the point change in the Cost-of-Living Index required to change the bonus by a stated amount. In order to obtain the corresponding number of Consumer Price Index points multiply this figure by the percentage obtained in step No. 3 above, and round to the nearest one decimal.
6. Starting from the Consumer Price Index obtained in step No. 4 above, successively add and subtract the number of points obtained in step No. 5 above. This yields the lower limits of a Consumer Price Index table equivalent to the lower limits of the Cost-of-Living Index table contained in the original contract.
7. Obtain each of the upper limits of the new table, by adding to the lower limits, a number of points 0.1 less than the figure calculated in step No. 5.

$$\frac{186.4}{115.7} \times 100 = 62.071 \text{ per cent.}$$

4. The lower limit of the bracket in which the August Cost-of-Living Index falls is 186.0. When multiplied by the percentage 62.071 and rounded to the nearest one decimal, this becomes 115.5:
5. In the above table a change in the Cost-of-Living Index of 1.2 points corresponds to a change in the bonus of one cent per hour. This figure of 1.2 points, when multiplied by the percentage 62.071 and rounded to the nearest one decimal, become 0.7 Consumer Price Index points.
6. The Consumer Price Index from No. 4 above is 115.5. The successive addition and subtraction of 0.7 points yields the following lower limits of a new table, corresponding to the number of cents obtained in the original contract:

Consumer Price Index Intervals		Cents per Hour Bonus
Lower Limits		
114.8	.....	11
115.5	.....	12
116.2	.....	13
116.9	.....	14

7. The number of points obtained in step No. 5 is 0.7 points. Subtracting 0.1 points this becomes 0.6 points, which when added to the lower limits produces the upper limits. The completed table corresponding to the original table is therefore as follows:

Consumer Price Index Intervals			Cents per Hour Bonus
Lower Limits	Upper Limits		
114.8	— 115.4	.....	11
115.5	— 116.1	.....	12
116.2	— 116.8	.....	13
116.9	— 117.5	.....	14

The Bureau's statement points out that matters pertaining to wage adjustments are determined between the parties concerned and that the adoption, modification or rejection of the method outlined above is a matter of negotiation.

The city consumer price indexes for October that will be released next month will be on the base 1949=100 and will replace cost-of-living indexes on the base August 1939=100. The index for Ottawa is an innovation. The index for St. John's, Nfld., will continue for a short time to be on the base June 1951=100.

Revised samples of items and weights based on the results of the 1947-49 family

expenditure survey will be used to calculate the indexes. The revised pricing sample for each index will be substantially the same as that of the consumer price index for Canada.

Consumer Price Index, September 1, 1953

Climbing to within two points of the all-time peak, the Dominion Bureau of Statistics' consumer price index rose half a point—0.4 per cent—from 115.7 to 116.2 between August 1 and September 1. The latest index is the highest since April 1, 1952, when the index stood at 116.8.

The peak of 118.2 was reached January 2, 1952.

The latest advance is the fourth in succession after six declines in a row.

A rise in the food index from 112.8 to 114.0 was influenced by shifts in the Fall pattern of purchases in addition to price changes. Among foods that moved higher were most items of pork, eggs, coffee, lard, bread and butter. Fresh vegetables, fresh fruits and meats other than pork were lower.

The household operation series advanced from 117.2 to 117.4 as increases in fuel and in some household services outweighed slight scattered declines in other sub-sections.

Higher costs of automobile operation coupled with advances in street car fares and magazine subscriptions were reflected in an increase in the other commodities and services index from 115.8 to 115.9.

Clothing remained unchanged at 110.4 while the shelter component advanced from 124.1 to 124.2 because of slight increases for both rents and home ownership.

The index one year earlier (September 2, 1952) was 116.1; group indexes were: food 115.8, shelter 121.2, clothing 110.9, household operation 116.0 and other commodities and services 115.8.

Cost-of-Living Index, September 1, 1953

The cost-of-living index, making its final appearance, stood at 186.3 for September 1 compared with 186.4 for August 1. The

highest peak reached by this index was 191.2, registered for November 1, 1951.

Group indexes at September 1 (August 1 figures in parentheses) were: food 228.6 (229.5), rent 153.4 (153.3), fuel and light 153.9 (153.6), clothing 207.0 (206.7), home furnishings and services 196.0 (195.9), and miscellaneous 150.2 (150.0).

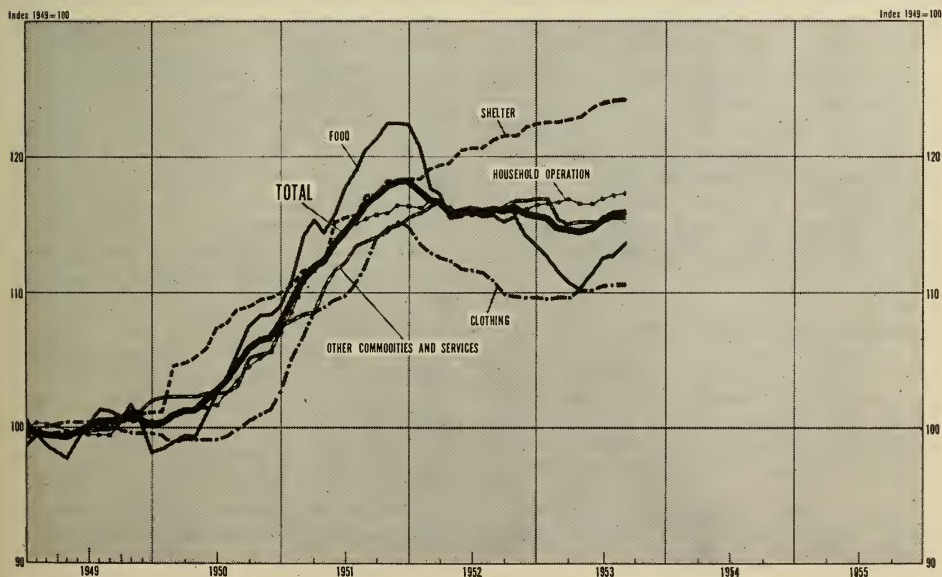
The cost-of-living index one year earlier (September 2, 1952) was 186.5. Group indexes for that date were: food 234.2, rent 148.9, fuel and light, 150.3, clothing 207.7, home furnishings and services 195.8, and miscellaneous 147.8.

City Cost-of-Living Indexes, August 1, 1953

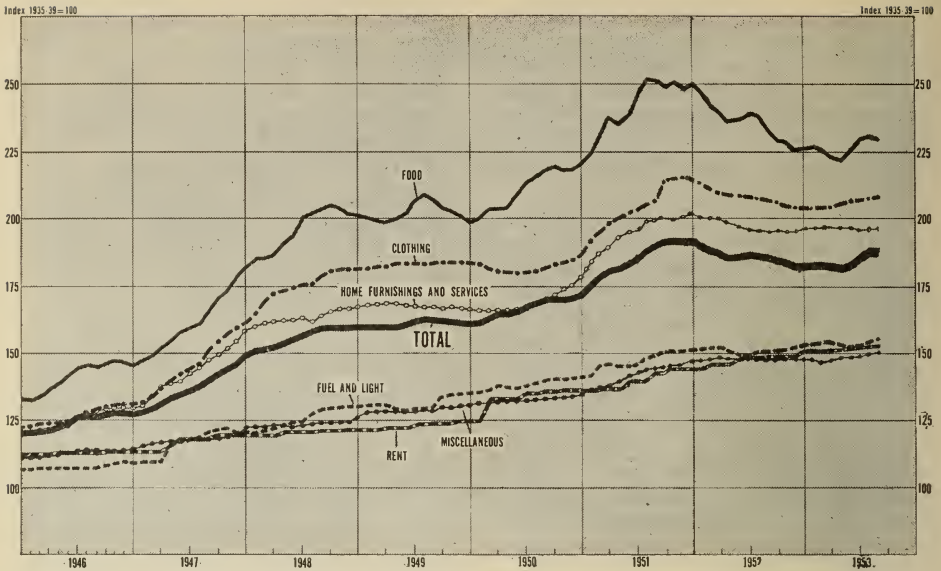
Cost-of-living indexes for six of the nine regional centres registered increases between July 2 and August 1 while three declined. Mixed changes in food prices were recorded in all centres. Meat prices were relatively stable while eggs continued their seasonal advance and fruits and vegetables were mostly lower. Bread moved up in Toronto and Saint John.

Clothing indexes advanced slightly in seven centres, mainly reflecting increases in the price of men's suits. Clothing indexes for Edmonton and Vancouver showed no change. Seasonally higher quotations for fuel were reported in five cities, while in the remaining four the indexes were unchanged.

CONSUMER PRICE INDEX FROM JANUARY 1949



COST OF LIVING INDEX FROM JANUARY 1946



In the home furnishings and services group mixed fractional changes were recorded. Indexes for four cities advanced while four declined and one remained unchanged. Rents were reported higher in five centres and unchanged in the remaining four.

The miscellaneous items index advanced in all nine cities, principally because of a general increase in gasoline prices. Higher rates for hospital accommodation in Montreal, Toronto, Winnipeg and Edmonton also contributed to the advance in those four cities.

Composite city cost-of-living index point changes between July 2 and August 1 were as follows: Saint John +1.4 to 183.8; St. John's +1.0 to 102.9; Halifax +0.8 to 175.6; Edmonton +0.8 to 179.8; Toronto +0.4 to 183.7; Saskatoon +0.4 to 185.5; Vancouver -0.8 to 188.0; Montreal -0.4 to 191.8; Winnipeg -0.3 to 178.6.

Wholesale Prices, August 1953

Wholesale prices were firmer in August. The Dominion Bureau of Statistics' composite index moved up 1.2 points—0.5 per cent—to 222.4, approximately the same level as in August last year.

Three of the eight major groups were higher than in July, four were narrowly lower and one was unchanged.

Animal products moved up 1.8 per cent from 243.5 to 247.8 as increases in cured meats, livestock, oils and fats, butter, cheese, fishery items and hides and skins outweighed losses for fresh meats, poultry and eggs.

Higher quotations for grains, coupled with lesser advances for cocoa beans, coffee, livestock feeds, canned fruits and canned peas, more than offset declines for potatoes, onions, flour, sugar, citrus fruits, raw leaf tobacco, raw rubber and miscellaneous vegetable products, to advance the vegetable products index 1.5 per cent to 201.7 from 198.7.

An advance in the non-metallic series from 177.0 to 178.9 resulted almost entirely from an increase in petroleum products.

Fibres, textiles and textile products declined from 241.2 to 240.3, as lower quotations were registered for raw cotton, cotton fabrics, cotton yarns and domestic raw wool. The wood and wood products group moved from 289.7 to 288.4, reflecting easier prices for fir and cedar lumber, newsprint and woodpulp. Canadian white pine lumber was slightly firmer in this group.

In the non-ferrous metals group, an increase in lead and its products was more than offset by decreases in copper and its products, gold, tin and silver; the index declined from 168.3 to 168.2. Chemicals

and allied products moved from 176.1 to 176.0 as lower prices for glycerine and soda ash overbalanced increases in paint materials. Iron and steel and its products remained unchanged at an index level of 220.6.

Canadian farm product prices at terminal markets weakened in August to 213.6 from 219.2 in July. Most of the decline was caused by the change in initial payment prices for western wheat and barley, which came into effect at the beginning of the 1953-54 crop year on August 1. This was reflected in a drop in the field products series from 173.1 to 157.2. Potatoes and hay also were lower

in this section. Animal products were slightly firmer; the index advanced from 265.3 to 269.9 because of increases in livestock, western butterfat and eggs and eastern milk for cheese manufacture. These overbalanced decreases for eastern fowl, eggs and western raw wool and western milk for cheese manufacture.

The residential building materials index declined to 283.6 in August as against 283.9 in July. Price decreases occurred for galvanized range boilers, rock wool and for certain lumber descriptions. These outweighed small advances in pine lumber, shellac, cement at Vancouver and electrical outlet boxes.

Strikes and Lockouts

Canada, August 1953*

Fewer work stoppages resulting from labour-management disputes were in existence during August than in the previous month but more workers were involved and the resulting time loss was somewhat higher.

Almost three-quarters of the total idleness was caused by three disputes: gold miners at Pamour, South Porcupine and Timmins, Ont.; gold and copper miners and smelter workers at Noranda, Que.; and truck drivers, warehousemen and helpers in Southwestern Ontario.

Wages and related questions were the central issues in 13 of the 17 stoppages in August 1953, causing 90 per cent of the total loss. Of the other disputes, two arose over union questions, one over reduced hours and one over the suspension of workers.

Preliminary figures for August 1953 show 17 strikes and lockouts, involving 8,598 workers, with a time loss of 92,760 man-days, compared with 30 strikes and lockouts in July 1953, with 7,396 workers involved and a loss of 73,486 days. In August 1952 there were 42 strikes and lockouts, 15,039 workers involved and a loss of 202,395 days.

For the first eight months of 1953 preliminary figures show 105 strikes and lockouts, involving 28,505 workers, with a

loss of 376,684 days. In the same period in 1952 there were 170 strikes and lockouts, with 105,727 workers involved and a loss of 2,419,791 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in August 1953 was 0.11 per cent of the estimated working time; 0.09 per cent in July 1953; 0.24 per cent in August 1952; 0.06 per cent for the first eight months of 1953; and 0.37 per cent for the first eight months of 1952.

Of the 17 stoppages in August 1953, three were settled in favour of the workers, one in favour of the employer, and two were compromise settlements. At the end of the month 11 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; jewellery workers at Vancouver, B.C., on December 8, 1952; and garage workers at Saint John, N.B., on February 9, 1953.)

*See Tables G-1 and G-2 at end of book.

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in June 1953 was 141 and 11 were still in progress from the previous month, making a total of 152 during the month. In all stoppages of work in progress, 22,600 workers were involved and a time loss of 59,000 working days caused.

Of the 141 disputes leading to stoppages of work which began in June, six, directly involving 1,400 workers, arose over demands for advances in wages and 54, directly involving 6,600 workers, over other wage questions; three, directly involving 300

workers, over questions as to working hours; 12, directly involving 2,100 workers, over questions respecting the employment of particular classes or persons; 63, directly involving 4,800 workers, over other questions respecting working arrangements; and three, directly involving 400 workers, over questions of trade union principle.

Belgium

During 1952 there were 122 strikes, involving 269,123 workers, with a time loss of 863,377 days. Disputes over wages caused 73 stoppages, with a loss of 483,096 days or 56 per cent of the total idleness.

United States

Preliminary figures for July 1953 show 475 work stoppages resulting from labour-management disputes beginning in the month in which 260,000 workers were involved. The time loss for all work stoppages in progress during the month was 3,000,000 man-days. Corresponding figures for June 1953 are 500 work stoppages, involving 250,000 workers and a time loss of 3,750,000 days.

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Security Provisions in Collective Agreements, Manufacturing Industry, October 1951.

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Teamwork In Industry (Monthly except July)

Promotes labour-management co-operation by recording the activities and accomplishments of labour-management production committees. Contains accounts of the accomplishments of Canadian labour-management production committees in increasing productivity, reducing costs, improving quality and creating better understanding and confidence between labour and management. Also contains reports on labour-management co-operation in the United States, Great Britain and other countries.
Free. (English and French.)

Reports on Labour-Management Production Committees

Industrial Democracy at Work
Partners in Production No. 2
Teamwork in Action
A Stitch in Time
Joint Consultation in Service Industries
Making the Most of Your LMPC
The Foreman and the LMPC
Handbook on Suggestion Plans
Meters, Motors and Men
Co-Operation . . . Works Here . . .
Labour-Management Co-Operation Service
What Management Men Say About LMPCs
The Labour Representative on an LMPC
Working Together
Duties of a Chairman of an LMPC
Joint Consultation in E. B. Eddy Company.
Free. (English and French.)

Working and Living Conditions in Canada (Issued periodically)

A series of publications prepared in conjunction with the Department of Citizenship and Immigration primarily for the use of Canadian immigration officials abroad in explaining different aspects of labour to prospective immigrants. Contains information concerning labour, including employment, wages and earnings, hours and working conditions, social security, collective bargaining and labour organization, and technical personnel training and guidance.
Free.

2 Minutes of Employment Facts (Semi-monthly)

A one-page bulletin with a wide subject range, e.g., reinstatement in civil employment, hours of work in manufacturing, the Ninth Census, a world calendar, manpower for defence, etc.
Free. (English and French.)

Bulletins of Industrial Relations Series

No. 1—Joint Councils in Industry.
No. 3—Joint Conference of the Building and Construction Industries in Canada, Ottawa, May 3-6, 1921.
No. 5—Canada and the International Labour Conference.
No. 8—National Conference regarding Winter Employment in Canada, September 3-4, 1924.
Canadian Railway Board of Adjustment No. 1.

Nos. 9-10-11-18—Reports of Proceedings of Board covering 3-year periods from 1923 to 1951.
10 cents a copy (English and French).

An Outline of Trade Union History in Great Britain, the United States and Canada 1946

10 cents a copy (English and French).

Dominion Government Annuities—Descriptive Booklet, Tables of Rates, Annual Report, etc.

Free. (English and French.)

Canadian Vocational Correspondence Courses

This booklet lists 122 courses which are issued by the provinces for home study, and which, under joint agreement, are available to individuals in all parts of the country.
Free. (English and French.)

Apprenticeship in Canada

This bulletin outlines the provincial apprenticeship plans and gives details of their method of operation.
15 cents a copy. (English and French.)

National Conference on Apprenticeship in Trades and Industries

The reports of working committees and proceedings and recommendations of the National Conference on Apprenticeship in Trades and Industry.
Free.

Bulletin 5A—Supervisory Training

Outlines briefly the supervisory training programs: Job Instructions, Job Relations, Job Methods and Job Safety.
Free.

Supervisory Manuals

Outlines briefly the supervisory training programs: Job Instructions, Job Relations, Job Methods and Job Safety.
Available in English to qualified Conference Leaders only.
Free.

Vocational Education in Canada

This publication explains the development of technical and vocational education by provinces and covers the provincial technical and vocational schools and programs.
15 cents a copy. (English.)

Accidents Don't Happen

Pamphlet describing a series of six industrial safety films produced by the National Film Board for the Department of Labour.
Free. (English and French.)

Catalogue of Films and Filmstrips for Canadian Industry

Prepared for the Department of Labour by the National Film Board. Provides a classified description of the various industrial films available through the NFB.
Free.

NOTE: The above list does not include statutes and regulations administered by the Department of Labour which are issued in pamphlet form, press releases or similar information of a current nature.

Labour Statistics

A—Labour Force

D.B.S. Labour Force Survey

PAGE

Table A-1—Estimated Distribution of Canadian Manpower.....	1546
Table A-2—Persons Looking for Work in Canada.....	1546
Table A-3—Regional Distributions, Week Ended July 18, 1953.....	1547

Immigration Branch, Department of Citizenship and Immigration

Table A-4—Distribution of All Immigrants by Region.....	1547
Table A-5—Distribution of Workers Entering Canada by Occupations.....	1548

B—Labour Income

Dominion Bureau of Statistics Monthly Estimates of Labour Income

Table B-1—Estimates of Labour Income.....	1548
---	------

C—Employment, Hours and Earnings

Dominion Bureau of Statistics: Employment and Payrolls

Table C-1—Employment Index Numbers by Provinces.....	1549
Table C-2—Employment, Payrolls, and Weekly Wages and Salaries.....	1550
Table C-3—Summary of Employment, Payrolls and Average Weekly Wages and Salaries.....	1551

Dominion Bureau of Statistics: Man-Hours and Hourly Earnings

Table C-4—Hours and Earnings in Manufacturing.....	1552
Table C-5—Hours and Earnings in Manufacturing by Provinces and Cities.....	1552
Table C-6—Hours and Earnings by Industry.....	1553

Economics and Research Branch, Department of Labour

Table C-7—Real Earnings in Manufacturing.....	1554
---	------

D—Employment Service Statistics

Dominion Bureau of Statistics

Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	1555
Table D-2—Unfilled Vacancies by Industry and by Sex.....	1556
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	1557
Table D-4—Activities of National Employment Service Offices.....	1558
Table D-5—Applications and Placements Since 1943.....	1563

E—Unemployment Insurance

*Unemployment Insurance Commission and Dominion Bureau of Statistics
Report on the Operation of the Unemployment Insurance Act*

Table E-1—Number Receiving Benefit with Amount Paid.....	1564
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	1564
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	1565
Table E-4—Claimants Not Entitled to Benefit with Reasons for Non-Entitlement.....	1565
Table E-5—Estimates of the Insured Population.....	1565
Table E-6—Unemployment Insurance Fund.....	1566

F—Prices

Dominion Bureau of Statistics

Table F-1—Index Numbers of the Cost of Living in Canada.....	1567
Table F-1a—Consumer Price Index Numbers, Canada.....	1568
Table F-2—Index Numbers of the Cost of Living for Nine Cities of Canada.....	1569
Table F-3—Index Numbers of Staple Food Items.....	1569
Table F-4—Retail Prices of Staple Foods and Coal by Cities.....	1570
Table F-5—Index Numbers of the Cost of Living in Canada and Other Countries.....	1574
Table F-6—Index Numbers of Wholesale Prices in Canada.....	1575

G—Strikes and Lockouts

Economics and Research Branch, Department of Labour

Table G-1—Strikes and Lockouts in Canada by Month.....	1576
Table G-2—Strikes and Lockouts in Canada During August.....	1577

A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended July 18, 1953			Week Ended June 20, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian noninstitutional population.....	10,037	5,011	5,026	10,020	5,002	5,018
A. Civilian labour force.....	5,515	4,294	1,221	5,387	4,197	1,190
Persons at work.....	5,082	3,996	1,086	5,172	4,024	1,148
35 hours or more.....	4,807	3,870	937	4,888	3,889	999
Less than 35 hours.....	275	126	149	284	135	149
Usually work 35 hours or more.....	91	67	24	89	70	19
(a) Laid off for part of the week.....	*	*	*	*	*	*
(b) on short time.....	23	12	11	22	15	*
(c) lost job during the week.....	*	*	*	*	*	*
(d) found job during the week.....	*	*	*	*	*	*
(e) bad weather.....	*	*	*	14	13	*
(f) illness.....	16	12	*	16	12	*
(g) industrial dispute.....	*	*	*	*	*	*
(h) vacation.....	17	14	*	*	*	*
(i) other.....	14	12	*	14	12	*
Usually work less than 35 hours.....	184	59	125	195	65	130
Persons with jobs not at work.....	343	224	119	125	96	29
Usually work 35 hours or more.....	332	220	112	120	93	27
(a) laid off for full week.....	12	*	*	10	*	*
(b) bad weather.....	*	*	*	*	*	*
(c) illness.....	45	36	*	48	39	*
(d) industrial dispute.....	*	*	*	*	*	*
(e) vacation.....	263	168	95	50	35	15
(f) other.....	*	*	*	*	*	*
Usually work less than 35 hours.....	11	*	*	*	*	*
Persons without jobs and seeking work ⁽¹⁾	90	74	16	90	77	13
B. Persons not in the labour force.....	4,522	717	3,805	4,633	805	3,828
(a) permanently unable or too old to work..	178	118	60	181	116	65
(b) keeping house.....	3,416	*	3,414	3,330	*	3,328
(c) going to school.....	*	*	*	543	271	272
(d) retired or voluntarily idle.....	882	575	307	561	408	153
(e) other.....	42	20	22	18	*	10

⁽¹⁾ Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.
* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended July 18, 1953			Week Ended June 20, 1953		
	Total	Seeking Full Time Work	Seeking Part Time Work	Total	Seeking Full Time Work	Seeking Part Time Work
Total looking for work.....	102	89	13	101	89	12
Without jobs.....	90	80	10	90	80	10
Under 1 month.....	41	—	—	44	—	—
1-3 months.....	28	—	—	24	—	—
4-6 months.....	*	—	—	12	—	—
7-12 months.....	*	—	—	*	—	—
13-18 months.....	*	—	—	*	—	—
19- and over.....	*	—	—	*	—	—
Worked.....	12	*	*	11	*	*
1-14 hours.....	*	*	*	*	*	*
15-34 hours.....	*	*	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED JULY 18, 1953

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes	5,515	109	434	1,569	1,968	988	447
Agricultural	995	*	76	242	249	402	25
Non-Agricultural	4,520	108	358	1,327	1,719	586	422
Males	4,294	92	338	1,222	1,495	800	347
Agricultural	917	*	70	225	229	372	20
Non-Agricultural	3,377	91	268	997	1,266	428	327
Females	1,221	17	96	347	473	188	100
Agricultural	78	*	*	17	20	30	*
Non-Agricultural	1,143	17	90	330	453	158	95
All ages	5,515	109	434	1,569	1,968	988	447
14-19 years	671	14	59	217	209	131	41
20-24 years	738	16	56	243	247	125	51
25-44 years	2,478	48	187	707	895	431	210
45-64 years	1,410	26	112	356	533	256	127
65 years and over	218	*	20	46	84	45	18
<i>Persons with Jobs</i>							
All status groups	5,425	107	421	1,532	1,946	982	437
Males	4,220	90	327	1,191	1,477	795	340
Females	1,205	17	94	341	469	187	97
Agricultural	993	*	75	242	248	402	25
Non-Agricultural	4,432	106	346	1,290	1,698	580	412
Paid workers	4,038	84	308	1,165	1,570	544	367
Males	2,983	69	227	864	1,147	395	281
Females	1,055	15	81	301	423	149	86
<i>Persons without Jobs and Seeking Work</i>							
Both sexes	90	*	13	37	22	*	10
<i>Persons not in the Labour Force</i>							
Both sexes	4,522	130	411	1,260	1,489	813	419
Males	717	32	76	176	217	128	88
Females	3,805	98	335	1,084	1,272	685	331

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.-July	3,156	24,192	61,218	16,032	10,146	114,744	50,308
1953—Jan.-July	2,738	19,209	50,465	17,642	7,979	98,033	41,008

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

Source: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total.....	4,001	5,317	.....	.....	.....	25,890	.....	.....	.....	5,402	114,786
1952—Total.....	7,054	6,900	.....	.....	.....	16,971	.....	.....	.....	1,526	85,029
1952—Jan.-July.....	3,971	4,553	.....	.....	.....	13,682	.....	.....	.....	1,080	62,236
1953—Jan.-July.....	5,779	3,626	1,113	1,904	6,963	13,142	506	15,126	4,532	614	53,305

Due to change in occupational classifications, comparisons with earlier periods can not be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
x 1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	70	270	52	208	178	28	806
1952—Average.....	76	299	62	230	197	31	895
1950—December.....	64	251	50	193	162	26	746
1951—January.....	63	249	42	189	164	27	734
February.....	63	252	41	190	162	25	733
March.....	60	257	39	193	175	26	750
April.....	60	263	45	199	177	27	765
May.....	66	266	52	205	177	28	794
June.....	72	273	55	211	179	28	818
July.....	71	273	55	212	179	30	820
August.....	72	277	60	214	180	29	832
September.....	76	282	61	217	182	29	847
October.....	81	280	60	219	188	30	858
November.....	83	280	60	223	191	30	867
December.....	81	286	52	222	188	29	858
1952—January.....	79	279	49	215	188	29	839
February.....	80	284	47	216	193	29	849
March.....	74	290	48	218	193	29	852
April.....	63	291	53	222	193	30	852
May.....	69	292	60	227	197	30	875
June.....	71	292	61	231	200	30	885
July.....	71	294	70	234	201	31	901
August.....	78	304	75	234	197	31	919
September.....	80	312	74	236	198	31	931
October.....	82	314	77	239	202	32	946
November.....	83	318	75	242	202	32	952
December.....	76	322	62	245	205	32	942
1953—January.....	71	317	58	247*	203	32	928
February.....	69	322	56	235	207	31	920
March.....	61	325	57	236	213	32	924
April.....	61	326	63	253*	213	33	949
May.....	69	328	72	249	219	32	969
June.....	75	328	72	253	218	33	979

x Includes Newfoundland, since 1949.

* Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100). (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At July 1, employers in the principal non-agricultural industries reported a total employment of 2,517,571

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
1952—Average	184.7	193.4	155.0	181.3	175.0	193.8	176.7	155.7	217.9	191.3
Jan. 1, 1952	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952	178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952	177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952	177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952	182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952	185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1951	158.8	207.9	160.4	172.3	183.5	195.9	182.7	166.1	231.5	183.9
Sept. 1, 1952	190.6	209.2	163.8	183.5	179.3	198.3	182.7	164.2	235.3	201.9
Oct. 1, 1952	192.6	205.4	163.6	186.0	182.1	200.7	183.0	162.4	230.7	206.3
Nov. 1, 1952	192.3	199.8	160.2	177.1	182.8	200.4	182.6	164.2	231.3	205.2
Dec. 1, 1952	192.2	199.0	158.0	180.9	183.1	200.7	183.9	164.7	231.6	200.8
Jan. 1, 1953	187.0	184.4	154.5	178.9	175.6	198.2	177.9	158.5	226.6	190.7
Feb. 1, 1953	182.5	176.5	151.1	167.3	171.3	195.7	173.3	148.4	219.3	181.1
Mar. 1, 1953	182.0	167.6	146.7	164.3	170.6	195.4	170.9	147.6	221.3	183.1
Apr. 1, 1953	182.0	168.0	145.5	161.3	169.1	196.0	171.5	147.7	219.3	187.5
May 1, 1953	183.5	176.2	146.6	158.6	171.1	196.3	174.7	152.5	222.9	190.9
June 1, 1953	187.5	194.2	151.5	166.7	175.2	198.7	179.2	161.9	230.3	195.6
July 1, 1953	190.8	193.5	155.9	169.1	177.5	201.7	183.5	167.4	239.8	200.5
Percentage Distribution of Employees of Reporting Establishments at July 1, 1953.....	100.0	0.2	3.5	2.4	28.9	43.1	5.2	2.4	5.2	9.1

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
			\$				\$	
1939—Average.....	100.0	100.0	100.0	23.44	100.0	100.0	100.0	22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average.....	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
1952—Average.....	184.7	426.1	230.9	54.13	192.4	474.0	246.2	56.11
Jan. 1, 1952.....	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952.....	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952.....	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952.....	177.9	411.5	231.7	54.32	188.3	467.2	248.1	56.55
May 1, 1952.....	177.4	410.6	231.8	54.34	188.7	468.4	248.1	56.55
June 1, 1952.....	182.5	420.2	230.7	54.08	190.9	470.1	246.2	56.10
July 1, 1952.....	185.5	426.3	230.2	53.96	191.4	470.1	245.5	55.95
Aug. 1, 1952.....	188.8	433.3	229.9	53.89	194.1	474.6	244.4	55.71
Sept. 1, 1952.....	190.6	442.7	232.7	54.55	198.5	490.9	247.3	56.36
Oct. 1, 1952.....	192.6	452.2	235.2	55.12	200.8	503.0	250.5	57.09
Nov. 1, 1952.....	192.3	455.8	237.4	55.65	199.8	505.7	253.0	57.66
Dec. 1, 1952.....	192.2	459.5	239.4	56.12	199.6	512.2	256.5	58.46
Jan. 1, 1953.....	187.0	428.7	229.6	53.81	196.3	473.2	241.0	54.93
Feb. 1, 1953.....	182.5	441.1	242.0	56.72	197.6	510.3	258.1	58.83
Mar. 1, 1953.....	182.0	445.0	244.9	57.40	199.5	518.7	260.0	59.25
Apr. 1, 1953.....	182.0	444.4	244.6	57.33	200.1	522.2	260.8	59.44
May 1, 1953.....	183.5	450.0	245.4	57.52	200.8	523.9	260.8	59.44
June 1, 1953.....	187.5	460.9	246.2	57.71	201.6	526.2	260.8	59.44
July 1, 1953.....	190.8	468.1	245.6	57.58	203.3	528.6	259.8	59.20

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			July 1 1953	June 1 1953	July 1 1952
	July 1 1953	June 1 1953	July 1 1952	July 1 1953	June 1 1953	July 1 1952			
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	193.5	194.2	199.4	435.1	445.1	408.6	44.69	45.57	40.81
Nova Scotia.....	155.9	151.5	160.6	349.4	341.5	342.6	48.03	48.31	45.69
New Brunswick.....	169.1	166.7	178.6	406.8	398.1	401.6	48.92	48.55	45.76
Quebec.....	177.5	175.2	177.3	453.5	450.6	428.3	54.39	54.72	51.41
Ontario.....	201.7	198.7	196.5	492.8	485.0	452.0	59.83	59.78	56.37
Manitoba.....	183.5	179.2	179.2	396.1	386.2	363.0	55.47	55.37	52.09
Saskatchewan.....	167.4	161.9	162.3	382.2	367.0	343.4	55.27	54.88	51.29
Alberta.....	239.8	230.3	222.4	558.0	541.7	476.5	59.21	59.83	54.48
British Columbia.....	200.5	195.6	171.2	494.0	485.2	388.6	64.11	64.55	59.00
CANADA.....	190.8	187.5	185.5	468.1	460.9	426.3	57.58	57.71	53.96
(b) METROPOLITAN AREAS									
Sydney.....	105.2	110.1	113.7	279.5	287.5	301.4	59.38	58.38	59.27
Halifax.....	210.2	205.7	204.5	411.9	408.1	381.8	45.88	46.44	43.72
Saint John.....	164.1	165.1	167.8	351.9	352.0	338.6	45.93	45.67	43.23
Quebec.....	168.5	166.8	160.6	422.2	420.2	382.7	46.60	46.87	44.41
Sherbrooke.....	167.7	168.9	170.1	386.0	412.9	388.5	44.72	47.52	44.35
Three Rivers.....	174.4	170.6	180.4	466.3	450.3	460.3	53.49	52.81	51.07
Drummondville.....	169.9	174.7	174.9	454.1	472.1	424.0	51.18	51.76	46.42
Montreal.....	190.0	189.3	183.2	460.0	462.6	417.1	55.30	55.82	52.03
Ottawa—Hull.....	193.6	192.0	190.9	433.7	430.7	406.2	51.80	51.88	49.26
Peterborough.....	192.6	190.0	198.6	567.9	548.0	545.2	62.28	60.92	58.00
Oshawa.....	308.4	307.5	266.8	876.2	868.7	754.7	67.07	66.68	66.88
Niagara Falls.....	312.8	309.0	292.4	808.8	879.3	771.3	67.41	68.74	63.58
St. Catharines.....	245.0	243.0	244.8	669.6	664.4	645.7	66.94	66.97	64.71
Toronto.....	213.1	210.1	201.8	508.3	499.0	454.0	60.24	59.97	56.85
Hamilton.....	207.5	207.9	203.7	528.5	532.9	499.7	61.53	61.91	59.37
Brantford.....	186.1	188.3	215.4	505.1	521.9	577.8	55.39	57.49	55.71
Galt.....	164.6	167.0	154.5	434.4	437.7	384.8	74.21	53.85	51.12
Kitchener.....	185.2	183.7	174.7	484.5	479.2	431.8	55.68	55.53	52.42
Sudbury.....	184.2	183.9	182.8	454.9	445.0	407.6	74.14	72.66	66.97
London.....	211.9	209.0	197.4	492.9	486.8	444.1	55.07	55.13	53.26
Sarnia.....	324.6	313.7	337.0	823.8	793.0	789.6	70.26	69.98	64.93
Windsor.....	249.2	245.0	244.6	611.0	606.0	542.4	68.25	68.86	61.82
Sault Ste. Marie.....	260.4	262.9	247.7	665.3	677.5	587.3	67.76	68.34	62.96
Ft. William—Pt. Arthur.....	246.6	241.4	244.8	587.4	585.9	545.9	60.91	62.07	56.70
Winnipeg.....	181.2	177.4	175.9	385.3	376.8	356.0	51.90	51.83	49.40
Regina.....	185.3	177.4	172.4	411.6	391.3	365.6	50.61	50.23	48.03
Saskatoon.....	215.9	207.7	200.6	487.7	468.4	428.7	49.93	49.85	47.43
Edmonton.....	318.1	315.6	277.3	793.9	805.9	607.6	58.84	60.21	51.51
Calgary.....	239.3	232.7	232.3	519.7	504.7	482.1	55.96	55.89	53.41
Vancouver.....	205.7	203.7	189.9	484.8	481.2	422.7	59.10	59.23	55.80
Victoria.....	228.1	227.4	202.1	551.5	540.8	450.5	57.95	57.00	53.42
(c) INDUSTRIES									
Forestry (chiefly logging).....	144.1	130.0	149.2	485.9	428.2	460.7	58.65	57.29	53.47
Mining.....	122.9	121.3	125.8	290.3	288.6	286.7	68.17	68.67	65.76
Manufacturing.....	203.3	201.6	191.4	528.6	526.2	470.1	59.20	59.44	55.95
Durable Goods ¹	265.2	264.8	244.0	698.3	697.7	602.0	63.95	63.99	59.95
Non-Durable Goods.....	163.5	160.9	157.5	406.8	401.1	375.4	54.24	54.62	51.96
Construction.....	200.5	189.9	209.4	639.4	611.1	607.9	60.04	60.58	54.56
Transportation, storage, communi- cation.....	191.5	188.1	190.6	414.9	407.9	376.4	61.94	61.99	56.49
Public utility operation.....	208.8	201.8	201.8	462.2	452.1	418.2	65.17	65.94	61.04
Trade.....	183.5	181.7	177.4	411.2	404.2	378.1	49.01	48.65	46.57
Finance, insurance and real estate.....	180.6	179.5	180.0	322.5	320.9	306.6	51.99	52.06	49.57
Service ²	199.7	193.4	196.3	439.1	428.9	396.5	36.95	37.28	33.74
Industrial composite.....	190.8	187.5	185.5	468.1	460.9	426.3	57.58	57.71	53.96

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	\$	No.	cts.	\$	No.	cts.	\$
1945—Average	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average	42.3	103.6	43.82	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
*Jan. 1, 1952	38.1	127.1	48.43	38.3	136.4	52.24	37.9	116.8	44.27
Feb. 1, 1952	41.6	127.1	52.87	41.9	137.5	57.61	41.2	115.7	47.67
Mar. 1, 1952	41.7	127.8	53.29	41.8	138.4	57.85	41.5	116.0	48.14
Apr. 1, 1952	42.1	129.0	54.31	42.3	139.6	59.05	41.8	116.9	48.86
May 1, 1952	41.9	129.4	54.22	42.1	139.5	58.73	41.6	117.8	49.00
June 1, 1952	41.3	129.7	53.57	41.4	139.6	57.79	41.3	118.4	48.90
July 1, 1952	41.3	128.6	53.11	41.4	138.3	57.26	41.2	117.9	48.57
Aug. 1, 1952	41.1	128.9	52.98	41.1	139.4	57.29	41.1	117.5	48.29
Sept. 1, 1952	41.6	129.5	53.87	41.8	141.2	59.02	41.4	116.8	48.36
Oct. 1, 1952	42.1	129.9	54.69	42.2	141.8	59.84	42.0	117.0	49.14
Nov. 1, 1952	42.1	131.0	55.15	42.1	142.6	60.03	42.1	118.4	49.85
Dec. 1, 1952	42.5	132.1	56.14	42.6	143.6	61.17	42.2	119.3	50.34
*Jan. 1, 1953	38.3	134.0	51.32	38.5	144.5	55.83	38.2	121.8	46.53
Feb. 1, 1953	41.9	134.2	56.23	41.9	145.7	61.05	41.8	120.8	50.49
Mar. 1, 1953	42.1	134.4	56.58	42.4	146.3	62.03	41.7	120.7	50.33
Apr. 1, 1953	42.1	134.9	56.79	42.3	146.7	62.05	41.8	121.3	50.70
May 1, 1953	41.8	135.5	56.64	42.2	146.8	61.95	41.5	122.4	50.80
June 1, 1953	41.7	135.9	56.67	42.1	146.8	61.80	41.3	123.1	50.84
July 1, 1953	41.4	136.1	56.35	41.9	147.1	61.63	40.8	123.4	50.35

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1, 1953	June 1, 1953	July 1, 1952	July 1, 1953	June 1, 1953	July 1, 1952
	Newfoundland	42.9	41.5	45.1	132.8	137.3	124.5
Nova Scotia	41.4	41.0	42.2	121.2	120.7	114.6
New Brunswick	42.4	42.1	43.9	117.5	118.2	110.2
Quebec	42.2	43.0	42.3	122.3	121.2	116.4
Ontario	41.3	41.5	40.8	143.8	143.9	136.6
Manitoba	40.5	40.4	41.2	131.3	131.2	122.9
Saskatchewan	41.0	40.9	42.0	135.5	135.3	128.3
Alberta	40.4	40.5	40.6	139.4	140.7	130.4
British Columbia	37.7	38.5	38.7	162.6	164.7	153.5
Montreal	41.3	42.0	41.1	128.5	127.8	121.7
Toronto	40.9	41.0	40.1	144.1	143.7	134.9
Hamilton	39.8	40.2	39.9	155.7	155.9	150.4
Windsor	41.4	42.1	38.3	165.3	164.5	155.7
Winnipeg	40.2	40.1	40.9	129.8	130.0	121.5
Vancouver	37.7	38.4	38.6	161.4	162.1	152.3

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1 1953	June 1 1953	July 1 1952	July 1 1953	June 1 1953	July 1 1952	July 1 1953	June 1 1953	July 1 1952
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.9	43.1	42.7	152.9	153.1	147.6	65.59	65.99	63.03
Metal mining.....	44.6	45.3	44.1	155.6	155.9	148.5	69.40	70.62	65.49
Gold.....	46.2	46.4	45.8	133.2	134.0	131.1	61.54	62.18	60.04
Other metal.....	43.6	44.5	43.0	170.2	170.3	160.7	74.21	75.78	69.10
Fuels.....	39.1	38.9	40.4	153.4	152.8	152.9	59.98	59.44	61.77
Coal.....	37.7	37.3	39.8	149.8	149.3	150.6	56.47	55.69	59.94
Oil and natural gas.....	43.5	44.7	42.6	163.6	163.4	161.2	71.17	73.04	68.67
Non-metal.....	43.6	43.1	42.2	141.4	141.6	133.7	61.65	61.03	56.42
Manufacturing.....	41.4	41.7	41.3	136.1	135.9	128.6	56.35	56.67	53.11
Food and beverages.....	41.5	41.6	42.8	114.4	116.3	109.3	47.48	48.38	46.78
Meat products.....	40.0	40.2	42.3	141.8	143.1	134.9	56.72	57.53	57.06
Canned and preserved fruits and vegetables.....	38.7	37.7	39.9	93.4	100.5	90.9	36.15	37.89	36.27
Grain mill products.....	43.5	43.5	45.4	128.6	128.6	121.6	55.94	55.94	55.21
Bread and other bakery products.....	44.2	44.8	44.8	103.8	103.9	97.9	45.88	46.55	43.86
Distilled and malt liquors.....	43.1	42.1	42.8	142.2	141.6	139.3	61.29	59.61	59.62
Tobacco and tobacco products.....	40.8	42.1	41.3	133.0	132.3	128.1	54.26	55.96	52.91
Rubber products.....	41.5	41.9	40.7	143.8	143.5	132.5	59.68	60.13	53.93
Leather products.....	38.8	40.6	39.3	96.8	96.5	92.6	37.56	39.18	36.39
Boots and shoes (except rubber).....	38.0	40.0	38.5	92.7	92.5	89.2	35.23	37.00	34.34
Textile products (except clothing).....	41.0	41.5	40.8	107.6	107.8	104.3	44.12	44.74	42.55
Cotton yarn and broad woven goods.....	38.6	38.1	37.9	110.2	109.9	103.7	42.54	41.87	39.30
Woolen goods.....	43.2	43.8	42.3	101.0	101.2	99.4	43.63	44.33	42.05
Synthetic textiles and silk.....	42.6	44.7	42.9	109.7	111.2	107.7	46.73	49.71	46.20
Clothing (textile and fur).....	36.7	38.5	36.7	95.2	94.6	91.2	34.94	36.42	33.47
Men's clothing.....	36.8	38.8	37.0	93.7	93.4	89.5	34.48	36.24	33.12
Women's clothing.....	33.7	35.6	34.0	99.2	98.8	94.4	33.43	35.17	32.10
Knit goods.....	38.4	40.1	37.7	95.6	95.5	92.9	36.71	38.30	35.02
* Wood products.....	42.2	42.6	44.0	119.6	119.9	100.0	50.47	51.08	44.00
Saw and planing mills.....	41.6	42.0	45.0	126.0	127.1	98.4	52.42	53.38	44.28
Furniture.....	42.9	43.4	42.7	110.6	109.9	105.0	47.45	47.70	44.84
Other wood products.....	43.6	43.8	43.6	105.5	104.3	96.7	46.00	45.68	42.16
Paper products.....	43.9	43.9	44.9	151.7	151.1	141.6	66.60	66.33	63.58
Pulp and paper mills.....	44.3	44.3	46.0	161.4	161.4	149.4	71.63	71.50	68.72
Other paper products.....	42.9	42.6	41.5	121.4	120.3	113.8	52.08	51.25	47.23
Printing, publishing and allied industries.....	40.1	40.4	39.6	159.0	159.7	149.6	63.76	64.52	59.24
* Iron and steel products.....	41.7	42.0	41.4	153.3	153.2	144.9	63.93	64.34	59.99
Agricultural implements.....	38.9	39.4	38.7	161.0	162.8	159.5	62.63	64.14	61.73
Fabricated and structural steel.....	41.8	41.8	42.4	160.9	162.6	152.1	67.26	67.97	64.49
Hardware and tools.....	42.6	42.9	42.2	137.4	137.6	131.1	58.53	59.03	55.32
Heating and cooking appliances.....	41.3	41.2	41.3	135.1	135.5	128.5	55.80	55.83	53.07
Iron castings.....	42.6	42.9	40.9	149.6	149.7	142.1	63.73	64.22	58.12
Machinery manufacturing.....	42.9	43.1	42.9	145.7	144.8	136.4	62.51	62.41	58.52
Primary iron and steel.....	40.8	41.2	41.3	170.5	170.0	157.1	69.56	70.04	64.88
Sheet metal products.....	41.5	41.1	41.3	143.8	141.6	135.4	59.68	58.20	55.92
* Transportation equipment.....	41.6	42.0	40.3	157.2	156.5	145.3	65.40	65.73	58.56
Aircraft and parts.....	42.9	43.4	39.1	156.8	155.2	137.0	67.27	67.36	53.57
Motor vehicles.....	42.6	42.9	38.6	171.2	167.5	165.0	72.93	71.86	63.69
Motor vehicle parts and accessories.....	41.1	42.0	40.6	157.2	157.3	151.4	64.61	66.07	61.47
Railroad and rolling stock equipment.....	40.1	39.4	40.2	156.7	157.6	142.2	62.84	62.09	57.16
Shipbuilding and repairing.....	42.0	43.1	43.5	145.1	145.8	135.3	60.94	62.84	58.86
* Non-ferrous metal products.....	42.0	41.6	41.3	151.7	151.0	146.6	63.71	62.82	60.55
Aluminum products.....	41.7	42.0	42.6	142.4	141.9	132.0	59.38	59.60	56.23
Brass and copper products.....	41.6	41.8	41.9	140.9	141.3	136.1	58.61	59.06	57.03
Smelting and refining.....	42.6	41.4	41.0	164.0	163.2	159.7	69.86	67.56	65.48
* Electrical apparatus and supplies.....	41.6	41.5	41.0	143.7	142.0	140.8	59.78	58.93	57.73
Heavy electrical machinery and equipment.....	42.2	41.3	41.0	157.1	156.6	154.7	66.30	64.68	63.43
* Non-metallic mineral products.....	43.8	44.1	43.9	134.8	135.4	128.5	59.04	59.71	56.41
Clay products.....	45.2	45.2	44.9	122.1	122.8	121.5	55.19	55.51	54.55
Glass and glass products.....	44.3	44.6	45.0	132.5	132.5	123.5	58.70	59.10	55.58
Products of petroleum and coal.....	41.4	41.6	40.8	180.6	182.7	173.9	74.77	76.00	70.95
Chemical products.....	41.8	41.8	41.9	138.2	137.5	131.1	57.77	57.48	54.93
Medical and pharmaceutical preparations.....	42.1	41.6	41.5	114.6	114.0	106.7	48.25	47.42	44.28
Acids, alkalis and salts.....	41.4	41.6	40.9	158.5	156.4	152.0	65.62	65.06	62.17
Miscellaneous manufacturing industries.....	42.0	41.8	40.5	111.6	111.0	104.9	46.87	46.40	42.48
* Durable goods.....	41.9	42.1	41.4	147.1	146.8	138.3	61.63	61.80	57.26
Non-durable goods.....	40.8	41.3	41.2	123.4	123.1	117.9	50.35	50.84	48.57
Construction.....	42.3	42.3	41.7	141.6	142.9	128.2	59.90	60.45	57.46
Buildings and structures.....	41.5	41.7	40.8	155.4	156.1	141.8	64.49	65.09	57.85
Highways, bridges and streets.....	41.8	41.1	42.4	111.1	111.9	101.6	46.44	45.99	43.08
Electric and motor transportation.....	45.4	45.2	46.0	135.8	135.5	130.1	61.65	61.25	59.85
Service.....	42.2	42.3	42.6	77.7	78.6	73.5	32.79	33.25	31.31
Hotels and restaurants.....	45.0	42.6	43.7	77.1	78.4	72.2	33.15	33.40	31.55
Laundries and dry cleaning plants.....	41.3	42.5	41.0	75.4	75.2	72.2	31.14	31.96	29.60

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945	44.3	69.4	30.71	73.6	75.0	98.1
Monthly Average 1946	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950	42.5	103.6	44.03	105.6	102.9	102.6
Monthly Average 1951	42.1	116.8	49.15	117.8	113.7	103.6
Monthly Average 1952	41.7	129.2	53.88	129.2	116.5	110.9
Week Preceding:						
July 1, 1952	41.3	128.6	53.11	127.3	116.1	109.6
August 1, 1952	41.1	128.9	52.98	127.0	116.0	109.5
September 1, 1952	41.6	129.5	53.87	129.2	116.1	111.3
October 1, 1952	42.1	129.9	54.69	131.1	116.0	113.0
November 1, 1952	42.1	131.0	55.15	132.2	116.1	113.9
December 1, 1952	42.5	132.1	56.14	134.5	115.8	116.1
January 1, 1953	42.2*	134.0	56.55	135.6	115.7	117.2
February 1, 1953	41.9	134.2	56.23	134.8	115.5	116.7
March 1, 1953	42.1	134.4	56.58	135.7	114.8	118.2
April 1, 1953	42.1	134.9	56.79	136.2	114.6	118.8
May 1, 1953	41.8	135.5	56.64	135.8	114.4	118.7
June 1, 1953	41.7	135.9	56.67	135.9	114.9	118.3
July 1, 1953 (1)	41.4	136.1	56.35	135.1	115.4	117.1

NOTE:—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38.3 hours, \$51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be regis-

tered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
Sept. 1, 1947.....	70,356	40,212	110,568	60,069	25,862	85,931
Sept. 1, 1948.....	42,785	25,876	68,661	57,497	29,269	86,766
Sept. 1, 1949.....	19,940	22,620	42,560	97,684	39,667	137,351
Sept. 1, 1950.....	29,631	16,558	46,189	97,634	53,969	151,603
Sept. 1, 1951.....	43,331	15,966	59,297	79,627	47,509	127,136
Sept. 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
Oct. 1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
Nov. 1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
Dec. 1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
Jan. 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
Feb. 1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
March 1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953.....	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953.....	24,564	21,143	45,707	152,488	49,614	202,102
July 1, 1953.....	21,229	20,088	41,317	124,396	55,918	180,314
Aug. 1, 1953 ⁽¹⁾	19,382	17,772	37,154	111,524	52,357	163,881
Sept. 1, 1953 ⁽¹⁾	24,203	20,321	44,524	113,191	48,634	161,825

*Current vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

TABLE D-2.—UNFILED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 31, 1953⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				June 30, 1953	July 31, 1952		
Agriculture, Fishing, Trapping	1,307	392	1,699	—	998	+	120
Forestry	926	7	933	—	47	—	2,022
Mining, Quarrying and Oil Wells	630	31	661	—	158	—	400
Metal Mining.....	341	11	352	—	133		
Fuels.....	109	10	119	—	70		
Non-Metal Mining.....	140	3	143	+	81		
Quarrying, Clay and Sand Pits.....	16	1	17	+	3		
Prospecting.....	24	6	30	—	39		
Manufacturing	5,231	4,842	10,073	+	725	+	115
Foods and Beverages.....	747	885	1,632	+	522		
Tobacco and Tobacco Products.....		5	5	—	3		
Rubber Products.....	105	34	139	+	61		
Leather Products.....	128	248	376	+	10		
Textile Products (except clothing).....	110	284	394	+	21		
Clothing (textile and fur).....	286	2,104	2,390	+	416		
Wood Products.....	643	106	749	—	106		
Paper Products.....	93	79	172	—	30		
Printing, Publishing and Allied Industries.....	187	144	331	—	143		
Iron and Steel Products.....	728	199	927	—	5		
Transportation Equipment.....	1,253	89	1,342	+	301		
Non-Ferrous Metal Products.....	128	86	214	—	109		
Electrical Apparatus and Supplies.....	312	198	510	—	116		
Non-Metallic Mineral Products.....	149	29	178	+	31		
Products of Petroleum and Coal.....	26	17	43	—	10		
Chemical Products.....	209	159	368	—	150		
Miscellaneous Manufacturing Industries.....	127	176	303	+	35		
Construction	3,661	112	3,773	—	345	—	1,726
General Contractors.....	2,796	71	2,867	—	318		
Special Trade Contractors.....	865	41	906	—	27		
Transportation, Storage and Communication	1,159	294	1,453	—	182		
Transportation.....	1,027	109	1,136	—	203		
Storage.....	49	16	65	—	32		See Foot-note (2)
Communication.....	83	169	252	+	53		
Public Utility Operation	134	41	175	+	20		
Trade	2,675	2,540	5,215	—	1,197	+	773
Wholesale.....	778	635	1,413	—	366		
Retail.....	1,897	1,905	3,802	—	831		
Finance, Insurance and Real Estate	1,173	872	2,045	—	312	+	750
Service	3,133	8,834	11,967	—	2,329	—	404
Community or Public Service.....	618	1,478	2,096	—	183		
Government Service.....	1,113	573	1,686	+	11		
Recreation Service.....	160	151	311	—	53		
Business Service.....	363	543	906	+	120		
Personal Service.....	879	6,089	6,968	—	2,224		
Grand Total	20,029	17,965	37,994	—	4,823	—	2,631

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

(2) Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT JULY 30, 1953⁽¹⁾

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,756	984	2,740	3,486	948	4,434
Clerical workers.....	1,760	3,909	5,669	6,596	13,880	20,476
Sales workers.....	1,578	1,278	2,856	2,677	6,986	9,663
Personal and domestic service workers..	1,113	6,791	7,904	13,183	8,748	21,931
Seamen.....	30	1	31	653	3	656
Agriculture and fishing.....	1,444	222	1,666	999	183	1,182
Skilled and semiskilled workers.....	7,826	3,020	10,846	45,134	12,825	57,959
Food and kindred products (inc. tobacco).....	103	25	128	597	435	1,032
Textiles, clothing, etc.....	203	2,233	2,436	2,487	8,557	11,044
Lumber and wood products.....	1,078	2	1,080	6,024	95	6,119
Pulp, paper (inc. printing).....	68	15	83	533	254	787
Leather and leather products.....	105	162	267	744	667	1,411
Stone, clay and glass products.....	25	6	31	121	33	154
Metalworking.....	1,202	22	1,224	6,543	418	6,961
Electrical.....	307	116	423	665	376	1,041
Transportation equipment.....	5	.....	5	364	37	401
Mining.....	122	.....	122	1,294	.....	1,294
Construction.....	1,702	.....	1,702	7,638	.....	7,638
Transportation (except seamen).....	799	15	814	6,650	53	6,703
Communications and public utility..	67	.....	67	277	9	286
Trade and service.....	287	297	584	1,259	824	2,083
Other skilled and semiskilled.....	1,564	96	1,660	6,923	809	7,732
Foremen.....	67	12	79	1,424	184	1,608
Apprentices.....	122	19	141	1,591	74	1,665
Unskilled workers.....	3,875	1,567	5,442	38,796	8,784	47,580
Food and tobacco.....	451	602	1,053	835	1,798	2,633
Lumber and lumber products.....	395	10	405	3,025	171	3,196
Metalworking.....	103	25	128	3,329	383	3,712
Construction.....	1,541	5	1,546	9,308	10	9,318
Other unskilled workers.....	1,385	925	2,310	22,299	6,422	28,721
Grand Total.....	19,382	17,772	37,154	111,524	52,357	163,881

(1) Preliminary—subject to revision.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, JULY 31, 1953; LIVE APPLICATIONS AT SEPTEMBER 3, 1953

Office	Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Placements		Unplaced end of period	Source: U.I.C. 757 Live Applica- tions at Sept. 3, 1953
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies	Regular	Casual	Transfers out		
Newfoundland.												
Corner Brook.....	137	277	122	4	4,148	2,450	590	191	1	282	3,648	2,965
Grand Falls.....	49	9	10	4	718	201	53	9		44	820	653
St. John's.....	88	259	104		290	81	4	4			172	154
					3,140	2,078	443	178	1	238	2,656	2,158
Prince Edward Island.												
Charlottetown.....	389	986	338	6	918	1,126	977	668	156	20	757	808
Summerside.....	234	608	203	6	686	475	577	493	61	16	521	523
	155	378	135		262	451	400	245	95	4	236	285
	1,327	3,397	1,352	44	9,417	8,001	4,229	2,292	736	287	9,534	9,330
Nova Scotia.												
Amherst.....	50	219	55	1	443	932	232	204	15	7	385	290
Bridgewater.....	1,174	1,580	975	3	3,221	2,088	1,937	1,055	13	33	2,802	2,574
Halifax.....	4	14	1		412	94	23	10		6	435	272
Inverness.....	92	142	63	1	593	239	205	108		9	495	532
Kentville.....	27	89	8	35	1,004	1,397	621	298	95	62	1,430	1,168
Liverpool.....	40	417	48	1	473	205	28	22			331	1,566
New Glasgow.....	3	27	38	3	1,883	2,080	747	344	266	67	2,691	2,590
Springhill.....	96	625	379	35	3,799	370	160	70	28	2	363	437
Sydney.....	35	151	57	6	508	157	118	43	8	64	400	446
Truro.....	6	62	6									
Yarmouth—Sheburne.....	2,436	3,666	1,782	603	10,527	6,262	3,455	1,957	418	172	9,018	8,671
New Brunswick.												
Bathurst.....	31	96	19	1	882	376	106	28	64	5	615	546
Campbellton.....	47	162	42		610	329	155	120	11	3	576	488
Edmundston.....	22	117	16		353	364	148	97	17	5	506	500
Fredericton.....	132	226	99		1,210	647	230	138	35	18	1,300	1,019
Minto.....	24	113	5		592	506	198	74	58	9	645	547
Moncton.....	1,277	1,333	990	285	2,452	1,440	876	576	128	5	1,663	1,575
Newcastle.....	1	62	8		937	438	216	38	5	89	1,798	1,775
Saint John.....	533	1,169	473	282	2,431	1,609	964	724	70	30	2,270	2,294
St. Stephen.....	35	100	23	32	531	243	96	62	13	5	495	365
Sussex.....	11	126	12	3	131	105	110	82	13	3	306	355
Woodstock.....	23	162	95		348	205	56	18	26		344	330
Quebec.												
Asbestos.....	11,670	30,413	9,411	659	63,717	52,792	31,475	20,013	3,652	799	58,092	54,110
Beauharnois.....	71	196	98	9	279	263	137	127		1	285	258
Buckingham.....	12	110	8	5	286	262	148	99	3	2	266	237
Causapscal.....	15	137	26		369	369	143	96	19	6	363	360
	4	269	5		785	285	279	266		8	395	469

Chandler.....	47	1	277	109	89	19	236	225
Chicoutimi.....	249	126	1,030	1,079	325	156	994	730
Dolbeau.....	77	6	1,012	453	64	54	834	562
Drummondville.....	189	47	1,244	612	226	139	1,246	1,238
Farnham.....	43	17	459	197	36	23	409	387
Forestville.....	21	1	359	197	18	18	453	445
Gaspé.....	33	17	276	147	50	6	186	167
Granby.....	150	27	709	778	222	140	804	663
Hull.....	187	63	1,164	777	203	111	1,164	1,066
Joliette.....	121	238	1,042	759	285	150	1,183	1,085
Jongiere.....	407	73	1,544	1,140	592	261	1,186	1,056
Lachute.....	66	11	270	196	65	51	1,238	968
La Malbaie.....	64	5	516	152	61	16	243	180
La Tuque.....	89	32	326	199	199	166	243	180
Levis.....	260	332	752	334	334	260	1,052	894
Louisville.....	26	7	1,411	309	32	14	1,480	1,445
Maniwaki.....	43	4	199	219	216	198	166	137
Metane.....	73	2	367	299	106	48	358	357
Mont-Laurier.....	171	8	500	330	158	133	312	280
Mont-Louis.....	75	15	392	244	67	40	360	413
Montmagny.....	286	15	500	410	316	276	411	411
Montreal.....	6,272	6,077	22,015	23,844	17,156	11,248	21,336	19,306
New Richmond.....	2	2	467	158	19	9	311	312
Port Alfred.....	80	29	499	242	96	59	310	274
Quebec.....	2,932	741	5,592	4,434	3,046	1,918	5,373	4,656
Rimouski.....	62	9	1,750	571	145	57	65	645
Riviere du Loup.....	19	1	1,065	213	99	274	802	652
Rouval.....	6	23	234	234	71	36	384	243
Ste. Agathe.....	114	223	597	597	256	140	1,236	936
Ste. Anne de Bellevue.....	163	63	219	219	120	90	211	152
Ste. Therese.....	34	57	186	186	108	81	205	172
St. Georges Est.....	240	172	557	531	169	133	205	172
St. Hubert.....	492	185	892	802	681	495	576	473
St. Hyacinthe.....	147	233	744	744	503	416	723	595
St. Jean.....	237	120	614	614	384	146	796	645
St. Jerome.....	201	58	731	731	332	227	872	698
St. Joseph d'Alma.....	10	12	1,320	673	489	373	318	244
St. Pie.....	182	10	580	580	221	128	1,644	1,669
St. Raphael.....	582	50	1,773	839	643	443	2,221	2,221
Shawinigan Falls.....	171	164	1,397	1,397	949	1	887	899
Sherbrooke.....	871	4	367	540	281	81	944	899
Sorel.....	209	97	614	595	283	163	1,221	1,221
Theodore Mines.....	306	112	1,321	902	420	46	1,820	1,704
Val d'Or.....	168	334	473	451	107	151	657	549
Valleyfield.....	68	242	686	686	357	205	1,047	1,080
Victoriaville.....	360	31	780	604	407	332	658	687
Ontario.....	45,530	13,764	52,285	68,893	45,588	25,134	8,506	59,341
Amorim.....	44	20	78	138	141	129	67	70
Barrie.....	563	349	21	494	501	15	381	382
Belleville.....	264	44	483	486	274	206	340	340
Bracebridge.....	260	261	166	257	288	210	129	91
Brampton.....	72	234	136	209	208	173	109	126
Braintree.....	98	485	1,748	1,196	601	308	1,632	2,108
Brockville.....	167	17	168	280	139	138	127	150
Carleton Place.....	40	13	98	98	31	23	127	152
Chatham.....	103	624	595	682	313	183	665	637
Cobourg.....	268	26	202	270	306	245	181	155

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, JULY 31, 1953; LIVE APPLICATIONS AT SEPTEMBER 3, 1953

Office	1 Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Unplaced at end of period	Source: U.I.C. 751 2 Live Applications at Sept. 3, 1953	
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies	Placements			
								Regular			Casual	Transfers out
Ontario—Concluded											
Collingwood.....	42	148	36	6	256	224	127	106	8	253	
Cornwall.....	61	782	54	5	1,065	1,646	844	596	144	1,078	
Fort Erie.....	87	99	58	3	1,209	1,160	63	45		1,163	
Fort Frances.....	34	71	9	3	117	102	54	33	9	91	
Fort William.....	134	662	214	41	578	697	514	382	52	517	
Galt.....	89	284	94	3	377	452	266	175	12	394	
Gananoque.....	18	62	13	2	101	117	89	46	3	92	
Godolphin.....	18	110	42	10	156	140	104	85	5	97	
Guelph.....	131	334	113	423	608	608	422	239	22	391	
Hamilton.....	633	2,366	522	11	5,528	4,351	2,959	1,402	642	4,441	
Hawkesbury.....	30	59	6	6	212	178	70	46	2	4,516	
Ingersoll.....	40	212	60	15	154	214	183	130	13	198	
Kapuskasing.....	189	245	77	12	443	214	187	130	6	231	
Kenora.....	65	75	24	2	150	100	64	55	2	104	
Kingston.....	202	705	166	2	789	1,087	943	558	44	171	
Kirkland Lake.....	48	231	83	6	378	389	231	115	14	156	
Kitchener-Waterloo.....	264	634	311	1	565	1,402	622	368	44	701	
Leamington.....	59	551	47		203	671	343	221	287	392	
Lindsay.....	89	127	39	1	153	163	138	67	11	487	
Listowel.....	31	40	8		128	101	45	17	4	230	
London.....	880	1,978	911		1,683	4,032	2,112	1,031	393	1,988	
Midland.....	68	118	48	3	219	189	110	68	30	132	
Napanee.....	9	66	27		207	122	65	50		157	
New Toronto.....	193	699	285		1,000	1,084	635	377	10	208	
Niagara Falls.....	128	609	138	45	252	1,008	634	452	47	199	
North Bay.....	89	493	77	11	436	761	529	218	58	524	
Oakville.....	260	425	288	11	127	263	287	138	3	274	
Orillia.....	30	422	45	3	203	263	518	327	5	355	
Oshawa.....	295	854	148	6	1,738	1,849	885	698	90	148	
Ottawa.....	1,090	2,100	965	13	2,179	2,764	2,012	1,168	255	201	
Owen Sound.....	112	249	98	6	497	692	367	131	48	1,615	
Perry Sound.....	15	64	10		87	69	46	39		1,963	
Perry Sound.....	151	448	60	8	499	1,091	533	230	109	47	
Peterborough.....	57	107	34	3	212	1,091	137	86	9	562	
Peterborough.....	104	329	81	2	1,061	830	371	244	9	189	
Peterborough.....	12	108	33	1	87	58	77	64		951	
Peterborough.....	176	1,063	372	22	821	1,058	737	516	67	76	
Port Arthur.....	14	74	20		313	240	72	33	16	614	
Port Colborne.....	74	356	47	145	165	437	272	224	1	280	
Prescott.....	44	115	18	4	107	175	127	190	6	171	
St. Catharines.....	227	883	150	29	967	1,777	986	652	78	114	
St. Thomas.....	79	268	79	3	297	428	297	160	18	1,232	
										1,227	

Sarnia.....	365	76	41	607	519	426	245	22	1	474	500
Sault Ste. Marie.....	226	213	9	573	663	628	349	77	.....	455	402
Simcoe.....	454	20	7	325	516	362	233	9	1	360	148
St. Catharines.....	88	20	4	62	83	78	49	12	.....	51	54
St. James.....	69	19	.....	210	280	58	32	9	.....	346	260
St. John.....	229	58	4	331	282	249	130	41	.....	427	336
Sturgeon Falls.....	48	6	.....	523	282	186	114	20	8	295	380
Sudbury.....	238	287	15	1,055	1,553	1,192	870	60	18	783	611
Timmins.....	134	159	1	1,862	593	513	286	45	35	643	611
Toronto.....	15,224	3,988	74	13,311	20,296	15,233	6,856	4,706	502	11,401	11,277
Trenton.....	41	32	.....	470	640	251	191	1	1	437	325
Wallerston.....	168	54	4	160	443	218	95	30	1	342	145
Wallaceburg.....	251	10	.....	355	321	273	174	69	.....	252	259
Welland.....	501	30	9	670	1,005	607	363	117	10	844	901
Weston.....	288	648	75	359	677	453	386	.....	4	302	290
Windsor.....	1,952	273	.....	2,723	3,442	1,692	748	332	8	3,104	7,134
Woodstock.....	104	143	19	193	345	230	173	30	3	149	176
Manitoba	4,137	3,146	121	9,987	11,707	8,077	4,031	2,298	72	8,700	7,496
Brandon.....	444	374	.....	379	839	651	351	106	3	367	274
Dauphin.....	125	70	.....	260	297	82	42	12	2	251	159
Elm Flon.....	138	51	14	190	249	157	69	55	2	138	143
Portage la Prairie.....	220	197	2	328	407	286	232	25	.....	262	227
The Pas.....	185	23	97	46	78	68	63	1	4	30	33
Winnipeg.....	3,272	2,431	8	8,784	9,837	6,833	3,274	2,099	61	7,652	6,660
Saskatchewan	3,209	2,450	182	4,065	6,992	5,836	3,470	1,179	336	2,636	2,000
Estevan.....	60	61	2	86	189	202	115	33	1	61	34
Moose Jaw.....	301	242	22	397	892	606	352	132	10	293	224
North Battleford.....	145	140	11	173	120	87	65	.....	6	162	141
Prince Albert.....	227	174	5	582	630	377	183	.....	39	90	351
Regina.....	2,338	704	85	896	2,340	2,075	1,307	506	96	560	400
Saskatoon.....	1,911	620	6	1,539	2,200	1,988	1,104	433	197	649	577
Swift Current.....	1,051	218	21	104	171	135	96	9	.....	83	68
Weyburn.....	154	85	24	76	182	175	139	1	3	44	34
Yorkton.....	216	206	6	212	268	191	109	26	3	189	171
Alberta	3,019	2,915	390	7,377	15,433	12,768	6,841	2,884	347	6,687	5,487
Blairmore.....	95	41	1	272	45	57	59	.....	.....	225	210
Calgary.....	1,060	1,210	231	2,991	7,433	6,007	3,350	1,494	48	2,611	2,129
Drumheller.....	34	38	35	285	141	178	174	.....	.....	213	116
Edmonton.....	1,059	941	30	2,680	5,725	4,877	2,301	1,304	258	2,646	2,026
Edson.....	106	68	44	158	142	103	80	.....	.....	89	142
Lethbridge.....	222	208	4	488	1,086	702	459	39	37	496	468
Medicine Hat.....	141	132	3	264	567	626	325	32	.....	252	226
Red Deer.....	239	218	3	214	296	218	93	15	3	148	169
Yellowknife.....	47	59	39	15	4	.....	.....	.....	.....	7	11

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, JULY 31, 1953; LIVE APPLICATIONS AT SEPTEMBER 3, 1953

Office	Vacancies (Source: U. I. C. 751)					Applicants (Source: U. I. C. 751)					Unplaced end of period	Source: U. I. C. 757 Live Applica- tions at Sept. 3, 1953
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unpl. ed begin- ing period	Reg. ired during period	Referred to vacancies	Placements		Transfers out		
								Regular	Casual			
British Columbia	3, 495	19, 886	3, 067	426	351	30, 840	20, 915	9, 805	7, 167	137	21, 075	20, 669
Chilliwack.....	141	884	115	2	531	878	806	646	85	1	372	337
Courtenay.....	37	166	76	4	524	532	135	90	19	.....	661	550
Cranbrook.....	17	64	20	.....	260	112	83	53	1	.....	141	135
Duncan.....	12	257	45	.....	100	196	255	218	.....	.....	50	46
Dawson Creek.....	50	415	38	.....	374	720	487	332	34	2	446	547
Duncan.....	88	440	128	7	286	455	331	280	7	.....	191	181
Kamloops.....	19	479	35	.....	324	703	469	351	83	1	359	514
Kelowna.....	19	770	231	42	560	895	890	669	55	4	297	334
Mission City.....	574	770	231	.....	556	1, 170	237	197	17	7	1, 388	1, 237
Nanaimo.....	34	264	33	2	560	224	200	116	.....	.....	342	312
Nelson.....	33	162	38	.....	556	8, 525	7, 013	857	5, 822	42	2, 868	2, 694
New Westminster.....	95	6, 784	130	12	3, 300	8, 525	7, 013	857	5, 822	42	2, 868	2, 694
Penticton.....	10	482	10	.....	232	491	534	407	.....	.....	147	158
Port Alberni.....	49	424	244	.....	244	518	277	178	6	2	222	331
Prince George.....	84	734	81	12	682	813	824	674	13	11	416	437
Prince Rupert.....	96	299	40	.....	374	373	301	205	37	.....	290	243
Princeton.....	5	147	.....	3	48	166	168	141	.....	.....	52	60
Trail.....	105	262	52	11	481	464	321	256	12	.....	284	251
Vancouver.....	1, 438	5, 124	1, 463	234	12, 272	10, 803	5, 803	2, 873	727	22	10, 540	10, 263
Vernon.....	55	395	55	5	222	468	389	366	.....	.....	132	169
Victoria.....	388	1, 039	291	.....	2, 123	2, 065	1, 217	747	168	.....	1, 807	1, 811
Whitehorse.....	165	295	162	86	113	179	175	149	.....	.....	70	59
Canada	43, 522	139, 678	38, 247	3, 275	186, 532	291, 502	133, 529	74, 342	26, 397	3, 545	168, 488	161, 825
Males.....	22, 828	83, 544	20, 231	2, 981	129, 032	137, 509	85, 211	53, 281	12, 112	3, 241	114, 332	113, 191
Females.....	20, 694	47, 134	18, 016	294	57, 500	66, 993	48, 309	21, 061	14, 285	304	54, 156	48, 634

(1) Includes current and deferred vacancies.
(2) Latest figures subject to revision.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1943-1953

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952.....	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (7 months).....	1,057,647	415,321	1,472,968	388,605	194,420	583,025

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of July, 1953		
		Number Com- menc- ing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland.....	1,550	671	45,753	149,153
Prince Edward Island.....	412	163	11,191	31,906
Nova Scotia.....	6,257	3,258	142,211	450,359
New Brunswick.....	4,554	1,850	119,608	370,541
Quebec.....	33,829	20,670	924,922	2,694,329
Ontario.....	25,162	13,442	656,965	1,960,895
Manitoba.....	3,551	1,317	98,561	280,359
Saskatchewan.....	934	385	24,477	72,035
Alberta.....	3,100	1,212	78,634	247,781
British Columbia.....	10,398	6,196	281,094	890,666
Total, Canada, July, 1953.....	89,747	49,164	2,383,416	7,148,024
Total, Canada, June, 1953.....	90,859	49,161	2,731,888	8,408,071
Total, Canada, July, 1952.....	85,682	40,271	2,311,062	6,294,669

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF JULY 31, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	3,059	849	303	362	532	342	671
Male.....	2,857	819	288	342	499	306	603
Female.....	202	30	15	20	33	36	68
Prince Edward Island.....	539	96	53	100	106	71	113
Male.....	371	69	34	61	85	43	79
Female.....	168	27	19	39	21	28	34
Nova Scotia.....	8,983	2,105	772	1,055	2,294	923	1,834
Male.....	7,802	1,838	687	912	2,108	787	1,470
Female.....	1,181	267	85	143	186	136	364
New Brunswick.....	7,244	1,668	715	1,124	1,521	826	1,390
Male.....	5,762	1,355	577	912	1,181	678	1,059
Female.....	1,482	313	138	212	340	148	331
Quebec.....	51,386	13,255	5,577	7,880	8,817	5,529	10,328
Male.....	34,010	9,102	3,558	5,168	5,718	3,518	6,946
Female.....	17,376	4,153	2,019	2,712	3,099	2,011	3,382
Ontario.....	37,935	11,633	4,492	4,899	5,104	2,992	8,815
Male.....	25,196	8,243	3,314	3,070	2,962	1,767	5,840
Female.....	12,739	3,390	1,178	1,829	2,142	1,225	2,975
Manitoba.....	4,598	882	316	512	662	501	1,725
Male.....	2,420	429	146	270	340	234	1,001
Female.....	2,178	453	170	242	322	267	724
Saskatchewan.....	1,145	173	92	169	180	100	431
Male.....	654	87	40	85	99	58	285
Female.....	491	86	52	84	81	42	146
Alberta.....	5,188	843	324	515	942	1,035	1,529
Male.....	4,050	543	215	376	757	922	1,237
Female.....	1,138	300	109	139	185	113	292
British Columbia.....	14,026	3,703	1,567	1,872	2,003	1,306	3,575
Male.....	10,364	3,143	1,278	1,253	1,364	868	2,458
Female.....	3,662	560	289	619	639	438	1,117
TOTAL.....	134,103	35,207	14,211	18,488	22,161	13,625	30,411
MALE.....	93,486	25,628	10,137	12,449	15,113	9,181	20,978
FEMALE.....	40,617	9,579	4,074	6,039	7,048	4,444	9,433

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JULY, 1953

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposal of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,764	1,458	306	1,673	1,194	479	532
Prince Edward Island.....	275	184	91	284	211	73	51
Nova Scotia.....	4,208	2,423	1,785	4,273	2,976	1,297	1,115
New Brunswick.....	3,093	1,699	1,394	3,248	2,617	631	740
Quebec.....	28,832	17,396	11,436	31,133	22,144	8,989	8,835
Ontario.....	23,626	14,651	8,975	22,930	16,226	6,704	5,614
Manitoba.....	1,975	1,228	747	2,174	1,461	713	214
Saskatchewan.....	564	389	175	585	371	214	87
Alberta.....	1,811	1,087	724	1,939	1,295	644	358
British Columbia.....	9,721	4,998	4,723	10,132	7,281	2,851	1,670
Total, Canada, July, 1953.....	75,869*	45,513	30,356	78,371†	55,776	22,595	19,216
Total, Canada, June, 1953.....	72,752	44,853	27,899	68,372	50,123	18,249	21,718
Total, Canada, July, 1952.....	75,340	43,266	32,074	74,432	52,623	22,209	20,722

* In addition, revised claims received numbered 13,421. † In addition, 13,720 revised claims were disposed of. Of these, 743 were special requests not granted, and 741 were appeals by claimants. There were 1,441 revised claims pending at the end of the month.

TABLE E-4.—CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of July, 1953	Month of June, 1953	Month of July, 1952
Claims Disallowed.....	7,344	6,858	6,032
Claimants Disqualified*—			
Not unemployed.....			7,734
Disqualification—total.....	11,276	6,018	
6 days or less.....	7,692	3,223	
7 days or more.....	3,584	2,795	
Not capable of and not available for work.....	1,807	1,504	1,466
Loss of work due to a labour dispute.....	152	345	3,304
Refused offer of work and neglected opportunity to work.....	1,005	1,274	1,124
Discharged for misconduct.....	638	593	583
Voluntarily left employment without just cause.....	4,623	4,419	4,322
Failure to fulfill additional conditions imposed upon certain married women.....	911	826	867
Other reasons†.....	1,213	1,406	1,266
Total.....	28,969	23,243	26,698

* Includes 6,374 revised claims, disqualified. † These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At the Beginning of Month:	Total	Employed	Claimants*
1952—June.....	3,068,000	2,924,500	143,500
July.....	3,097,000	2,974,300	122,700
August.....	3,132,000	3,019,400	112,600
September.....	3,151,000	3,049,000	102,000
October.....	3,171,000	3,078,400	92,600
November.....	3,186,000	3,074,500	111,500
December.....	3,241,000	3,079,100	161,900
1953—January.....	3,286,000	3,007,400	278,600†
February.....	3,283,000	2,928,300	354,700†
March.....	3,280,000	2,916,800	363,200†
April.....	3,278,000	2,917,900	360,100†
May.....	3,166,000	2,950,800	215,200
June.....	3,153,000	3,009,900	143,100

*Ordinary claimants on the live unemployment register on the last working day of the preceding month. †Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO AUGUST 31, 1953
SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS					DISBURSEMENTS			Balance in Fund
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
			\$	\$	\$				
To 1948.....	441,772,355.96	87,948,417.69	15,449.49	35,485,221.38	565,221,444.52	117,486,505.31		117,486,505.31	447,734,939.21
1949.....	98,581,559.98	20,824,013.71	5,359.08	12,113,317.56	131,627,750.33	49,826,752.16		49,826,752.16	529,555,437.38
1950.....	104,432,416.94	20,064,332.20	17,731.42	14,391,257.71	138,935,737.27	85,006,136.24		85,006,136.24	552,646,972.52
1951.....	128,724,248.84	27,530,383.59	34,656.50	15,630,847.06	171,945,945.56	83,052,101.75		83,052,101.75	664,580,376.79
1952.....	153,837,568.49	30,815,234.37	33,344.00	19,046,503.98	203,782,990.84	85,559,677.68		85,559,677.68	778,199,351.43
1953.....	155,184,595.05	31,035,653.43	36,085.94	22,950,737.44	209,207,051.84	128,814,174.79		128,814,174.79	851,585,164.66
To 1953.....	1,082,603,034.24	218,353,874.56	145,026.43	119,617,885.13	1,420,720,420.36	549,775,347.93		549,775,347.93	851,585,164.66
April.....	15,247,472.55	2,648,879.50	2,186.29	2,062,394.23	17,902,032.37	16,351,132.37		16,351,132.37	850,304,754.92
May.....	13,369,785.82	2,070,051.96	625.00	2,065,494.36	18,111,965.14	12,188,755.09		12,188,755.09	850,304,754.92
June.....	12,418,749.38	2,484,024.75	3,195.50	2,022,231.63	16,928,198.26	8,398,564.65		8,398,564.65	864,568,478.88
July.....	13,194,027.63	2,636,424.22	5,064.82	2,119,370.11	17,955,486.78	7,139,851.79		7,139,851.79	875,375,908.23
August.....	*13,905,701.60	2,780,380.97	3,583.10	2,157,977.61	18,847,653.28	6,400,262.22		6,400,262.22	887,821,331.49
Sub-Total.....	66,136,341.78	13,226,861.40	14,664.71	10,367,467.94	89,745,335.83	50,508,566.12		50,508,566.12	887,821,331.49
Total.....	1,148,739,376.02	+231,580,735.96	160,291.14	129,985,353.07	1,510,465,756.19	600,283,914.05		622,644,374.70	887,821,331.49

* Stamps \$6,587,808.37. Meter \$1,779,047.41. Bulk \$5,475,168.93. D.V.A. \$60,676.89. Total \$13,905,701.60.
+ Government Refunds re Supplementary Benefit classes 3 and 4: July 3, 1950 to date \$1,827,834.25.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices at the beginning of each Month

Calculated by the Dominion Bureau of Statistics

	Percentage Increase since August 1, 1939	On base of average prices in 1935-39 at 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914.....		79.7	92.2	72.1	75.1	88.3			
1929.....		121.7	134.7	119.7	112.6	134.8	69.6		
1933.....		94.4	84.9	98.6	102.5	93.3	105.0		
1939.....		101.5	100.6	103.8	101.2	100.7	98.2	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	145.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	233.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July.....	86.5	188.0	239.5	147.9	149.8	209.1	198.7	147.4	215.7
August.....	86.1	187.6	238.0	147.9	150.1	208.6	198.0	147.8	214.8
September.....	85.0	186.5	234.2	148.9	150.3	207.7	195.8	147.8	212.7
October.....	83.5	185.0	229.3	148.9	150.9	206.7	195.9	148.5	210.1
November.....	83.3	184.8	229.0	148.9	151.1	205.5	195.5	148.8	209.7
December.....	82.7	184.2	226.1	149.9	152.7	205.4	195.3	148.8	208.4
1953									
January.....	82.9	184.4	226.2	150.2	153.9	205.3	196.0	148.9	208.6
February.....	83.4	184.9	227.4	150.5	154.3	205.2	191.1	149.0	208.2
March.....	82.7	184.2	225.7	150.7	154.4	205.5	196.3	147.9	208.0
April.....	82.4	183.9	223.5	150.9	155.5	205.5	196.8	148.7	207.0
May.....	82.1	183.6	222.8	151.0	153.2	206.3	196.2	149.0	206.5
June.....	83.3	184.8	225.7	152.5	152.6	206.4	196.2	149.0	207.9
July.....	84.5	186.0	229.2	152.9	153.5	206.5	196.0	149.2	209.7
August.....	84.9	186.4	229.5	153.3	153.6	206.7	195.9	150.0	210.1
September.....	84.8	186.3	228.6	153.4	153.9	207.0	196.0	150.2	209.8

*For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

†Commodities in the cost-of-living index excluding rents and services.

**TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO SEPTEMBER 1953**

(1949=100.0)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
1949—January	99.8	100.8	99.2	99.7	99.9	98.9
February	99.7	99.7	99.3	99.7	100.2	99.4
March	99.4	98.7	99.2	100.0	100.1	99.5
April	99.3	98.1	99.6	100.2	100.1	99.5
May	99.2	97.9	99.7	100.3	99.8	99.8
June	99.6	99.2	99.7	100.3	99.7	99.8
July	100.0	100.2	100.3	100.3	99.7	99.8
August	100.4	101.3	100.2	100.1	99.6	99.9
September	100.4	101.2	100.5	100.2	99.6	99.9
October	100.6	100.8	100.5	99.8	100.6	100.9
November	101.0	101.9	100.5	99.7	100.5	101.0
December	100.5	100.3	101.0	99.7	100.4	101.1
Year	100.0	100.0	100.0	100.0	100.0	100.0
1950—January	100.1	98.1	101.1	99.6	100.6	102.0
February	100.2	98.4	101.1	99.5	100.6	102.2
March	100.9	98.8	104.7	98.9	100.8	102.2
April	101.2	99.3	104.9	99.2	101.2	102.2
May	101.2	99.3	105.1	99.1	101.1	102.2
June	101.9	100.9	105.9	99.1	101.5	102.3
July	102.7	102.6	107.4	99.1	101.6	102.4
August	103.3	103.8	107.8	99.3	102.6	102.5
September	104.3	105.4	108.7	99.9	103.4	103.0
October	105.9	107.6	109.0	100.6	104.6	105.2
November	106.4	108.4	109.5	101.0	105.1	105.4
December	106.6	108.4	109.6	101.3	105.5	105.7
Year	102.9	102.6	106.2	99.7	102.4	103.1
1951—January	107.7	109.0	110.0	102.6	107.1	107.4
February	109.1	111.0	110.4	105.1	108.6	108.0
March	110.8	114.1	111.5	106.7	110.5	108.3
April	111.7	115.5	111.8	108.5	111.4	108.6
May	112.2	114.3	112.4	109.0	112.7	110.4
June	113.7	115.8	115.2	109.5	113.8	111.8
July	114.6	117.9	115.5	109.7	114.3	112.2
August	115.5	119.0	115.8	110.7	115.1	113.4
September	116.5	120.5	117.2	111.9	115.5	113.6
October	117.1	121.3	117.2	114.1	115.8	114.1
November	117.9	122.5	118.2	114.5	115.9	114.8
December	118.1	122.5	118.2	115.2	116.4	115.9
Year	113.7	117.0	114.4	109.8	113.1	111.5
1952—January	118.2	122.4	118.3	114.9	116.4	115.5
February	117.6	120.8	118.3	113.5	116.3	115.8
March	116.9	117.6	119.1	112.9	116.9	116.4
April	116.8	117.2	119.4	112.5	116.8	116.6
May	115.9	115.5	119.6	112.3	116.2	115.6
June	116.0	115.7	120.4	111.8	115.9	115.7
July	116.1	116.0	120.6	111.7	115.9	115.6
August	116.0	115.7	120.6	111.6	115.8	115.8
September	116.1	115.8	121.2	110.9	116.0	115.8
October	116.0	115.1	121.5	109.9	116.2	116.4
November	116.1	115.7	121.4	109.8	115.9	116.6
December	115.8	114.1	122.2	109.7	116.1	116.6
1953—January	115.7	113.5	122.3	109.7	116.5	116.7
February	115.5	112.7	122.5	109.6	116.6	116.7
March	114.8	111.6	122.5	109.7	116.7	115.2
April	114.6	110.9	122.7	109.7	116.9	115.0
May	114.4	110.1	122.9	110.1	116.6	115.1
June	114.9	111.4	123.6	110.1	116.6	115.1
July	115.4	112.7	123.9	110.3	117.0	115.2
August	115.7	112.8	124.1	110.4	117.2	115.8
September	116.2	114.0	124.2	110.4	117.4	115.9

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF AUGUST, 1953

(August, 1939=100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Aug. 1, 1952	July 2, 1953	Aug. 1, 1953						
¹ St. John's, Nfld...	105.3	101.9	102.9	101.8	107.3	107.8	101.9	101.2	101.4
Halifax.....	179.0	174.8	175.6	222.4	128.5	155.8	222.1	188.6	140.2
Saint John.....	186.1	182.4	183.8	225.2	132.8	152.8	229.3	189.4	152.5
Montreal.....	191.7	192.2	191.8	245.8	155.7	144.1	194.7	203.0	144.8
Toronto.....	184.2	183.3	183.7	218.5	162.8	178.5	207.3	189.0	149.2
Winnipeg.....	180.0	178.9	178.6	230.5	137.5	134.9	203.3	196.7	142.1
Saskatoon.....	183.9	185.1	185.5	242.1	136.8	162.2	217.9	204.2	134.1
Edmonton.....	179.1	179.0	179.8	237.2	129.7	124.3	213.7	191.5	145.8
Vancouver.....	189.5	188.8	188.0	233.5	140.0	174.3	217.2	195.3	154.3

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

¹ St. John's Index on the base June, 1951=100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

Base: August, 1939=100

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	Aug. 1950	Aug. 1951	Aug. 1952	July 1953	Aug. 1953	Price Aug. 1953
Beef, sirloin steak.....	lb.	120.7	154.8	328.2	386.6	344.8	293.9	293.5	81.2
Beef, round steak.....	lb.	125.7	167.9	365.3	428.0	385.1	324.2	322.9	75.8
Beef, blade.....	lb.	132.7	162.3	389.3	487.6	399.7	342.0	335.7	53.5
Beef, stewing, boneless.....	lb.	136.7	168.3	438.1	562.0	473.2	399.3	394.9	53.4
Lamb, leg roast.....	lb.	109.9	152.8	315.5	365.6	344.2	300.8	310.3	88.8
Pork, fresh loin centre-cut.....	lb.	125.3	143.8	244.4	302.5	233.7	274.0	279.6	74.9
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	285.6	354.8	269.1	288.8	292.5	55.0
Bacon, side, fancy, sliced, rind-off.....	$\frac{1}{2}$ lb.	132.3	142.5	222.5	229.7	176.1	237.2	246.5	45.2
Lard, pure, package.....	lb.	151.3	159.6	203.6	264.8	145.3	180.3	188.6	20.5
Shortening, package.....	lb.	134.7	137.5	222.9	263.8	209.9	204.2	204.9	29.2
Eggs, grade A large, carton.....	doz.	156.4	181.3	200.1	265.5	222.7	243.2	256.6	80.2
Milk.....	qt.	111.0	95.4	166.1	179.8	191.7	191.7	191.7	21.1
Butter, creamery, prints.....	lb.	140.5	148.0	211.0	252.5	230.4	232.6	232.3	63.4
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	165.4	224.5	252.1	262.5	262.5	261.0	34.6
Bread, plain, white, wrapped, sliced.....	lb.	106.5	106.3	165.1	188.6	191.8	201.0	204.1	13.3
Flour, all-purpose.....	lb.	127.3	124.2	221.2	227.2	224.3	236.1	239.0	8.1
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	164.1	183.6	195.4	195.4	196.5	18.1
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	171.6	242.7	300.5	244.6	242.7	25.6
Peas, 20 oz.....	tin	117.5	121.7	144.9	161.0	171.2	175.2	176.0	21.9
Corn, cream, choice, 20 oz.....	tin	128.3	132.7	169.4	177.5	193.8	179.8	178.9	19.1
Onions, cooking.....	lb.	108.2	126.5	177.5	185.1	240.2	193.7	184.0	9.5
Potatoes, No. 1, table.....	10 lbs.	89.9	149.4	189.5	180.5	345.0	190.5	183.9	41.9
Prunes, pkg.....	lb.	115.8	120.2	207.8	251.2	236.4	242.3	243.2	28.6
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	132.6	172.6	171.9	167.2	167.2	24.9
Oranges, California.....	doz.	132.5	154.3	142.2	130.4	132.5	129.2	124.8	34.2
Jam, strawberry, 16 oz.....	jar	111.3	115.1	155.0	166.6	161.3	151.8	152.4	25.6
Peaches, 15 oz.....	tin	101.5	106.1	141.1	154.7	154.7	145.3	145.3	21.5
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	174.3	204.2	180.6	167.8	166.2	10.4
Coffee, medium quality, in bag.....	lb.	141.6	131.7	281.3	313.8	308.3	310.3	310.9	106.4
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	181.3	185.8	187.2	175.5	175.5	50.5

* Descriptions and Units of Sale apply to August, 1953 prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork		Bacon, side fancy, sliced, rind-off, per ½ lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed), per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, lock-off, per lb.		
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	103·0	.....	^a 68·8	^a 52·0	63·7	82·2	74·3	^e 45·0	59·0
P.E.I.—									
2—Charlottetown.....	83·8	74·8	^a 60·8	^a 52·6	51·0	77·6	.....	40·9	46·4
Nova Scotia—									
3—Halifax.....	86·1	76·8	^a 52·4	54·3	51·9	74·5	^c 54·0	46·7	54·4
4—Sydney.....	82·1	76·0	^a 56·4	58·5	54·6	75·0	58·1	45·3	50·2
New Brunswick—									
5—Moncton.....	84·2	77·8	^a 55·0	50·0	46·8	77·5	55·6	47·4	51·0
6—Saint John.....	84·4	76·7	^a 57·5	54·3	49·1	79·3	55·8	48·5	49·5
Quebec—									
7—Chicoutimi.....	98·8	97·0	64·6	52·4	52·3	76·4	70·2	40·8	49·8
8—Hull.....	75·0	74·0	49·9	50·5	42·3	75·5	55·4	43·5	53·4
9—Montreal.....	92·0	87·7	^a 51·7	54·9	44·5	78·0	57·8	46·1	59·4
10—Quebec.....	93·7	90·2	^a 48·6	46·9	49·1	65·6	54·5	42·0	55·0
11—Sherbrooke.....	88·0	80·7	^a 53·0	53·7	41·6	71·9	55·6	41·7	46·3
12—Sorel.....	91·0	83·8	^a 59·0	49·0	49·6	70·8	49·7	41·6	57·0
13—Three Rivers.....	94·6	84·5	46·6	44·7	41·5	70·5	56·4	43·8	61·0
Ontario—									
14—Brantford.....	74·6	71·3	55·0	51·9	42·9	75·9	53·2	46·8	50·0
15—Cornwall.....	76·0	74·8	^a 44·9	53·3	39·6	75·5	55·0	45·5	55·8
16—Fort William.....	80·7	78·4	^a 59·2	59·0	51·4	74·3	.....	43·5	58·8
17—Hamilton.....	81·7	76·2	52·8	53·9	44·5	78·9	48·4	47·0	52·8
18—Kirkland Lake.....	76·8	74·2	^a 52·2	52·7	46·5	77·8	^d 62·3	46·8	59·3
19—London.....	79·0	76·4	49·5	51·4	43·2	75·8	49·4	46·8	53·8
20—North Bay.....	73·3	72·3	52·4	50·0	46·3	74·3	49·8	47·2	53·7
21—Oshawa.....	74·1	73·7	47·0	50·0	42·7	76·1	45·3	46·3	49·2
22—Ottawa.....	76·9	72·3	49·8	52·6	39·0	77·9	51·6	45·8	54·1
23—Sault Ste. Marie.....	76·6	76·0	^a 53·4	58·7	50·1	75·1	61·0	45·6	56·4
24—Sudbury.....	72·2	71·9	^a 52·0	51·0	43·7	71·1	^d 53·8	42·8	50·8
25—Toronto.....	81·4	77·1	^a 55·3	50·9	43·2	76·5	48·2	47·3	48·1
26—Windsor.....	75·1	71·5	^a 49·6	56·4	44·6	77·8	^d 53·4	47·0	55·4
Manitoba—									
27—Winnipeg.....	78·9	72·8	54·2	53·9	48·1	73·3	^d 58·9	44·2	52·1
Saskatchewan—									
28—Regina.....	77·0	71·1	^a 54·2	54·8	44·2	72·1	55·4	43·3	53·7
29—Saskatoon.....	75·1	72·8	^a 54·6	58·2	47·8	69·6	^d 59·7	45·0	49·7
Alberta—									
30—Calgary.....	78·8	73·1	63·1	56·2	41·3	68·4	^d 58·1	43·0	53·1
31—Edmonton.....	72·1	68·7	^a 47·3	52·9	45·5	63·1	49·1	43·6	45·6
British Columbia—									
32—Prince Rupert.....	85·0	77·5	^a 58·5	63·0	48·0	75·0	65·0	45·7	63·7
33—Trail.....	87·4	81·6	^a 61·2	64·8	.....	74·0	65·0	44·0	63·3
34—Vancouver.....	90·1	79·4	59·8	57·9	51·7	80·5	^d 64·7	44·2	55·1
35—Victoria.....	92·9	84·5	61·7	60·3	55·9	80·3	59·5	45·2	55·0

FOODS AND COAL BY CITIES, AUGUST, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose, per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn Flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart	Butter, creamery, first grade, per 1 lb. print
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....		8.7	12.0	20.9	11.2	60.6	96.5	32.0	76.3
P.E.I.—									
2—Charlottetown.....	85.0	8.9	14.4	19.2	10.3	52.8	^g 77.5	17.0	65.9
Nova Scotia—									
3—Halifax.....	87.4	8.8	12.8	18.4	9.6	49.8	^g 82.0	20.5	65.8
4—Sydney.....	81.0	9.0	14.0	19.4	10.5	49.5	^g 84.7	22.0	67.4
New Brunswick—									
5—Moncton.....	81.6	9.0	13.3	18.5	10.1	49.6	^g 83.0	20.0	65.8
6—Saint John.....	86.4	8.8	13.3	18.7	9.9	49.2	^g 86.2	21.0	67.0
Quebec—									
7—Chicoutimi.....	106.7	8.3	16.0	19.3	10.2	55.4	^g 84.0	20.0	60.0
8—Hull.....		7.7	12.7	17.4	9.9	47.0	81.5	22.0	60.3
9—Montreal.....	90.6	7.9	12.7	17.3	9.4	49.1	81.4	20.0	60.7
10—Quebec.....	91.5	7.6	12.5	18.1	9.5	49.9	82.0	20.0	61.7
11—Sherbrooke.....	82.2	8.0	13.1	17.4	9.3	50.7	^g 85.0	20.0	59.7
12—Sorel.....		7.7	12.7	17.7	9.7	47.3	^g 80.3	19.0	59.5
13—Three Rivers.....		7.7	11.7	17.4	10.3	49.3	^g 79.6	19.0	59.6
Ontario—									
14—Brantford.....	94.8	8.0	12.7	17.5	9.8	44.2	^g 79.5	21.0	61.9
15—Cornwall.....		7.9	12.7	18.2	10.1	47.2	^g 81.7	19.0	61.6
16—Fort William.....	89.3	7.8	14.0	18.8	10.6	52.8	^g 78.8	23.0	63.1
17—Hamilton.....	98.8	8.2	12.7	17.6	10.0	45.2	^g 82.3	22.0	63.5
18—Kirkland Lake.....	93.7	8.4	12.0	18.9	11.2	51.4	86.2	25.0	64.2
19—London.....	96.2	7.8	12.7	17.4	9.9	44.6	^g 76.3	21.0	63.1
20—North Bay.....		8.3	13.0	19.4	11.3	49.2	^g 88.6	22.0	64.4
21—Oshawa.....		7.7	12.7	17.4	9.7	46.0	^g 80.5	21.0	62.2
22—Ottawa.....	88.0	7.9	12.7	17.5	10.0	48.5	84.8	21.8	61.8
23—Sault Ste. Marie.....		8.3	13.3	19.2	10.8	48.5	85.7	23.0	64.2
24—Sudbury.....		8.6	13.3	18.5	11.0	48.8	86.4	23.0	62.8
25—Toronto.....	89.1	7.9	12.7	17.4	9.4	43.8	^g 80.5	22.0	62.9
26—Windsor.....	82.3	8.2	12.7	17.9	10.0	47.2	^g 80.8	22.0	63.0
Manitoba—									
27—Winnipeg.....	86.6	7.7	15.0	17.7	11.7	^t 67.1	^g 74.6	20.0	61.9
Saskatchewan—									
28—Regina.....	81.2	8.0	14.4	18.6	12.8	^t 63.1	71.0	19.0	61.2
29—Saskatoon.....		7.9	13.6	17.7	13.9	^t 60.9	^g 68.8	20.5	62.1
Alberta—									
30—Calgary.....	85.3	7.8	14.4	18.2	11.9	^t 59.2	^g 75.8	21.0	62.1
31—Edmonton.....	80.0	8.0	14.4	17.9	11.7	^t 61.1	^g 71.7	20.0	63.9
British Columbia—									
32—Prince Rupert.....	103.0	8.6	15.0	18.6	11.1	^t 62.2	79.4	31.0	65.9
33—Trail.....	99.8	7.9	17.0	18.3	11.7	^t 63.1	^g 78.7	25.0	63.8
34—Vancouver.....	89.2	7.9	16.0	17.7	9.7	^t 56.9	^g 72.6	21.8	64.9
35—Victoria.....	99.3	7.8	16.0	17.9	10.0	^t 57.2	^g 76.9	24.0	65.7

TABLE F-4—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed, per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables			Oranges, California, 288's, per doz.
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin	
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	36.2	33.3	.....	34.1	.....	17.4	^s 50.1	32.4	25.5	24.1	44.1
P.E.I.—											
2—Charlottetown.....	37.0	.....	22.5	30.3	28.2	19.3	20.1	28.7	22.4	22.0	37.8
Nova Scotia											
3—Halifax.....	35.2	39.5	21.3	29.3	24.9	17.2	21.5	27.1	23.9	19.9	34.2
4—Sydney.....	36.9	37.6	20.9	29.1	26.1	19.1	23.1	28.0	23.1	20.4	38.1
New Brunswick—											
5—Moncton.....	34.9	38.3	23.4	29.9	25.9	16.9	21.9	25.6	23.5	19.7	34.8
6—Saint John.....	35.9	39.3	22.5	29.0	25.7	17.5	20.7	25.1	23.4	19.1	36.3
Quebec—											
7—Chicoutimi.....	36.6	.....	21.2	34.3	27.0	18.8	.....	25.3	23.2	20.0	33.0
8—Hull.....	33.3	.....	21.0	28.6	25.5	16.7	20.7	22.4	20.8	16.7	29.4
9—Montreal.....	34.3	.....	22.4	29.0	26.4	16.9	20.1	22.6	22.1	18.7	34.8
10—Quebec.....	34.9	.....	22.8	29.2	26.1	17.6	20.5	25.7	21.1	18.2	33.6
11—Sherbrooke.....	35.1	.....	20.8	30.2	24.7	17.4	20.1	23.2	21.9	20.4	33.3
12—Sorel.....	33.5	.....	21.9	29.6	26.1	16.8	22.2	25.0	19.1	17.8	36.6
13—Three Rivers.....	34.2	.....	19.8	28.5	25.4	18.2	22.0	23.9	21.8	20.3	34.2
Ontario—											
14—Brantford.....	32.7	39.5	19.9	27.8	24.1	17.2	20.9	24.7	20.7	17.7	29.7
15—Cornwall.....	34.3	38.4	21.5	28.1	25.3	16.2	19.9	24.4	19.8	18.9	31.5
16—Fort William.....	35.3	40.5	20.3	29.0	24.6	18.0	21.2	25.4	22.3	19.6	36.0
17—Hamilton.....	34.3	39.7	21.8	29.3	24.8	16.8	20.1	24.2	21.0	17.5	33.6
18—Kirkland Lake.....	35.0	39.0	21.8	30.0	26.4	18.9	22.1	25.5	.....	19.7	35.7
19—London.....	33.6	39.0	21.2	28.0	26.1	17.2	19.9	25.0	21.4	17.3	31.5
20—North Bay.....	35.6	38.7	23.0	28.2	31.8	18.4	.....	25.3	22.7	18.8	31.8
21—Oshawa.....	33.3	39.7	22.0	27.6	24.0	16.8	20.0	23.9	20.8	16.9	33.6
22—Ottawa.....	33.9	39.4	21.0	29.1	25.3	16.8	21.6	23.0	21.5	16.6	29.7
23—Sault Ste. Marie.....	35.4	38.9	22.0	29.3	26.0	17.4	.....	25.4	21.1	18.5	33.0
24—Sudbury.....	34.2	37.8	21.4	29.4	26.0	18.8	.....	22.7	21.8	18.2	33.9
25—Toronto.....	33.2	39.5	21.0	28.4	23.7	17.2	20.2	23.4	21.2	16.5	28.5
26—Windsor.....	34.8	39.7	21.0	29.4	25.6	17.8	21.7	22.3	16.9	17.6	34.5
Manitoba—											
27—Winnipeg.....	35.1	41.1	20.6	28.1	24.8	17.7	21.8	25.4	^m 18.4	19.2	37.2
Saskatchewan—											
28—Regina.....	35.8	40.9	17.6	30.4	25.1	19.0	23.8	29.2	22.4	20.4	36.9
29—Saskatoon.....	34.2	40.9	17.2	28.7	24.8	19.5	22.8	28.0	23.0	21.0	39.3
Alberta—											
30—Calgary.....	33.7	40.4	17.2	30.1	24.3	18.1	25.0	30.2	22.2	21.8	34.5
31—Edmonton.....	34.7	41.4	17.8	31.3	24.3	18.3	21.7	28.3	22.2	22.0	38.4
British Columbia—											
32—Prince Rupert.....	37.5	40.8	20.1	31.0	26.8	21.9	24.1	33.0	^m 20.9	^m 19.4	38.4
33—Trail.....	35.8	40.1	18.9	31.7	.....	20.4	24.6	31.3	^m 20.6	^m 20.9	32.1
34—Vancouver.....	35.3	40.0	18.1	27.6	23.8	17.4	22.0	28.7	^m 16.0	^m 15.6	31.8
35—Victoria.....	35.9	39.5	19.6	29.8	23.0	17.1	20.4	29.1	^m 18.9	^m 17.3	30.3

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported.

FOODS AND COAL BY CITIES, AUGUST, 1953

Bureau of Statistics

Locality	Bananas, yellow,	Potatoes, Canadian,	Onions, No. 1	Prunes, medium size,	Raisins, seedless,	Tea, black, medium	Coffee, medium	Coal	
	per lb.	No. 1, per 10 lbs.	cooking, per lb.	per lb. pkg.	Australian, per lb.	quality, per $\frac{1}{2}$ lb. pkg.	quality, in bags, per lb.	Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	\$	\$
Newfoundland—									
1—St. John's.....	32.3	50.3	11.9	34.1	26.3	61.8	124.9	.....	23.04
P.E.I.—									
2—Charlottetown.....	23.4	42.7	9.1	27.2	27.6	47.0	115.5	.....	17.50
Nova Scotia—									
3—Halifax.....	21.5	42.3	8.5	28.8	24.1	46.4	112.9	.....	19.50
4—Sydney.....	25.8	44.0	9.5	29.6	25.8	46.8	118.8	.....	13.60
New Brunswick—									
5—Moncton.....	22.0	36.4	9.0	28.0	25.7	46.0	109.6	.....	18.75
6—Saint John.....	21.7	34.9	9.3	29.8	26.7	49.1	113.9	.....	19.75
Quebec—									
7—Chicoutimi.....	18.5	39.8	11.8	29.7	28.0	55.5	108.8	29.00	.....
8—Hull.....	19.0	40.4	10.5	28.2	24.8	52.3	110.4	27.50	.....
9—Montreal.....	18.1	30.6	10.9	29.5	25.0	48.0	107.4	27.37	.....
10—Quebec.....	18.1	35.3	10.0	28.2	26.7	50.5	110.1	28.56	.....
11—Sherbrooke.....	17.9	34.4	9.3	28.8	25.0	54.3	109.0	27.75	.....
12—Sorel.....	18.1	37.9	10.9	27.0	23.2	52.5	109.4	26.50	.....
13—Three Rivers.....	18.4	35.5	9.8	27.7	25.6	54.0	110.4	27.00	.....
Ontario—									
14—Brantford.....	18.8	38.7	7.7	30.1	22.9	51.8	101.5	26.40	.....
15—Cornwall.....	19.0	38.9	9.5	28.3	24.1	52.0	107.6	29.15	.....
16—Fort William.....	20.0	50.3	8.6	26.4	25.0	50.7	104.8	26.38	.....
17—Hamilton.....	19.2	42.0	8.8	28.8	23.5	49.5	104.0	26.06	.....
18—Kirkland Lake.....	19.8	46.5	10.0	29.5	26.4	55.2	99.8	33.50	.....
19—London.....	19.0	35.8	8.9	28.2	22.8	48.7	103.9	26.75	.....
20—North Bay.....	20.3	41.3	8.8	.....	22.8	52.7	115.2	28.75	.....
21—Oshawa.....	19.3	35.9	8.9	26.8	22.7	54.5	102.8	27.40	.....
22—Ottawa.....	18.9	40.1	9.4	28.3	25.4	50.4	105.0	27.50	.....
23—Sault Ste. Marie.....	19.8	53.3	10.5	29.6	23.5	54.8	105.6	25.50	.....
24—Sudbury.....	19.2	47.2	9.3	26.2	24.6	50.6	101.2	29.00	.....
25—Toronto.....	19.0	40.1	7.8	27.8	24.7	48.3	102.6	24.57	.....
26—Windsor.....	19.0	35.3	8.1	32.1	25.0	49.8	104.8	25.75	.....
Manitoba—									
27—Winnipeg.....	19.8	35.5	9.4	28.2	27.3	47.2	100.9	.....	21.05
Saskatchewan—									
28—Regina.....	22.4	65.0	10.5	27.6	27.3	48.5	103.8	.....	18.30
29—Saskatoon.....	22.1	57.8	11.8	30.8	27.2	47.4	103.0	.....	17.98
Alberta—									
30—Calgary.....	23.6	51.7	10.3	28.6	25.5	48.2	101.0	.....	.....
31—Edmonton.....	23.2	57.4	12.3	29.5	25.5	48.2	104.9	.....	8.58
British Columbia—									
32—Prince Rupert.....	25.1	49.5	9.9	28.2	26.5	50.4	102.3	.....	22.90
33—Trail.....	25.3	47.8	10.0	27.5	26.9	50.2	97.9	.....	19.75
34—Vancouver.....	20.2	33.3	8.9	25.8	23.9	47.2	98.6	.....	19.93
35—Victoria.....	20.8	28.3	8.5	27.3	24.1	46.4	101.7	.....	21.56

(g) Mixed—carton and loose. (h) Evaporated milk, 17-Oc. per 16 oz. tin. (k) Californian. (m) 15 oz. tin.
 (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)
Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Consumer Price Index, Dominion Bureau of Statistics	Consumer Price Index, Bureau of Labor Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Consumption Price Index	Cost of Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City			Paris				Cairo	9 Towns	6 Capital Cities	21 Towns
Base Period	1949	1947-49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June-Aug. 1939	1939	1936-39 = 1000	1st quarter 1949 = 1000
1922	(a) 74.9	(b) 71.6	(c) 1183	(d) 1183	(h) 185				(e) 164		110.1	(d) 719	
1926	75.9	75.6	(f) 172	(i) 172	(h) 176				(e) 162	125	106.3	(f) 763	
1929	75.8	73.3	(f) 164	(i) 164	(h) 151				(e) 161	118	106.6	(f) 758	
1933	88.3	55.3	(f) 150	(i) 150	(h) 178				(e) 131	(h) 103	93.2	1150	
1939	63.2	59.4	100.0	(f) 138	(h) 205	(m) 108		107.5	(e) 138	(h) 103	99.9	1029	748
1940	69.6	59.9	100.7	(f) 184	(h) 205	(m) 126		129.5	(e) 151		103.4	1051	782
1941	69.6	62.9	104.4	(f) 199	(h) 205	(m) 150		141.7	(e) 174	138	108.2	1111	810
1944	74.6	75.2	109.1	(f) 201	(h) 235	(m) 235		158.2	(e) 207	279	128.8	1270	872
1945	75.0	76.9	213.5	(f) 203	(h) 235	(m) 383		157.5	(e) 209	293	132.2	1270	884
1946	77.5	83.4	206.7	(f) 203	(h) 291	(m) 645		169.3	(e) 208	287	134.1	1278	891
1947	84.8	95.5	300.3	(f) 203	(h) 291	(m) 1030	4575	169.3	(e) 217	273	139.7	1309	919
1948	97.0	102.8	318.9	(f) 108	(l) 99	(m) 1032	4847	172.4	(e) 224	283	147.8	1392	992
1949	100.0	101.8	336.0	(f) 111	(l) 100	(m) 1818	4315	175.4	(e) 223	278	153.2	1528	1009
1950	102.9	102.8	356.2	(f) 114	(l) 101	(m) 1945	5849	177.7	(e) 223	295	159.3	1689	1066
1951	113.7	111.0	401.0	(f) 124	(l) 109	(m) 1945	5849	186.1	(e) 223	319	171.0	1906	1183
1952	116.5	113.5	455.7	102.6	(l) 118		5946	223.0	(e) 223	320	182.1	2366	1253
1952 March	116.9	112.4	448.8	100.6			5475	223.0	(e) 223	320	182.1		
April	116.8	112.9	451.3	102.2			5601	223.1	(e) 223	321	183.5		
May	116.9	113.4	463.9	103.9	115		5222	223.6	(e) 223	321	184.1		
June	116.0	114.1	464.8	103.8			5559	225.1	(e) 223	321	185.3		
July	116.1	114.1	464.8	103.8			5572	224.8	(e) 223	317	185.3		
August	116.0	114.3	466.6	103.2	122		5575	225.2	(e) 223	316	185.3		
September	116.1	114.1	464.1	103.0			5626	224.3	(e) 223	317	185.3		1284
October	116.0	114.2	465.0	103.9			5626	224.3	(e) 223	317	185.3		
November	116.1	114.3	467.6	103.8	123		5626	224.3	(e) 223	317	185.3		
December	115.8	114.1	432.7	104.5			5603	224.3	(e) 223	296	185.3		1294
1953 January	115.7	113.9	462.4	104.4	123		5612	224.3	(e) 223	296	185.3		
February	115.5	113.4	437.2	104.7			5612	224.3	(e) 223	296	185.3		
March	114.8	113.6	449.9	105.4			5668	224.2	(e) 223	299	185.3		1306
April	114.6	113.7	449.9	106.4			5668	224.2	(e) 223	299	185.3		
May	114.4	114.0	449.9	106.0	126		5702	224.4	(e) 223	299	185.3		
June	114.9	114.5	449.9	106.6			5702	224.4	(e) 223	299	185.3		
July	115.4	114.7	449.9	106.6			5702	224.4	(e) 223	299	185.3		
August	115.7	114.7	449.9	106.6			5702	224.4	(e) 223	299	185.3		

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Years 1918-49 on base June 1914 = 100. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-46 are on base July, 1914 = 100. (i) Years 1914-47 on base July, 1914 = 100. (j) Yearly averages are for period from July of preceding year to June of year specified. (k) Average June-December. (l) Average of quarterly indexes. (m) Annual averages 1933-1950 are on base 1938 = 100. (n) Series on June, 1947 base. (o) Average of quarterly indexes. (p) Annual averages 1933-1950 are on base 1938 = 100.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939=100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1951	1952	July 1952	June 1953	July 1953
All Commodities										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	240.2	226.0	225.4	221.7	221.2
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	218.6	210.3	208.6	197.4	198.7
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	297.7	243.2	247.0	247.5	243.5
III. Fibres, Textiles and Textile Products.....	81.6	220.4	125.1	97.8	98.9	295.9	251.5	252.6	241.7	241.2
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	295.5	291.0	292.2	290.5	289.7
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	208.7	219.0	218.2	220.6	220.6
VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	180.6	172.9	172.5	168.6	168.3
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	169.8	173.9	173.4	176.4	177.0
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	187.3	180.1	177.3	176.4	176.1
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	237.9	218.7	218.2	207.2	207.2
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	242.4	230.7	229.8	230.4	229.6
Non-Residential Building Materials (1949=100).....										
Residential Building Materials.....				89.0	60.3	118.6	123.2	122.9	124.7	124.7
Canadian Farm Products Total.....			112.4	89.0	102.3	286.2	284.8	283.8	284.1	283.9
Field.....			140.8	69.3	92.6	268.6	247.2	253.5	219.3	219.2
Animal.....			137.2	69.3	83.7	200.4	216.9	230.2	169.9	173.1
			144.4	69.2	101.5	336.9	277.5	276.8	268.8	265.3

¹ Gold is included from 1935 to date.
The indexes for 1953 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-AUGUST, 1952-53†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January.....	14‡	14	2,136‡	2,136	31,050	0-04
February.....	11	19	2,448	3,757	23,777	0-03
March.....	13	21	4,524	5,450	33,018	0-04
April.....	14	21	2,790	3,562	29,120	0-03
May.....	17	30	2,740	4,748	36,127	0-04
June.....	16	31	4,809	6,452	57,346	0-07
July.....	14	30	4,650	7,396	73,486	0-09
August.....	6	17	4,408	8,598	92,760	0-11
Cumulative totals.....	105		28,505		376,684	0-06
1952						
January.....	13‡	13	5,374‡	5,374	71,145	0-09
February.....	12	22	12,394	13,048	47,603	0-06
March.....	16	25	2,877	5,186	65,272	0-08
April.....	22	37	8,418	12,121	178,713	0-21
May.....	30	44	14,853	23,360	248,575	0-30
June.....	28	42	44,704	59,706	717,845	0-87
July.....	29	54	8,941	56,263	888,243	1-07
August.....	20	42	8,166	15,039	202,395	0-24
Cumulative totals.....	170		105,727		2,419,791	0-37

*Preliminary figures.

‡Strikes un-terminated at the end of the previous year are included in these totals.

†The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to August, 1953				
MINING—				
Silver and lead miners, Alice Arm, B.C.	1	100	500	Commenced May 15; for a new agree- ment providing for increased wages and union security following refer- ence to conciliation board; inter- minated.
Gold miners, Pamour, South Porcupine and Timmins, Ont.	4	1,010	21,000	Commenced July 11; for new agree- ments providing for increased wages, reduced hours from 48 to 40 per week, pay for six statutory holidays, check-off and extension of vacation plan following refer- ence to conciliation board; inter- minated.
MANUFACTURING—				
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, Preston, Ont.	2	(3) 258	5,000	Commenced May 26; for a union agreement providing for increased wages and reduced hours from 45 to 40 per week following refer- ence to conciliation board; inter- minated.
<i>Textiles, Clothing, etc.—</i> Knitting factory workers, Plessisville, Que.	1	(4) 57	1,300	Commenced May 19; for a new agree- ment incorporating cost-of-living bonus in basic rate, seniority, etc., following reference to arbitration board; partial return of workers; unterminated.
<i>Metal Products—</i> Zinc alloy die casting factory workers, Wallaceburg, Ont.	1	48	900	Commenced April 22; for a union agreement providing for increased wages retroactive to Oct. 30, 1952, and other changes following refer- ence to conciliation board; un- terminated.
Skate factory workers, Kitchener, Ont.	1	44	900	Commenced May 14; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; unterminated.
Spring factory workers, Hamilton, Ont.	1	240	5,000	Commenced June 24; for a new agree- ment providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, check-off, etc., following refer- ence to conciliation board; inter- minated.
Refrigerator factory workers, Granby, Que.	1	118	235	Commenced July 20; for a new agree- ment providing for increased wages; extension of vacation plan, etc.; terminated August 4; negotiations; compromise.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Chemical factory workers, Niagara Falls, Ont.	1	765	7,000	Commenced July 28; for a union agreement providing for union security following reference to con- ciliation board; terminated August 14; conciliation; in favour of work- ers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to August, 1953—concluded				
TRANSPORTATION AND PUBLIC UTILITIES— <i>Other Local and Highway Transport—</i> Truck drivers, warehousemen and helpers, South Western Ontario	.....	1,500	33,500	Commenced July 20; for new agreements providing for increased wages following reference to conciliation board; terminated August 29; conciliation; compromise.
TRADE— Wholesale produce warehouse workers, Vancouver, B.C.	1	50	1,100	Commenced June 15; for a union agreement providing for increased wages following reference to conciliation board; un-terminated.
Strikes and Lockouts Commencing in August, 1953				
MINING— Gold and copper miners and smelter workers, Noranda, Que.	1	(5) 1,600	12,800	Commenced August 22; for a new agreement providing for check-off, increased wages and reduced hours from 48 to 40 per week following reference to arbitration board; un-terminated.
MANUFACTURING— <i>Miscellaneous Wood Products—</i> Plywood factory workers, Vancouver, B.C.	1	219	1,300	Commenced August 11; for reduction in hours of work from eight to six and one-half for graveyard shift; terminated August 18; negotiations; in favour of workers.
<i>Metal Products—</i> Aero engine mechanics, Vancouver, B.C.	1	82	940	Commenced August 14; for a new agreement providing for increased wages following reference to conciliation board; un-terminated.
Electrical apparatus factory workers, Hamilton, Ont.	1	1,900	240	Commenced August 18; protesting suspension of five workers for refusal to unload trucks (sympathy with truckers' strike); terminated August 18; return of workers; in favour of employer.
Electrical apparatus factory workers, St. Catharines, Ont.	1	600	900	Commenced August 18; refusal to work with non-union workers; terminated August 19; negotiations; in favour of workers, job to be done with union labour.
TRADE— Wholesale grocery warehouse workers, Penticton, B.C.	1	7	145	Commenced August 3; for a union agreement providing for increased wages, closed shop, grievance committee, etc., following reference to conciliation board; un-terminated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 121 indirectly affected; (4) 21 indirectly affected; (5) 140 indirectly affected.

manpower and labour relations

REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

LABOUR surpluses began to increase in many Canadian labour market areas during October. Seasonal job opportunities declined sharply as the harvesting of a near-record crop was completed and as other seasonal industries became less active. Good weather throughout the country speeded up the completion of activity in some instances and extended operations in others. In some areas, however, labour surpluses were developing somewhat more rapidly than is usual for the season. This results partly from the completion of certain resource development and defence construction projects and from the levelling-off of employment in a number of manufacturing industries, particularly the durable goods sector, which was expanding more than seasonally a year ago.

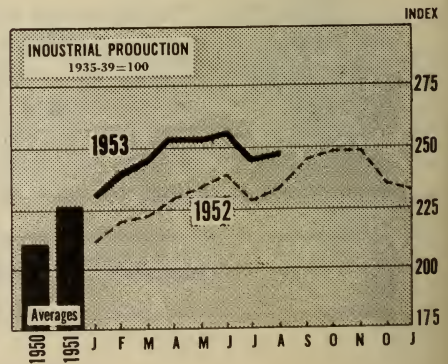
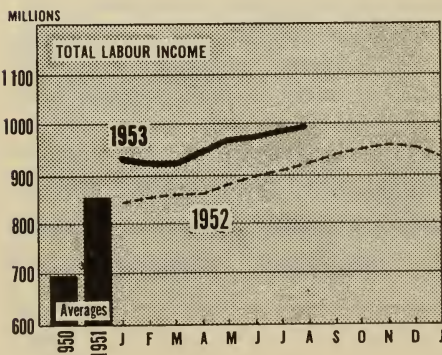
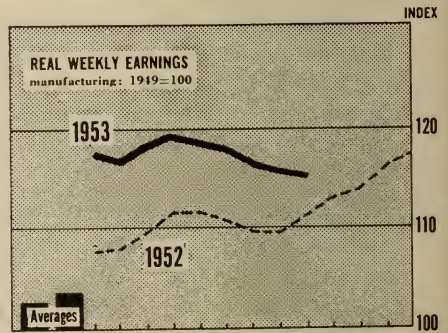
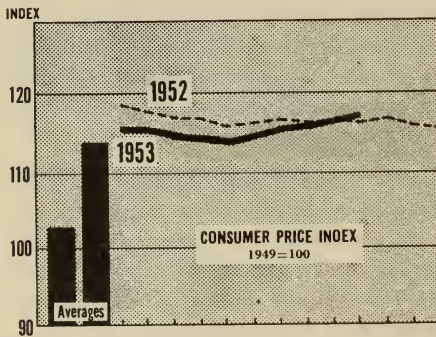
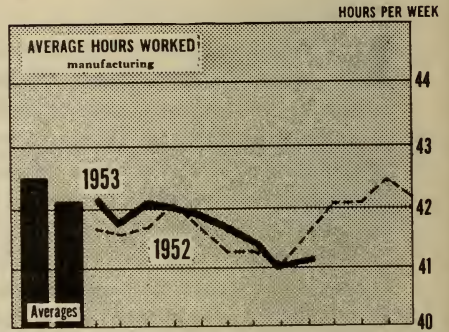
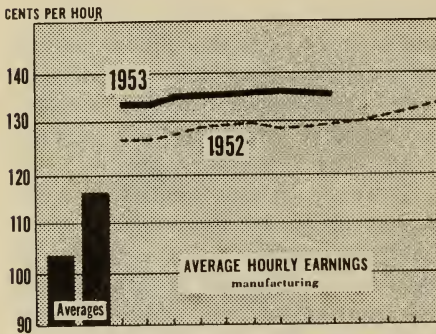
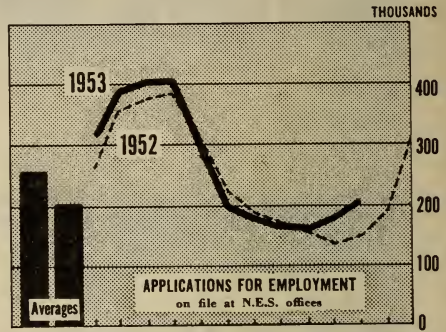
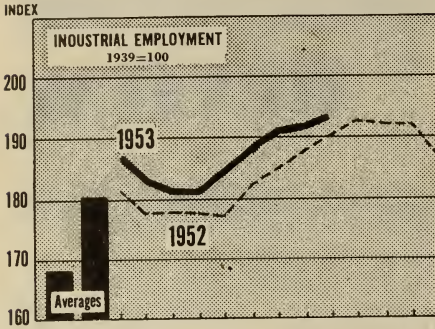
The effect of these developments on the over-all labour market was that the number of persons with jobs declined by about 74,000 to 5,240,000, the number of persons at work 35 hours or more declined by 66,000 and that of persons working less than 35 hours increased 7,000 to 286,000. The number of areas with a slight labour surplus increased from 19 to 37.

Job applications on file at National Employment Service offices increased sharply during October. The rate of increase in applications indicated that the decline in labour requirements has been somewhat more than seasonal in nature. The average total number of applications for the month was 185,600, an increase of 14 per cent from September 1953 and 25 per cent from October last year.

While some readjustments seem to be taking place in manufacturing and mining, most major indicators of economic activity, such as investment, personal income and consumer expenditures, continue to exceed last year's levels and suggest continued strength in the economy. Employment levels in trade and services are well above last year's and are also higher in mining and manufacturing. Employment in construction as a whole is about the same as last year, despite the marked drop in

A Monthly Labour Gazette Feature

CURRENT LABOUR TRENDS



activity in highways, bridges and streets. Residential housing starts and completions are about one-third higher than last year.

Strong demand for consumer goods, together with sustained investment and defence expenditures, has meant substantial employment increases in a number of industries during the past year. Continued expansion in the production of furniture and electronic, radar and lighting equipment has more than offset decreases in household appliance manufacturing. In the food, beverage and clothing industries, employment has been slightly higher than last year.

Expansion has also taken place among some of the heavier manufacturing and basic material industries. Employment in aircraft manufacturing, though slightly lower than a few months ago, was 18 per cent higher in September this year than last. Employment in shipbuilding and railway rolling stock is currently 11 and 45 per cent higher, respectively, than the average for the past three years. Similarly, the volume of export and domestic shipments of base metals and their products has shown marked increases this year.

Despite the current high level of industrial activity generally, a few industries have slackened their demand for labour, which has accentuated the seasonal rise of labour surpluses. Apart from the usual seasonal factors, the main reasons for the heavier labour surpluses this year are the slackness in textiles, the continuing decline in employment in agricultural implement manufacturing, the extended lay-offs for model change-over in the automobile industry, declines in logging employment in British Columbia, the completion of certain resource development and defence projects, reduced coal-mining employment and the increase in the number of workers on strike.

Employment in textile manufacturing, although still slightly higher than last year, failed to reach the 1951 level. The year-to-year employment level in agricultural implement manufacturing declined about 25 per cent. Drought conditions in the southern United States, which reduced Canadian exports of farm implements, high sales in post-war years and the slightly lower cash position of farmers are contributing factors to reduced employment this year. Early model change-over has augmented the number of workers temporarily idle.

Job Applications at N.E.S. Offices
as Percentages of Paid Workers

Region	Oct. 29 1953	Oct. 1 1953	Oct. 30 1952
Atlantic	6.8	5.5	4.8
Quebec	5.1	4.3	3.8
Ontario	4.4	3.6	3.0
Prairies	3.7	2.7	2.8
Pacific	7.6	6.1	6.0
Canada	5.0	4.1	3.7

The slackening rate of employment expansion combined with a steady growth of the labour force has resulted in a higher ratio of job applications to wage and salary workers. Labour surpluses were highest in the Pacific and Atlantic regions, followed by the Quebec, Ontario and Prairie regions, in that order (see regional distribution of applications in accompanying table).

Labour—Management Relations

THE outstanding feature in labour-management relations over the past month has been the sharp increase in time lost through work stoppages. On the other hand, settlements were reached in several industries, including pulp and paper, where bargaining had been going on for some time.

Work Stoppages. Preliminary figures indicate that slightly more than 268,000 man-working days were lost in October, compared with approximately 166,000 in the same month last year. For all previous months the figure has been lower in 1953 than 1952.

More than 60 per cent of the October time loss resulted from work stoppages in gold and base metal mines in northern Ontario and Quebec. Approximately 7,000 mine workers, represented by the United Steelworkers of America (CIO-CCL), are involved in stoppages at 12 mines. At mid-November, these strikes were still in progress although negotiations were reported to have been re-opened between the union and one of the largest producers.

The strike of lumbering and sawmill workers in the northern interior of British Columbia (L.G., Oct., p. 1410) was still in progress. In the latter part of October, lumbering workers in the southern interior of the province also went on strike.

Other important stoppages in progress at mid-November include those involving 460 paper mill workers at Beauharnois and Crabtree Mills, Que., 700 steel mill workers at Winnipeg and 450 carpenters at Fort William and Port Arthur.

The strike of seamen employed on Canada's Atlantic fleet, reported last month (L.G., Oct., p. 1410), was terminated October 23. The main terms of settlement were a \$6-per-month increase for unlicensed personnel, with an additional \$10 for day workers in the deck and engine room departments and a 48-hour week at sea, except for deck and engine room employees, whose weekly hours were reduced to 40.

Recent Settlements. A strike of more than 12,000 workers employed in pulp and newsprint mills in Ontario was averted by an agreement reached early in November. This agreement provides a three-per-cent increase in wage rates, with a minimum of five cents an hour retroactive to May 1, as well as certain fringe benefits, and was reached after extensive bargaining, conciliation and a vote by workers in favour of strike action (L.G., Oct., p. 1408). The employees are represented by the International Brotherhood of Paper Makers (AFL-TLC), the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC) and several other unions.

Following the Ontario settlement, the AFL-TLC unions in the pulp and paper industry and the Canadian International Paper Company, operating mills in Quebec, eastern Ontario and New Brunswick, agreed to a new two-year contract. The agreement, covering approximately 5,000 workers, provides for a wage increase of five per cent, a 40-hour week and other benefits.

Meanwhile, no agreement had been reached in the British Columbia pulp and paper industry. A vote favouring strike action followed the rejection by the unions of a conciliation board report recommending a wage increase of four cents an hour.

Long-standing differences between District 50, United Mine Workers of America (CCL), and the Dominion Coal Company Limited have been settled. The miners voted in favour of continuing the former contract into 1955 without a wage increase. Previously the miners had twice, by vote, rejected a similar proposal.

After prolonged negotiations and conciliation, agreement was reached between the Port Arthur Shipbuilding Company and the Industrial Union of Marine and Shipbuilding Workers (CCL) (L.G., Feb., p. 175). The settlement provides for a 40-hour week with maintenance of take-home pay, a wage increase and a health and welfare plan. Four AFL-TLC unions representing small numbers of the tradesmen involved agreed to similar terms. In total, the agreements apply to approximately 1,000 employees.

Recently, an agreement covering all Ontario Hydro-Electric construction projects was negotiated with a committee of 18 AFL-TLC unions representing various trades. The agreement, covering approximately 9,000 construction workers, provides a wage increase, statutory holidays, a savings and insurance plan, union security and other benefits.

In the aircraft industry, Canadair Limited and the International Association of Machinists (AFL-TLC) agreed to an eight-cent-an-hour increase applying to about 8,000 workers. Other benefits negotiated include a reduction in the work week from 45 to 42½ hours, effective next June, and a pension plan to become effective next January.

A strike which would have cut off power and transit facilities in the Vancouver and Victoria areas appears to have been averted by an agreement reached between the International Brotherhood of Electrical Workers (AFL-TLC) and the British Columbia Electric Company. The two-year agreement, which provides for a wage increase of two per cent retroactive to last July and a further two per cent next July, had not, however, been voted on by the union membership at the time of writing.

Wage Trends. The Department of Labour's survey of wage changes in almost 700 representative establishments shows that about 23 per cent gave general increases in wage rates between October 1952 and October 1953. Most of these increases applied to all or almost all workers in the plants affected. The most common adjustments ranged from five to ten cents an hour, although about 14 per cent of the plants gave less than five cents and another 13 per cent more than 10 cents. While exactly comparable data are not available for the previous year, it is evident that increases of more than 10 cents are occurring less frequently.

On an industry basis, increases were most substantial in the pulp and paper and printing and publishing industries. They were more prevalent in such industries as meat packing, West Coast logging and saw-milling, machinery manufacturing, electrical products, telephone communications and electric light and power.

**Amount of Change in Wage Rates
Between October 1952 and
October 1953**

(Preliminary figures based on survey of general work changes in about 700 establishments)

Change in cents Per Hour	Per Cent of Establishments
Decrease	0.4
No change	36.8
Increase	
1 to 4.9 cents	14.0
5 cents	9.3
5.1 to 9.9 cents	23.5
10 cents	3.1
10.1 to 14.9 cents	6.7
15 cents	1.2
More than 15 cents	5.0
Total	100.0

The figures shown in the accompanying table indicate a considerably higher proportion of firms not granting an increase than do the figures in the table "Wage Changes in Selected Collective Agreements" (L.G., Oct., p. 1419). This discrepancy results from the fact that some agreements are renewed without change and others, in force for a two-year period, do not terminate in 1953. In neither case will they appear among the sample of agreements bargained during the period and forwarded to the Economics and Research Branch. Another source of variation is that the selected sample of establishments used for the present analysis includes many non-union as well as unionized plants.

Current Bargaining. By late November or early December, bargaining is expected to get under way between representatives of Canadian railway companies and the committee representing their non-operating unions (L.G., Oct., p. 1409).

Several weeks ago negotiations began between the Dominion Textile Company Limited and the National Catholic Federation of Textile Workers (CCCL) representing employees in plants of the Company at Sherbrooke, Magog, Drummondville, and Montmorency, Que. The union and company have been unable to reach a settlement on the request for a 10-per-cent wage increase and the dispute has now been referred to a conciliation board.

Certification Proceedings. The Canada Labour Relations Board has ordered a representation vote to be taken among conductors on all divisions of the Canadian National Railways except Newfoundland. The unions involved are the Order of Railway Conductors of America and the Brotherhood of Railroad Trainmen.

The Ontario Labour Relations Board has certified the International Chemical Workers Union (AFL-TLC) as bargaining agent at the Canadian Industries Limited plant, Maitland, Ont. District 50, United Mine Workers of America, which is the bargaining agent in most CIL plants, contested the certification.

Two representation votes have been ordered at the plant of Ford Motor Company of Canada Limited in Oakville, Ont. In one election, plant workers will vote in favour or otherwise of representation by the United Automobile Workers of America (CIO-CCL). The other vote applies to power house workers where the International Union of Operating Engineers (AFL) is in competition with the UAW.

The International Union of Mine, Mill and Smelter Workers (independent) has been certified, after a vote, by the Saskatchewan Labour Relations Board to represent employees of Rix-Athabasca Uranium Mines Limited.

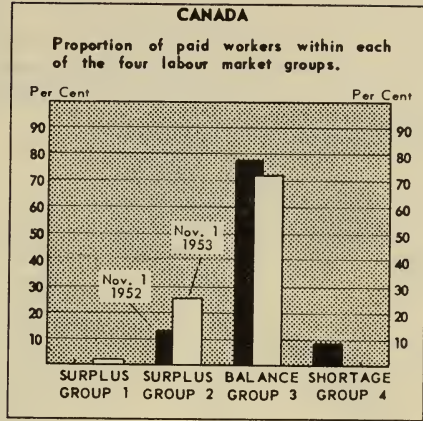
Manpower Situation in Local Areas

SEASONAL declines in labour demand occurred in virtually all labour market areas during October; labour shortages disappeared in seven areas and the number of areas with approximate balance between labour supply and demand fell from 85 to 73. The decrease was matched by a corresponding increase in the number of areas in which labour surpluses developed during the month.

Although most of these changes are attributable to the seasonal decline in job opportunities that usually follows the harvest, labour

surpluses developed somewhat more rapidly than is usual for this time of year. This situation resulted from the completion of certain resource development and defence construction projects and from the fact that the number of lay-offs in manufacturing centres was greater than usual. The heaviest lay-offs, involving considerably more than 10,000 men, occurred during the past two months in automobile and automobile parts firms in Windsor and Oshawa. The workers are expected to return to work as the production of new models gets underway. In a number of other areas, however, lay-offs were of a less temporary nature.

The effect of these developments is reflected in the year-to-year comparison of the manpower situation in local areas (see accompanying chart and table). In evaluating the significance of the number of labour market areas in the various categories, it is necessary to keep in mind the marked seasonal variations in labour requirements through the year in Canada. Each year, labour surpluses increase rapidly between October and March, while shortages often occur during the summer and early fall.

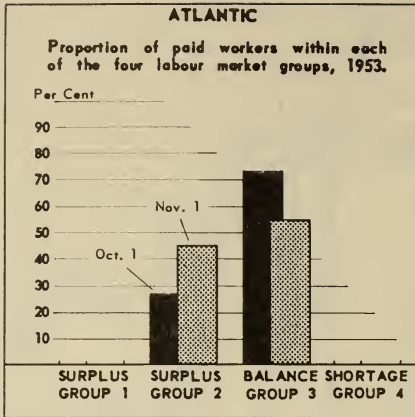


Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Nov. 1 1953	Nov. 1 1952	Nov. 1 1953	Nov. 1 1952	Nov. 1 1953	Nov. 1 1952	Nov. 1 1953	Nov. 1 1952
Metropolitan	-	-	2	1	8	7	-	2
Major Industrial	1	-	17	8	12	21	-	1
Major Agricultural	-	-	1	-	13	11	-	3
Minor	-	-	17	4	40	50	-	3
Total	1	-	37	13	73	89	-	9

*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, NOVEMBER 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Quebec - Levis Vancouver - New Westminster	Calgary Edmonton Hamilton Montreal Ottawa - Hull St. John's Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000: 60 per cent or more in non-agricultural activity)	Windsor	Brantford Cornwall Farnham - Granby Joliette Lac St. Jean Moncton New Glasgow Oshawa Rayn - Val d'Or Saint John Shawinigan Falls Sherbrooke St. Hyacinthe Sydney Trois Rivières Valleyfield - Eauharnois Victoria	Carner Brook Fort William - Part Arthur Guelph Halifax Kingston Kitchener London Niagara Peninsula Peterborough Sarnia Sudbury Timmins - Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000: 40 per cent or more in agriculture)		Thetford - Megantic - St. Georges	Darrle Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 - 25,000)		Bathurst Euckingham Campbellton Drummondville Fredericton Gaspé Leamington Manthony Newcastle Prince George Prince Rupert Sorel Ste. Agathe - St. Jérôme Trail - Nelson Victoriaville Woodstock, N.E. Yarnouth	Belleville - Trenton Bracebridge Erampton Eridgewater Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Edmundston Galt Caderich Grand Falls Ingersoll Kamloops Kentville Lachute - Ste. Thérèse Lindsay Listowel Medicine Hat North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Quebec - North Shore Rimouski Sault Ste. Marie Simcoe St. Jean Stratford St. Stephen St. Thomas Summerside Swift Current Truro Walkerton Weyburn Woodstock, Ont.	



October 24, reaching a total of 438,000. The number of part-time workers rose from 31,000 to 37,000, largely as a result of further declines in textile and canning operations.

Although recruiting for the fall and winter logging camps partly offset employment declines in other industries, woods labour requirements during the month were below normal for this time of year. Moreover, it is likely that surpluses of woodworkers will accumulate throughout the region since the small volume of cutting planned is expected to result in a short cutting season.

Non-agricultural employment continued below last year's level in all provinces of the region, the most pronounced decreases occurring in Nova Scotia, where employment levels in coal mining, construction and iron and steel manufacturing were lower by sixteen, nineteen and seven per cent, respectively. Most of the year-to-year reduction in construction employment occurred in the rural areas because of a sharp decline in highway and road work. The industrial area of Sydney accounted for most of the decline in coal mining and iron and steel manufacturing.

Five areas came into the labour surplus category during October, bringing the total in this group to 10 by November 1. The remaining 11 areas in the region were in balance, although additions to the available labour supply occurred in many of them. At November 1, 1952, four areas had labour surpluses and the remaining 17 were in balance.

Metropolitan and Major Industrial Areas. Virtually no change occurred in St. John's, Nfld., where demand and supply remained in balance. Skilled tradesmen such as engineers, plumbers, electricians, sheet metal workers and cement finishers were still in short supply and slight surpluses of semi-skilled and unskilled workers existed.

In most of the major industrial centres, labour supplies increased during the month, though not sufficiently to warrant changes in the classification of the areas. Moncton, which developed a slight labour surplus following the completion of farming and fishing activities, was the only exception. In Sydney and New Glasgow, coal miners continued to augment

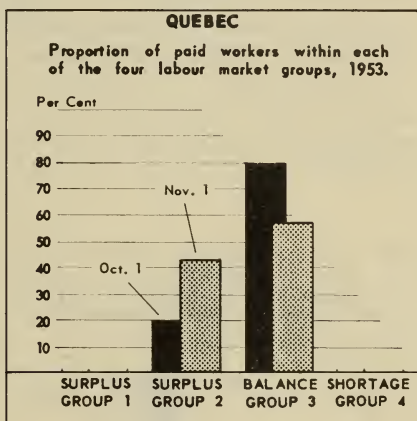
DURING October, seasonal activities declined rapidly in the Atlantic region as farm labour requirements diminished, following the completion of apple and potato harvesting, and construction activity slackened in some of the outlying areas. In addition, textile and fish-processing plants continued operating below capacity and small intermittent lay-offs occurred in the rail transportation industry. Reflecting these conditions, the number of persons working more than 35 hours a week decreased by 24,000 during the month ending

the labour supplies, maintaining slight labour surplus situations. Since these workers were in the older age group and lacked experience in other occupations, prospects of alternative employment were slight.

Major Agricultural and Minor Areas. Slight labour surpluses developed in four of these areas during October, bringing the total in the surplus category to six. The remaining eight areas continued in balance. Employment reductions in textile and fish-processing plants accounted for most of the additional labour supplies in Yarmouth and Bathurst. Campbellton came into the surplus category following the completion of logging operations at some of the camps in the area.

QUEBEC

EMPLOYMENT in the Quebec region declined seasonally during October, after reaching a record high during the summer and early fall. Fine weather helped to maintain outdoor activities, although lay-offs were heavy in construction, sawmilling, farming and other seasonal activities towards the end of October. Steady increases in employment absorbed some of the workers released from other activities. From September 19 to October 24, the number of persons working full-time in Quebec dropped from 1,413,00 to 1,403,000, while the number employed less than 35 hours per week decreased from 74,000 to 71,000.



Employment levels differed most noticeably from those of a year ago in construction, where jobs were fewer owing to the completion of several large hydro-electric plants. Generally, employment in other industries appeared to have maintained or exceeded the 1952 level. However, the season was slightly more advanced than last year and this, in addition to a sizeable yearly increase in the labour force, caused labour surpluses to develop to a greater extent this year.

The year-to-year changes were reflected in an increase from 10 to 18 in the number of areas in the labour surplus categories at November 1 and a corresponding decrease from 14 to 6 in the number of balanced areas. Eight areas previously in balance developed slight labour surpluses during October.

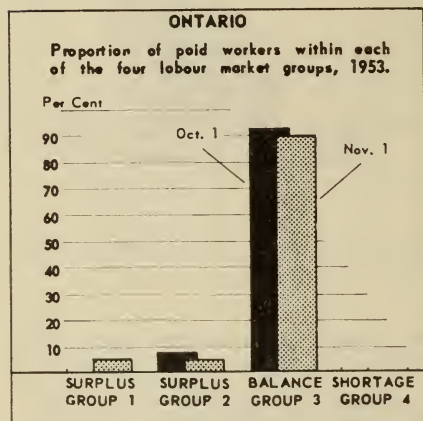
Metropolitan Areas. Although some levelling-off has occurred in recent months in the expansion of manufacturing facilities, few persons were laid off during October. Employment continued to rise in clothing and other light industries affected by the Christmas trade; as a result, labour demand and supply remained in balance in Montreal.

The continued strength of the manufacturing industries in Quebec city was not sufficient to offset declines in other activities and the area fell into the moderate surplus category a month earlier than last year.

Major Industrial Areas. As a result of increasing lay-offs in the seasonal industries and since no improvement occurred in textiles, the three areas which had been in balance in September developed surpluses. By the beginning of November all major industrial areas reported moderate surpluses; last year six of the nine were still in balance. This year, the textile centre of Sherbrooke came into the surplus category two months earlier than in 1952.

Minor Areas. Four of the minor areas remained in balance; seven had slight labour surpluses, compared with four the previous month. In contrast to these seasonal developments, work was progressing satisfactorily in a number of resource developments in the province.

ONTARIO



THE shift from agriculture into logging and the withdrawal of some workers from the labour force continued during October in the Ontario region. By October 24, the total agricultural labour force had declined to 199,000, about 31,000 below the previous month's. Some 15,000 workers moved into non-agricultural employment during the month and 16,000 left the labour force. The number of workers employed full time declined by 16,000.

Although employment levels in Ontario were higher this summer and early fall than a year ago, the number of applications for employment at the National Employment Service offices at the end of October was 21,000 greater than a year earlier. This increase is partly accounted for by additions to the work force during the year. However, declines in production and employment occurred in some industries during the past few weeks. Reductions in the agricultural implement and textile industries continued and some slackening in demand for iron and steel products developed. Closures of automobile and automobile parts plants for model changes started earlier and are of longer duration this year than in the past. Strikes in the northern gold mines have not greatly affected registrations for employment in areas in the immediate vicinity but some miners replaced transient workers in the bush and some moved to other areas, thus swelling their labour supply.

Two areas in the region moved from balance into the moderate surplus category during October and Windsor moved into the higher surplus category. This left 31 areas in balance and five in the surplus categories. At the same time in 1952, four areas had labour shortages, 29 were in balance and three had slight labour surpluses.

Metropolitan Areas. The Toronto labour market continued in approximate balance in October and early November as employment in construction and in most manufacturing industries remained firm. Some surplus of service workers and unskilled factory workers developed by the end of the month and hiring of extra help for the Christmas trade was slow. In the Ottawa-Hull area, employment opportunities remained plentiful, particularly for skilled construction workers and for engineers and technicians for the government service. Increased applications were chiefly from unskilled workers coming in from outside areas. Scattered industrial lay-offs continued in Hamilton.

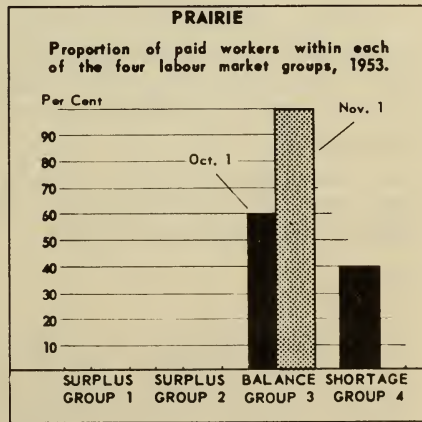
Major Industrial Areas. Further lay-offs and short time in the textile and agricultural implement industries increased the labour surplus in Brantford and Cornwall, while closures for automobile model changes brought Oshawa into the surplus group and substantially increased the surplus in Windsor. The nine remaining major industrial areas had approximately balanced labour markets.

Major Agricultural and Minor Areas. Nineteen of the 20 major agricultural and minor areas remained in balance during October. However, labour supplies in Chatham, Lindsay, Owen Sound, Pembroke and Simcoe were approaching surplus conditions. Leamington developed a slight surplus, partly because canning operations were completed and partly because workers laid off in Windsor were returning to their homes in Leamington.

PRAIRIE

SEASONAL activity in the Prairie region decreased sharply during October. The downturn was confined primarily to agriculture and was partially offset by an increase in other activities. The net result of these opposite movements was that the number of persons working full time fell from 885,000 to 872,000 during the month ending October 24.

Non-agricultural activity continued at a high level, the year-to-year rate of increase in employment exceeding that of other regions. Much of the increase is accounted for by new industries in Alberta, where many plants are now almost completed. Heavy construction programs were also in progress in other areas



and contractors took advantage of the excellent weather during October to complete as much work as possible before the freeze-up. Employment in pulp cutting at the Lakehead and in packing plants throughout the region was at seasonal peaks.

Owing to the unusually fine weather, the harvesting of more than 600 million bushels of wheat was completed by the middle of October. The disposal of this near-record crop is now one of the more pressing problems, although the excellent quality of the 1953 grain has minimized handling and storage difficulties. Lack of storage space at eastern points resulted in reduced grain shipments and some lay-offs from terminal elevators and railways. So far, however, other effects of the surplus grain situation on employment have not been marked.

The early completion of the harvest eliminated existing labour shortages in seven areas, but no local surpluses had developed by November 1. The easing of labour requirements occurred about a month earlier than last year; at November 1, 1952, four areas still had labour shortages.

Metropolitan and Major Industrial Areas. Employment in Edmonton, Calgary and Winnipeg was higher than last year by eight, four and three per cent, respectively. During the month, the labour supply in Edmonton increased sufficiently to eliminate shortages but activity remained at the highest level of any area in the region. In Winnipeg, although the labour market remained in balance, the employment picture was disturbed by the lay-off of between two and three hundred railway workers and by the month-long strike of 1,400 steel workers. The consequent shortage of structural steel delayed work on new buildings but had not caused any substantial lay-offs in construction.

Labour demand and supply in Fort William—Port Arthur remained in balance. Woods employment, involving about 1,000 more workers than last year, reached a peak during the month. On the other hand, railways and grain elevators were employing fewer workers because of reduced grain traffic and lay-offs occurred in shipbuilding. A strike of carpenters in Port Arthur brought construction in that city to a standstill.

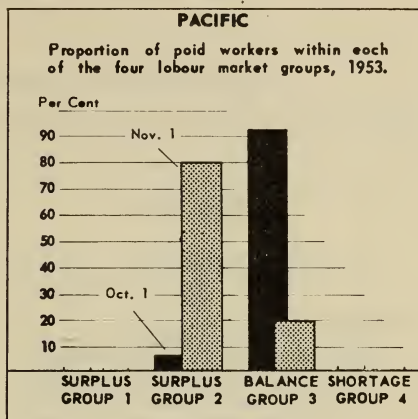
Major Agricultural and Minor Areas. Changes during the month included the movement of Brandon, Regina, Saskatoon, Yorkton, Red Deer and Swift Current from the shortage to the balanced category. However, although the demand for labour eased substantially, the amount of construction work to be done before the winter prevented the accumulation of labour surpluses in any area. Because of the slow movement of grain, there was a noticeable reduction in retail trade in many areas, particularly among farm implement dealers.

PACIFIC

GRADUAL completion of several large construction projects, a strike in the forest industries and the seasonal decline in food processing were the major recent developments in the Pacific region. As a result of these changes, full-time employment fell slightly in the month ending October 24, from 378,000 to 375,000.

The general level of employment during October was about the same as a year earlier but a comparison of the two periods reveals

substantial changes within various sections of industry. In the logging industry, employment last fall showed a sharp recovery from the low levels caused by strikes and drought during the previous summer. This year reduced orders and high inventories caused employment to decline in July, a trend that has been accentuated recently by the strike of several thousand logging and lumbering workers in the interior. In other branches of industry employment was 21 per cent lower than last year in base metal mining, nine per cent lower in shipbuilding and 19 per cent lower in fish canning.



The effects of these reduced levels of activity have been offset mainly by work at a large number of hydro-electric, petroleum and other industrial developments, which raised the construction employment index from 352.3 in September 1952 to 409.8 in September 1953 (1939=100). Some reduction in the high level of construction occurred during October when such projects as the oil pipe line, the addition to the Harmac pulp and the Waneta power dam were completed.

The drop in employment during the month was distributed fairly evenly over the region. Whereas only one of the ten labour market areas had a surplus of labour at the beginning of October, five had surpluses at the beginning of November. Since Vancouver—New Westminster and Victoria were among the additional centers with moderate labour surpluses, the areas in this category covered 80 per cent of all wage and salary workers in the region.

Metropolitan and Major Industrial Areas. Employment in Vancouver—New Westminster continued at higher levels than last year but the labour supply was also greater. Inventories of logs and finished lumber remained high, with the result that a substantial reduction occurred in logging and sawmilling operations. General manufacturing and construction activity was well maintained but unable to fully absorb surplus workers, many of whom had moved in from other areas,

Employment dropped sharply and a slight surplus developed in Victoria as a result of the simultaneous completion of a number of large construction projects and lay-offs in lumbering and plywood manufacturing. New construction pending in the area was extensive but none had progressed far enough to absorb the large surplus of construction workers.

Minor Areas. The strike of logging and lumber workers spread during the last part of October to encompass almost all interior forest areas, which together produce about one-third of British Columbia's lumber output. Coastal logging resumed after being closed because of fire hazards but few camps were operating at capacity. This partial resumption, however, was sufficient to eliminate the labour surplus in Central Vancouver Island. On the other hand, moderate labour surpluses developed in Prince George, Prince Rupert and Trail—Nelson.

Current Labour Statistics

(Latest available statistics as of November 10, 1953)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	Oct. 24	5,351,000	- 0.9	-
Persons at work 35 hours or more	Oct. 24	4,830,000	- 1.4	-
Persons at work less than 35 hours.....	Oct. 24	286,000	+ 2.5	-
Usually work 35 hours or more.....	Oct. 24	104,000	- 5.5	-
On short time	Oct. 24	37,000	+48.0	-
Usually work less than 35 hours	Oct. 24	182,000	+ 7.7	-
Persons with jobs not at work	Oct. 24	124,000	-10.8	-
Usually work 35 hours or more.....	Oct. 24	121,000	-10.4	-
Usually work less than 35 hours	Oct. 24	*	-	-
Persons without jobs & seeking work ...	Oct. 24	111,000	+32.1	-
Persons not in the labour force	Oct. 24	4,744,000	+ 1.3	-
Registered for work, NES (b)				
Atlantic	Oct. 22	24,814	+13.4	+38.3
Quebec	Oct. 22	57,708	+ 7.2	+30.3
Ontario	Oct. 22	62,711	+21.5	+37.8
Prairie	Oct. 22	20,542	+27.6	+24.1
Pacific	Oct. 22	26,171	+21.6	+12.3
Total, all regions	Oct. 22	191,946	+16.3	+30.0
Ordinary claims for Unemployment				
Insurance benefit.....	Oct. 1	119,381	+ 7.3	+28.9
Amount of benefit payments	Sept.	\$6,739,427	+ 5.2	+18.0
Index of employment (1939=100).....	Sept. 1	193.1	+ 0.5	+ 1.3
Immigration	Sept.	12,471	-14.6	- 7.5(c)
<i>Industrial Relations</i>				
Strikes and lockouts - days lost.....	Oct.	268,053	-	-72.4(c)
No. of workers involved.....	Oct.	16,367	-	-60.0(c)
No. of strikes	Oct.	44	-	-25.5(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	Sept. 1	\$57.67	+ 0.3	+ 5.7
Average hourly earnings (mfg.)	Sept. 1	\$1.36	- 0.2	+ 4.9
Average hours worked per week (mfg.)	Sept. 1	41.1	+ 0.2	- 1.2
Average weekly earnings (mfg.).....	Sept. 1	\$55.81	+ 0.1	+ 3.6
Consumer price index (av. 1949=100).....	Oct. 1	116.7	+ 0.4	+ 0.6
Real weekly earnings (mfg. av. 1949=100)	Sept. 1	115.1	- 0.4	+ 3.4
Total labour income	August	993	+ 0.7	+ 8.1
<i>Industrial Production</i>				
Total (average 1935-39=100)	August	247.2	+ 0.1	+ 5.6
Manufacturing	August	260.4	+ 0.8	+ 5.2
Durables	August	308.9	- 3.2	+ 7.3
Non-Durables	August	229.4	+ 4.6	+ 3.4

(a), (b): See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

Notes of Current Interest

Haythorne New Assistant Deputy Labour Minister

Dr. George V. Haythorne, Director, Economics and Research Branch, Department of Labour, has been promoted to an Assistant Deputy Minister of the Department. M. M. Maclean, Director, Industrial Relations Branch, is the senior Assistant Deputy Minister.

Born in Edmonton, Alta., in 1909, Dr. Haythorne is a graduate of the University of Alberta, where he received his BA and MA degrees. He continued his studies in research and economics on a fellowship at McGill University and on a scholarship in Geneva, and also studied at Harvard University.

The new Assistant Deputy Minister was called to Ottawa to join the National Selective Service in 1942 and became Associate Director of that body in 1943. In 1947, Dr. Haythorne, on leave of absence from the Department, continued his post-graduate studies on a fellowship at Harvard, where he received his Ph.D. in economics in 1949. He was appointed Director of the Economics and Research Branch in 1948.

Dr. Haythorne was Chairman of the ILO Committee of Experts on Productivity, Geneva, 1952, and was a government delegate to the International Labour Conference in Geneva in June this year.

Jobs for Handicapped Exist, New Film Shows

To illustrate the fact that there is no such thing as a class of handicapped persons separated by their disabilities from the rest of the population, and to clear away some of the misconceptions that bar many of the handicapped from useful employment, the Department of Labour, in co-operation with the National Employment Service and the National Advisory Council for the Rehabilitation of the Disabled, has prepared a film, *Everybody's Handicapped*. It is a National Film Board production.

The film is available in both English and French versions. Information about

screenings and the purchase of prints may be obtained from the Information Branch, Department of Labour, or from local National Employment Service offices.

The handicapped person may have a less wide field of choice but in most cases a job can be found for him where his handicap does not hamper him and where he can work on equal terms with his fellow employees, the film points out.

CCL's James C. Bury Joins ICFTU Staff

James C. Bury, former Secretary of the Vancouver Labour Council (CCL), has taken a position with the International Confederation of Free Trade Unions. Mr. Bury held the council Secretary's post from 1948 until he resigned recently to join the ICFTU headquarters staff in Brussels.

Mr. Bury served a one-year term on the executive council of the Canadian Congress of Labour. He was elected at the Congress convention in Toronto in 1952 but did not stand for re-election at this year's convention in Montreal.

Carpenters' Ex-President, W. L. Hutcheson Dies

William Levi Hutcheson, former President of the United Brotherhood of Carpenters and Joiners of America (AFL), died October 20 in Indianapolis. He was 79 years of age.

Mr. Hutcheson was President of the 825,000-member union from 1915 to 1952, when he turned the leadership over to his son, Maurice, and became the union's president emeritus.

Born on a farm near Saginaw, Mich., in 1874, Mr. Hutcheson became a carpenter at an early age and joined the union in 1902. From the time he became President he pursued a policy of keeping all carpentry work for members of his union. He fought many jurisdictional battles, helped to shape the internal affairs of the AFL, and supported the Republican party all his public life.

His death comes shortly after the carpenters' union withdrew this summer from the AFL and rejoined it a few weeks later (L.G., Oct., p. 1425). In August Mr. Hutcheson led his union out in a dispute over no-raiding policy, thereby giving up his position as the AFL's first vice-president. Later the union re-affiliated and, at the AFL convention in September, Maurice Hutcheson became 14th vice-president (see p. 1619).

3 Provinces Will Receive Rehabilitation Grant

Agreements for the co-ordination of rehabilitation services for disabled persons have been signed by the federal Government and the Governments of Saskatchewan, New Brunswick and Manitoba. The three provinces are the first to sign such agreements, although other provinces are considering similar agreements.

When announcing the signing, Hon. Milton F. Gregg, Minister of Labour, described the agreements as another important step towards improving the treatment and services for handicapped persons on a nation-wide basis. There are important reserves of unused manpower among Canada's handicapped, he said, and the nation can no longer afford the luxury of maintaining in idleness those handicapped men and women who are willing and able to work.

The agreements provide for a federal contribution not exceeding \$15,000 to each of the three provinces during the fiscal year ending March 31, 1954. After that, the amount of the contribution will be set by the Governor in Council.

The new agreements, which remain in effect until March 31, 1958, stipulate that each of the three provinces shall contribute an amount of money at least equal to the amount contributed by the federal Government. Each province agrees to appoint a provincial co-ordinator to be responsible for the co-ordination of the rehabilitation services within the province. His duties will include: membership on an interdepartmental rehabilitation committee to be established by the province, the establishment of local committees within the various communities to draw together all those bodies interested in the welfare of disabled people, and the organization of a case-finding and case-referral system in the province.

The federal Government agreed that the National Co-ordinator would be available to assist the province in drawing up rehabilitation plans, and that the National Employment Service would be available for placing disabled workers in employment.

The three provincial Governments and the federal Government also agreed that the selection of disabled people who would be eligible for assistance under the agreement would be made without discrimination in regard to racial origin, colour, religious views, or political affiliations.

The three agreements grew out of the recommendations of the National Advisory Committee on Rehabilitation of Disabled

Persons, which is made up of representatives from private welfare agencies, universities, the medical profession, labour and management, and the federal and provincial Governments.

U.K. To Open New Type Of Rehabilitation Centre

Britain will have a new type of industrial rehabilitation centre when the Ministry of Pensions opens its new unit at Waddon, Surrey, at the end of the year. Besides providing training and exercises which have proved most successful in the 14 units already in operation, special research into the rehabilitation of disabled workers will be carried out.

Research will be mainly directed towards carrying out the recommendation of the Industrial Rehabilitation Development Committee. Success in placing persons in employment after a course at a rehabilitation unit should not be the sole measure of the value of the unit's methods, they suggested. A way should be found of rating scientifically, in physical and psychological terms, a person's "employability" at the time of entering the unit, so that it would be possible to find out whether the person would be likely to profit by the course and, if taken, how much good it had done.

The Committee also emphasized the need for organized research in the whole field of industrial rehabilitation, so that the work can develop along the best possible lines.

Because of its close proximity to London, the new unit is expected to receive more attention from the larger city hospitals. The distance from London of the other units has discouraged hospitals from taking a close interest.

Wages Cut in B.C. by Non-Union Lumber Mills

About ten small non-union operations in the British Columbia interior lumber industry have reduced wages up to 30 cents per hour. A spokesman for the companies said that poor markets and lower prices for lumber necessitated either a wage cut or a closing-down of operations.

L. J. A. Rees, an official of the Interior Lumber Manufacturers' Association, said the employees had agreed to work for \$1 per hour. The basic hourly wage in the interior industry is \$1.29½.

The number of workers affected was not announced.

Deep-Sea Sailors' Strike Ends, Wages Increased

The strike of Canadian merchant seamen, which began September 28, ended October 23 with a one-year agreement between the Seafarers' International Union (AFL-TLC) and The Shipping Federation of Canada. More than 1,100 seamen on the 33 ships of Canada's ocean fleet were affected.

The agreement provides a pay increase of \$6 per month for all unlicensed personnel and \$10 per month for engine room and deck hands on day work. In addition, a 48-hour week for stewards and seamen standing watch at sea and a 40-hour week for deck and engine room hands on daywork is provided. Regular overtime rates and vacations are maintained.

Under the agreement, all lawsuits arising out of the 26-day strike were dropped.

Directly involved in the strike were some 375 seamen on ships docked at Vancouver, Montreal, Quebec City, Halifax and other east coast ports. Ships at sea and in foreign ports were not involved. A walkout on foreign soil is illegal under the Canada Shipping Act.

Management Predictions

Reports from management circles had predicted that the result of the strike might be the loss of the Canadian deep-sea merchant marine. A spokesman for the shipping federation said Canadian companies "could not hope to compete with foreign lines whose wages are only a fraction of those paid here". One Montreal shipper said the number of Canadian flag vessels has dropped from 400 to the present 33.

On October 15, a delegation of ship owners formally requested the federal Government to provide subsidies to keep the deep-sea fleet operating. The Cabinet has not yet made a decision.

Montreal City Employees Accept Agreement

The Montreal civic administration and more than 6,000 of its employees reached an agreement, at the end of October, after long post-arbitration negotiations, which will cost the city more than three million dollars by the end of 1955.

Three different unions, white-collar, policemen and firemen, affiliated to three different labour bodies, the CCCL, the CCL and the TLC, joined hands to press their claims after they found unsatisfactory the arbitration board's award.

While the agreement does not modify the arbitration board's award, it widens it considerably, adding fringe benefits and providing salary increases that will be paid at the expiration of the board's award, in December 1954.

The post-arbitration negotiations were often heated and the dispute almost flared into a general strike of all civic employees.

In its broad lines, the settlement calls for a retroactive payment of \$140 for each civic employee to cover the period from December 1, 1952, to November 30, 1953.

During the year from December 1, 1953, the city will assume certain payments for health and life insurance premiums.

Effective December 1, 1954, policemen and firemen will receive a salary increase of \$150 each, and the present \$508 annual cost-of-living bonus will be adjusted and incorporated into the regular salary. This agreement will run to November 30, 1955.

White-collar Agreement

White-collar employees, effective December 1, 1954, will receive a 6-per-cent increase in salary and the present \$613 annual cost-of-living bonus will be adjusted and incorporated into the regular salary. This agreement for the white-collar employees will run to November 30, 1956.

The agreement also includes the formation of a grievance committee for white-collar employees; of committees to study reorganization of the policemen's and firemen's pension fund and of committees to draft codes of discipline for the police and fire departments.

Teamsters, Bakers Sign Mutual Assistance Pact

A ten-year mutual assistance pact has been signed by the International Brotherhood of Teamsters (AFL) and the Bakery and Confectionery Workers' International Union of America (AFL).

James G. Cross, President of the bakers' union, announced the signing of the agreement in September. Dave Beck, President of the teamsters' union, said it was one of a series of agreements his union would endeavour to sign with other unions whose jurisdiction borders on that of his own.

Similar to Another

The agreement is similar to one the Teamsters signed with the International Association of Machinists earlier this year (L.G., May, p. 661), the immediate purpose of which is to organize between them the workers in the garage and service station industry.

IUE Drafts Demand for Guaranteed Annual Wage

A guaranteed annual wage plan was outlined and a decision to demand it in collective bargaining negotiations was made by the International Union of Electrical Workers (CIO) at its recent convention in Montreal.

The plan is similar to that being sought by two other CIO unions, the United Automobile Workers of America and the United Steelworkers of America.

The convention approved the report by its bargaining committee listing the following principles as basic to a guaranteed annual wage:—

"1. The primary goal of the guaranteed annual wage should be to stimulate management to provide steady, full-time employment, week by week, the year round, and thus provide workers with an adequate yearly income.

"2. Guaranteed wage payments should be made to workers for whom management fails to provide work sufficient to maintain their wages and who are unable to secure other employment at their regular trade or occupation at their regular wages.

"3. Workers should have some form of guarantee as soon as they acquire seniority. The guarantee should increase with length of service, up to a year, with a full guarantee provided after a year's service.

"4. The contract with the employer should place the responsibility for fulfilling the guarantee upon the employer or a trust fund. Provision should be made, however, for offsets against this liability for such unemployment compensation payments as are permitted.

"5. There should be provision for joint management-union administration of the plan. Eligibility provisions should be part of the contract and not left to state unemployment compensation agencies or regulations.

Employers' Liability

"6. The plan should provide for the amount of employer contributions, and this should be the full extent of his liability.

"7. Vigorous efforts should be made to improve unemployment compensation payments and liberalize the eligibility requirements so that workers will be more adequately protected."

In advising local unions to press for the plan, the IUE warned them that it must be made to fit the peculiarities of the individual plant or group of plants to be covered. The adoption of the plan, said the parent union, would raise problems such as eligibility requirements, whether

laid-off employees should do other types of work, legal questions involved in relating the plan to unemployment insurance, and possible changes in the contract with regard to seniority, hours of work and severance pay.

The convention also passed a resolution stating conditions which must be met by employers before the union will negotiate any further long-term contracts. These conditions are periodic re-opening on wages or other economic issues, re-opening for unforeseen events, and correction or adjustments of provisions that develop into mutual problems.

Other Goals

Other sections of the collective bargaining report call for an industry-wide minimum wage of \$1.25 an hour; annual improvement factor wage increase proportionate to the actual gain in industrial production; improvement in incentive systems so that the worker will receive the full benefits of his increased production; improvements in pensions to meet certain minimum standards, including severance pay at the rate of five cents an hour plus 2½ per cent (\$100 per year) for employees who are terminated before they are entitled to pensions; profit-sharing plans; insurance, health, and welfare plans; nine paid holidays a year; vacations of up to four weeks for 20 years' service; and a union shop.

Steelworkers Consider 1954 Contract Demands

A guaranteed annual wage, a larger pension insurance package and revised incentive pay plans were among the aims discussed at a three-day policy conference of the United Steelworkers of America (CIO) last month. No policies were crystallized, according to reports.

The conference, attended by the union's executive and wage policy committee, was called eight months ahead of the expiry date of current contracts in order, it has been suggested, to build up public support for the union's guaranteed annual wage arguments.

President David J. MacDonald said that while the guaranteed annual wage was a goal that would not be achieved overnight, he is sure it will be gained ultimately.

The Steelworkers would like a uniform national policy for dealing with incentive problems and incentive plans that would produce greater earnings and cover a larger number of workers.

Also among the probable goals of the union is an increase in employer-financed

pension payments. Speakers at the conference are reported to have urged that the present guarantee of \$100 per month, including federal social security, be increased to \$175 or \$200 per month, plus social security.

Also recommended was the development of a program under which workers would retain their pension protection if they transferred from one company to another.

Ford Spokesman Opposes Guaranteed Annual Wage

The idea of guaranteed annual wages has been under study by the Ford Motor Company since 1946 but the company has taken no official stand on the matter, it has been disclosed by Karlton W. Pierce, Manager of Ford's industrial relations, planning and analysis department. He was speaking to the Detroit Chapter of the Society for the Advancement of Management.

He himself is strongly against the idea, he said.

Mr. Pierce said the plan proposed by the United Automobile Workers (CIO) would involve "an entire new philosophy affecting every aspect of the business operation".

"The theory of Mr. Reuther's plan is that the employer takes all the risks in the economy and the employee takes none," he said.

The UAW announced at its convention last March that it would press for the guaranteed annual wage at its next major negotiation (L.G., May, p. 658). The union's five-year contracts with the auto industry expire in 1955.

Mr. Pierce said Ford had no joint management-labour committee to study the plan. Such committees had been requested by the UAW.

"We have no such group at Ford. I know of none in the industry and I don't suppose we will have any," he said.

Mr. Pierce said a guaranteed annual wage would deter a company from expansion because the additional workers would become a liability in a slack season. He said the auto industry has already attempted to stabilize employment by aggressive advertising and marketing, diversification, faster change-overs to new models, and the use, where possible, of production forces for maintenance work in slack periods.

Mr. Pierce criticized the part of the UAW proposal that calls for unemployment insurance benefits that are closer to regular wages.

"You don't give the unemployed as much as the employed. All workers would want to be laid-off under the UAW's plan," he said, adding that a big boost in benefits would eliminate the incentive for a laid-off worker to look for another job.

"Regression" Predicted Before Middle of 1954

An economic regression before the middle of 1954 was predicted by the General President of the Professional Association of Industrialists, Paul H. Frigon, at the opening of the 9th annual convention of the Quebec employers' organization.

He hastened to explain, however, that this would not be a real depression "but only the end of the 'boom' and a return to more normal business, which will mean a more or less marked adjustment of the present situation".

The PAI is celebrating its 10th anniversary this year; it now has 450 members in the province of Quebec, an increase of 117 during the year, in nine locals.

Arthur Matteau, head of the organization's Industrial Relations Service, stressed the fact that 108 companies had appealed to his Service during the past year, 57 to ask for intervention with regard to the bargaining of collective agreements.

Some of Mr. Frigon's reasons for believing that the coming decline of business will not turn into a real depression are as follows:—

The fact that the governments are keeping a vast amount of public works in reserve and that they know by experience how to fight depression;

Defence expenditure, which will be maintained at quite a high level even if the international situation seems to be getting better all the time;

The very healthy economic situation of Canada, with savings accounts, industrial production and the average weekly earnings of wage-earners at unprecedented peaks; and

Vast industrial resources.

At the close of the convention Mr. Frigon was re-elected General President for another year. Other members of the PAI Executive Committee are as follows: Eugène Gibeau, Montreal, Honorary President; Paul Beaulieu, Chicoutimi, 1st vice-president; Jean Louis Héon, Montreal, 2nd vice-president; Lucien Corbeil, Montreal, Honorary Treasurer; and Emile Goulet, Sorel, Honorary Secretary.

Enforced Retirement Condemned by Doctor

A three-point program to correct the maladjustment of older persons was outlined last month to a conference in Montreal of the American Association of Medical Social Workers by Dr. Martin Hoffman, geriatrician at the Allan Memorial Institute.

Arbitrary retirement at 65 years is one of the chief causes of maladjustment, Dr. Hoffman said. Enforced retirement leaves older people feeling discarded.

"Loss of a job means the loss of status and income," he explained. "These people participate less and less socially. Maladjustment sets in; they develop mental ills."

Dr. Hoffman recommended the following corrective program:—

1. Employment where the years of experience and wisdom of older workers can be used in the national interest.

2. Proper housing where they can be an integrated part of the community.

3. Education of the public to the point where the virtues of the older persons are accepted.

Industry needs to accept the usefulness of older workers, he said. It is uneconomical for the nation to disregard the potential productivity of workers more than 65 years of age.

School Aids Older Women To Rejoin Labour Force

Older women planning to re-enter the business world after a prolonged absence are being assisted in fitting themselves for today's office market by a New York school. This pioneer in a new type of vocational training is the House of School and Industry.

The school, which offers intensive refresher courses in typing and shorthand, without charge, is described in *Employment Security Review*, a publication of the United States Department of Labor.

In the tranquil atmosphere of an old-world home, the women rebuild the confidence lost in their years away from the labour world and find renewed faith in their ability to get and hold a job.

"Skill is not enough," states the school's director, Dorothy Warren, in the article. "Confidence, knowledge, honesty ... these three ingredients are essential, too."

"Honesty of approach to one's age is not always easy to achieve—it means looking

at it from the top down and appraising its values fairly. It means placing in proper perspective the *gains* of the years and realizing the growth of experience, of judgment, of dependability which make the mature years an asset greatly outweighing the rivalry of mere youth. Honesty to one's job—a full measure of conscientious, steady effort—wins the position of reliability.

"Knowledge is a matter of degree and the mature women coming to the House and School of Industry want real knowledge in order to do their jobs well. The opportunity to learn is provided—they know why they are there and how much depends upon their grasp of the opportunity.

"Knowledge of the job to be done; honesty of approach to themselves and to their job—these bring confidence. And confidence, our school believes, is better than a new hat when applying for a job."

The vocational program was begun by the school, which is a subsidiary of Greenwich House, in 1952, in co-operation with three non-fee-charging employment agencies, the New York State Employment Service, the Federation Employment Service and the Archdiocesan Vocational Service.

No applicants are received directly by the school; it accepts only those referred by these three agencies. The women who go for training have already been registered for jobs and would be employable if they had their former skills. By this referral arrangement, much duplication of effort is avoided.

The Employment Service selects from among its applicants for referral those women over 35 years of age who have had training as touch typists or stenographers and have been so employed in the past but, because they have been out of the labour market for many years, have let their skills become rusty and lack confidence.

At the House and School of Industry they are tested to determine the extent of their residual skill. This, together with their background experience, is carefully evaluated so that no one is accepted for training unless it appears that she can attain the required standard of efficiency within the limits of the training program.

While training is on a group basis, it is, in effect, individual as the trainees vary in their residue of skill and rate of progress. This calls for great flexibility in the teaching pattern but the training is thorough.

Classes are held daily five days a week for eight weeks, with two periods daily in each subject. The eight-week course is followed by a week of supplementary instruction and lectures to brief the trainees on such matters as welfare progress and health measures. Speakers from federal and state agencies take part and Employment Service interviewers discuss applications and interviews.

Completion of Course

While the school prefers that all students complete the full training course, it recognizes that economic necessity frequently compels an individual to take advantage of the first job opportunity, and imposes no obligation requiring her to complete the course; neither is there any compulsion to do so in the case of a student who, during the course, regains her confidence and feels she is able to undertake a job.

Attitudes of the trainees are given positive direction, conduct and appearance are stressed, and orientation to the present-day business world is accomplished.

"These things," says the director, "are necessary since skill alone cannot overcome a lack of confidence and a general feeling on the part of the older woman that prejudice has stacked the cards against her. The transition from home to office life, from social relationships to those of business, is a big hurdle to many of these women—nearly all of whom are in the forties and fifties. Correcting their thinking is no easy task, but it is a necessary one. The constant work of orientation eases the way into the jobs so many of these women are now filling so well. Out of 109 already trained, better than 80 per cent already have jobs.

"The jobs being secured are not second-rate ones. They are good jobs at the going wage and with offices of the highest standing. Employers are learning about our school and are requesting applicants who have had our training. They feel that a woman with the willingness to learn to do a job well, with initiative, industry and adaptability, is the kind of office helper they want to hire. Yes, more and more personnel directors are saying, 'We want an older woman—one who is dependable and intelligent and has years of experience to formulate her judgment. If she has run a home and reared her children, we are sure she can handle any situation we have to offer.'"

Housing Starts Higher For 8th Month in Row

The series of monthly gains in housing starts this year continued unbroken in August, when construction began on 10,883 dwelling units compared with 9,461 in the same month last year. The total for the first eight months this year is 69,463, compared with 53,511 for the same period in 1952.

Completions in August, however, were fewer, dropping to 7,445 from 7,911, the first decline in completions recorded this year. But the cumulative total for the first eight months was higher, 53,764 compared with 40,966.

Under construction at the end of August were 71,522 units, substantially more than the total of 56,289 a year earlier.

U.S. Housing Starts Decline in September

Housing starts in the United States totalled 92,000 in September, 2,000 fewer than in August and 8,800 below the September 1952 figure, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics.

Although private housing starts have been declining for the five months since the peak of 107,400 in April, the total for the first three-quarters of 1953 exceeded that for any January-September period except in the record year 1950.

All of the 1952-53 gain in private housing occurred in the first half of this year. Totals for the first and second quarters were ahead of the 1952 quarters by 5 and 7 per cent, respectively; but in the third quarter of 1953, private volume was 7 per cent below that for July-September 1952.

CBC Citizens' Forum Schedules Labour Topics

Several topics of interest to labour have been chosen as subjects for discussion on Citizens' Forum, a Thursday night presentation on the CBC Trans-Canada network. Some of these are: "Is the White-Collar Worker the Forgotten Man" (January 21), "Our Aid to Underdeveloped Countries" (February 4), "Trade, Not Aid" (February 18), "What Health Plan for Canadians?" (March 4), "Can We Give Every Canadian Child an Equal Opportunity in Education?" (March 11), and "Should Labour Have the Right to Strike in Public Services?" (March 18).

Hourly Pay Declines Here, Sets Record in U.S.

Average hourly earnings in Canadian manufacturing declined by 0.2 cents between July 1 and August 1, the Dominion Bureau of Statistics has reported. At the same time, the length of the work week declined by 0.3 hours.

The latest earnings were \$1.36 per hour and \$55.76 per week, and the average hours worked, 41.0.

In the United States, average hourly earnings of factory production workers at mid-July were at a record level of \$1.77, including overtime and other premium pay, the Bureau of Labor Statistics, U.S. Department of Labor, announced.

The manufacturing work week in the United States declined by three-quarters of an hour to 40.4 hours between mid-June and mid-July.

In the United Kingdom, the latest survey of earnings and hours, in April this year, showed that the average weekly earnings of workers in manufacturing industries was 157s. 7d. (approximately \$22).

Canada's average weekly wages at August 1 were 5.2 per cent higher than at the same date last year. In the United States, the mid-July gross hourly pay figure represented a gain of 21 per cent during the three years of the Korean War. In the United Kingdom, average weekly earnings rose 196 per cent between October 1938, and April this year.

Average Weekly Earnings At New Peak in 1952

Average weekly earnings of Canadians employed in manufacturing reached a new peak of \$58.30 last year, 7.6 per cent better than the 1951 high of \$54.18 and more than 70 per cent above the 1946 average of \$34.25, according to the annual report of the Dominion Bureau of Statistics on earnings and hours of work in manufacturing.*

At the same time, the average hours worked per week rose by 0.4 hours to 43.4 hours for men, by 1.7 hours to 39.6 hours for women, and by 0.6 hours to 42.6 hours for both sexes. The working time of salaried personnel showed little change, the average dropping slightly to 39.4 hours from 39.5 hours in 1951.

Average hourly earnings again rose to new record levels. For both sexes the average increased to \$1.30 from \$1.22 in

*Earnings and Hours of Work in Manufacturing, 1952, price: 40 cents.

1951, with the average for men advancing to \$1.40 from \$1.31 and the average for women to 86 from 83 cents.

The DBS report was based on nationwide surveys taken in the last week of October. It shows that last year's increase in average weekly earnings in the durable goods industries was 8.0 per cent, the average advancing to \$63.20 from \$58.53 in 1951; in the non-durable goods industries it was 6.8 per cent, the average rising from \$50.05 to \$53.47.

Manufacturers of durable goods employed 50.1 per cent of all wage-earners in manufacturing in 1952, compared with 49.3 per cent in 1951. Manufacturers of non-durable goods employed 52.2 per cent of all salaried employees, compared with 53.4 per cent the preceding year.

Female wage-earners in 1952 formed 21.4 per cent compared with 20.7 per cent in 1951 and 22.6 per cent in 1950. The proportion of female salaried workers fell to 28.7 from 29.6 per cent.

UMW To Vote 3rd Time On No-Increase Contract

While delegates to the convention of District 26, United Mine Workers of America (CCL), last month approved a two-year contract providing for no change in basic wage rates proposed by a conciliation board, they would not grant the union's executive power to sign the agreement without prior ratification by members.

As a result, a third referendum will be conducted among all District 26 members. Twice before, the miners rejected the executive's recommendation that the no-increase contract be accepted. The delegates voted 54 to 7 in favour of the referendum.

The report of the union's policy committee, which recommended the referendum, also called on the executive to:—

1. Make new wage requests if conditions in the Maritime coal industry improve.
2. Continue to press for a national fuel policy that will provide markets for Canadian coal.
3. Work for an improved pension scheme.
4. Strive for better understanding between miners and management in collieries where mechanization threatens layoffs.

The two-year contract proposed by a conciliation board, which management has already accepted, while it does not provide for a wage increase, contains a maintenance of membership clause for the first time in UMW history in the Maritimes.

Colombo Plan's Progress Reviewed at Conference

Progress under the Colombo Plan during 1952-53 was reviewed recently by a 16-nation conference at New Delhi, India. The next meeting will be held in Canada in September 1954.

A report adopted unanimously by the conference, which acts as the Colombo Plan Consultative Committee, noted that there has been considerable progress in development programs in south and south-east Asia, especially in agriculture, irrigation, power and transportation.

The Colombo Plan was originated at a conference of Commonwealth foreign ministers in Colombo in 1950. It provides for six-year development programs for India, Pakistan, Ceylon, Malaya, Singapore, British North Borneo, Brunei and Sarawak.

Benefits of Plan

In India, said the report, irrigation works benefited 3.5 million acres of land during 1952-53. About 510,000 acres of land were reclaimed. Production of food increased by nearly 5 million tons as compared with 1951-52.

A considerable amount of land in Burma has been reclaimed and cultivated. An oil refinery and a small sulphuric acid plant are nearing completion.

In Ceylon about 20,000 acres of land have been irrigated and opened up. Development of fisheries and hydro-electric power is continuing and Colombo harbour is being improved.

Imports of rice into Indonesia were reduced from 600,000 tons in 1951-52 to 300,000 tons in 1952-53. Rural education centres have been set up. Nearly one million miles of irrigation canals have been constructed. The fishing fleet is being motorized and petroleum production increased.

More than 400,000 squatters in the Federation of Malaya have been resettled. Irrigation of 50,000 acres of rice land has been completed. The first stage of an electric power station has been built.

In Singapore a power station, an airport and housing schemes are being developed.

Irrigation and power projects made progress in Pakistan. The country's cotton industry has been expanded.

Air and road transportation have been improved in Sarawak, North Borneo and Nepal. North Borneo has also made progress with irrigation and housing.

The rice-growing area in Viet-Nam has been increased by nearly 500,000 acres since 1951. The output of coal increased from 638,000 tons in 1951 to 894,000 tons in 1952.

Representation

Countries represented at the New Delhi conference were: Australia, Burma, Cambodia, Canada, Ceylon, India, Indonesia, Laos, Nepal, New Zealand, Pakistan, the United Kingdom, Malaya, Singapore, the United States, and Viet-Nam. Thailand and the International Bank of Reconstruction and Development were represented by observers.

The conference's report revealed that since the end of 1950, more than \$1,000,000,000 in assistance has come from Canada, the United States, Australia, New Zealand and the World Bank.

Only 1 in 14,000 Workers Unemployed in N.Z.

Only one person was registered as unemployed for every 14,000 in employment in New Zealand in April this year, according to that country's *Economic Survey, 1953*.

Although the labour shortage eased slightly last year, there are still many unfilled vacancies throughout the country. In April, vacancies were one for every 35 employed. Unemployment in April totalled 56 persons, vacancies were 20,400 and the total labour force was 770,000.

The survey states that changed conditions over the past few years have shown the labour force to be reasonably flexible. Moderately large changes in employment can take place without giving rise to significant unemployment in the process.

The main industry losing workers has been the textile and clothing industry, where employment fell by approximately 2,500 between April 1951 and April 1953.

Definition of "Dumping" May Need Change: Abbott

The definition of "dumping" given in the Customs Act may require revision, Hon. Douglas Abbott, Minister of Finance, told a meeting of the Montreal Board of Trade Associates last month.

He was replying to a questioner who asserted that dumping of textiles was causing unemployment and hardship, particularly in Ontario and Quebec.

"It may be that the definition of dumping requires some revision," Mr. Abbott said.

Co-Op Banks at Arvida Garner Retroactive Pay

More than \$300,000 received in retroactive payments has been deposited in four *caisses populaires* (Co-operative People's Banks) by the members of the Arvida Aluminium Syndicate (CCCL), following a campaign undertaken among the wives of union men for the purpose of encouraging working people to save money.

An inquiry made in four *caisses populaires* shortly after the signing of a new collective agreement that resulted in the payment of the retroactive pay revealed that 200 new members have entered their names with these people's banks and that more than \$300,000 has been deposited.

Encouraged by this initial success, the officers of the syndicate immediately launched a second campaign among the wives, this time for the purpose of setting up a women consumers' league at Jonquière and at Kenogami.

The principal objectives of this movement are to encourage co-operation, to obtain more favourable prices through agreements with the merchants and to encourage the keeping of a family budget.

It is intended to extend this movement later to other near-by centres.

The men behind these two campaigns are Adrien Plourde, President of the Aluminium Employees' Syndicate, and Philippe Girard, CCCL organizer.

Canadian Co-Operatives Have Record Year

During the year ended July 31, 1952, Canadian co-operatives reported the largest volume of business ever transacted in this country, according to the annual report on co-operatives prepared by J. E. O'Meara, Economics Division, Department of Agriculture. Total business done by the 2,616 associations reporting amounted to \$1,219,253,850, an increase of \$202.7 million over the total reported in 1950-51. Prior to the year covered in the report the largest volume reported was in 1949-50 but this was \$180 million less despite the fact that fewer co-operatives reported for 1952.

Co-operatives in every province west of Quebec reported increases in the sales volume of farm products marketed. In the East, Prince Edward Island was the only province to report an increase but in the other provinces the decrease in volume was relatively small. All provinces except Alberta and New Brunswick reported increases in sales of merchandise and supplies.

Financial Structure

In analysing the financial structure of Canadian co-operatives the report points out that the member equity in relation to general liabilities indicates that for every dollar of capital provided by creditors there is only 91 cents of member-owned capital. This cannot be considered a favourable position and the ratio has been deteriorating steadily since 1948. In that year there was \$1.22 of member capital for every dollar of outside capital.

U.S. Labor Department Issues Annual Report

The Annual Report of the United States Secretary of Labor to Congress on the work of the Department of Labor for the fiscal year ended June 30, 1952, is now available.

About a quarter of the report is devoted to a summary by the Secretary of Labor setting out in a general way the duties and purposes of the Department and the manner in which they were carried out during the year. Emphasis is placed on the work of the Department in developing and implementing manpower policies determined by the National Manpower Policy Committee functioning under the Office of Defence Mobilization.

This summary is followed by reports of bureaus and offices giving more specific details about the programs for which each was responsible. Among these are the Bureau of Apprenticeship, the Bureau of Employees' Compensation (administering legislation providing compensation to federal government employees injured in the performance of duty), the Bureau of Employment Security, the Bureau of Labor Standards, the Bureau of Labor Statistics, the Wage and Hour and Public Contracts Division, which administer the Fair Labor Standards Act and the Walsh-Healey Public Contracts Act, and the Women's Bureau.

Technical Engineers Affiliate With TLC

The American Federation of Technical Engineers has affiliated with the Trades and Labour Congress of Canada.

Now undertaking a membership drive in Canada, the organization already has three locals in Ontario, two at Peterborough and one at Deep River.

Injunction Imposes Truce In Eastern U.S. Ports

An uneasy truce has settled over the east coast harbours of the United States following a series of developments since the International Longshoremen's Association was expelled from the American Federation of Labour in September (see p. 1617).

The ILA, fighting to keep its control of organized dock workers, on October 1 called a strike that tied up port facilities from Portland, Me., to Hampton Roads, Va. ILA contracts with shipping companies expired on that date.

The same day, President Eisenhower issued an executive order stating that the national health and safety was being jeopardized. He invoked the Taft-Hartley Act and set up a three-man board of inquiry. On October 6, a ten-day injunction was issued under the law, starting the striking longshoremen and supporting tugboat crewmen back to work.

The injunction was later extended to the full 80-day period allowable under the law. It expires December 24.

In the meantime, the AFL is reported to be working with the Governor of New York State, Thomas E. Dewey, to block the signing of a new contract between the ILA and the New York Shipping Association, representing employers. The new AFL dock union is attempting to win over locals of the longshoremen's union from the leadership of ILA President J. P. Ryan.

The AFL has requested a National Labour Relations Board certification vote. It is not yet decided when it will be held.

Until negotiations broke down, the shipping companies were offering a pay increase of 8½ cents per hour. Of this, 6½ cents were to go in wages and two cents in increased welfare benefits. The union is holding out for 13½ cents per hour: ten cents in wages, three cents for welfare and one-half cent to pay the expenses of an industry arbitrator with authority to fine either side for contract violations. The companies also agreed to the arbitrator.

The new AFL union has made attempts to enter negotiations. It is demanding a wage increase higher than the ILA's 13½ cents, plus the guaranteed eight-hour day the rival group is seeking. The employers have refused to bargain with the AFL union because it has not yet been certified.

Other elements in the tense situation are these:—

The Waterfront Commission, set up earlier to administer the recommendations

of the New York-New Jersey Crime Commission (L.G., Aug., p. 1143), will have, after December 1, the right to decide who works on the waterfront. It will set up state employment centres at which all dock workers will be required to register. Persons with criminal records will be turned away. The Commission will also license all stevedoring companies, all pier superintendents and all employment agents. The shape-up system of employment and the business of public loading will become illegal.

The ILA is currently fighting these measures in the United States federal courts, questioning them on constitutional grounds.

After December 24, the ILA can legally resume its strike if no contract has been signed and if neither union has been definitely certified in a Government-supervised vote.

Results of N.Y. Survey Similar to Canadian

A recent survey of earnings of office workers in New York State has revealed the same general situation as that shown in a similar survey in Canada (L.G., June, p. 846).

The Division of Employment of the New York State Department of Labor reports that earnings of office workers in manufacturing establishments in the state increased less in 1952 than in 1951. Also, the gain for non-supervisory office workers was less than the gain for production workers.

From November 1951 to November 1952, gross average weekly earnings of supervisory office workers increased 6.2 per cent. Those of non-supervisory office workers rose 4.4 per cent, while those of production workers rose 5.5 per cent.

The survey is based on returns from 3,879 establishments that employed a total of 885,806 workers in November 1952.

Income payments to individuals in the United States increased five per cent in 1952.

The U.S. Department of Commerce has reported that total income payments climbed from \$243,000,000,000 in 1951 to \$255,000,000,000 last year. These payments are the current income, before deduction of taxes, received by individuals from all sources.

First N.Y. State Labour Law Passed Century Ago

One hundred years ago, New York State passed its first labour law. On July 21, 1883, the legislature decreed that "ten hours shall be deemed a day's work, in the absence of any agreement, for mechanics and labourers on all public works in this state".

Although the law applied only to workers hired by private employers carrying out public work projects, it led the way to many reforms in hours, wages, working conditions and employment of women and children throughout the manufacturing and mercantile industries.

Apart from a law passed in 1881 requiring that seats be provided for women in factories, the legislature made no further move in the field of labour legislation until 1883, when it established a Bureau of Labour Statistics. Since then the principle of no legislation without investigation has been the policy of the New York State Labour Department, says an article in the September issue of *Industrial Bulletin*, the Department's monthly news magazine.

The present Division of Research and Statistics, the outgrowth of the old Bureau, undertakes investigations into the employment patterns and working conditions prevailing in the state's industries and recommends laws designed to abolish conditions detrimental to the safety, health and security of the workers.

In 1884 the Bureau made an investigation of child labour, which resulted in the passage of New York's first factory law. This law regulated hours of work for minors and women. Later the Factory Act was amended to include safety regulations.

An industry-wide safety program was initiated in 1911, after a fire took the lives of 145 workers in a shirt factory. This program included code regulations applying to hazardous situations in specific industries. The result is the present Industrial Code.

Other items in the history of labour legislation in New York State are: the establishment in 1886 of a Board of Mediation and Arbitration, resulting in the present Labour Relations Board; a commission set up in 1895 to study working conditions of women and children, the first of many to have equal representation from labour, management and the public; a Public Employment Service established in 1896; an act of 1909 providing one day of rest in every seven for all workers; and the first minimum wage laws in the United States, passed in the early 1930's.

The present New York State Department of Labour was established in 1901, the first labour department in any state in the country. Workmen's compensation was instituted in 1913, equal pay laws in 1944, and anti-discrimination measures in 1942 and 1945.

False Non-Communist Oath Voids Certification

For the first time in its history, the National Labour Relations Board in the United States has cancelled a local union's bargaining rights on the ground that one of its officers made false statements regarding Communist affiliations.

A local of the International Fur and Leather Workers Union recently had its certification revoked as bargaining agent at the Am-O-Krome Company in Cincinnati, after its secretary-treasurer pleaded guilty in a federal district court to lying to government agents when he denied Communist ties.

Shortly after, the NLRB announced a new policy whereby unions in the United States will be prevented from taking part in collective bargaining elections if any of their officers are under indictment for filing false non-Communist affidavits. The policy will apply unless another union is involved in the case or unless holding up action would go against the interests of the employer or another union.

The Taft-Hartley Act, at present the basic labour law in the United States, prohibits a union from using NLRB services until its officers have filed formal statements that they are not Communists.

In Canada in 1952, the Supreme Court of Nova Scotia quashed an order of the Nova Scotia Labour Relations Board refusing certification, on the ground that one of its officers was a Communist, to Local 18 of the Industrial Union of Marine and Shipbuilding Workers of Canada. The Court ordered the Board to reconsider the union application (L.G., July 1952, p. 937). This ruling was upheld by the Supreme Court of Canada June 8, 1953 (L.G., July, p. 984).

In another case in 1950, the Canada Labour Relations Board revoked the certification of the Canadian Seamen's Union on the ground, in part, that it was a Communist-dominated organization (L.G., 1951, p. 190). This ruling was upheld by the Supreme Court of Ontario in 1951 (L.G., 1951, p. 697).

Degree of Unionization In U.S. Cities Surveyed

Three-fourths of the plant workers and about one-seventh of the office workers in 39 of the largest production centres in the United States were found to be unionized in a survey made recently by the U.S. Bureau of Labor Statistics.*

In southern cities nearly one-half of the plant employees and one-tenth of the office staffs were covered by union contracts, while in the Middle Atlantic and far western cities, more than four-fifths of plant workers and about one-fifth of office workers were covered.

Among the six broad industry groups surveyed, the degree of unionization varied widely, being most complete in the transportation (except railroad) and public utility fields.

Detroit, Pittsburgh, San Francisco-Oakland and Seattle were the cities in which organization was most general, with 90 per cent or more of the plant workers in unionized concerns. In another 13 areas, most of them located in the Middle West and the East, the proportion was between 75 and 89 per cent. Some of the cities in this group were New York, Philadelphia, Cleveland and Los Angeles.

In Boston, Chicago, Cincinnati, Richmond and 11 other cities the proportion of workers in organized companies was from 50 to 74 per cent.

Organization was found to be least widespread in the South. Atlanta, Jacksonville, New Orleans, Houston and Oklahoma City had between 20 and 49 per cent of their workers under union contracts.

Unionization of office workers was highest in Newark-New Jersey and Pittsburgh, and lowest in Hartford and Columbus.

N.Z. Labour Force Grows; Population Gain Greater

The labour force in New Zealand has grown over the last year but is now a smaller percentage of the total population than formerly.

According to the *Economic Survey* for 1953, published recently by the New Zealand Government, the number of persons gainfully occupied or seeking employment rose by 15,000 to almost 770,000 between April 1952 and April 1953.

*For information regarding organization of plant workers in Canada, see *LABOUR GAZETTE*, Feb., p. 221.

At the same time, however, the total population increased by about 50,000. During the year there was a decrease in the labour force as a proportion of total population: 38 per cent in April 1952 as compared with 37·8 per cent in April 1953. In April 1936 it was 40·9 per cent.

Although the labour force has remained constant since 1900, about four persons out of every ten, the size of the working age group has decreased, largely because of the increasing percentage of children in the population due to the high birth rate since 1936. Also, there has been an increase in the number of married women with children who are not working.

Other causes of the reduction in the size of the working population are the trends toward late school leaving age and earlier retirement.

The survey predicts a fairly steady rate of increase in the labour force over the next two decades, with the labour force bearing about the same relationship to total population in 1975 as it does now. This means an increase of between 40 and 55 per cent in the labour force, from the present 770,000 to between 1,100,000 and 1,200,000 in 1975.

The survey points out that as the labour force is unlikely to rise significantly faster than the total population, higher living standards will depend on increased output per worker.

Jurisdiction Over Marine Radio Won by CIO Union

Jurisdiction over all forms of radio and electronic communications on United States ships operating out of ports on the Atlantic coast was won recently by the American Radio Association (CIO).

The union, representing some 2,000 sea-going radio operators, signed contracts with most of the 201 freighter, passenger, tanker and collier companies on the East coast.

The contracts ensure that all radio telephones, radio teletype and radio facsimile units will be under the jurisdiction of radio operators. All radio telephone units will be located in radio rooms under the complete control of the radio officers, with the agreement that they alone will operate them.

In addition, the contracts provide raises in wage and overtime rates and increased pension and welfare payments. The contracts will run until June 1955 on tankers and until June next year on dry-cargo, passenger and coal-carrying vessels.

Apprenticeship Training Advisory Committee and Provincial Directors Hold Joint Meeting

No quick, easy way exists to increase training of skilled workers to meet demands of Canada's rapid industrial expansion, it was agreed. Apathy of many employers towards training plans said chief obstacle

There is no quick and easy method of increasing the training of skilled workers to meet the demands of Canada's rapid industrial expansion, it was generally agreed at a joint conference of the Apprenticeship Advisory Committee and provincial Directors of Apprenticeship in Ottawa last month.

One of the chief obstacles in the way of training more skilled workers was attributed to apathy on the part of many employers towards training plans.

Addressing the conference, Hon. Milton F. Gregg, Minister of Labour, urged that all concerned with apprenticeship training in Canada combine efforts towards making more training opportunities available and encouraging young people to obtain the skills that are so important to the development of Canada in the coming years

The three-day conference, the Apprenticeship Training Advisory Committee's fourth, was held in Ottawa on October 5-7 and was the first at which the Directors of Apprenticeship for the provinces were invited to attend. The first and third days were under the chairmanship of Arthur W. Crawford, Federal Director of Training. J. B. Metzler, Deputy Minister of Labour for Ontario, presided over the second day's session.

A prime objective, the conference agreed, is uniformity of standards; but it was recognized that there is no short-cut to this goal and that a long road lies ahead. It is an undesirable situation, it was pointed out, when a boy trained in one province is not recognized as a qualified tradesman in another. One difficulty is the obtaining of suitable trade analyses from which a "hard core" of basic skills for each trade can be extracted and agreed upon by all provinces.

Trade Analyses

During the discussion on the drawing-up of suitable trade analyses, the Canadian Vocational Training Branch, Federal Department of Labour, reported that positive steps have been taken in this direc-

tion. A committee in British Columbia is preparing a detailed and comprehensive trade analysis of the machinist trade. It is estimated, however, that the project will take about two years to complete as the procedure is an exceedingly complicated one, involving a thorough study of every process, operation and machine used in the trade.

A similar committee in Eastern Canada is working on the carpentry trade. This analysis is not expected to take so long to complete because of the work already done by the Brotherhood of Carpenters and Joiners and other organizations.

After final revision, the analyses will be distributed by the Training Branch to the provinces for selection of the units and operations to be included in the "hard core" or standard.

Training Costs

Concern was expressed with the growing costs to the provinces and the Federal Government of training programs. Costs will continue to rise, it was pointed out, as more apprentices enter the trades. Figures were quoted showing that in one instance per capita costs of trades training in schools operated under federal-provincial agreements had risen by 192 per cent in eight years.

Construction Industry

Discussions arose out of a number of reports presented to the meeting, one on the Canadian Construction Association plan for field men. There has been a feeling, it was explained, that the members of the Association are not taking advantage of the assistance provided by the provincial and federal Governments in the training of apprentices. Consequently, a survey is being made among the Toronto members to find out if the appointment of field men would help in the promotion of apprenticeship training plans and what are the best means of attaining this end.

Publicity

It was decided that the publicity directed at employers should be continued and that a publicity campaign directed at parents should be initiated.

Meeting of Apprenticeship Directors

The relative values of full-time, part-time, evening and correspondence courses was discussed by the provincial Apprenticeship Directors. The trend, it was agreed, is towards full-time classes only. Correspondence courses, it was felt, should be used only where no other type of instruction is available and when some form of supervision can be provided.

The question of training for those who do not have full competence in their trades and who are getting in "through the back door" came under discussion. It

was felt by some that in view of the shortage of skilled workers an effort should be made to provide training to raise the skills of such persons. There was some difference of opinion as to whether such provision should be made through provincial apprenticeship plans or by some other method and no definite decision was reached on this point.

October 25-November 1 was proclaimed "Apprenticeship Week" in New York State by Governor Thomas E. Dewey.

Apprenticeship training, said Mr. Dewey, "makes for the orderly flow of the economic activity of the community, prepares the young workers for gainful occupation and, in times of emergency, provides the tools of a staunch defence."

Fatal Industrial Accidents in Canada* during Second Quarter of 1953

Industrial fatalities during second quarter of 1953 numbered 317, an increase of 16 from the previous quarter, in which 301 were recorded

There were 317¹ industrial fatalities in Canada in the second quarter of 1953, according to the latest reports received by the Department of Labour. This marks an increase of 16 fatalities over the previous quarter, in which 301 were recorded, including 11 in a supplementary list.

During the quarter under review, four accidents occurred that resulted in the deaths of three or more persons in each case. On April 12, four prospectors, three employees of a fishing camp and an aircraft pilot were killed near Lac Manitou, Que., when the airplane in which they were travelling crashed into a mountain.

Four crew members of an air service company were lost when the plane in which they were travelling disappeared on a flight between Gander, Nfld., and Ottawa, Ont., on April 18. At Rabbit Lake, Ont.,

four men employed in the logging industry were drowned on April 30, when the tug

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial accidents may be omitted from the Department's records because of lack of information in press reports.

*See Tables H-1 and H-2 at end of book.

¹The number of industrial fatalities that occurred during the second quarter of 1953 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

White Bear disappeared while on a trip to pick up a log boom. On May 11, three men normally employed as bushworkers were drowned at Rib Lake, Ont. At the time of the accident, the men were ferrying their employer across the lake, after having spent the day working at his summer home.

Grouped by industries, the largest number of fatalities, 58, was recorded in manufacturing. Of these, 21 were in the wood products group, eight in each of the paper and transportation equipment industries and six in iron and steel. In the previous three months there were 70 fatalities listed in manufacturing, including 18 in iron and steel, 14 in wood products and 12 in the transportation equipment industry.

Of the 47 accidental deaths reported in the mining industry during the quarter under review, 30 occurred in metalliferous mining, 10 in coal mining and seven in non-metallic mining. In the preceding three months 45 fatalities were recorded in mining, including 25 in metalliferous mining, 12 in non-metallic mining and eight in coal mining.

Forty-two persons died as a result of accidents in the transportation industry during the second quarter of 1953. Of these, 13 were in steam railways, 12 in water transportation and seven in air transportation. During the previous three months 36 deaths were recorded, of which 16 occurred in local and highway transportation, eight in steam railways and five in air transportation.

There were 41 industrial fatalities in the construction industry during the quarter under review of which 18 occurred in buildings and structures, 14 in miscellaneous construction, and nine in highway and bridge construction. In the previous three-month period 37 deaths were listed, including 17 in buildings and structures, 12 in miscellaneous construction and eight in highway and bridge construction.

In the logging industry, 41 industrial deaths were reported during the second quarter of 1953, compared with 50 in the previous three months. In the second quarter last year, 38 accidental deaths were recorded.

Industrial deaths in the agriculture industry numbered 34, compared with 17 in the first quarter and 26 in the fourth quarter of 1952.

In the service industry there were 20 fatalities during the second quarter, a decrease of four from the 24 recorded in the previous three months. In the second quarter of 1952, 35 accidental deaths were recorded.

An analysis of the causes of the 317 fatalities that occurred during the quarter shows 87—27 per cent—of the victims had been involved in “collisions, derailments, wrecks, etc.” Within this group the largest number of deaths (26) was caused by watercraft; in the sub-group “tractors, loadmobiles, etc.” there were 19 fatalities; aircraft accidents were also responsible for 19 deaths.

Accidents which involved “being struck by tools, machinery, moving vehicles and other objects” accounted for 81 (25 per cent) of the total deaths during the period. These included 11 fatalities caused by automobiles and trucks and nine as a result of landslides or cave-ins. In the classification “falls and slips” 55 deaths were reported. Of these, 54 were caused by falls to different levels.

By province of occurrence the largest number of fatalities was recorded in Ontario, where there were 92. In Quebec, there were 77 and in British Columbia 59.

During the quarter under review there were 96 fatalities in April, 111 in May and 110 in June.

Unemployment Insurance

(Continued from page 1660)

statutory holidays, in the second and following weeks for which the employee does not receive pay.

Holiday pay, received at termination of employment, will not deprive a claimant of benefit.

Formerly, when a person received money (other than money representing pension payments or for overtime) on termination of employment, he was not paid unemployment insurance benefits until the period represented by the payment had

elapsed. Now all money so received will be disregarded in determining whether or not a person is unemployed unless it was paid in return for the worker's promise to return to his former employer when required, in accordance with a guaranteed wage plan, for retirement leave credits or in lieu of notice. In these cases, he will not be entitled to unemployment insurance benefit until the period represented by the money has elapsed.

New Brunswick Federation of Labour Holds its 41st Annual Convention

Province's housing situation comes under criticism; delegates demand low-cost and low-rental homes. Processing within province of ores recently found there is urged. President Whitebone wins 20th term

The New Brunswick Federation of Labour held its 41st annual convention at Edmundston on September 22-24. Ninety-seven delegates, representing six central bodies and 48 local unions, dealt with more than 40 resolutions.

President's Report

New Brunswick's housing situation came in for some criticism in President James A. Whitebone's annual report to the convention. Although hundreds of new homes are being constructed by public and private enterprise, shortage of proper housing remains a major problem throughout the province, he said, and urged the delegates to give it their earnest consideration.

Turning then to employment conditions in the province, the President said that while statistics might lead some to believe that all is well in this respect, those who are close to the situation know that there are still too many persons unemployed or under-employed and that prospects of full employment are none too good.

On the brighter side, however, he referred to the discovery of valuable and extensive mineral deposits in the province and the large-scale mining developments started in northern New Brunswick. The President hoped that all phases of these mining operations will be kept within the province and so provide lucrative employment for large numbers.

Mr. Whitebone paid tribute to the late Eugene R. Steeves, a past president and life convention delegate and a labour member on the Workmen's Compensation Board.

Secretary's Report

In presenting the secretary-treasurer's report, George R. Melvin described the Federation's finances as being in a "buoyant condition". Affiliations and membership showed a net gain of three central bodies, two local unions and 409 members.

Reports were submitted also by Mr. Melvin in his capacity as delegate to the

68th convention of the Trades and Labour Congress of Canada, and by Morley Roberts, Personnel Manager, Unemployment Insurance Commission, Eastern provinces.

Speakers

Minister of Labour

Hon. Milton F. Gregg, Minister of Labour, emphasized the constructive nature of the recommendations "which your national executive have brought before the federal Government" and expressed his pleasure in again meeting members of the New Brunswick Federation assembled "to consider the problems of those doing the work in the province and the welfare of all its people."

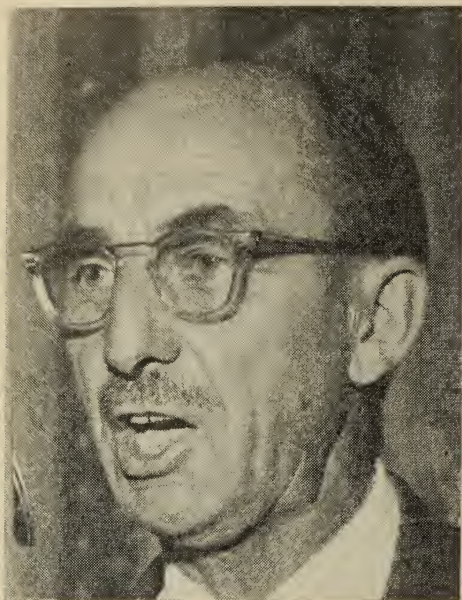
Especially, he commended "the leadership given the Federation by Jim Whitebone," its President.

Outlining the major functions of his own responsibility as Minister of Labour, Mr. Gregg drew a distinction between the federal Department of Labour and the Unemployment Insurance Commission. These functions were "closely meshed," he explained, "but they are two distinct organizations, represented in Parliament through the Minister of Labour."

Referring to the anti-discrimination measure enacted by Parliament at its last session, the Minister indicated how the principle of anti-discrimination is also set forth in federal government contracts and in the Employment Service, and how it provides opportunity for the airing of complaints and investigation.

In this connection, the Minister pointed out that while this law is a useful procedure, "the encouragement of tolerance and good will is the part of all."

The Minister emphasized that while the federal Government had not yet put into effect national health insurance, it had "taken a definite step to help lessen the hardships of accident or illness under recent amendments to the Unemployment Insurance Act whereby when a worker drawing unemployment insurance benefit then becomes sick his benefit goes on."



Hon. Milton F. Gregg
Satisfied with co-operation

Referring to Camp Gagetown, a project of the National Defence Department, the Minister declared it "was set down as federal policy that contractors shall give special consideration to people thrown out of work by the camp being in that area." The next step would be the expansion of the project with the building of approach roads, and the peak of construction would be reached in 1955.

In conclusion, congratulating the Federation on its progress, the Minister expressed satisfaction at the close co-operation between the leaders of labour and officials in his Department. That this might be advanced, he had arranged that Horace

Pettigrove of Fredericton, Regional Industrial Relations Officer, and Morley Roberts, Regional Employment Officer, Atlantic Region, Moncton, and other officials attend the convention, he said.

Provincial Premier

Hon. H. J. Flemming, New Brunswick's Premier, who welcomed the delegates, recounted some of the difficulties facing the provincial Government. New Brunswick, he said, has the largest number of miles of highway per capita of any province to maintain, more bridges and more ferries.

The Premier spoke of the problems of the New Brunswick Electric Power Commission, which he termed one of the largest and most important phases of the Government's work, since it provides electrical energy to the population and is the province's largest consumer of coal.

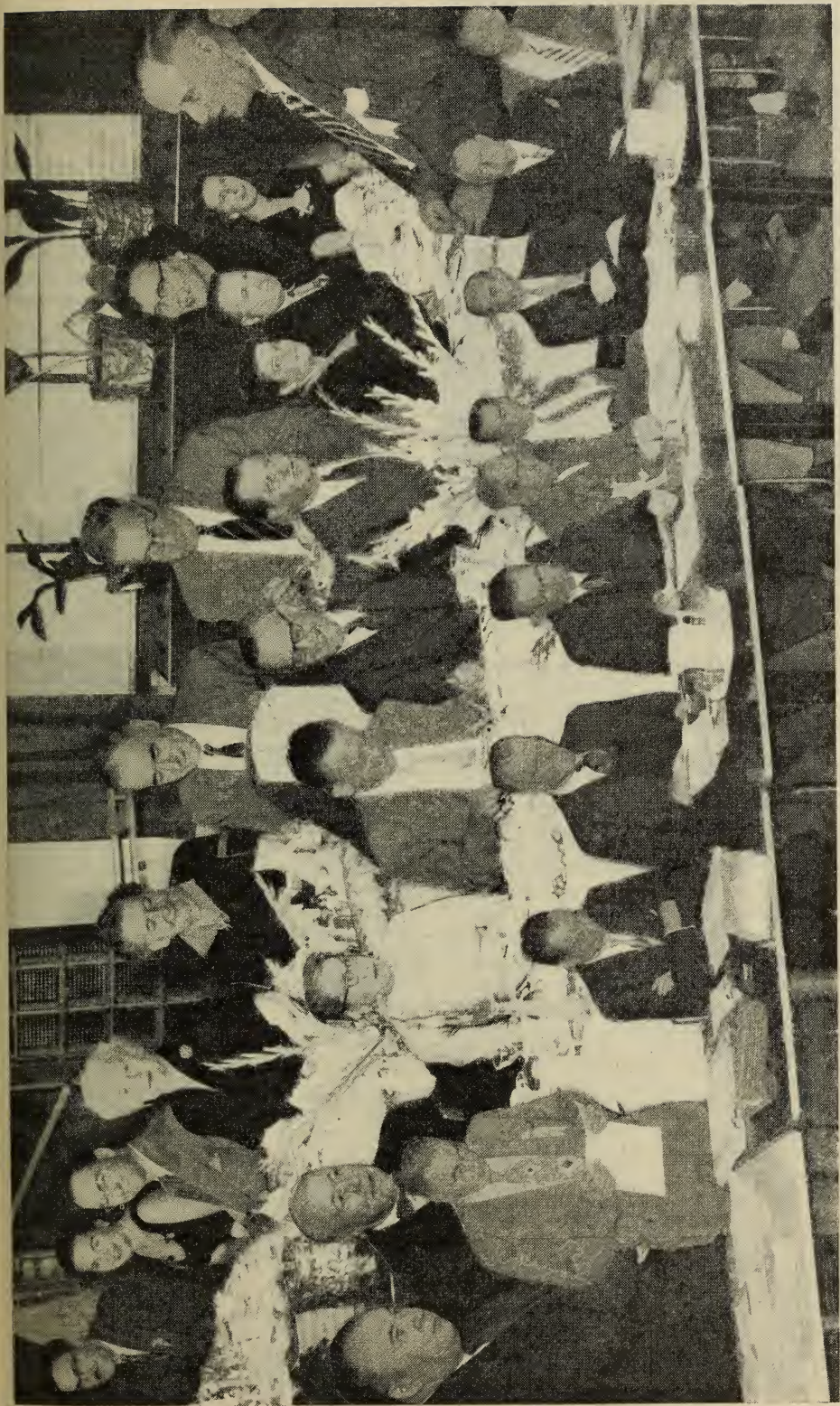
H. H. Pettigrove

The solid foundation of sound labour relations is laid by local union leadership and management's personnel departments and reliance on third-party intervention should be avoided, said Horace Pettigrove, Federal Department of Labour. He singled out the good record in labour relations of the province's pulp and paper industry as an example that has had a "salutary" effect on many other industries.

Provincial Minister of Labour

Hon. A. E. Skaling, provincial Minister of Labour, gave the conference an outline of some of the labour highlights of New Brunswick's last legislative program: enactment of Fair Wages and Hours of Labour legislation; amendment to the Workmen's Compensation Act to provide for the appointment of a medical referee in claims contested on medical grounds; and an

New Brunswick Federation of Labour chieftains in session and out of session. The bottom row shows the head table at the opening session (left to right): George Melvin, Federation Secretary (standing); L. P. Lajoie, Deputy Mayor, Edmundston; Hon. A. C. Taylor, Leader of the Opposition, New Brunswick; Hon. Edgar Fournier, Chairman, New Brunswick Hydro Electric Power Commission; James Whitebone, Federation President; Edouard Réfuse, Chairman of the committee in charge of convention arrangements; Hon. Milton F. Gregg, Federal Minister of Labour; Hon. A. C. Skaling, New Brunswick Minister of Labour; Robert Duncan, President, Edmundston and District Trades and Labour Council. Among those at the banquet head table (upper rows) were: Deputy Mayor and Mrs. Lajoie, Mr. and Mrs. Whitebone, Hon. Edgar Fournier and Mrs. Fournier, Mr. and Mrs. Melvin, Mr. and Mrs. Harry Colnett, Mr. and Mrs. Réfuse, Mr. and Mrs. Duncan, John McLeod, Vice-President, Bricklayers, Masons and Plasterers' International Union of America; Max Swerdlow, Director of Education, Trades and Labour Congress of Canada; V. Emory, Manager, and W. K. Scott, Assistant Supervisor of Industrial Relations, Fraser Companies Limited, Edmundston.





V. C. Phelan
Matters of urgent ILO concern

amendment to the Labour Relations Act allowing employees of government boards and commissions collective bargaining rights.

In regard to labour relations, the Minister expressed anxiety concerning "what appears to be a growing tendency in certain quarters to go to conciliation without a real effort to settle matters at issue through direct collective bargaining." There is, he declared, no substitute for direct negotiations.

The Minister followed with a brief account of some of the important events within his Department during the year. Minimum wages for women, he said, were increased by about 20 per cent. Industrial standards schedules were renewed and strictly enforced and factory and boiler inspection extended. Apprenticeship has continued to grow: 681 apprentices were then in training in 20 trades, he said. Plans are being made for continued development in this field.

V. C. Phelan

V. C. Phelan, Director, Canada Branch, International Labour Organization, told the delegates of the ILO's Technical Assistance to underdeveloped countries, which matter was of the most urgent concern to the ILO. The ILO is furnishing such assistance in regard to training, the co-operative

movement, employment service, labour legislation, and other kindred matters to a considerable number of countries in Asia, South America, Africa and elsewhere. Experts, to assist the underdeveloped countries, have gone from Canada and from other developed areas.

Mr. Phelan pointed out that the principal aims of Technical Assistance are to advance the welfare and living standards of people in underdeveloped countries, while at the same time creating the possibilities for considerably expanded world trade, through an advance in production in the underdeveloped areas, to the eventual benefit of all countries throughout the world.

Other Speakers

Announcement of a series of weekend schools for the study of matters of labour interest was made by Max Swerdlow, Director of Organization and Education of the TLC. In response to a request from the Moncton District Council, a school was to be held in that city on November 13-15.

Other guest speakers included Hon. A. C. Taylor, Opposition Leader in the New Brunswick Legislature; Hon. Edgar Fournier, Chairman, N.B. Electric Power Commission; N. D. Cochrane, provincial Deputy Minister of Labour; H. H. Pettigrove, Department of Labour Conciliation Officer for the Maritimes; and F. C. Sherwood, Chief Factory and Boiler Inspector for the province.

Resolutions

Declaring that recent discoveries of mineral deposits in New Brunswick have changed the outlook of future development within the province, a resolution submitted by Lodge 245 of the Brotherhood of Railway Carmen of America called upon the provincial Government to use its influence and power to have minerals processed in the province and to offer inducements to manufacturers to establish plants in the province, using maritime labour and material in the process.

"Thousands of our people in the pursuit of farming, fishing and part-time employment," stated the resolution, "can only maintain themselves and their families at a substandard of living."

Provision of low-cost and low-rental homes was the subject of two resolutions. One again urged the federal Government to accelerate its housing program and recommended loans at three per cent for *bona fide* home builders, with a maximum

down payment of ten per cent. It also urged that steps be taken to encourage municipalities to enter into agreements for the construction of low-cost homes, with all modern facilities such as schools, playgrounds and paving.

The other resolution proposed that a housing commission be set up by the provincial Government to study housing needs in the province.

Amendment of the Unemployment Insurance Act was requested to require an employer to continue payment of an injured worker's contributions while he was on workmen's compensation and the Workmen's Compensation Board to deduct the injured worker's contribution from his weekly compensation and send it to the Unemployment Insurance Commission. Amendment to the Workmen's Compensation Act to authorize such action was proposed. Increased rates of workmen's compensation are also sought.

Other resolutions called for:—

Enactment of fair employment practices legislation in those provinces in which it does not exist.

Implementation of a health insurance plan by the provincial Government, assisted by the federal Government.

Bargaining rights for federal and provincial government employees.

Provincial bodies to urge provincial Departments of Labour to issue a monthly *Labour Gazette*, reporting agreements filed, conciliation proceedings, conciliation boards set up and their findings, and all labour proceedings in the province which would be of value to labour and management in the negotiation of agreements.

Legislation providing for a maximum five-day, 40-hour work week.

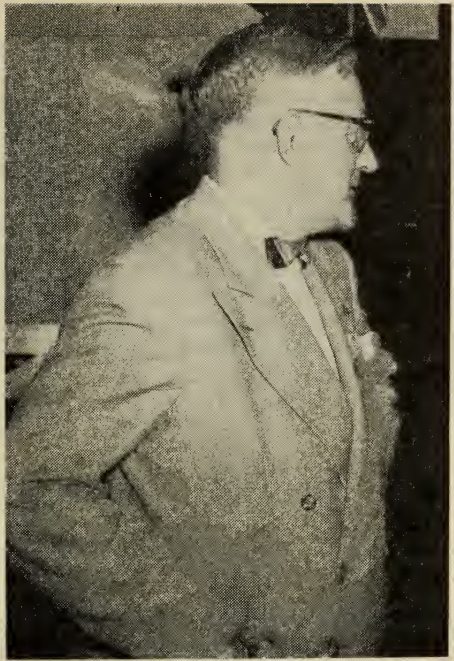
Forty-hour work week for all prevailing rate employees at RCAF stations at Moncton.

Holidays with pay (the Federation to consider the appointment of a special committee to take up the question of a provincial vacations with pay act).

A monthly pension of \$50 for persons who because of disability or infirmity are unable to support themselves.

In connection with legally-conducted strikes, unions to be given an opportunity of being heard before an injunction is issued.

A revised scale of payment for Labour Relations Board and court witnesses and for jury duty "more comparable" with present-day wages.



James A. Whitebone
Returned by acclamation

A time limit for the handing down of reports by boards of conciliation.

Government inspection of all steam plants and licensing of their operators.

In the interest of public safety, provision to be made in the Electrical Energy Act for the licensing of inside wiremen.

Provincial Government grants to student nurses to help to overcome the present shortage.

Provincial Government assistance in reforestation of areas depleted by fires or other causes.

Sale of fuel wood by the cord instead of by such terms as "big load" and shipment and storage of coke under weather-proof conditions.

Action to bring about uniformity throughout the province in the matter of the change-over from standard to daylight saving time.

Committee on Officers' Reports

The Federation was commended by the Committee on Officers' Reports for its efforts in building up new organizations. The Committee felt, however, that more assistance might be given in this regard by the local Trades Councils and affiliated locals.

Brothers Stafford and Doucette were commended on their appointment and for the good work accomplished by them during the past year. The Committee expressed the hope that they will continue to bring into the fold "backsliders" and organizations not affiliated with the Federation.

Congratulations were extended to the executive on their efforts to bring about labour legislation in keeping with trade union principles, and to Secretary Melvin for bringing in a financial report indicating such a satisfactory financial situation.

Election of Officers

James A. Whitebone was returned by acclamation for his 20th term as President and George R. Melvin for his 36th term as Secretary-Treasurer. Other officers elected were: W. A. MacLean, First Vice-president; W. A. MacMillan, Second Vice-president; and Edward Rafuse, Third Vice-president. George R. Melvin was elected delegate to the next convention of the Trades and Labour Congress, with Edward Charlton alternate.

The Federation's next annual convention will be held in Bathurst.

First Annual Convention of British Columbia Trade Union Congress (TLC)

Criticism levelled at Canadian Bar Association, province's Industrial Conciliation and Arbitration Act and Government's immigration policy

Criticism of the Canadian Bar Association and the British Columbia Industrial Conciliation and Arbitration Act highlighted the first convention of the B.C. Trade Union Congress in Vancouver October 14 to 16.

The Congress was set up early this year to replace the TLC Provincial Executive Committee. Two hundred delegates representing some 70,000 union members in the province attended the convention.

Several speakers attacked the CBA for a resolution it approved at its recent convention in Montreal urging that governments ban strike action in public utility and similar industries (L.G., Oct., p. 1426). Percy Bengough, President of the Trades and Labour Congress of Canada, told the delegates that "labour resents the CBA's stand very strongly."

John Bruce, veteran labour leader from Toronto, charged the CBA with meddling in union affairs. "They have seen fit to stick their legal beaks in our affairs again. We must be on our safeguard against these kind of people."

James Barton, President of the Congress, warned the delegates to "stay away from lawyers".

The province's Industrial Conciliation and Arbitration Act came in for strong attack. Mr. Bruce declared:—

"There will never be any freedom until the ICA Act is abolished and we are allowed to conduct our own affairs. We must be free to rule our own organization."

A number of resolutions placed before the delegates referred to changes in the ICA Act. One called for a six-hour day, five-day week with no reduction in take-home pay. Others dealt with check-off of union dues, adult education, early establishment of a steel industry in British Columbia, limitation of hours worked in construction trades, full pay for statutory holidays not worked, construction of additional housing, and revisions in the hours-of-work clauses.

A hotly-debated resolution charged that immigrants were being lured to Canada with false promises and "dumped" in areas where no jobs exist.

The resolutions committee recommended the deletion of a clause stating that "present-day immigration laws are ridiculous when viewed in the light of Canada's shrinking economy". This recommendation was opposed from the floor, and later the whole resolution was referred back to the committee.

R. K. Gervin, Secretary of the Vancouver, New Westminster and District Trades and Labour Council, said the Government is bringing immigrants into Canada and placing them in areas by going over the head of the National Employment Service.

Other views expressed were that displaced persons and Commonwealth citizens are being told Canada is a promised land with no unemployment problem, that new arrivals are squeezing local men out of

jobs in the already-plugged auto industry, and that new Canadians are taking jobs that should be going to men just finishing out their apprenticeship.

The delegates gave unanimous approval to a resolution which "favours wage increases, now, because such are necessary and justifiable and are in line with increased productivity in Canada". The resolution charged that "employers, in negotiations, are seeking every pretext to throw the burden of the growing economic crisis on trade unions and the working people generally".

Other resolutions passed by the delegates asked that depreciation of tools and equipment owned and used by workers be deductible from income taxes, urged that the membership count of any proposed union application for certification be recognized at the time of applying rather than later when an official count is made, and supported merger of the AFL and the CIO into one big union in the interests of unity and the union worker.

All congress officials were returned to office. James Barton was re-elected President; Tom Alsbury, Vice-president; and R. K. Gervin, Secretary-treasurer.

72nd Annual Convention of the American Federation of Labour

Delegates unanimously approve no-raiding pact with CIO, call for plan to end jurisdictional disputes in own ranks. International Longshoremen's Association expelled. Taft-Hartley amendments again requested

Moves towards labour unity, the expulsion, on grounds of corruption, of an affiliate and strong criticism of the United States Government's stand on Taft-Hartley amendments were highlights of the 72nd annual convention of the American Federation of Labor in St. Louis, Mo., September 21 to 25.

In addition, the 713 delegates representing about 10,000,000 workers in the United States and Canada heard major speeches from Martin P. Durkin, who resigned as U.S. Secretary of Labor in September; Richard M. Nixon, Vice-president of the United States; and John Foster Dulles, U.S. Secretary of State. The former U.S. President, Harry Truman, also spoke briefly to the convention and Mrs. Oveta Culp Hobby, Secretary of Health, Education and Welfare, spoke on the department she heads.

The convention unanimously approved a no-raiding pact with the Congress of Industrial Organizations.

The agreement, drawn up by the leaders of the AFL and the CIO earlier in the year, is regarded as the first step towards eventual merger of the two labour organizations. It pledges them against raiding one another's already organized territory and provides for the decision of an

umpire in all raiding attempts. It comes into effect January 1 for all unions subscribing to it individually.

The convention also instructed AFL leaders to draw up a plan for ending jurisdictional disputes within the Federation itself. The plan will not become effective until it has been considered by a special convention or by the regular convention in Los Angeles next year.

The International Longshoremen's Association, long under fire by the New York State Crime Commission for harbouring criminal and racketeering elements in its membership, was formally expelled from the Federation by a vote of 72,362 for and 765 against. This is the first time in the AFL's history that an affiliate has been expelled on grounds of corruption.

AFL President George Meany told the delegates that he "couldn't find anything that resembled legitimate trade union activity" in the dock workers' union.

At a pre-convention meeting, the executive council had voted to recommend the ILA's suspension from the AFL. The 64,000-member union had been affiliated with the AFL since 1893.

Despite a personal appeal to the delegates by Joseph P. Ryan, the union's President, to have the ILA placed under

AFL receivership empowered to rid it of criminal elements, the convention approved the setting up of a new dock union, called the International Longshoremen's Association (AFL). It will try to take over all ILA members wanting to remain in the AFL and try to take over collective bargaining rights and welfare funds now held by the expelled union.

The new union, established while the convention was still in progress, will act for a time under the trusteeship of five AFL officials. They are Mr. Meany, Dave Beck, President of the International Brotherhood of Teamsters, Paul Hall, Secretary-Treasurer of the Atlantic and Gulf District of the Seafarers International Union, William C. Doherty, President of the National Association of Letter Carriers, and Albert J. Hayes, President of the International Association of Machinists.

At its founding, the new union numbered 10,000 members, mostly from Great Lakes and Mississippi River ports. E. L. Slaughter, a vice-president of the old ILA and a charter member of the new, predicted that within 30 days the new union would have 30,000 members.

The controversy over proposed amendments to the Taft-Hartley Act, which led to the resignation in September of Martin P. Durkin as U.S. Secretary of Labor, received a thorough airing at the convention. However, the controversy was not resolved.

Mr. Durkin, a delegate at the convention in his rôle as President of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, said in a speech that he and President Eisenhower had agreed on 19 specific amendments to be made in the Act. These were contained in a message (White House officials termed it a "working paper") the President was to send to Congress on July 31. Senator Taft died that day, and the message was held back.

Later, said Mr. Durkin, the President informed him that his position had changed and that he could no longer go along with the amendments. This was his reason, said the former secretary, for resigning.

The following day, U.S. Vice-President Nixon delivered a message from President Eisenhower to the convention. The message said certain defects in the Taft-Hartley Act were being studied by a special legislative committee. The objectives of this study, said the President, are:—

To remedy defects which cause concern on the part of working men and women over possible results or use of the Act to their detriment.

To insure administration of the Act in the manner that is efficient, speedy and impartial.

To allow freedom for the healthy growth of trade unions, while respecting the legitimate rights of individual workers, their employers and the general public.

To work to the end that there be less rather than more government interference in labour-management affairs.

The President expressed regret that Mr. Durkin's "wealth of knowledge and experience" would no longer be available to the committee, which, he said, was in "substantial accord" on a number of amendments.

"Its deliberations are continuing," the president's message stated, "and you can be assured that its members from time to time will seek the counsel of your leaders. It will make its recommendations to me before the end of the year. These recommendations—together with such others as I may receive—will have my most careful study. I shall send my own suggestions to the Congress at the opening of its session in January."

Mr. Meany announced to the convention that he accepted the Durkin version of the controversy unreservedly. The delegates unanimously adopted a resolution commending Mr. Durkin for resigning as Secretary of Labor, thereby refusing to associate himself with "a breach of agreement" on the President's part.

Another resolution was adopted declaring that Mr. Durkin's action was justified by "the failure of the President to keep his agreement with his Secretary of Labor and to recommend to Congress the agreed-upon amendments to the Taft-Hartley Act."

Other resolutions on the subject stated the disputed amendments were "far short" of the improvements the Federation felt necessary, and hoped the President would recommend changes in the Act that would conform to his pre-election promises to seek elimination of "union-busting" provisions.

In his opening address, President Meany stressed the international interests of the AFL.

"We recognize the community of interests of every worker on the face of the earth; the things that bother us as workers, the things we aspire to as workers are the same things that the workers of Burma, of Japan, of Italy, and of other lands bother about and aspire to," he said.

Mr. Meany expressed the determination of the Federation to "do what we can to

shape the foreign policy of our nation in the direction of world peace and to build up the strength of the free world."

The AFL President, addressing the convention for the first time in his present position, reiterated the AFL's interest in the International Confederation of Free Trade Unions and in the maintenance of a strong German trade union movement. The latter has been built up since 1946 with AFL assistance.

Turning to domestic affairs, Mr. Meany criticized the Republican Administration, declaring that in Washington "very, very definitely human values have been submerged to the material welfare of the greedy few."

Mr. Meany urged that the AFL intensify its political activities. He called for increased government housing to prevent the United States from becoming "a nation of slums", and a continuation of high wages and high purchasing power. He warned that "our economy would collapse within ten days" if purchasing power dropped.

In its report to the convention, the executive council urged all AFL unions to press for higher wages next year as a means of warding off a "disruptive depression". The report called for joint action by labour, management and the Government to bolster the economy and cautioned against the acceptance of a policy of drifting in economic affairs.

On foreign policy the council report registered opposition to the recognition of Communist China and its admission to the United Nations.

The delegates passed several resolutions on foreign affairs supporting the executive council's report. These resolutions called on the Adenauer government of West Germany to abstain from interference in the internal affairs of German unions, warned against destruction of civil rights under the guise of defending the internal security of the United States against Communism, and urged that the United States shun appeasement in its relations with the Soviet Union but redouble its efforts toward effective international control of atomic power.

John Foster Dulles, U.S. Secretary of State, expressed confidence that a lasting peace could be obtained. He commended the Federation for its rôle in exposing the notion that the Soviet system was beneficial to workers.

Mr. Dulles told the delegates that the world situation would be "far worse than it is if it had not been for your timely and vigorous engagement in the struggle for freedom". He said that the high living standards in effect in the United States would always represent the nation's greatest asset in routing the Soviet challenge.

Former president Harry Truman paid tribute to the late William Green, long-time President of the AFL, at a memorial service for the former labour leader who died last November. Mr. Truman received a rousing reception from the delegates.

Mrs. Oveta Culp Hobby, Secretary of Health, Education and Welfare, told the convention that the Republican Administration hoped to effect a liberalization of the Social Security Act. She said the Administration would stand firm on its program to bring ten million additional workers under one protection of the old-age insurance system.

The AFL enlarged its executive council by increasing from 13 to 15 the number of vice-presidents. As 14th vice-president the delegates elected Maurice A. Hutcheson, President of the United Brotherhood of Carpenters, which returned to the Federation after a 24-day withdrawal in August. William L. Hutcheson, President Emeritus of the union and father of Maurice, had up to that time been the AFL's first vice-president.

The delegates also elected Albert J. Hayes, President of the International Association of Machinists, to be 15th vice-president.

Mr. Meany was elected to his first full term as President of the Federation and William F. Schnitzler was elected Secretary-Treasurer. Both had been appointed to those positions after the death last November of President William Green.

The AFL's 1954 convention will be held in Los Angeles and the 1955 convention in Chicago.

G. S. Jones of Winnipeg has succeeded Thomas McGregor, also of Winnipeg, as chairman of the Canadian Brotherhood of Railway Employees and Other Transport Workers' Western Region General Adjustment Committee on the latter's retirement. In the October issue (p. 1427) the LABOUR GAZETTE erred in reporting that Mr. McGregor had been elected to that post.

The 85th Annual Conference of Britain's Trades Union Congress

Delegates urge vigorous attempt to force Government to stabilize cost of living and re-introduce food subsidies, reject demands for minimum wage and national wages policy and re-affirm faith in nationalization

Delegates to the 85th British Trades Union Congress, held at Douglas, Isle of Man, September 7-12, decided to:—

1. Urge the General Council to make a vigorous attempt to "force" the Government to stabilize the cost of living and to seek the re-introduction of food subsidies, rejecting demands for a national wages policy and a minimum wage.

2. Support the General Council in its stand on East-West trade, that expansion must depend on direct improvement of political relations.

3. Re-affirm faith in the basic principles of public ownership but cautioning that the case must constantly be related to the overriding need of improvement of Britain's economic position in the world.

4. Press for labour representation on all boards and commissions which affect labour.

Jack Tanner, of the Amalgamated Engineering Union, was elected Chairman of the General Council and 30 of the 35 members of last year's Council were returned.

Guest speakers included David Morse, Director-General, International Labour Office. Fraternal delegates were: J. Scott Milne and William A. Lee, American Federation of Labour; S. A. Stephens, Trades and Labour Congress of Canada; C. E. Wolfe, J.P., Co-operative Union, Ltd. (Great Britain); Rt. Hon. Arthur Greenwood, M.P., British Labour Party; and Louis Major, International Confederation of Free Trade Unions.

Attending the convention were 953 delegates, from 183 trade unions, representing an aggregate of 8,088,450 trade unionists. Tom O'Brien, M.P., Chairman of the General Council, presided.

Presidential Address

In his presidential address to Congress, Tom O'Brien, M.P., examined the present status of the British trade union movement. Noting that in 15 years Congress

will reach its centenary, he thought it well to look back, "to measure our progress, to re-examine our standards of values, to assess our achievements and to check our course".

The scene as surveyed today, said Mr. O'Brien, is very different from the old days, when in many industries and occupations Congress had no strength at all. He said:—

We are stronger than ever. We are participants, on almost equal terms, in industry; we influence and initiate policy; we are consulted and respected by governments; we have access to all ministries, municipalities and national institutions.

We have created a human institution, whose members are men and women of all walks of life, united in a determination to enhance the quality of their crafts and skill and aptitudes and to secure the highest rewards possible for their labour. Trade unionism is not an economic theory. It is not a system of dogmatic beliefs. We are what we are—a movement pledged to protect the industrial interests of our organized membership. And we cannot place ourselves in pawn. We cannot transfer our functions to anyone or assign the execution of these functions to any other body.

Throughout its history our movement has maintained consistently its determination to keep its independence. It has asserted its right to make its own decisions through its own machinery. It has never subordinated itself to political parties, or taken its instructions from governments. As a result, its position, its prestige and its influence cannot be gainsaid. The perseverance of generation after generation of working men and women has established our Congress as one of the most powerful and influential trade union institutions in the world....

I say that the fundamental purpose and aim of a trade union movement in a democracy is to preserve and protect the freedom and independence of its members, so that they may maintain and improve their living standards and safeguard their rights as workers and free citizens.

That is why I am convinced that the British workers could suffer no greater setback than by any diminution of the authority and influence of our trade union movement. The development of social democracy and the solidarity of our collective citizenship have not merely been coincidental with but have arisen out of the development of a strong trade union movement.

Economic Situation

Mr. O'Brien then referred briefly to the economic situation.

The fall in prices of imported raw materials—cotton, wool, tin and rubber, on which the great industries depend—over the past twelve months has, he said, greatly eased the problem of balance of payments and has been a "godsend to the Chancellor of the Exchequer". At the same time, prices of United Kingdom exports have remained relatively steady. He pointed out:—

It would be foolish to think that a favourable trend of this character must necessarily continue. This situation could change as rapidly as it changed in 1950.

The only effective way in which we can insure against that is by raising production and increasing our exports. Our trade union movement has to make its full contribution towards this end. No financial juggling, no clever attempts to produce a popular Budget can ever escape the obligation to raise production and increase exports. This is a basic fact that persists whether the Government is Labour or Conservative....

We must realize too that the competitive struggle for overseas markets is growing keener. Our competitors now include not only the United States, but Japan, Germany and other European countries in the field of certain manufactures. In the export market prices are an important factor and wages are an important ingredient of prices.... From the narrow point of view of the nation's self-interest, therefore, our exports must be increased. That can only be done if prices are right and if we can deliver goods of quality on time.

But this trade union movement has never been actuated solely by self-interest. We have always taken our international responsibility in relation to our colonies and the Commonwealth.

Aid to the Colonies

Mr. O'Brien then referred to the "great and adventurous developments that are taking place—the Colombo Plan, the Chief Joseph Dam, the Volta River Project. He declared:—

If we translated their names and titles into terms of human endeavour and human sacrifice we should know better what is afoot. If we talked less of "malnutrition" and more of "hunger"—if we forget about "lack of resources" and talk of "poverty" we shall understand better the aims and objects of the Colombo Plan, which is a war against poverty and hunger and disease in lands that are far away....

Let our imagination take in the human significance of these stupendous schemes which will provide power over vast areas and lessen the load of labour and bring the benefits of modern civilization to peoples who feel that their own exploitation should end and be substituted by the exploitation of nature. That is what increased production means. Yet there are people among us who

Membership

With an increase of 68,371 during the year, membership reached the record figure of 8,088,450. Affiliated unions numbered 183.

Marked increases in the engineering trades and a decline in the textile trades, it was observed, changed the year's membership pattern somewhat. While it is expected that increased employment in the textile industry will restore some of the lost membership, trade union advances will be mainly in engineering and manufacturing industries.

say that they cannot possibly let themselves participate in increased production campaigns so long as ours is a capitalist society. What nonsense this is.

It is the aim of trade unions to raise the living standards of their members. Increased productivity is the means to that end. The idea of deliberately refusing to increase productivity is simply nonsensical. It is almost weak-minded to suggest that increased productivity simply means more profit for the bosses and no profit for anyone else. If anyone believes that trade unions are powerless to prevent employers pocketing the whole proceeds of increased productivity he has no right to a place at this or any other Congress. That is precisely what every trade union has been doing ever since it was formed. I speak from personal experience when I say that it is easier to get improved standards for my members when the film industry prospers than it is when the industry is in a depressed condition, as it is today. And that goes for everybody else too, in whatever industry they may be, whether it is privately-owned or nationalized.

Prices and Wages

Discussing prices and wage policy, Mr. O'Brien said the increase in the prices of essential foods over the past year left trade unions with no choice but to take the necessary steps to protect their members' interests. As, however, wage increases were almost certain to lead to price increases affecting the cost of living and the level of economic activity, every trade union now accepts the principle that such protection cannot be secured merely by an increase of money wages, but also necessitated a close scrutiny of economic policy and trends in order to safeguard their members' employment.

Mr. O'Brien concluded his speech with a reference to momentous events which have taken place in the world at large, which, he said, must be met with a far-sighted and carefully considered trade union policy.

Wages Policy

Stormy reception was given a motion, submitted by the Electrical Trades Union, to abandon wage restraint and to campaign for higher wages.* The General Council's wage restraint policy was upheld by a two-to-one majority.

Arthur Deakin said the suggestion put forward could be regarded "only as the economics of bedlam... What we have to concern ourselves with is our problem of maintaining our position in the export market—selling the goods we produce at such a price that the customer is prepared to and can pay. That is the question to which we have to find the answer and you will not find it in propaganda or specious proposals of this character.

"I suggest that the only reason why this motion is on the agenda this afternoon is because it is designed to project the policies of certain political factions within our midst."

A resolution, introduced earlier in the proceedings, rejecting any form of wage restraint which might interfere with the freedom of collective bargaining and independent arbitration was unanimously approved.

East-West Trade

A motion calling for "unrestricted world trade, including trade with the Soviet Union, China and the countries of Eastern Europe," submitted by the Amalgamated Union of Foundry Workers, met with decisive action.

The motion was contrary to the conclusion reached by the General Council, contained in the report presented to Congress, which stated that "whilst every reasonable effort should be made to expand East-West trade, full realization of the economic potentialities must depend upon the direct improvement of political relations."

Congress supported the General Council's statement, rejecting the motion on a card vote by a three-million majority.

Presenting the General Council's point of view, Wilfred L. Heywood, of the National Union of Dyers, Bleachers and Textile

*At the end of October, two large unions renewed demands, previously rejected by employers, for higher wages. They were: The Amalgamated Engineering Union, led by the TUC's newly-elected Chairman, and the National Union of Mineworkers. The engineering workers seek a 15-per-cent increase, the coal miners a raise of two shillings and three pence weekly for lower paid men in the industry.

Workers and a member of the Council, expressed regret that "certain organizations have made this into a propaganda issue".

Trade, he said, is not governed by the issues which govern propaganda, but by business considerations, and all the propaganda will not remove the essential basis on which bilateral trade—the issue in this case—is conducted. "Your opposite number must be prepared to sell what you want to buy and be prepared to buy what you want to sell." Even if all the political disputes were amicably settled it would still be true that bilateral trade involves "what the theorists call a double coincidence of wants".

Discussing briefly the political difficulties, Mr. Heywood, noting that exports of strategic importance have been banned to certain belligerent countries in the Far East, added: "But—and this is the point the delegates should bear particularly in mind—the ban has been imposed by both sides in this war. That is why the report says that if there were to be a change in political conditions, if there were a change for the better in the political climate, trade prospects would be improved."

What justification can there be, he asked, for a campaign against the ban of strategic goods which would be the components of weapons of war to be used against our own soldiers.

The real questions, however, which Congress must face when considering the report and motion, declared Mr. Heywood, are: (1) can communist countries supply what we want and are they willing to do so; (2) will they take what we have in exchange; and (3) are the prices of goods from communist countries reasonable and competitive? The evidence is to the contrary, he said.

Trade with Russia and the communist satellite countries has never accounted for more than a small proportion of our total trade in the past, Mr. Heywood explained. Britain has been one of Russia's best customers, yet the highest percentage of imports received from Russia in any one year was only 3.75 per cent. in 1931. In the four years before the war, the average proportion was 2.2 per cent and from the satellite countries, 2.5 per cent. In the same four years, only 3 per cent of British exports went to Russia and 2.1 per cent to satellite countries in Europe. Post-war figures are lower, a number of reasons accounting for the decline. Some of the reasons are political but an important one is the drive for industrialization that is going on in Eastern Europe.

As to whether prices are competitive, wheat, one of the biggest single items in Russian imports, was about 50 per cent dearer than wheat from Canada and 40 per cent dearer than wheat from America, he stated.

"So that the campaign that was conducted up and down the country and in this Congress last year was a campaign to get Britain to pay excessive prices for foodstuffs," declared Mr. Heywood in summing up. "I wonder if you realized that when you listened to the speeches and read the pamphlets that have been distributed so widely on this question. Any considerable increase in the imports of grain into this country from Russia, in the context of the figures I have given, must have meant an increase in the cost of living to British workers. That, I repeat, is what you have been asked to agree to over and over again in the propaganda that has been conducted on this issue."

The communist pamphlet, concluded Mr. Heywood, "issued in a red, white and blue folder—I cannot quite understand why—supposed to be an answer to the pamphlet of the General Council, says: 'More East-West trade means more and cheaper food for British homes.' Even communist double talk has seldom been as untruthful as that."

Public Ownership

Congress adopted the General Council's *Interim Report on Public Ownership*, affirming its faith in the basic principles of public ownership but cautioning that "the case for public ownership and control should be constantly related to the overriding need to improve our economic position in the world."

A motion to refer back the report was defeated.

The 50-page report was the outcome of instructions from the 1952 Congress to the General Council to formulate, for submission to this year's Congress, proposals for the extension of social ownership and democratization of the nationalized industries and services. In moving its adoption, Charles J. Geddes, head of the Union of Post Office Workers, commended the report as a positive industrial policy aimed at filling the vacuum between capitalism and communism.

A resolution submitted by the National Union of Mineworkers was also adopted, "condemning" de-nationalization of the iron and steel and road haulage industries and pledging continued support for the Labour

Election of Officers

Jack Tanner, President of the Amalgamated Engineering Union, was elected Chairman of the General Council for 1953-54.

Last year's General Council is almost unchanged, with the return of 30 of the 35 members.

Party policy "on the action it will take when again returned as the Government" concerning these industries and the extension of nationalization to other industries "where it can be proved to be in the best interests of the nation".

Appointments to Government Boards

A resolution, submitted by the United Society of Boilermakers, protesting the appointment of certain members of the General Council to the Iron and Steel Board touched off a heated debate.

After deprecating the action of the members who had accepted appointments on the Board, the resolution served notice that "should any member accept similar appointments in the future we will demand his immediate resignation from the General Council".

The General Council's stand, following protestations, was made clear in a statement contained in its report. It has been a long-standing policy of the TUC, it pointed out, to insist upon trade union representation on all bodies set up to deal with any matter affecting labour and that the Iron and Steel Board is no exception to this rule.

On a card vote, the motion was defeated and the relative paragraph of the Council's report adopted by a majority of more than two million.

Congress and the Labour Party

Congress urged the General Council "to seek consultation with the Labour Party in a joint examination of the liaison machinery between the two bodies with a view to effecting such improvements as will ensure a better public relationship and an end to personal attacks in the press."

Ministry of Pensions

Congress noted the Government's decision to amalgamate the Ministry of Pensions with the Ministry of National Insurance for the purpose of simplifying administration and reducing costs. The new Ministry will be known as the

(Continued on page 1657)

International Labour Organization

ILO's Third Asian Regional Conference

Six resolutions adopted on wages, housing, workers' electoral rights, protection of young workers, ILO Conventions, greater flow of capital

The Third Asian Regional Conference, held in Tokyo, during a two-week session in September adopted six resolutions recommending to Asian countries measures for the improvement of conditions in wages, housing and the protection of young workers; workers' electoral rights; the prompt ratification of ILO Conventions; and a greater international flow of capital for economic development in the Asian region.

The conference was attended by 131 delegates, advisers and observers from 21 countries.

The resolution on "the defence of freedom of workers' suffrage and eligibility for election" was adopted unanimously. It stated:—

Whereas it is the purpose of the International Labour Organization to enable workers to attain full stature as human beings and as citizens of the country to which they belong; and

Whereas for the attainment of this objective it is essential that they should be able to exercise all their civil rights without any interference from any source whatsoever.

The Third Asian Regional Conference of the ILO resolves that:

The workers in common with other members of the electorate should have full freedom to exercise the right to vote according to their own choice;

Government and employers should refrain from any interference in the free exercise of the above right; and

The employers should refrain from any interference with the exercise of the right of their workers to stand for election, provided however that the right of public servants to stand for election should be as determined by national laws and regulations.

In pledging the employers' support to this resolution, Shigeki Tashiro, the Japanese employer delegate, stated that he wanted to make it clear that no country in the Asian region exercised pressure or interfered with civil rights of workers.

The resolution on wage policy was also unanimously adopted. It stated in part that: "It should be the common objective of governments, employers and workers to establish wages at the highest possible level which the economic condition of each

country permits, and that in the future such wages should aim to provide the worker with a fair share of the increased prosperity of the country as a whole resulting from economic development." And the resolution added that: "To this end, collective agreements between employers and workers are normally the best means for the determination and the adjustment of wages."

Jef Rens, Deputy Director-General of the ILO and Secretary-General of this conference, congratulated the conference on the unanimous agreement which was worked out with regard to this resolution. In doing so, he pointed to the "enormous disparity" in the per capita incomes still in existence in the world today. "All your statements," said Mr. Rens, "clearly show the notorious inadequacy of income, and more particularly of wages in the countries of this vast continent." The ILO member countries, he added, are genuinely interested in helping Asian countries to raise their living standards.

Mr. Rens went on to regret the recent cuts in technical assistance funds and programs; but he hoped that with the easing of the international situation they would be restored.

Mr. Rens stressed that the exploitation, the usury and the inequality of distribution of land which still existed in different parts of Asia are so many obstacles to the fair remuneration of workers. He said: "There is too grim a difference between magnificent modern business centres and the superb residential districts of your large cities, and the sprawling suburbs in which masses of working people are crowded together in squalid slums. Any economic development which is not accompanied by a very generous social policy and a progressive fiscal policy is courting failure through lack of support from the working masses." He concluded by urging the Asian countries to take every step to avoid the inequalities and injustices which accompanied the Industrial Revolution in Europe.

Open Fourth Session of ILO Building, Civil Engineering and Public Works Committee

Six Canadians attending. Progressive application in the construction industry of the principle of a guaranteed wage slated for discussion. Coal Mines Committee, ILO Governing Body will meet at month-end

Six Canadians are attending the fourth session of the ILO Building, Civil Engineering and Public Works Committee at Geneva. It began October 26 and was still in progress as the *LABOUR GAZETTE* went to press.

Government delegates are: J. Lorne MacDougall, Industrial Relations Officer, and Raymond Ranger, Special Assistant to the Deputy Minister, Department of Labour, Ottawa.

Employer delegates are: Raymond Brunet, a contractor from Hull, Que., and J. A. Laprès, Montreal.

Worker delegates are: J. Woolsey, Canadian Vice-president of the International Union of Elevator Constructors (AFL-TLC) and President of the Toronto Building and Construction Trades Council, and Rosario Gosselin, First Vice-President of the National Catholic Federation of

Building and Construction Material Trades of Canada (CCCL), Quebec.

One of the items on the Committee's agenda calls for a discussion on "methods of facilitating the progressive application in the construction industry of the principle of a guaranteed wage, including methods of eliminating temporary stoppages or fluctuations in plant operations and in employment." Another discussion will deal with factors affecting productivity in the construction industry.

At the end of this month, the fifth session of the ILO Coal Mines Committee and the 123rd session of the ILO Governing Body will be convened.

Among the subjects to be discussed by the Coal Mines Committee are productivity in coal mines and social welfare facilities and services for coal miners. The Governing Body will face a 24-point agenda.

Ratifications of ILO Conventions Total 1,382

Sweden has become the first country to ratify the social security convention adopted by the International Labour Organization's 1952 General Conference (L.G., Nov., 1952, p. 1461). The convention will come into force 12 months after a second ratification is deposited.

Countries ratifying the convention assume the obligation to provide a certain minimum standard of social security protection to their citizens. The convention, which covers such social security measures as medical care and sickness, unemployment, old age, employment injury, family, invalidity and survivors' benefits, brings to 35 the number of ILO conventions Sweden has now ratified.

At the same time, Sweden registered its ratification of the 1952 Convention that provides an annual holiday with pay for agricultural workers.

The United Kingdom recently ratified the Conventions governing crew accommodation and food and catering on board ship. The former came into force January 29 after being ratified by eight countries. The United Kingdom has now ratified 54 ILO Conventions.

During July, Cuba ratified Conventions affecting weekly rest in industry, forced labour, holidays with pay, minimum age for employment at sea, hours of work and rest periods and the one concerning final articles revision. During the same month, New Zealand ratified the Holidays with Pay Convention respecting agriculture and Belgium the Convention concerning migration for employment.

As a result of the New Zealand ratification, the Holidays with Pay Convention will come into force July 24, 1954.

The total number of ratifications now stands at 1,382.



Figures released by the Department of Labour up to September 30 show an increase of nearly 100 in the number of labour-management production committees now operating in Canada. In the 12 months between September 30, 1952, and September 30, 1953, the total of LMPCs has risen from 867 to 955.

At June 30, 334,062 workers were employed in plants with LMPCs. This is approximately one-third of the organized workers in Canada.

By provinces, Ontario has the largest number of LMPCs. There were 435 committees in Ontario at the time of the survey. Quebec is second with 197 committees. Figures for other provinces are: Newfoundland, 2; Prince Edward Island, 2; Nova Scotia, 26; New Brunswick, 33; Manitoba, 63; Saskatchewan, 67; Alberta, 55; British Columbia, 75.

The following table represents an analysis of trade union affiliation of the bargaining agencies in plants having LMPCs at June 30, 1953:—

	No. of LMPCs	No. of Employees
Trades & Labour Congress of Canada.....	417	164,749
Canadian Congress of Labour	300	80,111
Canadian & Catholic Confederation of Labour	46	11,490
Others	187	77,712
	<u>950</u>	<u>334,062</u>
* * *		

New LMPC Film Produced

A *Question of Teamwork*, the latest in the series of films on labour-management production committees produced for the Department of Labour, is soon to be released for showing. The film is approximately 20 minutes in length and has been produced in both French and English versions.

The film shows how a lack of co-operation and teamwork between labour and management can cause disruptions in production, low morale, and a general break-down in employer-employee communication.

Through the co-operation of the Canadian National Railways, location scenes in the film were made at the company's Point St. Charles Shops in Montreal. Featured in the production is a mixed cast of professional actors and shop employees.

The scene of the story is laid in a large manufacturing plant. The audience soon becomes aware that there is something wrong. One operator, Joe Carson, has been having trouble with his machine for some time and refuses to use it until it is fixed. His foreman reports the situation to the superintendent.

The superintendent, after hearing the foreman's story, decides that it is time to take the matter to higher authority, the general manager. After discussing the problems, they decide to see if the union will agree to a survey by an independent labour relations expert. The union president agrees but requests that the union be present when the report is made. Johnson, an industrial relations specialist, is called in and proceeds to make a thorough survey of the plant. The camera follows him as he talks to the men, the supervisory staff and top management. Finally his report is ready and a joint union-management meeting is called to hear it. Among the things he describes are situations indicating that the men feel that no one is interested in them or their work, strained relations between foremen and workers, poor communication, disregarded safety regulations, poor house-keeping. While he talks, the camera flashes back to show actual incidents to illustrate his point.

Screenings of this film can be arranged by writing to the Labour-Management Co-operation Service, Federal Department of Labour, Ottawa, or by contacting the nearest local office of the Service. Offices are located at Amherst, Three Rivers, Montreal, Toronto, Hamilton, Windsor, Winnipeg and Vancouver.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during September. The Board issued five certificates designating bargaining agents and rejected one application for certification. During the month, the Board received five applications for certification.

Applications for Certification Granted

1. West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel of the deck, engine room and steward's departments of vessels engaged in the freight service operations of The Packers Steamship Company Limited (L.G., Aug., p. 1155).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of certain clerical employees of The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (L.G., Aug., p. 1154).

3. Beaverlodge District Mine, Mill and Smelter Workers, Local 913, International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Eldorado Mining and Refining Limited, employed in its Beaverlodge operation, Uranium City, Sask. (L.G., Oct., p. 1474).

4. Canadian Merchant Service Guild, Inc., on behalf of a unit of employees classified as first officer, second officer, third officer, and fourth officer employed by Canadian Pacific Steamships Limited aboard the *DEV Beaverbrae* (L.G., Sept., p. 1314).

5. Association of Atomic Energy Technicians and Draftsmen, Local 165 of the American Federation of Technical Engineers, on behalf of a unit of salaried technicians and draftsmen employed by Atomic Energy of Canada Limited in its laboratories, plants and drawing offices located at Chalk River, Ont. (L.G., Sept., p. 1314).

Application for Certification Rejected

Great Lakes Licensed Officers' Organization, applicant, and Canadian National Railways, respondent, and National Organization of Masters, Mates and Pilots of America, Inc., and National Association of Marine Engineers of Canada, Inc., and

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Canadian Merchant Service Guild, Inc., interveners (L.G., Sept., p. 1314). The application was rejected as premature for the reason that it had been made prior to the expiry of ten months of the term of the existing collective agreement, and for the reason that the applicant had no status in Canada at the time of making the application. The rejection was without prejudice to the filing of a new application after the expiry of ten months of the term of the agreement.

Applications for Certification Received

1. International Woodworkers of America, Local 1-357, on behalf of a unit of masters, mates and deckhands employed aboard vessels operated by the Pioneer Towing Company Limited, Vancouver (Investigating Officer: G. R. Currie).

2. United Packinghouse Workers of America, Local 396, on behalf of a unit of plant employees of The Ogilvie Flour Mills Co., Limited, employed at Edmonton, Alta. (Investigating Officer: D. S. Tysoe).

3. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers employed by Canadian Pacific Steamships Limited on board the *TEV Maplecove* and *TEV Mapledell*, operated by the company in its Pacific Service (Investigating Officer: G. R. Currie).

4. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers aboard vessels operated by Hall Corporation of Canada, Montreal (Investigating Officer: R. Trépanier).

5. Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by Canadian Pacific Steamships Limited on board the *TEV Maplecove* and *TEV Mapledell*, operated by the company in its Pacific Service (Investigating Officer: G. R. Currie).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During September the Minister appointed conciliation officers to deal with the following disputes:—

1. Canadian National Railways (Jasper Park Lodge, Bessborough Hotel, Prince Edward Hotel, Fort Garry Hotel, Prince Arthur Hotel and Charlottetown Hotel) and the Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: Bernard Wilson).

2. Vancouver Barge Transportation Limited and Seafarers' International Union

of North America, Canadian District (Conciliation Officer: G. R. Currie).

3. The Midland Railway Company of Manitoba and the Brotherhood of Railroad Trainmen (Conciliation Officer: R. H. Hooper).

Settlements Reported by Conciliation Officers

1. Nova Scotian Hotel, Halifax, Canadian National Railways, and Local 662, Hotel and Restaurant Employees and Bartenders International Union (Conciliation Officer: H. R. Pettigrove). (L.G., Aug., p. 1156.)

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

2. Northern Alberta Railways Company, Edmonton, and Brotherhood of Locomotive Engineers (Conciliation Officer: R. H. Hooper). (L.G., Sept., p. 1314.)

3. Pacific Stevedoring and Contracting Co. Ltd.; Canadian Stevedoring Company, Prince Rupert, and International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe). (L.G., Sept., p. 1314.)

4. The Eastern Canada Stevedoring Co. Ltd. (Toronto) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: L. Pepin). (L.G., Oct., p. 1475.)

3. National Harbours Board, Halifax, and Division 231, Canadian Brotherhood of Railway Employees and Other Transport Workers (*see* above).

4. J. C. A. Turcotte; Sorel Dock & Stevedoring Co. Ltd., and National Catholic Syndicate of Longshoremen of Sorel Inc. (L.G., Sept., p. 1316). Agreements between Wolfe Stevedores Limited; Empire Stevedores Co. Ltd.; North American Elevators Ltd.; Brown and Ryan Limited; Eastern Canadian Stevedoring Company Ltd., and the same union are pending.

5. Canada Steamship Lines Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1475). A settlement was reached by the parties concerned after the appointment of an Industrial Inquiry Commission established in September and further direct negotiations following receipt of the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute.

6. Colonial Steamships, Limited; N. M. Paterson & Sons, Limited; Upper Lakes and St. Lawrence Transportation Company Limited; and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1475). A settlement was reached by the parties concerned after the appointment of an Industrial Inquiry Commission established in September and through further direct negotiations following receipt of the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute.

Conciliation Board Report Received

During September the Minister received the report of the Board of Conciliation and Investigation established in June to deal with matters in dispute between National Harbours Board, Halifax, and Division 231, Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Sept., p. 1316.) Text of the Board's report is reproduced below.

Settlements Following Board Procedure

1. Canadian National Newfoundland Steamship Service, Canadian National Railway Company (unlicensed personnel) and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 285 (L.G., Aug., p. 1156).

2. Canadian National Newfoundland Steamship Service, Canadian National Railway Company (pursers and chief stewards) and Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 286 (L.G., Aug., p. 1156).

Strike Following Board Procedure

The Shipping Federation of Canada, Inc., Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1475).

Report of Board in Dispute between

National Harbours Board, Halifax
and

Canadian Brotherhood of Railway Employees and Other
Transport Workers, Division 231

HON. MILTON F. GREGG, M.P.,
Minister of Labour,
Ottawa, Ontario.

1. The Conciliation Board was appointed herein consisting of Chairman, Justice V. J. Pottier, J. T. MacQuarrie, QC, and R. A. Kanigsberg, QC.

2. The Board first met on August 4, 1953, and has held several meetings since the said date with the parties involved herein.

3. The present dispute has arisen out of renegotiations of a collective bargaining

On September 19, 1953, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Division 231, Canadian Brotherhood of Railway Employees and Other Transport Workers, and National Harbours Board, Halifax.

The Board was under the Chairmanship of Mr. Justice V. J. Pottier, Halifax, who was appointed by the Minister on the joint recommendation of the other two members of the Board, J. T. Mac-Quarrie, QC, Halifax, and R. A. Kanigsberg, QC, Halifax, nominees of the employer and union respectively.

The Board reported that the parties had reached agreement before it on the terms of settlement.

The text of the report is attached hereto.

agreement between the parties. The date of the expiration of the last agreement was April 30, 1953.

4. Representatives of the Brotherhood requested that provisions be made in the new agreement for the following:—

1. Establishment of a five-day forty-hour week with the same take-home pay and a basic labouring rate of \$1.20 per hour. Adjustments in all other classifications to conform.
2. Sick leave with pay (minimum of nine) 9 days.
3. Payment for all statutory holidays and all days so declared by the federal Government when not worked.
4. Double the regular hourly rate for all assigned rest days, when worked.
5. Union security (union shop) and dues check-off.
6. Adjustment in wage rates of certain classification within the scope of the Agreement.

5. After conferences with representatives of the parties which ended on August 20, they agreed to consider as a basis of discussion towards a settlement, the following proposals:—

Re. 1. A ten per cent general increase in the present rates of pay, effective May 1, 1953, and continuing to and including December 31, 1954, with a 40-hour work week from the 1st day of May to the 31st day of October in each calendar year and a 44-hour work week from November 1st to and including April 30.

Re. 2. This shall apply only to hospital cases where the employee has been hospitalized at least five days and where the employee does not derive Workmen's Compensation benefits. In such cases the employee shall be entitled to three-quarters of a day for each month he has been in the employ of the Harbours Board as may stand to his credit. The time shall run from the signing of this agreement.

Re. 3. Besides the statutory holidays contained in the last working agreement, in Article 10, paragraph A, there shall be added "the first additional statutory holiday so declared by the federal Government".

Re. 4. Is accepted.

Re. 5. Voluntary irrevocable check-off shall apply during the term of the contract which may be terminated by an employee fifteen days before the expiry date of the contract.

Re. 6. Abandoned.

(a) In computing the 40-hour week it does not necessarily follow that a Saturday shall be a rest day but the 40-hour week may be staggered from Monday to Saturday inclusive, giving consideration to those who have seniority for eligibility for Saturday as a rest day.

(b) In other respects the terms of the previous working agreement shall remain in full force and effect."

6. The Board met again with the representatives of the parties on September 8, 1953, and the following agreement was reached:—

1. That a five-per-cent increase in wages effective May 1, 1953, and a further five-per-cent increase in wages effective November 1, 1953 (computed on the original wages in each case and not cumulative), shall go into effect for the duration of this agreement.
2. That a forty-hour week commencing May 1, 1953, to October 31 of each year and a 44-hour week from November 1 to April 30 of each year shall go into effect for the duration of this agreement.

(Continued on page 1637)

Collective Agreements and Wage Schedules

Recent Collective Agreements

Logging

Logging—*British Columbia Coastal Region*
—*Certain logging and woodworking firms and the International Woodworkers of America.*

Agreement to be in effect from June 15, 1953, to June 14, 1954, and thereafter from year to year subject to notice at least 60 days before expiry date. This agreement is similar to that previously in effect (L.G., Dec. 1952, p. 1592) with certain changes, which include the following:—

Recognized *statutory holidays* are increased in number to 9 (formerly 7), 3 of which, as under the former agreement, are paid for if not worked. Casual labour will not receive pay for these days.

Wages: the cost-of-living bonus clause contained in the 1952 agreement is cancelled, and the 9 cents per hour which was being paid under that clause shall be incorporated into the hourly, daily or monthly rate of all employees.

In addition, wage rates are increased by 5 cents per hour to all employees covered by the agreement, retroactive to June 15, 1953. Fallers and buckers, shingle sawyers and packers, who are paid on a piece-work basis, will receive the increase of 5 cents per hour, to be added to any existing daily rate, retroactive to June 15, 1953. The minimum rate for common labour (men) shall be \$1.49 per hour, except those categories listed in the wage supplement attached to each individual company agreement. Rates for power house employees—engineers 2nd class \$2.10½ per hour, 3rd class \$1.95½, 4th class \$1.85½; fireman \$1.64. The wage scale may, with the consent of both parties, be revised once a year.

Mining

Coal Mining—*Provinces of Alberta and British Columbia*—*The Coal Operators' Association of Western Canada and United Mine Workers of America, District 18.*

Agreement to be in effect from July 3, 1953, to July 2, 1954. The Coal Operators' Association of Western Canada comprises a number of companies, some of which were formerly members of the Domestic Coal Operators' Association and others members of the Western Canada Bituminous Coal Operators' Association, and the present agreement is similar to the agreements previously in effect between the two latter associations and the United Mine Workers of America, District 18, which were summarized in the *LABOUR GAZETTE* June 1951, pp. 820 and 821, and June 1952, p. 775, with some changes including:—

Hours: (40 per week), *wage rates* and *vacation* provisions are unchanged.

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Welfare fund: the Company's contribution to the fund shall be increased to 20 cents per ton on all coal sold or used. However, it is understood that all coal produced prior to the date of this agreement and subsequently sold or used shall be subject to the former payment of 15 cents per ton to the fund.

Manufacturing

Grain Mill Products—*Moose Jaw, Sask.*
—*Robin Hood Flour Mills Limited and United Packinghouse Workers of America, Local 201.*

Agreement to be in effect from January 6, 1953, to January 6, 1955, and from year to year thereafter, subject to notice of amendment or termination between 60 and 30 days prior to expiration date.

Union security: all members of the union must maintain membership, and all new employees must become members within 30 days after date of employment and must remain members.

Check-off: voluntary and subject to cancellation at any time; includes initiation fee and general assessments.

Hours: 8 per day, a 44-hour week. Effective August 31, 1953, 40 hours shall constitute the basic week. *Overtime*: a premium shall be paid for time worked in excess of 8 hours per day or 44 hours per week whichever method of reckoning gives the greater amount of overtime for the work week. After August 31, 1953, work in excess of 40 hours in one week shall be termed overtime and a premium of one-half the straight time rate, exclusive of shift premium, shall be paid for such overtime. Time and one-half for work on Sundays and on 8 specified *paid holidays*. For holidays straight time plus the premium is in addition to pay for the holiday at straight time rates in which shift premium is not included. Under the previous agreement when a holiday fell on Saturday employees received 4 hours' pay only.

Rest periods: a 10-minute rest period midway before lunch and midway after lunch.

Vacations with pay: 2 weeks after one year's service, 3 weeks after 20 years' service. Departmental seniority shall govern choice of vacation time.

Hourly wage rates: males—trick miller \$1.43; machine tender \$1.26½; packers (various), machine operator (packaging department), binner-distributor \$1.24½; utility man \$1.19 to \$1.24½; oiler, warehouseman and weight checker \$1.19 to \$1.21½; sewer and baler, trucker, container packer, container sealer \$1.11 to \$1.19; sweeper \$1.12 to \$1.14½; head packer, car sealer and checker, local shipper \$1.24½ to \$1.31½; smutter, grain cleaner, mixer \$1.21½; car paperer, shoveller, weighman, sampler, screenings loader \$1.19; females—carton feeding \$1.06; others 98½ cents to \$1.04. (The above rates are from 16 to 17½ cents higher for males, and 15½ cents higher for females than the previous rates.) Effective August 31, 1953, the above rates are to be increased by 10 per cent to maintain same take-home pay for the 40-hour week as for the 44-hour week.

Shift premium: shift employees shall be paid a premium of 3 cents per hour for work performed on the second shift and 5 cents per hour for the third shift. The starting rate of the premium shall determine the finishing rate.

Seniority: departmental seniority shall prevail in promotions and increases and reductions of staff, ability and merit being sufficient. Plant-wide promotions may be made by the Company giving all possible consideration to seniority of service. Whenever practicable plant-wide service shall be given consideration in layoffs and rehiring, merit and ability being sufficient.

Grievance procedure is provided for.

Rubber Products—Granby, Que.—The Miner Rubber Company Limited and the Rubber Workers' Federal Union, Local 209 (TLC).

Agreement to be in effect from January 1, 1953, to December 31, 1953, and thereafter from year to year subject to notice within 60 days prior to expiration date.

This agreement is similar to that previously in effect (L.G., Aug. 1952, p. 1080) except for the following changes:—

Paid holidays are increased in number from 6 to 8.

Vacations with pay: an additional week for employees with 15 years' seniority, making 3 weeks in all; the third week to be taken at a time designated by the Company.

Wage rates are increased by 4 cents per hour, retroactive to January 1, 1953.

Health insurance plan: the Company and the Union agree to introduce a Family Health Insurance policy, operated by the Quebec Hospital Service Association (Blue Cross) to take effect on April 13, 1953. The Policy is to be written in the name of the Company and the Union and administered by the Company.

The financing of the plan is by monthly contributions based on each employee's weekly earnings, the Company paying three-quarters and the employee one-quarter of the cost. Combined contributions vary from \$2.93 per month for single employees earning less than \$40 per week to \$7.42 per month for married employees earning \$60 or more per week.

Participation in the plan is voluntary for those who were employed on March 9, 1953, but compulsory for new employees who have completed their probationary period.

Wood Products—Sydney, N.S.—J. W. Stephens Limited and the Canadian Union of Building Products Workers, Local No. 4 (CCL).

Agreement to be in effect from May 18, 1953, to May 17, 1954, and thereafter from year to year subject to notice within 60 days prior to expiry date.

Check-off: voluntary.

Hours: 8 per day, 44 per week. *Overtime:* time and one-half after 8 hours per day Monday to Friday inclusive, and after 4 hours on Saturday. Double time for work on 9 *holidays*, 5 of which are *paid* after one year's service.

Vacations with pay: one week after one year's service, 2 weeks after 5 years' service. Employees must work 285 days in the year to earn full vacation credit. For each 3 days unjustifiable absence from work an employee shall forfeit one-half day of vacation.

Hourly wage rates: machine operators, resaw man \$1.07 to \$1.18; cabinet makers \$1.13 to \$1.35; frame makers \$1.13 to \$1.25; sash and door makers \$1.12 to \$1.25; glaziers \$1.15 to \$1.31½; truck drivers (yard) \$1.13 to \$1.23, (factory) \$1.14 to \$1.26½; checkers, labourers 99 cents for one month, thereafter \$1.13; mechanic \$1.22 to \$1.32; millwright \$1.27 to \$1.37; shippers \$1.26 to \$1.37; apprentices, starting rate 75 cents, to be increased by 5 cents per hour every six months until tradesman's rate is reached at the end of 4 years.

Seniority shall apply in promotions and layoffs, merit and ability being sufficient, and in rehiring.

Provision is made for *settlement of grievances*.

Wood Products—British Columbia Coastal Region—Certain firms engaged in manufacturing of rough and dressed lumber, plywood, veneer, boxes, shingles, doors, etc., and International Woodworkers of America.

The agreement summarized above under "Logging" applies also to a number of companies engaged in manufacturing the above products.

Pulp and Paper—Kenogami and Riverbend, Que.—Price Brothers and Company Limited and the Syndicat National des Travailleurs de la Pulpe et du Papier, Inc.

Agreement to be in effect from July 15, 1953, to April 30, 1954, and thereafter from year to year subject to notice between 60 and 30 days prior to May 1 in any year.

This agreement covers only the employees who are under the jurisdiction of this union. Other employees who are under the jurisdiction of the International Brotherhood of Papermakers and the Office Employees' International Union are covered by separate agreements.

Hours: 8 per day, a 44-hour week (formerly 48 hours per week). By giving two weeks' notice between August 1 and November 1, 1953, the union may request the reduction

of the normal work week to 40 hours. *Overtime*: time and one-half for time worked in excess of 8 continuous hours in any one weekday, and for all work done between midnight Saturday and midnight Sunday. For work on 4 *paid holidays* time and one-half plus one day's holiday later. (Previously, except for certain maintenance employees who were paid overtime after 8 hours, overtime was paid after 10 hours in any one weekday.)

Vacations with pay: one week after one year's service, two weeks after 5 years, and three weeks after 15 years. Unauthorized absence of 8 hours or more shall reduce the vacation by a like period.

Sick leave: to employees with one year or more of service, one week of sick leave per calendar year is allowed with pay equivalent to the Group Insurance rate, provided the employee has been sick or has suffered from a non-occupational accident for a period of not less than 12 consecutive working days and subject to medical examination by the Company's physician.

Wage rates: effective as of the start of the next pay period after June 18, 1953, when the weekly hours are reduced from 48 to 44, hourly wage rates are increased by 10 per cent so that the base rate is \$1.38 per hour. If the Union requests a reduction of the work week to 40 hours (as explained under "Hours" above), at the expiration of the 2-weeks' notice the hourly wage rates in force on June 18, 1953, shall be increased by 12 per cent, with a minimum of 16 cents (base rate \$1.41). If no request for this change in working hours is made before November 1, 1953, the wage rates corresponding to the 44-hour week will remain in effect until April 30, 1954. If a request for a change to the 40-hour week is made the agreement may be opened after November 1, 1953, for discussion of wage rates only. A bonus of 6 cents per hour worked from March 5, 1953, to the date of the coming into force of the rates for the 44-hour week will be paid to all employees coming under the jurisdiction of the Union.

Off-shift differential: a premium of 3 cents per hour for the 4-12 shift and 5 cents per hour for the 12-8 shift will be paid only to employees working on these shifts on a rotating basis and to employees whose regular hours fall entirely between 4 p.m. and 8 a.m. These premiums shall not enter into the calculation of holiday pay, vacation pay or overtime.

Seniority is to be considered in promotions and layoffs, and those who have been laid off are to be given preference in re-employment. A procedure for the *settlement of grievances* is prescribed.

Construction

Plumbers—*Toronto, Ont.*—*Toronto Labour Bureau and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 46.*

Agreement to be in effect from August 1, 1953, to May 31, 1955, and thereafter from year to year subject to one month's notice. This agreement is similar to the one previously in effect (L.G., Dec. 1952, p. 1595), with the following changes:—

Wage rates: foremen \$2.55 per hour to March 31, 1954, and \$2.60 thereafter; journeymen \$2.30 per hour to March 31, 1954, and \$2.35 per hour thereafter; apprentices first year 30 per cent, second year 40 per cent, third year 50 per cent, fourth year 70 per cent, and fifth year 85 per cent of journeyman's rate. (The rates to March 31, 1954, are 15 cents per hour higher than the previous rates.)

Out-of-town jobs: when men report for work on out-of-town jobs and are sent home due to job conditions, board shall be paid for the full day.

Plumbers and Sheet Metal Workers—

Moose Jaw, Sask.—*Certain contractors and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 409.*

Agreement to be in effect from July 1, 1953, to June 30, 1954, and thereafter from year to year subject to notice of between 30 and 60 days.

Union security: maintenance of membership for all members, and compulsory membership and maintenance for all new employees within 30 days of hiring.

Check-off: voluntary.

Hours: 8 per day, 40 per week. *Overtime*: time and one-half for work between 5 p.m. and 10 p.m. Monday to Friday inclusive. Double time for work between 10 p.m. and 8 a.m. Monday to Friday, and from 10 p.m. Friday to 8 a.m. Monday, except oil burner mechanics who will be paid time and one-half for overtime hours. There are 8 *paid holidays*; if these days are worked, double time in addition to regular pay.

Hourly wage rates: journeymen—plumbers and pipe fitters \$2; sheet metal workers \$1.77; helpers 95 cents (first year) to \$1.60 (fourth year). Foreman in charge of three or more men 25 cents above journeyman's rate.

Apprentices: one to every three journeymen, and a helper shall not be allowed to work with a journeyman in preference to a registered apprentice.

Travelling time and expenses for work outside the limits of Moose Jaw: single time while travelling and transportation paid. After working one month transportation to be paid home and back once a month. Transportation and travelling time payment may be withheld if a workman leaves the job of his own accord. Room and board paid in addition to regular wages.

Provision is made for *settlement of disputes*.

Bricklayers—*Calgary*—*The Calgary General Contractors Association and the Bricklayers, Masons and Plasterers International Union of America, Local 2.*

Agreement to be in effect from June 15, 1953, to March 31, 1954. A new agreement to be negotiated during February 1954. This agreement is similar to that previously in effect (L.G., Aug. 1952, p. 1081), except for the following change:—

Wages: the minimum rate shall be \$2.22 (previously \$2.15) per hour, with a further

15 cents per hour for all firebrick work. Foremen shall receive not less than 20 cents per hour over journeyman's rate.

Transportation and Public Utilities

Longshore Work—*St. John's, Newfoundland—The Newfoundland Employers' Association and the Longshoremen's Protective Union.*

Agreement to be in effect from May 1, 1953, to April 30, 1954, and thereafter from year to year subject to 60 days' notice.

Union security: union members are to be employed, but if sufficient numbers are not available non-union help may be employed at union rates of pay and under union conditions. When non-union men are so employed they shall not be replaced by union labour except at the beginning of a working period.

Hours of work: day—9 a.m. to 6 p.m., early night—7 p.m. to 11 p.m., late night—midnight to 8 a.m.; meal hours—8 a.m. to 9 a.m., 1 p.m. to 2 p.m., 6 p.m. to 7 p.m., 11 p.m. to midnight. Men working through the night may carry on to midnight if they wish. Men required to work beyond the regular meal hour will be paid at meal hour rates. Men required to work after midnight shall be allowed a short time for lunch if the work extends beyond 4 a.m., or alternatively shall be allowed one-half hour's pay. After working continuously for 20 hours a man shall not continue to work, or be re-employed, until he has had at least 8 hours rest.

Holidays: 10 specified holidays are recognized, on 4 of which no work shall be performed except the handling of mail and luggage, or in cases of emergency. On the other 6 days work may be done at the employer's request at meal hour rates. On Christmas Eve no work shall be done after 11 p.m., and any work performed between 6 p.m. and 11 p.m. shall be paid at Sunday rates.

Hourly wage rates for (1) day; (2) early night; (3) late night; (4) meal hours, union holidays, Saturday night; (5) Sunday and (6) Sunday meal hour work, respectively, are: Steamship—general cargoes \$1.60, \$1.80, \$2.35, \$2.50, \$3.20, \$4; cement \$1.68, \$1.88, \$2.43, \$2.58, \$3.36, \$4.16; ammunition \$2.20, \$2.63, \$3.12, \$3.27, \$4.40, \$5.20; cold storage on ships \$1.78, \$1.98, \$2.53, \$2.68, \$3.56, \$4.36; general labour about premises \$1.05, \$1.16, \$1.41, \$2.01, \$2.10, \$2.48. Special higher rates for work on certain cargoes are also provided.

Waiting time: for the first hour full rate, for each subsequent hour, half rate.

Rules are given governing the number of men to be used per gang and on different types of ships, the size of sling loads for various classes of cargo and the use of trucks and mechanical equipment.

Provision is made for the settlement of disputes.

Service

Municipal

Fire-fighters—*Vancouver, B.C.—City of Vancouver and the International Association of Firefighters, Local 18.*

Agreement to be in effect from March 1, 1953, to February 28, 1954, and thereafter

from year to year subject to notice at least 2 months prior to expiry date. This agreement is the same as that previously in effect (L.G., Sept. 1952, p. 1221) except for the following changes:—

Vacations with pay: after 15 years' service 21 calendar days, to apply during 1953 (as before); in 1954 only 10 years' continuous service will be required to qualify for 21 days' vacation, and after 25 years' service 28 calendar days' vacation are to be allowed. Formerly 21 days after 15 years was the maximum vacation.

Monthly wage rates: firefighters, 1st year \$249, 2nd year \$275, 3rd year \$302, 4th year \$329; lieutenant \$356; captain \$381; district chief \$439; pilot fire boat \$394; relief pilot \$356; chief engineer fire boat \$381; shift engineer \$368; machinist mechanic \$342; master mechanic \$413; master carpenter \$379; carpenter \$342; first aid instructor, training officer \$439; fire wardens and junior fire alarm operators same as for firefighters; firewarden officers same as for firefighter officers; senior fire alarm operator \$375 (the above rates are from \$8 to \$15 higher than those in effect under the former agreement). Office staff shall receive the same rates of pay and other benefits as those in equivalent positions on the City Hall "Inside" staff. If firefighters, fire wardens or junior alarm operators move from one classification to another, experience gained in the previous classification shall count as service in the new one, with pay accordingly.

Welfare plan: the contribution made by the City is increased to \$3.50 (formerly \$2.50) per month in respect of married men, and to \$1.65 (formerly \$1.25) in respect of single men. As in the previous agreement this does not apply to office and clerical workers.

Hotels—*Vancouver, B.C.—British Columbia Hotels Association and the Hotel and Restaurant Employees' and Bartenders' International Union, Local 28.*

Agreement to be in effect from May 1, 1953, to April 30, 1955, and thereafter from year to year subject to 60 days' notice. This agreement is similar to that previously in effect (L.G., April 1952, p. 448), with certain changes:—

Hours: not more than 8 per day or 40 per week (previously 44 per week) except in case of emergency. **Overtime:** time and one-half for work in excess of above hours and for work on 8 (previously 6) specified holidays.

Hourly wage rates: room clerks \$1.06½, switchboard operators 89½ cents, assistant and working housekeepers 93¼ cents, linen room assistants and seamstresses 88 cents, maids 84¼ cents, cashiers \$1.00½, mail and information clerks 89½ cents; cooks 86¾ cents to \$1.30½, assistants 86¾ to \$1.14½, helpers 86¾ cents to 97¾ cents; butcher \$1.21¾, assistant

\$1.06½, helper 86¾ cents; pastry chef \$1.30½; head pantryman \$1.14½, first assistant \$1.03½, helper 86¾ cents; ice-man and day porters 86¾ cents, night porters 92¼ cents, vegetable cleaners 86¾ cents; dishwashers male 83¾ cents, female, 81¼ cents; waiters 86¾ cents; bus boys (banquet floor) 81¼ cents, bus boys and bus girls (main floor) 78½ cents (all above employees except front office cashiers and mail and information clerks receive meals in addition); waitresses 81½ to 86¾ cents, elevator operators 84 cents, housemen and janitors 89½ cents, utility janitors \$1.00½, maintenance men \$1.14½. (The above rates are from 9¼ to 13½ cents per hour higher than the rates paid under the previous agreement. Waiters regularly employed, or bus boy or girls employed as waiters or waitresses at a function (i.e. 8 persons or more) will receive 80 cents per function as a bonus. Short shift employees (less than 8 hours per day) shall be paid for the actual hours worked at the *pro rata* hourly rate plus 10 cents per hour (formerly plus 5 cents per hour with a minimum of 4 hours), unless a short shift of less than 8 but not less than 4 hours is worked by previous agreement between employer and employee, or after previous notice by the employer, in which case the 10 cents penalty will not apply.

Where hotels have been designated as "B" Class hotels the rates of pay shall be 5 cents per hour less than the above wage rates (previously 3 cents less).

The cost-of-living bonus provision contained in the previous agreement has been omitted from the present agreement; but the wage schedule may be opened for amendment by either party on the first anniversary of the agreement provided that 60 days' notice is given.

Hotels—*New Westminster, B.C.*—*The New Westminster Hotels Association and the Hotel and Restaurant Employees' and Bartenders' International Union, Local 835.*

Agreement to be in effect from April 1, 1953, to December 31, 1954, and thereafter from year to year subject to notice within 30 days of anniversary date.

Union security: all help must be hired through the union office, and the union agrees to furnish satisfactory help. The hotel proprietor has the right to recommend to the union for the purpose of taking out a union card or permit any competent man whom he wishes to employ.

Hours: 8 per day, a 40-hour week. Until there is a change in the daily operating hours of beer parlours, dispensers may arrange hours, but they may not exceed 8 or be spread over more than 13 hours, except in emergency. **Overtime:** time and one-half for work in excess of 8 hours per day or 40 hours per week, and for work on 7 specified holidays. Two other holidays are also mentioned.

Wages are not to be deducted from steady men for time lost on legal holidays. This includes short shift men who work four hours or more six days a week.

Vacations with pay: 2 weeks after one year's consecutive service.

Wages: tapmen \$61, waiters \$54 per week; short shift and part time union help \$1.35, spare help (permit) non-union \$1.30 per hour.

Special jackets and uniforms shall be supplied and laundered by the hotels.

Provision is made for the *settlement of disputes.*

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement, the amendment of six and the repeal of four others. In addition to those summarized below, they include: the amendment of the agreement for the paint industry in the province published in the *Quebec Official Gazette* of August 29; the amendment of the agreements for retail trade at Roberval and for gasoline service stations at Chicoutimi

gazetted September 12; the repeal of the agreements for retail trade at Magog, at Mégantic, at Richmond and Melbourne and at Windsor, as well as the amendment of the agreement for barbers at Rouyn-Noranda in the issue of September 19.

A request for the amendment of the agreement for metal trades at Quebec was gazetted August 29; another for the building trades at Quebec was gazetted September 5. A request for a new agreement

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed

for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June 1934.

for retail trade at Coaticook and requests for the amendment of the agreements for building trades in the counties of Drummond, Arthabaska and Nicolet, at Hull, and at Sherbrooke, for garages at Rimouski, and for the men's and boys' clothing industry in the province were all gazetted September 19.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

Construction

Building Trades, Trois Rivières District.

An Order in Council dated August 20 and gazetted August 29, amends the previous Orders in Council for this industry (L.G., May, p. 729, Oct., p. 1505). The present agreement will remain in force until March 1, 1955, thereafter from year to year, subject to notice.

Minimum hourly wage rates: this amendment provides for an increase of 5 cents per hour to all workers in Zones I, II and III with the exception of the rate for tile layer in Zone III which is 10 cents higher. It is further provided that 6 months after publication of the present amendment all minimum wage rates will be automatically increased by a further 5 cents per hour.

Escalator wage adjustment clause: exclusive of the 5 cents per hour automatic increase provided above, all hourly rates will be increased or decreased by 5 cents per hour for each rise or fall of 5 full points in the Consumer Price Index published by the Federal Bureau of Statistics, using as a computing basis the index published on February 1, 1954.

Building Trades, St. Hyacinthe.

An Order in Council dated August 20 and gazetted August 29, amends the previous Orders in Council for this industry (L.G., Jan. 1951, p. 54, April, p. 546; May 1953, p. 728, and previous issues). A correction of this agreement was published in the *Quebec Official Gazette* of March 28. The present agreement, as amended, to remain in force until April 30, 1955, and thereafter from year to year, subject to notice.

Overtime: time and one-half for work after regular hours, when employee's working period on urgent operations exceeds regular hours by more than one-half hour. (Other regulations providing time and one-half for overtime work remain unchanged.)

Minimum hourly wage rates for certain classifications are now as follows: bricklayer, mason, plasterer, cement or gypsum block layer, tile layer \$1.55 in Zone I, \$1.35 in Zone II (increases ranging from 15 to 25 cents per hour); carpenter, joiner, etc., cement finisher, lather (wood and metal) \$1.35 in Zone I, \$1.15 in Zone II; journeyman electrician, journeyman pipe mechanic, plumber, etc. \$1.35 in Zone I, \$1.20 in Zone II; painter, paperhanger, glazier, etc. \$1.25 in Zone I, \$1.15 in Zone II; millwright \$1.20 in Zone I, \$1.05 in Zone II; tinsmith-roofer \$1.35 in Zone I, \$1.10 in Zone II (an increase of 10 cents per hour in each

case); minimum rates for truck and tractor drivers \$1 in Zone I, 90 cents in Zone II and for labourers \$1 in Zone I, 85 cents in Zone II are unchanged. (Minimum wage rates for other classifications included in the new table of wage rates, not shown above, are in most cases 10 cents per hour higher than those previously in effect.)

Special minimum rates in certain municipalities, for foremen (in charge of 10 or more men), and for tradesmen (limited in number on any job) handicapped by age or infirmity, are specified; other special rates are provided for handicapped labourers of municipal corporations, for work done outside towers, steeples, etc., over and above a specified height and for those employees living in Zone I and working in Zone II. (The provisions are unchanged from those previously in effect with the exception of that governing foreman which previously did not specify any particular number of workers.)

Building Trades, Montreal.

An Order in Council dated September 10 and gazetted September 19, makes binding the terms of a new agreement between The Builders Exchange Inc., of Montreal; "The Corporation of Plumbing and Heating Contractors of the Province of Quebec (Montreal Branch)"; "The Corporation of Master Electricians of the Province of Quebec (Montreal Branch)"; and The Building and Construction Trades Council of Montreal and Vicinity (AFL); *Le Conseil des Syndicats des métiers de la Construction de Montréal (CTCC)*; "The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local No. 144"; *L'Association des Plombiers, Soudeurs et Poseurs d'Appareils de Chauffage des Syndicats nationaux de Montréal, inc.* Agreement to be in force from September 19, 1953, until April 1, 1955. However, the agreement may be reopened after April 1, 1954, with respect to economic clauses only. In addition, the privilege of requesting the amendment of, or new agreements for certain trades as plumbers, asbestos insulation workers, tile workers, plasterers and electrical workers, at the expiration of their initial agreement, is continued.

The terms of this agreement are similar to those previously in effect (L.G., June 1952, p. 781; March 1953, p. 432, April, p. 582, May, p. 728, June, p. 886, Sept., p. 1326, Oct., p. 1504) with the following changes and additions:—

Territorial jurisdiction: the Island of Montreal and within a radius of 15 miles of its limits with the exception of the counties of St. John, Iberville, and L'Assomption (the latter is added); the city of Salaberry of Valleyfield and the municipality of Ormstown (the latter is added); entire province with respect to the installation of elevators and the construction of steam generators, boilers and tanks.

Hours are unchanged for qualified tradesmen, etc., at 8 per day, 40 per week. However, this agreement now provides for a working week of 45 hours (previously 50) for labourers, and 50 instead of 55 for shovel operators and pile driver men with associated crews, trucking and cartage, etc.

Overtime: time and one-half for work in excess of regular hours; double time for

work between 10 p.m. and 8 a.m. and for work on Saturday afternoons, Sundays or any of 11 specified holidays. (Double time on Saturday afternoons is included for the first time.)

Minimum hourly wage rates for all classifications included in the general table of minimum wage rates as well as rates for oil burner mechanics are increased by 10 cents per hour. Weekly minimum wage rates for material checker and timekeeper, night watchmen and yardmen are \$4 per week higher. This agreement now provides for 3 hours' pay per day for those employees reporting for work, who have not been notified their services would not be required, or if the duration of work is less than the regular day, unless they refuse the work of their trade, or unless work is suspended on account of weather conditions.

This agreement includes special and complementary provisions governing various trades as follows:—

Elevator Construction

Working conditions and minimum wage rates are unchanged from those previously in effect (L.G., March, p. 432, and previous issues).

Plumbers, etc.—Part "A"

Working conditions and minimum wage rates are unchanged from those previously in effect (L.G., March, p. 432) with the exception of the escalator clause which is not included.

Asbestos Insulation—Part "B"

The terms of this section are similar to those previously in effect (L.G., May, p. 728, and previous issues) with the exception of the following:—

Overtime provisions are as provided above under the terms of the main agreement.

However, this section now provides double time for work on Saturday after 4.30 p.m.

Minimum hourly wage rates: asbestos insulation mechanic \$1.90, junior mechanic \$1.50 (an increase of 5 cents per hour in each case). Minimum rates for apprentices (third year) and for foremen are 5 cents per hour higher while rates for apprentices first and second year remain unchanged. (Weekly hours remain at 40.)

Marble, Tile, Terrazzo Trades—Part "C"

The terms of this section are similar to those previously in effect (L.G., April, p. 582, and previous issues) with the exception of the following:—

Overtime: time and one-half for work in excess of regular hours; double time between 10 p.m. and 8 a.m., and for work on Saturdays, Sundays, or any 8 specified holidays; triple time for work on 3 additional specified *paid holidays*. (Previously time and one-half for Saturday work.)

Minimum hourly wage rates for all classifications are 10 cents per hour higher than those previously in effect and now range from \$1.61 for terrazzo polisher operators (wet) to \$2 per hour for marble setters and terrazzo layers. (Weekly hours remain at 40.)

Three hours' pay for reporting to work if not notified in advance that services not required and also contingent on other conditions outlined above in the minimum rate section of main agreement.

Plasterers—Part "D"

The terms of this section are similar to those previously in effect (L.G., Sept. 1953, p. 1326).

Electrical Trade—Part "E"

The terms of this section are similar to those previously in effect (L.G., Oct. 1953, p. 1504).

Report of Board

(Continued from page 1630)

3. The two rest days to be consecutive rest days if possible, but always subject to the exigencies of the service.
4. Voluntary irrevocable check-off shall apply during the terms of this contract which may be terminated by an employee fifteen days before the expiration date of the contract.
5. This contract shall become effective May 1, 1953, and terminate on December 31, 1954.
6. In all other respects the original working agreement entered into

between the employer and employee and which expired on April 30, 1953, shall be retained and carried into the new contract.

7. The Board wishes to take this opportunity to indicate that there was every assistance and co-operation by and from all parties involved.

Respectfully submitted.

(Sgd.) V. J. POTTIER,
Chairman.

(Sgd.) JOHN T. MACQUARRIE.

(Sgd.) R. A. KANIGSBURG.

Labour Law

Labour Legislation in New Brunswick, Ontario and Saskatchewan in 1953

Ontario and Saskatchewan increase certain benefits under Workmen's Compensation Acts. Ontario passes legislation to ensure safe operation of elevators and hoists; Saskatchewan, of gas-burning equipment. Saskatchewan makes provision for compulsory arbitration for policemen and firemen. New Brunswick passes Fair Wages and Hours of Labour Act

NEW BRUNSWICK

A new labour law passed at the 1953 session of the New Brunswick Legislature, which sat from February 12 to April 1, was the Fair Wages and Hours of Labour Act. Besides requiring fair wages to be paid in government construction undertakings, the new Act limits the hours of employees engaged on such projects to eight in a day and 44 in a week.

Amendments were made to the Labour Relations Act to permit the employees of any government board or commission to be brought under the Act by Order in Council. The Workmen's Compensation Act was also amended and now makes provision for a conclusive ruling by a medical referee in cases of disputed medical opinion.

Fair Wages

A new Act, effective May 1, 1953, requires contractors engaged in construction work for the provincial Government or a crown corporation to pay fair wages to their employees and to observe an eight-hour day and 44-hour week. "Fair wages" are defined as the current wages paid to other workmen performing the same class of work in the district.

The Minister of Labour has authority to classify workmen and to prepare fair wage schedules. If the same class of work is not performed locally, he may prepare minimum wage schedules instead. Longer working hours than the Act permits may be worked only in cases where the Lieutenant-Governor in Council grants permission or where an emergency is declared by the Minister.

A contractor must post fair wage schedules, keep records of his employees and their wages and hours, permit inspection

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

of the records, and file with the Minister a sworn statement that wage rates and hours meet the requirements of the Act and that no wages are in arrears. Any other information required by the Minister must be furnished and written permission must be obtained from him before a contractor contracts with a subcontractor. The nature of the work and the classes of employees likely to be employed must be reported to the Minister by any government department or crown corporation planning to let a contract. As security for the payment of the proper wages, the Minister may direct the department or corporation to withhold 25 per cent or less of the payments owing a contractor and, if the contractor violates the Act, may order wages paid to the employees from the amounts owing the contractor.

The Lieutenant-Governor in Council may fix rates for overtime and designate any person, board or commission acting as an agent of Her Majesty to be a crown corporation for the purposes of the Act.

Apart from industrial standards schedules, the new Fair Wages and Hours of Labour Act is the first legal limitation on hours of male employees in New Brunswick.

Labour Relations

An amendment to the Labour Relations Act authorizes the Lieutenant-Governor in Council to declare any person, corporation, board or commission acting for or on

behalf of or as an agent of Her Majesty to be an employer for the purposes of the Act with respect to any group of employees designated in the order.

The amendment followed the conclusion of an agreement between the New Brunswick Power Commission and its employees and was intended primarily to bring these employees under the Act. The amendment became effective on March 31.

Workmen's Compensation

The Workmen's Compensation Act was amended to require the referral of disputed medical opinions to a medical referee, to be appointed as provided by order of the Lieutenant-Governor in Council, in cases where the workman was examined at the request of the employer by a doctor chosen and paid by the employer or on his own initiative has had an examination by a doctor selected by himself and either employer or workman is dissatisfied with the doctor's report.

The referee will certify to the Board as to the condition of the workman and his fitness for employment, specifying where necessary the kind of employment which he may undertake or the cause of his unfitness for employment. The referee's decision in the matters certified will be final.

The workman's right to compensation or to any periodic payments he receives will, as before, be suspended until he submits to any required examination.

The two new sections which were added supplement provisions already in the Act which require a workman to submit himself for examination, at the direction of the Board, by a medical referee chosen by the Board.

The amendment, contained in the Revised Statutes, 1952, Amendment Act, went into effect on April 1, 1953.

Rent Control

The Municipal Rent Control Act, 1951, which was to expire on April 30, 1953, was extended for another year to April 30, 1954.

Licensing of Electricians

A new section in the Electrical Energy Act, 1931, authorizes the Lieutenant-Governor in Council to make regulations providing for the licensing of persons who install, alter or remove any electrical wiring or equipment and prohibiting such work by unlicensed persons.

The Act, which would not apply to telephone or telegraph companies, has never been proclaimed in effect. Provision

is now made for it to be proclaimed either in the province as a whole or in any city, town, incorporated village, local improvement district, county or portion of a county.

ONTARIO

Safety legislation formed the major part of the labour enactments at the 1953 session of the Ontario Legislature, which opened February 12 and prorogued April 2.

A new Elevators and Lifts Act provides for provincial control of passenger and freight elevators and requires that they be licensed and inspected annually by an inspector who holds a certificate of competency. Another new Act, the Oil Pipe Lines Act, is designed to provide for the safe construction of pipe lines to carry petroleum and petroleum products. The Operating Engineers Act, dealing with the examination and certification of operating engineers and the registration of steam-plants, is a complete revision of the 1937 Act. Amendments to the new Boilers and Pressure Vessels Act, which was proclaimed on March 27, bring fittings connected with boilers and pressure vessels under the Act and provide for stricter control over welding.

The Factory, Shop and Office Building Act was amended to permit the night work of women and young persons, provided the Minister is satisfied that it is not detrimental to the employee, and to provide for the charging of fees for the examination of building plans.

Amendments to the Workmen's Compensation Act raised the monthly payment to a widow to \$75 and to a child to \$25, or \$35 if the child is an orphan.

Workmen's Compensation

Substantially higher benefits to the widow and children of a deceased workman were provided for in the 1953 amendments to the Workmen's Compensation Act. The monthly allowance for a widow or invalid widower was raised from \$50 to \$75 and an increase from \$12 to \$25 a month was granted for each child under 16 years. In only one other province, British Columbia, is a \$75 monthly allowance payable to a widow, and the children's allowance now payable in Ontario is equalled in only two other provinces, Alberta and Saskatchewan. The allowance for an orphan child was increased from \$20 to \$35 a month, the highest payable in Canada.

Another amendment raised the maximum compensation payable to the widow and

children of a deceased workman in cases where the workman's earnings were low. The Act provides that the total amount of the allowances paid each month to the dependants of a deceased workman may reach but not exceed the average monthly earnings of the workman before his death, and that where the allowances exceed such earnings they must be reduced accordingly. However, the Act fixes minimum payments for the protection of families which would apply where there are several children and where the workman's earnings were low. These minima are \$75 for a widow and \$25 for each child subject to a total of \$150 for widow and children. If the sum of the allowances otherwise payable does not exceed \$150, the full amount must be paid even if it is more than the workman's average monthly earnings. If the amount of allowances otherwise payable to the widow and children is more than \$150 (i.e., if the dependants are a widow and more than three children or more than four orphan children) and the workman's average earnings were less than \$150 a month, the total sum to be paid will be reduced to \$150. Previously, the compensation could be reduced to \$100 if the amount otherwise payable exceeded the workman's earnings.

The changes in the allowances for widows and children and the higher amount fixed for the total minimum monthly payments are not retroactive and apply only where the accident causing the workman's death happens on or after April 2, 1953, the date the amending Act came into force.

Amendments were also made to the sections which deal with accidents occurring outside Ontario. The Act previously permitted compensation to be paid for an accident which happened outside Ontario to a workman on a ship or railway when the workman's residence was in Ontario and he was required to work both in and out of the province. The scope of this section was extended to accidents happening on an aircraft, or on a truck, bus or other vehicle used to transport passengers or goods. In this respect the Ontario Act is now like that of British Columbia.

A new subsection added to the Act provides for the coverage of workmen who are sent by their employer to work out of Ontario for six months or more. An employer in an industry covered by the collective liability system whose place of business is in Ontario may apply to the Workman's Compensation Board to be assessed on the earnings of any workman who is to be employed out of the province

for six months or longer. If the application is accepted, the workman or his dependants will receive compensation for an accident occurring out of Ontario in the same way as if it had occurred inside the province. Before this amendment was adopted, such coverage was available only if the workmen were required to work out of Ontario for fewer than six months.

A further change, one recommended by Mr. Justice Roach in his 1950 Royal Commission Report, makes provision for an agreement concerning assessments between the Ontario Board and the Board of any other province or territory in order to prevent employers whose workmen work part of the time in Ontario and part of the time in another province from having to pay double assessments. Under such an arrangement, the employer would be assessed by the Ontario Board only on the wages of these workmen which are earned in Ontario and by the Board of the other province on the wages earned there. The amendment gives the Ontario Board authority to make an agreement providing for an equitable adjustment of assessments and to reimburse another Board for any payment of compensation, rehabilitation or medical aid made under the agreement.

A very minor change was made in the section of the Act dealing with third party actions. Under this section, a right of election exists as to whether a workman or his dependants will claim compensation or bring an action in court against the person responsible for the accident. A new subsection was added to provide that, where there are infant dependants, the election may be made on their behalf by a parent or guardian.

Factory, Shop and Office Building Act

Two new provisions in the Factory, Shop and Office Building Act permit night work of women and young persons under certain conditions and authorize a fee to be charged for the examination of building plans required by the Act.

The Minister of Labour was given discretion to allow women and youths to be employed during hours other than those prescribed by the Act. Except under permit from the factory inspector, the Act prohibits girls over 14 and boys between 14 and 16 years from being employed after 6.30 p.m. in a factory or after 11 p.m. in a shop or restaurant. Permits may be granted allowing youths, young girls and women to work up to 9 p.m. in a factory and women over 18 years to work up to

2 a.m. in a restaurant. The Minister may now authorize work until later hours upon such conditions as he may determine and provided he is satisfied that it will not be detrimental to the health, welfare and safety of the worker. The Minister was also given power to suspend or revoke any permit issued under the Act.

Provision is now made for a fee to be charged for examination and approval by the Department of building plans or plans of alteration for a factory or any building over two storeys in height which is to be used as a shop, bakeshop, restaurant or office building. Formerly, such plans were examined by the Department free of charge.

The fees to be charged for approval of plans and the application forms were set out in recent regulations. The fees are based on the estimated cost of the work. (L.G., Aug. 1953, p. 1186.)

At the same time the procedure for obtaining departmental approval of plans was clarified. Before construction or alteration is begun, the owner must fill out the prescribed application form and send it to the Department together with drawings and specifications in duplicate and an estimate of the cost of the proposed work. On receipt of the application, the Chief Inspector must approve the estimated cost, or himself estimate the cost, and fix the fees for approval of the plans. When the fees are paid, the Chief Inspector will examine the plans, give his approval if they comply with the Act, and return one copy to the applicant, after which construction or alteration may proceed. The Chief Inspector is authorized to delegate his powers in this respect.

As a result of the new Elevators and Lifts Act passed this year, Section 58 of the Act, which sets out safety requirements with respect to elevators and hoists, is now unnecessary and will be repealed when the Act is proclaimed. It will be replaced by a general section providing that, where such equipment does not conform to the Elevators and Lifts Act, the safety of the persons employed in the building will be deemed to be endangered. For this offence under the Factory, Shop and Office Building Act an owner or employer is liable to a maximum fine of \$500.

Inspection and Licensing of Elevators

The Elevators and Lifts Act, which will come into force on proclamation, provides for provincial control over the licensing and inspection of elevators and lifts. Until this time regulation of passenger and freight elevators was under the juris-

diction of the municipalities by virtue of Section 407 of the Municipal Act. However, since only a few municipalities, other than the City of Toronto, have made by-laws under this section, it was decided that, in the interest of safety both of the public and of workmen, the Department of Labour should be given the responsibility of regulating elevators and lifts in the province.

Two other provinces, Saskatchewan and Manitoba, have legislation providing for the licensing and inspection of elevators under provincial authority. In addition, most provinces provide for inspection of elevators and hoists under factories Acts. The relevant section of the Ontario Factory, Shop and Office Building Act will be repealed when the new Act is proclaimed.

In brief, the requirements of the Act are as follows: The approval of the Department is required before any new installations may be made or any major alterations undertaken. No elevator or hoist may be operated unless it is licensed by the Department and every elevator or hoist must be inspected at least annually by an inspector who holds a certificate of competency. In addition, regulations may be issued under the Act to provide for the licensing of elevator operators. Safety standards with respect to construction, installation and maintenance of elevators and lifts may also be set by regulation.

The Act applies to all elevators, dumb-waiters, escalators, manlifts and incline lifts except those in private dwellings (unless the owner requests to come under the Act); elevators and hoists covered by the Mining Act; feeding machines or belt, bucket, scoop, roller or any similar type of freight conveyor; freight ramps or platforms rising five feet or less; lubrication hoists; stacking machines used within one storey; and temporary hoists used during the construction, repair, alteration or demolition of buildings. Other classes of elevators and lifts may be exempted by regulation. It is proposed to exclude by regulation passenger elevators in municipal buildings in Toronto.

Provision is made for the appointment of a Chief Elevator Inspector and an inspection staff to administer the Act. All inspectors, including insurance company inspectors, must hold a certificate of competency. The Minister may authorize the Chief Inspector to use the services of any other person who holds a certificate of competency to inspect a particular elevator or lift. Such a person will be

deemed to be an inspector for this purpose only and must report on the inspection immediately to the Chief Inspector.

The qualifications of inspectors and the provisions for issuing certificates of competency to government inspectors and others qualified to carry out inspections under the Act will be prescribed by regulation.

An annual inspection of every elevator and hoist must be made either by an inspector or by a representative of the insurer. If the inspection has been made by the insurer, the Chief Inspector may at any time require a further inspection by a government inspector. A copy of the report of each annual inspection made by an inspector of an insurance company must be filed with the Chief Inspector within 30 days unless the insurer finds an unsafe condition in which case he must forward a copy of the inspection report to the Chief Inspector within 24 hours. The insurer must notify the Chief Inspector if he cancels the insurance or rejects an application for insurance on any elevator or lift and give reasons for his action.

In carrying out inspections under the Act inspectors are required to apply to new installations the rules contained in the 1951 edition of the Safety Code for Passenger and Freight Elevators of the Canadian Standards Association. Such parts of the Code as the regulations require must be used during inspection of major alterations of elevators, dumb-waiters or escalators and of new installations or major alterations of incline lifts.

An inspector has the right to enter any premises where he has reason to believe that an elevator or lift is being installed or operated and he may require the owner to comply with the Act or regulations within a specified time.

An aggrieved person may appeal in writing to the Minister within 10 days after receiving the inspector's notice. The Minister will then notify interested parties, hear the appeal and issue an order approving, disapproving or varying the inspector's notice.

The drawings and specifications of all new installations or major alterations must be approved by an engineer of the Department before work is begun. Copies must be submitted in triplicate together with complete information regarding the size, composition and arrangement of the proposed installation or alteration. If the drawings and specifications comply with the Act, the Department will approve them in writing and return one set to the person who submitted them.

A licence is required for the operation of every elevator, dumb-waiter, escalator, manlift and incline lift covered by the Act. The licence, issued by the Chief Inspector, is valid for one year and will designate the elevator or lift for which it is granted and state its maximum capacity. It must be kept posted in a conspicuous place in the elevator car or adjacent to the dumb-waiter, escalator, manlift or incline lift for which it is issued. If the licence is suspended or revoked, the Chief Inspector may do whatever is necessary to ensure that the elevator is not operated.

The compulsory licensing of elevator operators may be provided for by regulation and a minimum age and course of training may be prescribed. The regulations may also require the annual registration of contractors.

If an accident occurs which causes injury to any person or if the emergency supporting devices engage, or if an elevator, dumb-waiter, escalator, manlift or incline lift falls freely, the owner must notify the Chief Inspector in writing, giving full particulars, within 24 hours. If an accident results in death or in serious injury which may cause death, the owner must notify the Chief Inspector by telephone or telegraph immediately and no person may disturb any wreckage or article connected with the accident, except to save life or relieve suffering, until the Chief Inspector grants permission to do so. When the Chief Inspector receives the notice, he must have an investigation carried out to determine the cause of the accident or occurrence.

The Act and regulations do not affect any other Act or municipal by-law relating to hoistways which imposes more stringent requirements but no urban municipality, except Toronto, may pass by-laws relating to any matter covered by the Act. All such by-laws now in existence will be repealed when the Act is proclaimed.

The Act forbids an owner to operate an elevator or lift unless it complies with the Act and regulations or to operate it if its load exceeds the maximum capacity as designated in the licence or if he has reason to believe that it is otherwise unsafe. A penalty of up to \$500 is provided for these and other violations of the Act or regulations.

Boilers and Pressure Vessels

Changes were made in the Boilers and Pressure Vessels Act, 1951, which was proclaimed in force on March 27. The amendments provide for stricter control

over the qualification of welders and bring under the Act fittings used in connection with boilers and pressure vessels.

Every welding operator must now pass a welder's qualification test and hold an identification card. Formerly, the Act did not provide for compulsory tests but did require the registration of all welders and authorized the holding of welders' tests only at the discretion of the Chief Inspector and whenever a welder changed his employment. The identification card now issued to an operator who passes the test will name the welder's employer and indicate the class of welding which the welder is qualified to perform. A welder is not allowed to weld for a new employer unless he passes a further test and has been given a new card. The identification card must be carried by the welder whenever he is working at his trade and must be produced at the request of an inspector. Further qualification tests may be required by the Chief Inspector at any time, on the passing of which a new card will be issued. The fees, to be fixed by regulation, must be paid by the employer when the test is given.

An obligation is placed on both the welding operator and the employer to see that the welder does not perform any welding except for the person named on his card nor do welding of a class for which he is not qualified.

The amending Act authorizes regulations to be made to provide for the assigning of symbols to welding operators and the manner in which symbols will be stamped on welds.

Another amendment extended the coverage of the Act to pipes, fittings and other equipment used in connection with boilers and pressure vessels. As previously worded, the Act covered only fittings actually attached to a boiler or pressure vessel. A definition of fitting is now included in the Act.

As is the case with boilers and pressure vessels, the Act now requires the manufacturer of every fitting to be constructed for use in Ontario to submit its design to the Chief Inspector for approval and registration before construction is begun. Where a fitting has been constructed without its design having been approved and registered, the Chief Inspector may approve its design, if it otherwise meets the requirements of the Act and regulations.

A further amendment provides that when repairs have been made to an unsafe boiler it may not be put into operation until it has been inspected and a new

inspection certificate issued. The requirement that a new certificate must be obtained was not previously in the Act.

Amendments to the section authorizing regulations to be made by the Lieutenant-Governor in Council grant authority to make regulations governing the use or installation of boilers and pressure vessels and prescribing the conditions under which a boiler or pressure vessel may be mounted on a vehicle.

Stationary Engineers

A new Operating Engineers Act, to come into force on proclamation, repeals and replaces the former Act, passed in 1937. Many of the new provisions were previously contained in regulations made under the Act. In general, the requirements of the Act are the same as before but some changes were made in the scope of the duties which each class of engineer may perform and citizenship qualifications for certification are now less stringent.

The Act provides for the examination and certification of operating engineers, specifies the type of plant which each class of engineer is entitled to operate, and prescribes the minimum grade of certificate required for the operation of each type of plant. It also requires the registration of plants and authorizes inspection of any building where a plant is being installed or operated. "Plant" means a high-pressure or low-pressure steam-plant, a steam-engine plant, compressor plant, refrigeration plant, hoisting plant or traction plant.

Persons working under the personal direction and supervision of an operating engineer and workmen engaged in installing or testing a plant are not covered by the Act. The Act does not apply to a high-pressure steam-plant or refrigeration plant where the horse-power rating is 25 or less, a low-pressure steam-plant or compressor plant where the horse-power rating is 75 or less, a boiler used in connection with an open type hot water heating system, a steam-plant or traction plant used in farming, a plant subject to inspection by the Board of Transport Commissioners for Canada, a shaft-hoist used in mining operations, a permanently installed elevator or freight conveyance, or to an overhead crane powered by an electric motor and operating on a fixed runway.

A board of examiners of no fewer than three persons, one of whom is to be designated as chairman, is authorized to administer and enforce the Act. It is the duty of the board to examine candidates for engineers' certificates and to report the

results of the examinations to the Minister of Labour. Inspectors are appointed by the Lieutenant-Governor in Council. An inspector, as well as any member of the board and any person authorized in writing by the Minister, may enter and inspect any premises where he has reason to believe that a plant is being installed or operated.

Every owner of a steam-plant, steam-engine plant, compressor plant, refrigeration plant or any combination of them is required to register the plant with the board, giving whatever information the board may require. The Minister, on the board's recommendation and on payment of the prescribed fee, will issue to the owner a certificate of registration, which must show the horse-power rating of the plant, the pressure at which the safety-valves on boilers are set to relieve the pressure, and the class of engineer required as chief operating engineer, shift engineer and assistant shift engineer. The certificate of registration must be conspicuously displayed in the engine room, compressor room or boiler room of the plant. The owner of a plant must notify the board within 15 days of any change in the pressure or horse-power rating of his plant. If the change is sufficient to change the classification of the plant, the certificate of registration must be cancelled and a new one issued. The Act sets out the method to be used in computing the horse-power rating of a plant.

The classes of certificates which will be issued include stationary engineer (fourth, third, second or first class), provisional stationary engineer (fourth, third or second class), hoisting engineer, hoisting engineer (electrical and internal combustion), traction engineer, hoisting and traction engineer, compressor operator and refrigeration operator. The classification of fireman has been dropped.

The duties which each class of engineer is entitled to perform are then set out. The holder of a fourth class stationary engineer's certificate is qualified to act as chief operating engineer in a high-pressure steam-plant not exceeding 75 h.p. or a low-pressure steam-plant not exceeding 200 h.p. He may act as shift engineer in a high-pressure steam-plant not exceeding 200 h.p., a low pressure steam-plant not exceeding 600 h.p., or in a compressor or refrigeration plant not exceeding 400 h.p. He may act as assistant shift engineer in a high-pressure steam-plant not exceeding 600 h.p. or in a low-pressure steam-plant, compressor or refrigeration plant of unlimited horse-power.

A third class stationary engineer is entitled to act as chief operating engineer in a high-pressure steam-plant not exceeding 200 h.p., a low-pressure steam-plant not exceeding 600 h.p. or a compressor or refrigeration plant not exceeding 400 h.p.; to act as shift engineer in a high-pressure steam-plant not exceeding 600 h.p. or a low-pressure steam-plant, compressor or refrigeration plant of unlimited horse-power; and to act as assistant shift engineer in any plant.

A second class stationary engineer's certificate authorizes the holder to act as chief operating engineer in a high-pressure steam-plant not exceeding 600 h.p. or in any other plant of unlimited horse-power and to act as shift engineer in any plant.

A first class stationary engineer is qualified to act as chief operating engineer in any plant.

A compressor operator or a refrigeration operator is qualified to operate only that particular type of plant, and may act as chief operator in a plant of not more than 400 h.p. The other certificates to be issued will also qualify the holders to operate a particular type of plant other than steam-plants.

New sections in the Act grade the various types of plant according to horse-power rating and set out the minimum certificate to be held by the chief operating engineer and shift engineer in each.

When an operating engineer is absent from a plant on holidays or because of sickness, an engineer holding a certificate one class lower may be in charge of the plant for a period not exceeding 30 days in any one year or such longer period as the board may allow. Whenever the chief engineer or shift engineer in charge of a plant of more than 200 h.p. is absent from the engine, compressor or boiler room, he must arrange for his place to be taken by a person holding a certificate not more than one class lower than that required to operate the plant as shift engineer. In a plant of 200 h.p. or less, an engineer holding a fourth class certificate or better must be left in charge whenever the chief operating engineer or shift engineer is absent from the engine, compressor or boiler room for more than 15 minutes. If an operating engineer or operator is unable to attend to his duties or intends to be absent for any reason, he must make every reasonable effort to notify his chief operating engineer or shift engineer beforehand.

The Act forbids any person other than an operating engineer or operator holding a valid certificate to perform the work of an engineer and forbids an operating

engineer or operator to perform any duties for which he is not qualified under the Act. Employers are forbidden to employ persons to perform operating engineers' work for which they are not qualified.

An applicant for a certificate under the Act no longer needs to be a British subject. A certificate may now be issued to any British subject or to any person who has lived in Canada for at least one year and has filed a declaration of his intention to become a Canadian citizen under the Canadian Citizenship Act.

Applicants for certificates must pass such examinations as the board may require. The board may recommend that a provisional certificate be issued without examination to a person who holds a current certificate issued by the properly constituted authority in any other province which is in the opinion of the board equivalent to a fourth, third or second class stationary engineer's certificate. Every provisional certificate issued must be one grade lower than the certificate equivalent to the certificate held by the applicant. Certificates will be issued by the Minister on the recommendation of the board and on payment of the prescribed fee. A certificate of qualification must be displayed at all times in the engine, compressor or boiler room of the plant where the holder is employed, or must be carried upon his person if he operates a hoisting plant or traction plant.

The Minister may cancel or suspend the certificate of an engineer who is habitually intemperate or addicted to the use of drugs, operates a plant while in an intemperate condition, becomes mentally or physically incapacitated, is incompetent or negligent in discharging his duties, has obtained his certificate through misrepresentation or fraud, maliciously destroys his employer's property, allows another person to operate under his certificate, attempts to secure a certificate by false means for another person, signs the application form of a candidate for examination without personally knowing that the written statement of engineering experience is true, or fails to comply with the Act or regulations. Other offences subject to the same penalty are being absent from the plant without being relieved by the proper person or without the consent of the chief engineer or shift engineer and leaving a job without having given the employer at least seven days' written notice.

A certificate of qualification remains in force for one year and must be renewed

by payment of an annual fee on or before the first Monday in February. A provisional certificate is not renewable.

Where the horse-power rating of a plant is increased so that an operating engineer or operator would be doing work for which he is not qualified, he may, if he has been operating the plant for three consecutive years immediately before the increase, continue to operate the plant but must present himself for examination within six months.

Any person aggrieved by a decision of the board may appeal in writing to the Minister within 10 days after he receives written notice of the decision. The Minister must hear the appeal after giving notice to all interested parties and may approve, disapprove or vary the board's decision.

For an offence against the Act a person is liable on summary conviction to a penalty of not less than \$25 and not more than \$100.

The qualifications of board members and of inspectors, the qualifications of applicants for engineers' certificates and the duties of a chief operating engineer and of a shift engineer are among the matters to be prescribed in regulations by the Lieutenant-Governor in Council.

Oil Pipe Lines

A new Act not yet proclaimed in effect, the Oil Pipe Lines Act, provides for the regulation of oil pipe lines under the authority of the Ontario Municipal Board. It applies to any pipe line for the transmission of oil that passes under, over or upon any highway, railway, navigable water or telephone, telegraph, electric power, gas or water line but not to pipe lines within or contiguous to an oil refinery, oil storage depot or pipe line terminal.

No person may begin the construction of a pipe line without permission from the Board. Notice of an application for permission to construct a pipe line must be made public and no application may be granted or refused until the Board has held a public hearing on the matter. In considering an application the Board must take into account particularly the safety of the public, the protection of property, the objections of any person interested and the interests of the public. When granting an application, the Board may impose certain conditions which must be met and may limit the time within which construction is to be completed.

During construction of a pipe line, every order of the Board and every applicable regulation must be observed. No pipe line

may be opened for the transmission of oil until leave to do so has been granted by the Board.

In order to promote the safe operation of pipe lines, the Board will have power to order that a pipe line be inspected, repaired, reconstructed or altered, and may forbid the use of the line until it has approved the repairs, reconstruction or alteration. Any person authorized by the Board to do so may enter premises to inspect a pipe line at any time and may do whatever is necessary to make the inspection.

The Lieutenant-Governor in Council may make regulations designating one or more persons in the public service of Ontario to carry out the Act under the direction of the Board. Regulations may also be made designating classes of pipe lines, governing the specifications, construction, operation and repair of pipe lines, providing for inspections, and respecting any matter to promote the safety of persons or property or to carry out the purpose of the Act. These regulations may be made applicable to any class of pipe line. The Board has power to exempt a pipe line from any or all provisions of the Act or regulations.

Licensing of Film Projectionists

Sections governing the qualification and licensing of film projectionists are contained in the new Theatres Act. This Act will, when proclaimed in effect, replace the Theatres and Cinematographs Act first passed in 1911 and not changed substantially since that date. The provisions governing projectionists are similar to those contained in the general regulations issued in 1944. (L.G., 1944, p. 1052.)

The Act requires a person who operates any projector designed for the use of standard film (35mm), or who operates a projector in a theatre to hold a licence.

Three types of licences are provided for—first class, second class and apprentice. To obtain any of these licences the applicant must pass the examination and tests prescribed by the Director and pay the necessary fee.

An applicant for an apprentice licence must be 18 years of age, must furnish evidence of physical ability to handle projection and fire-fighting equipment and must satisfy the Director that he does not suffer from a physical or mental disability that would prevent him from handling projection equipment safely. To obtain a second class licence a person must be the holder of an apprentice licence and have

served as an apprentice for as long a period as the Director requires. Provision is also made for a second class licence to be granted to a person who has operated projection equipment outside the province. To obtain a first class licence the applicant must hold a second class licence and pass the prescribed examinations and tests.

If the applicant fails to pass the examination and tests, he is not eligible to try a second time until he has worked as an apprentice or as the holder of a second class licence for such further period as the Director requires. If he again fails, he may not try the examination a third time except by leave of the Director.

The licence expires on March 31 each year. It may be suspended or cancelled if the projectionist contravenes the Act or regulations but not before he is given an opportunity to appear before the Director to show why such action should not be taken.

A person who operates for hire or gain 16mm projection equipment must also hold a licence. Provisions respecting the issue of these licences will be prescribed by regulations.

Mothers' Allowances

The 1952 Mothers' Allowances Act was amended to make special provision for the payment of allowances to foster mothers who have not adequate means to care properly for the children in their charge.

The Act previously stated that the term "mother" included a woman who in the opinion of the Director was a suitable foster mother and a person acting as trustee for an applicant or beneficiary under the Act. This definition has been repealed and separate clauses were added making provision for the payment of allowances to a foster mother on the same terms as a real mother. The Act now provides that an allowance may be paid to a foster mother fulfilling the residence requirements of the Act who has resident with her one or more foster children under 18 years of age. She may be the grandmother, sister, aunt or other person suitable to act as foster mother.

Where an allowance is being paid to a foster mother, an additional allowance may be granted in respect of the father of the children if he is permanently unemployable and is living with them. The same provision is applicable where an allowance is paid to the real mother of the children.

The clause providing for payment of an allowance in special circumstances to a mother who is not strictly eligible to receive one was also amended. It pre-

viously provided that the Lieutenant-Governor in Council could direct payment of such an allowance and fix the amount. Payment of the allowance must still be provided for by Order in Council, but the Director now has authority to fix the amount and to vary it as he see fit. This provision was also made applicable to a foster mother.

SASKATCHEWAN

The Saskatchewan Legislature, which was in session from February 12 to April 14, passed a new Act providing for control by the Department of Labour over the manufacture, sale, installation and use of gas equipment for consumers.

In amendments to the City Act and the Fire Departments Platoon Act, the Legislature provided for the compulsory arbitration of disputes between a city and municipal policemen or firemen on condition that strikes are prohibited by the constitution of the local union to which the policemen or firemen belong.

The Workmen's Compensation (Accident Fund) Act was amended and the Board was authorized to pay, in addition to higher funeral allowances, an additional sum up to \$100 in cases where it is necessary to transport the body from the place of death to the place of burial. Provision was also made for the payment of compensation for a recurrence of a disability on the basis of present-day earnings if they are greater than the earnings at the time of the injury.

Amendments to the Trade Union Act were designed to ensure continuity of collective bargaining in certain special situations.

A new Rehabilitation Act enables the Minister of Social Welfare and Rehabilitation to furnish special services to the disabled and, through an agreement with the federal Government, to expand such services.

Workmen's Compensation

Amendments to the Workmen's Compensation (Accident Fund) Act made a number of changes respecting benefits to workmen who are injured in the course of employment or who are disabled by specified industrial disease and to their dependants in case of death. The funeral benefit was increased; other changes permit more liberal treatment in the case of an invalid child of a deceased workman and in respect to an injured workman who suffers a recurrence of his disability. The amendments went into effect on May 1, 1953.

The maximum amount allowed for burial expenses was increased from \$175 to \$250. Another amendment provides, for the first time, for a transportation allowance to be paid. Where the death of the workman occurs away from his usual place of residence, the Board may, in its discretion, pay the necessary expenses of transporting the body from the place of death to place of burial up to a maximum of \$100. Although this provision is new in Saskatchewan, the Acts of six other provinces provide for transportation allowances.

The children's allowances (\$25 a month in the case of a child under 16 years living with one parent and \$30 for each orphan child) were formerly payable to invalid children for as long as the Board considered that the workman had he lived would have contributed to their support. By a further amendment the Board may now make payments to invalid children until recovery or death.

The section authorizing the Board to discontinue benefits where the widow of a deceased workman was leading "an immoral and improper life", or to divert benefits for the children in such circumstances or where they were being neglected, was replaced by a section permitting the Board to divert benefits if the children are neglected. "Neglected child" in child welfare legislation covers the various circumstances in which children may be taken into the care of welfare authorities and would include any contingency under which it might be advisable for the Board to make payments on behalf of the children to a person other than the mother.

The Act provides that, in death cases, the monthly compensation to dependants must not exceed the workman's average monthly earnings. Where compensation according to the scale of benefits set out in the Act would exceed average monthly earnings it must be reduced, subject to certain minimum standards, and where several persons are entitled to benefits the payments must be reduced proportionately. A new provision makes it clear that, where compensation has been reduced in accordance with this provision, if a dependant ceases to be a dependant the compensation must be recalculated having regard only to the remaining dependants.

With respect to benefits payable in disability cases, a new section authorizes the Board to pay compensation for a recurring disability on the basis of the injured worker's present-day earnings instead of on his earnings at the time of the accident which, if the injury occurred some years ago, would likely be consider-

ably lower. Under the new provision, if an injured workman has returned to work and then suffers a temporary recurrence of his disability, compensation will be based on his weekly earnings at the time of the injury or his average weekly earnings during the 12 months preceding the recurrence of his disability, whichever amount is greater.

Another amendment authorizes the Board to assume the expense of replacing and repairing artificial limbs broken in an industrial accident. The Act already authorizes the Board to pay, as part of the medical aid which it provides for injured workmen, the cost of repair and replacement of dentures, eye glasses and artificial eyes broken as a result of an accident arising out of employment.

A further amendment makes new provision for control of compensation payments to workmen who leave the province. If a workman suffering from disability caused by an injury which entitles him to compensation leaves the province before compensation is awarded, the Board may either direct him to return to the province for medical examination or to secure a medical report as directed. Similarly, in the case of a worker in receipt of compensation, the Board may direct him to return for examination or to supply medical reports as required, and if he fails to do so, may terminate or discontinue compensation payments. This replaces a section dealing with compensation to workmen residing outside of Saskatchewan which permitted payments to be continued on a quarterly basis only if a medical referee certified that the disability was likely to be permanent, and if the workman established periodically the continuance of his disability.

A new section provides that, in addition to administering Part I of the Act (the collective liability section), the Board is authorized to perform other duties as may be assigned to it by the Lieutenant-Governor in Council. This would permit further responsibility for accident prevention work to be vested in the Board.

Other amendments were of an administrative nature.

Labour Relations

Trade Union Act

Amendments made to the Trade Union Act were designed to ensure continuity in collective bargaining in certain special situations.

A new section provides that when an employer has been ordered by the Labour

Relations Board to bargain collectively he is bound by the order and by any collective agreement that has been concluded between him and the bargaining agent even if he ceases to be an employer within the meaning of the Act. The Act defines "employer" as a person who employs three or more employees or fewer than three employees if at least one of them is a member of a trade union which has as members employees of more than one employer. The new section is intended to cover small establishments in seasonal industries such as construction, where small employers have no employees during the off-season. Before the amendment was passed, an employer was no longer under the Act when he ceased to employ anyone. Since certification orders apply individually to each employer, the union was required to apply for a new certification order following each occasion when the employer ceased to employ anyone. This is now not necessary, as the collective bargaining relationship will remain unchanged.

Another amendment makes it clear that where a business is transferred from one employer to another the new employer becomes a party to any collective agreement then in force and is bound by any orders of the Board which concerned the employees and the former employer determining a bargaining unit, certifying a bargaining agent, or requiring the employer to bargain collectively.

Firemen and Policemen—Compulsory Arbitration of Disputes

New provisions were enacted for the arbitration of disputes between a municipality and its firemen and policemen. In accordance with a 1946 amendment to the City Act, relations between municipalities and all their employees have been subject to the provisions of the Trade Union Act under which the recommendations of conciliation boards have persuasive but not legally binding effect. Disputes involving firemen and policemen may now be referred to an arbitration board authorized to make an award that is binding, provided that strikes are prohibited by the constitution of the local union to which the firemen or policemen belong.

The provision dealing with police disputes is contained in a new section added to the City Act. It states that where collective bargaining has reached a point where either the members of the police force or the representatives of the city or board of police commissioners consider that agreement cannot be achieved, or where either party refuses or fails to commence

bargaining after receiving a written request from the other party to do so and the request to bargain has been made at the proper time, either party may require the dispute to be submitted to arbitration by sending written notice to the other party. Notice to bargain may be given not less than 30 days nor more than 60 days before the expiry date of an agreement, or, if there is no agreement, before the first day of February in any year. If bargaining has not commenced, all matters relating to hours and conditions of work, wages or employment may be referred to arbitration.

The board of arbitration is to consist of three persons, a representative of each party and an impartial chairman. Within 30 days of the notice requiring arbitration of the dispute, each party must nominate a representative to the arbitration board and notify the other party of its choice; the two members chosen in this way must meet within five days and together agree on a chairman. If either party fails to choose a representative, if a person nominated refuses to act, or if the two members nominated fail to agree on a chairman within the time limit, the Lieutenant-Governor in Council, on the written request of either party, may appoint a member or members to complete the establishment of the board. Every member of an arbitration board must take an oath, to be filed with the Minister of Labour, to perform his task impartially and not to disclose any facts brought before the board except in discharging his duties.

The hearings of the board must be open to the public but the board may exclude the public if it considers it necessary for a fair hearing to hold part of the proceedings privately. The board may require evidence to be given under oath and has power to administer oaths for that purpose.

The board is required to give a written decision and to forward a copy to each party and to the Minister of Labour. Where a majority of the members fail to agree upon any matter referred to it, the chairman's decision is deemed to be the decision of the board.

The award of an arbitration board is binding on both parties, provided that the constitution of the local union to which the members of the police force belong contains a clause prohibiting strikes. Where a collective agreement has not been entered into, the decisions of the arbitration board must be put into effect within 30 days. If there was previously a collective agreement, the terms of the award must be included when the agreement is revised or a new one is negotiated. How-

ever, where the estimates of expenditures of a city and the proposed rates of taxation must be submitted annually to the Local Government Board for revision and approval, the city council or the board of police commissioners must not conclude a collective agreement or give effect to an arbitration award before the assent of the Local Government Board is obtained.

Each party assumes the cost of its representative on the board and shares equally in the cost of the chairman and any other general expenses of the board.

Similar amendments were made to the Fire Departments Platoon Act to provide for the arbitration of disputes between fire fighters and a municipality.

Inspection, Licensing of Gas-Burning Equipment

Because of the increasing use in Saskatchewan of natural gas for industrial and domestic purposes, a new Act was passed to provide for control by the Department of Labour over the manufacture, sale, installation and use of gas equipment for consumers. The first major gas system for the province is nearing completion. The project includes a gathering system in the Brock-Kindersley gas field, a pipeline from Brock to Saskatoon and a distribution system in Saskatoon, Delisle and Rosetown.

The Gas Inspection and Licensing Act, which will come into effect on proclamation, is similar in purpose to the Gas and Oil Burner Act passed in Manitoba last year but not yet proclaimed (L.G., Sept. 1952, p. 1225). Under the new Saskatchewan Act, departmental approval is required before gas equipment is manufactured and installed and provision is made for inspection after the work is completed. The Department will also license persons who manufacture, sell or install gas equipment.

The Act does not apply to gas equipment or installations designated by the Lieutenant-Governor in Council nor to collection, transmission and distribution systems of public utilities. The new Act does, however, place an obligation on the owner or operator of a gas distribution system to connect gas to the gas installation only in accordance with a consent or permit issued by the Chief Inspector; a penalty is provided for violation of this provision.

The Act forbids a person to engage in the business of a supply house of gas equipment, to advertise himself as a contractor or to work as a gas-fitter unless he holds the appropriate licence issued under the Act. "Supply house" includes the manufacturer as well as the wholesale and retail vendor of gas equipment including

their agents. An employer, that is a person other than a licensed contractor who employs one or more gas fitters, is also prohibited from installing gas equipment unless he is licensed. Four types of licences are provided for, supply-house licence, contractor's licence, gas-fitter's licence and employer's licence, all of which must be renewed annually on January 1.

To obtain an employer's, contractor's or supply-house licence the person must furnish the Department with a guarantee bond of \$2,000 in the form and subject to the conditions specified by the Chief Inspector. A gas-fitter's licence will be issued to any person in accordance with his qualifications. A contractor's licence will be issued only if the contractor, his partner or one of his employees is qualified to perform the work authorized by the licence. An employer must employ only persons holding a gas-fitter's licence to take charge of gas installations or install gas equipment on the premises. Licences remain the property of the Department and if suspended, must be returned to the Department. Licences may be suspended for cause by the Minister on the recommendation of the Chief Inspector for such period as he deems expedient. In a prosecution for violation of the Act or regulations the onus is on the accused to show that he holds a valid licence.

A contractor must deliver to the Department a written notice of his intention to begin any work to which the Act applies and the approximate date of completion together with the applicable inspection fee. He must, on request, submit to the Department duplicate plans and specifications of all major installations to be performed by him.

All gas equipment and installations must be inspected by an inspector of the Department of Labour who may either approve the equipment or installation, conditionally or unconditionally, or reject it. Inspectors have the right to enter premises for inspection purposes at any time during reasonable hours.

The Act forbids any person to manufacture, sell or use any gas equipment unless it has been approved and the Chief Inspector may require any gas equipment to be submitted to the Canadian Standards Association or other testing laboratory for test and approval before being offered for sale. The Act authorizes the Minister, subject to the approval of the Lieutenant-Governor in Council, to enter into an agreement with the Government of Canada or of one or more provinces for the purpose of establishing a testing laboratory.

If an inspector finds that unapproved gas equipment has been sold by a supply house to a contractor, retail vendor or other person, the Chief Inspector may deliver a written notice to the supply house or the surety under the bond requiring the equipment to be replaced by approved equipment. If a person is displaying or selling any unapproved gas equipment or equipment which the Chief Inspector considers to be a danger to life or property, he may deliver a written notice to the person requiring him to cease displaying or selling the unauthorized equipment.

If an inspector finds that a gas installation or equipment does not comply with the Act he may order the contractor or the employer to make the necessary alterations within a specified time. If the necessary alterations are not made, the Chief Inspector may send notice of the defective work to the surety under the contractor's or employer's bond and may specify a reasonable time within which the defects must be remedied. If the defects are still not remedied within the allotted time, the Chief Inspector may have the alterations made by another contractor, the cost to be charged against the amount of the bond and paid by the surety to the Department.

If, on inspection, the inspector finds that gas equipment or an installation, for want of proper repair or because of age, constitutes a fire hazard or other danger, he may order the owner, his agent or the occupant of the building to repair or alter the installation or equipment to remove the hazard. If the gas piping required to alter a gas installation exceeds one-third of the existing gas piping, the Chief Inspector may direct in writing that the installation be completely repiped.

If equipment or installations which do not comply with the Act or constitute a fire hazard are not remedied after all other procedures laid down in the Act have been followed, the Chief Inspector may, by written notice, require the owner or operator of the distribution or transmission system to disconnect service to the premises on a specified date. Failure by the owner or operator to comply with such notice will constitute a violation of the Act.

The Chief Inspector may issue a temporary connection permit for a temporary gas installation. A temporary permit may be issued in the case of a building under construction to enable the owner or occupant to obtain a supply of gas during the construction period. Temporary permits are in effect for a stated period and

the supply must be disconnected immediately upon the expiration of the period unless a new permit is issued.

The safety standards to be observed for gas equipment and installations are to be prescribed by regulations of the Lieutenant-Governor in Council. Regulations will also prescribe the qualifications necessary for licences, the authority conferred by each licence, reasons for suspending a licence and fees payable. Powers and duties of inspectors, inspection fees, fees for examination of plans and specifications and for permits may also be fixed by regulation. Requirements may also be laid down requiring returns to be made to the Department by contractors, gas-fitters, employers and supply houses and utilities supplying gas. Provision may also be made for an agreement between the Minister and a municipality for inspection of gas installations and equipment by a municipal inspector. Other matters which may be dealt with by regulation include the provisions for temporary permits, the requirements for consumer connections and reconstructions and provision for enforcement of the obligations contained in bonds given by contractors, employers and supply houses.

Penalties are provided for violations of the Act or regulations. No prosecution may be commenced after six years from the date of violation. Maximum and minimum fines are set according to the specific offence, the maximum being either \$25 or \$50 in the case of an individual other than the owner or operator of a public or private utility who operates a gas distribution or transmission system, for whom the maximum fine set is \$500. Where there is a violation for which no other penalty is provided, the Act fixes a fine of from \$25 to \$100 for each day of violation.

Miscellaneous

Minimum Wages

The Minimum Wage Act was amended to make it clear that when Christmas Day and New Year's Day fall on a Sunday an order of the Minimum Wage Board fixing the rate of pay for the holiday will apply to work done on the following Monday. Similarly, when the Monday following Remembrance Day is declared a holiday the order will apply to that date and not to November 11. Under the Act the Board may make orders fixing the minimum rates of pay for employees who work on a public holiday and for those who do not work, and may require employers to pay their employees in accordance with the

order. Such an order may exempt any group of employees or class of employment from this requirement upon specified conditions.

Hours of Work

The Hours of Work Act was amended to continue until April 1, 1954, the stipulation against a reduction in wages where weekly hours are reduced to conform with the provision in the Act for a 44-hour work week. The Act requires employers to pay an overtime rate of time and one-half for any time worked beyond this weekly limit.

Mines

In view of the 1952 Oil and Gas Conservation Act, which governs the operation of gas and oil wells in the province, the Mines Regulation Act was amended to remove from its application the drilling for petroleum oil and natural gas.

Teachers

The 1952 Teacher Tenure Act (L.G., July, 1952, p. 935) was amended to change the word "dismissal" wherever it occurred to "termination of contract".

Shop Closing

An amendment to the Village Act makes provision for a full day's closing of shops by by-law. A village council is now permitted to pass a by-law requiring all or any classes of shops to remain closed during any time between 12 o'clock midnight of any day and five o'clock in the morning of the second following day. The Act already authorized by-laws to be passed providing for shops to be closed between 5 p.m. and 5 a.m. on each or any day of the week, on one afternoon a week, and on holidays. These by-laws may be passed on the council's own motion without a petition being made by shop owners.

Rehabilitation of Disabled

The Rehabilitation Act, the first of its kind in Canada, is designed to assist disabled persons to take a proper place in the economic life of the community by helping them to overcome their handicaps and to develop broader and more remunerative skills.

The Minister of Social Welfare and Rehabilitation is authorized to furnish rehabilitation services to any disabled person or group of persons and, with the approval of the Lieutenant-Governor in Council, to enter into an agreement with the Government of Canada, a provincial Government, a municipality or the Minister of Municipal Affairs on behalf of a local improvement district for the purpose

of providing for the rehabilitation of disabled persons. A division of the Department of Social Welfare and Rehabilitation has been developing services to disabled persons for several years. Under the new Act, this program will be expanded as part of the federal-provincial plan. An agreement is already in effect between the federal Minister of Labour and the Saskatchewan Minister of Social Welfare and Rehabilitation.

Under the Act, a "disabled person" means a Saskatchewan resident as defined in the Social Aid Act who has a handicap which obstructs his occupational performance, or a person entitled to rehabilitation services under the terms of an agreement made between the Saskatchewan Government and another authority as provided for in the Act.

The services which the Minister may provide to a disabled person, or may assist him to obtain by means of a grant or loan, include all types of vocational and medical assistance. In the field of vocational assistance, the Minister may provide for occupational diagnosis and guidance, occupational training and training facilities, including transportation and maintenance of the disabled person while he is undergoing training. "Occupational training" includes manual, pre-vocational, vocational and supplementary training. Occupational tools, books, material, equipment and other personal property deemed necessary for rehabilitation purposes may also be supplied. The Minister may assist a disabled person to obtain a licence or permit required by any Act authorizing him to engage in a particular occupation, subject to the terms of the Act.

The medical services to be provided for include medical or psychiatric examination, diagnosis and advice; medical, psychiatric, dental and surgical treatment; nursing and hospital care, foster home care, convalescent home care; drugs, medical and surgical supplies and prosthetic appliances. The Minister is given discretion to provide any other services he considers necessary to carry out the purpose of the Act.

Subject to the approval of the Lieutenant-Governor in Council, the Minister may declare any organization or group of persons to be in need of rehabilitation services, and may make grants to any corporation or other body that has for its object the rehabilitation of disabled persons. He also has power to purchase, lease or otherwise acquire real property if he considers it necessary for the purpose of exercising any of the powers conferred

upon him by the Act, and to sell, lease, exchange or otherwise deal with the property as he deems advisable. With the approval of the Lieutenant-Governor in Council, he may establish and operate rehabilitation schools and any rehabilitation project or enterprise.

The expenses of the rehabilitation services provided under the Act are to be paid from moneys appropriated by the Legislature for the purpose. The cost of any service obtained through misrepresentation or fraud may be recovered from the recipient or from the estate of a deceased recipient as a debt due to the Crown.

The Act authorizes a municipality, and the Minister of Municipal Affairs on behalf of a local improvement district, to enter into and carry into effect an agreement with the provincial Government for rehabilitation purposes. This does not dispense with a requirement in any Act or municipal law that by-laws be submitted to a vote of the burgesses or receive the approval of the Local Government Board.

The Lieutenant-Governor in Council may make regulations for the proper administration of the Act and for regulating the expenditures to be made. He may prescribe the conditions of eligibility of applicants for rehabilitation services, the information to be submitted, the form of application and the time, manner and place of making application and may provide for investigation into an application and for the determination of questions respecting eligibility. Provision is also made for regulations classifying applicants and prescribing the type and extent of services to be granted to any class of applicants.

Health Services

An amendment to the Health Services Act raised from \$40 to \$50 the maximum annual tax to be paid by any person on behalf of himself and his spouse and dependent children for the provision of health services.

The Hospitalization Act was amended to include a list of dependents under 21 years of age who are covered by the hospitalization tax paid by the head of the family and to remove the \$30 limit previously set on the amount he may be required to pay annually for himself and his family. The maximum tax may now be fixed by regulation.

The list of dependants is the same as that previously set out in regulations. It includes dependants under 18 years of age, children over the age of 18 who are dependent because of physical or mental

infirmity, and dependants between the ages of 18 and 21 years who are attending a secondary school, university or other

educational institution or are training at a school of nursing approved by the Minister of Health.

Recent Regulations, Federal and Provincial

New plumbing code approved and safety regulations for diesel locomotives in coal mines issued in Alberta. Higher hospitalization tax levied in Saskatchewan. Changes in duration of training course and in working conditions for practical nurses made in Manitoba, Ontario

In Alberta, new regulations have been made to ensure the safe operation of diesel locomotives in coal mines. New plumbing regulations under the Alberta Public Health Act, not yet in effect, will apply to the whole province.

The minimum age for training courses for nursing assistants was lowered in Ontario and a longer course prescribed. Revised regulations for licensed practical nurses in Manitoba establish new conditions with respect to hours, wages and holidays.

In Saskatchewan, the annual premium payable under the compulsory Hospitalization Act was raised from \$10 to \$15 for an adult and from a maximum of \$30 to \$40 for a family.

The first regulations under the new Saskatchewan Rehabilitation Act set out the procedure to be followed by a disabled person in applying for rehabilitation services and the duties of the Director, under the supervision of the Social Welfare Board, in furnishing such services.

FEDERAL

Pilotage By-law

A new by-law was issued with respect to the pilotage of vessels entering or leaving the port of Port aux Basques, Newfoundland, by an Order in Council (P.C. 1953-1234) approved August 5 and gazetted August 26. The by-law covers such matters as the licensing of pilots, remuneration, holidays with pay, powers and duties of pilots and boatmen, and pilotage dues.

The Board of Pilotage Commissioners for the port, which is responsible for hiring the required number of pilots and for making and administering the by-laws, is

required to maintain one pilot boat operated by a boatman on instructions from the chief pilot.

All pilots must be licensed by the Board. Licences are obtained on examination, which may include a complete medical examination, and must be endorsed annually at the beginning of the shipping season by the chairman of the Board.

When on duty, the pilot must always carry his licence and a copy of the pilotage by-laws. Pilots must be available for duty at all times, except when on vacation, and, unless all pilots are engaged in piloting vessels, at least one must be on duty at the pilot station or on board the pilot boat whenever the pilotage limits are open to navigation. The chief pilot or one of his assistants must report to a commissioner daily to ascertain expected arrivals and departures. The pilot must hail a vessel which enters the limits except those that are exempted by the by-law to determine whether or not a pilot is required and must immediately notify the secretary-treasurer of the Board when any vessel has entered the limits and been offered the services of a pilot.

Pilots must exercise the utmost care for the safe conduct of the vessel under their charge, whether in tow or not, and any damage to vessels or other property must be reported immediately. The pilot must also report any aids to navigation which are not operating, are out of position or missing from the pilotage limits.

A vacation of two weeks with pay after one year of service must be granted to each pilot. The salary of pilots and boatmen is to be determined by the Board at its annual meeting in January. At the end of December of each year any surplus of funds above a safe operating capital after salaries and operating expenses have been

paid must be divided, at the discretion of the Board, between the pilots and the boatmen.

The pilotage dues, which are appended to the by-law, vary according to registered tonnage of the vessel. A surcharge of 15 per cent of the rates is set to meet service charges of the Pilotage Commission. If a vessel requires to be moved within the limits of the port, the charge is \$12. Vessels registered in Newfoundland and operating on schedule between any other province and the port and those entering the port for refuge are required to pay only half the fixed pilotage dues. No vessel will be compelled to accept the services of a pilot but dues must be paid whenever the services of a pilot are used or offered.

Certain vessels are exempt from pilotage dues, including fishing vessels (except when on a voyage between the port and a place outside the province), government ships, small pleasure yachts and vessels of less than 100 tons.

The by-law was issued under the Newfoundland Act "Of Outport Pilots and Pilotage" which remains in force pending proclamation in Newfoundland of Part VI of the Canada Shipping Act. All former by-laws for the district are repealed.

PROVINCIAL

Alberta Apprenticeship Act

The regulations under the Apprenticeship Act for the carpenter trade were replaced to include provisions for the issue of certificates of qualification to persons on the basis of their experience in the trade and to make a few changes in the apprenticeship standards for the trade.

New sections providing for certificates of qualification for carpenters enable a carpenter who submits proof of his efficiency and has had at least four years of qualifying experience before September 15, 1953, to apply for a certificate. Unless a journeyman applies for the certificate within 180 days from that date, he will be required to take an examination. If he fails in the examination, he will be given appropriate standing as an apprentice and may then complete his training as an apprentice.

A certificate may be cancelled if it is obtained by fraud or if the holder fails to pass when re-examined. He may be required by the Board at any time to appear for a re-examination without fee.

The upper age limit for entering into a contract of apprenticeship was removed and the regulations now state that, subject to the Act and regulations, a person of 16 years or over is eligible to become an apprentice in the carpenter trade. Previously, only persons between 16 and 21 were eligible but exception could be made by the Board for Second World War veterans over the age of 21.

Another change is that the wage payable to an apprentice during the first year of apprenticeship is now to be not less than 45 per cent rather than 40 per cent of the prevailing wages of a journeyman. Other wage rates are unchanged.

The new regulations also provide for the payment of a \$3 fee for a certificate of qualification.

The regulations were approved on August 31 by O.C. 1218-53, gazetted September 15.

Alberta Coal Mines Regulation Act

The installation and use of diesel locomotives in Alberta coal mines are now governed by regulations under the Coal Mines Regulation Act.

A diesel locomotive cannot be used in a mine without the written permission of the Director of Mines. An application for permission must be in writing and must state the type of construction of the locomotive, the sections of the mine where it will be operated, the maximum gradient of all proposed diesel haulage roads, the quantity of air passing and the percentage of inflammable gas present and any other information required by the Director. If the Director grants permission, he may impose certain terms, conditions and special rules under which the diesel locomotive may be operated. He may at any time vary these or may withdraw his permission.

The track on which the locomotive is operated must have adequate strength and be laid and maintained so that the locomotive and its load will be supported with the maximum of safety at all times. Abrupt curves must be avoided and where necessary the outer rail must be raised and a guard rail provided. There must be sufficient clearance to prevent accidents or the restriction of air currents.

The quantity of air passing and the percentage of inflammable gas present at each end of a roadway and at intermediate points must be tested at least once weekly. If the amount of inflammable gas exceeds 0.75 per cent, tests must be made at least daily while that percentage exists and for six working days afterwards.

These daily tests must be made when the percentage is likely to be greatest and the results must be reported to the mine manager and by him to the District Inspector within seven days.

If the amount of inflammable gas present is found to exceed one per cent, the use of the locomotive must be discontinued and the action reported without delay to the Director. The use of the locomotive may not be resumed until the situation has been remedied to the satisfaction of the District Inspector.

Monthly tests of exhaust gas must indicate less than two parts per thousand of carbon monoxide or the locomotive will be deemed defective.

Only diesel locomotives of a type and construction approved by the Director may be used and they must be properly maintained. The requirements include a flameproof trap on the exhaust, a speed indicator, an efficient headlight with a visibility range of 200 feet and a portable fire extinguisher.

A daily examination of the locomotive must be made by a capable person appointed in writing by the manager. The flameproof trap on the exhaust must be replaced by one in clean condition at least once a day. At least once a week an examination must be made by a qualified mechanic to see that the locomotive is in all respects in proper working order. A brake test is also required weekly and after any repairs or adjustments have been made. The results of all such tests must be entered in a book kept for that purpose. A locomotive must not be used if any defects are likely to result in its unsafe operation.

Permissible loads, speeds and other matters in connection with the safe running of trains are to be determined by the mine manager. A diesel driver must be thoroughly trained in the operation of the train.

Safety requirements are laid down for the handling and storage of oil used as fuel. Unless permission from the District Inspector is obtained, only sufficient oil for one day's work may be taken below ground. General precautions to be taken against the outbreak of fire include a prohibition of smoking in or within 30 feet of a filling station.

Alberta Public Health Act

New plumbing regulations, approved by O.C. 1173-53 on August 24, and gazetted September 15, will become effective "on

the 180th day" after publication. A new plumbing code for the province of Ontario recently went into effect.

The regulations apply to the sanitary or storm drainage facilities, the venting system, and the public or private water supply system of any building and to the connection of any storm water or sewerage system with any point of public disposal or other terminal. They do not apply to plumbing installations under the jurisdiction of the Government of Canada in areas such as National Parks, Indian Reservations and Armed Forces properties, or to the plumbing in a single family dwelling, provided that these installations are in no way connected to municipally-controlled water or sewerage systems. They do, however, apply to private sewage disposal systems installed by a house owner in a city, town, village or hamlet.

Plumbing inspectors responsible for enforcing the regulations are to be appointed by the local municipal council in an urban municipality with a population of more than 2,000 or any urban municipality which has a water or sewerage system. In other areas of the province inspectors will be appointed by the provincial Board of Health. Before any plumbing installation is made, application for a permit must be made to a plumbing inspector. Permits may be issued only to plumbing contractors, except that the owner of a single family dwelling may be granted a permit to install a private sewage disposal system or to do any plumbing work in his house.

All construction, repair, renovation or alteration of plumbing must be done in conformity with the regulations. Where the plumbing system in an existing building is altered or repaired, necessary deviations from the regulations will be permitted provided that they conform to the intent of the regulations and receive the written approval of the plumbing inspector. All fixtures, pipe and other materials must be in accordance with the standards approved by the National Building Code issued by the National Research Council of Canada.

All new and existing plumbing systems are subject to inspection. In urban municipalities with more than 2,000 persons or in any municipality with a water or sewerage system, all plumbing constructed, repaired, renewed or altered must be inspected and found to conform to the regulations before it is put into use. If in the inspector's opinion the installation does not comply with the regulations, he may issue written instructions requiring the fault to be remedied within a specified time limit. Where a plumbing inspector

becomes aware of defective plumbing in any existing building which is or may become prejudicial to the public health, he must advise the local or provincial board of health. The board may require the plumbing to be altered to comply with the regulations.

Alberta Quarries Regulation Act

A fee of \$5 has been set under the Alberta Quarries Regulation Act for the examination for a blaster's certificate and also for the certificate. The Act was amended in 1952 to authorize the setting of fees by the Lieutenant-Governor in Council. Further, the section of the regulations setting out the qualifications required for a blaster's certificate was replaced and the procedure for obtaining a certificate was added.

To qualify for a blaster's certificate, an applicant must now be able to give as well as to understand working directions and warnings in English. The other qualifications are unchanged, i.e., the applicant must be at least 21 years old and must have had at least six months' experience in blasting operations under the supervision of a blaster.

Previously, the regulations merely stated that an inspector might grant a certificate to any person who had the above qualification. The certificate was valid from the date of issue until the following July 31 and might be renewed at the discretion of the inspector. It is now provided that an applicant must apply to the inspector on a special form and enclose the \$5 fee. The inspector will then conduct an examination and report on it to the Director of Mines. Within the 12 months following notification that he may obtain a certificate, the applicant may pay the \$5 fee and apply to the Director for a blaster's certificate.

No expiry date is set for the certificate. As before, the Director may suspend or cancel it if the holder is incompetent or guilty of a dangerous practice or improper conduct.

The amendment to the regulations was approved on August 31 by O.C. 1217-53, gazetted September 15.

Manitoba Licensed Practical Nurses Act

New regulations under the Manitoba Licensed Practical Nurses Act dealing with fees, hours and vacations became effective September 1.

Several changes were made with respect to fees. The new fees are minimum fees. The daily minima for an 8-hour, 10-hour, 12-hour or 20-hour day are \$6, \$7.50, \$9

and \$10, respectively. These represent an increase from the former fees of \$5.40, \$6, \$7.30 and \$7.45. The regulations make it clear that a licensed practical nurse is responsible for her own board, room and maintenance.

Where a practical nurse is employed and paid by the month or longer period, the minimum monthly salary which she must receive is now \$135 plus laundering of uniforms. Previously, graduated monthly fees were set, depending on whether a nurse was in her first, second, third or a subsequent year of service. Further, they were applicable to cases where room, board and laundry were supplied free of charge. A practical nurse was authorized to charge an additional fee equivalent to the current value of room, board or laundry not supplied to her.

The stipulation that a practical nurse must have four hours off duty and at least six hours for sleep each day that she is on 20-hour duty now applies to any period of duty in excess of 12 hours in a day.

Working hours for practical nurses employed by the month may not exceed eight in a day and 44 in a week. The previous regulations limited daily hours to eight and provided that a nurse should not be required to work more than six days in a week.

Under the previous regulations, nurses on a monthly salary were entitled to two weeks' holiday with pay in each year. The relevant provision now states that they are entitled, on completion of a year's continuous service with an employer, to two weeks or to the period provided for under the Vacations with Pay Act, whichever is the greater. A year's continuous service means a period of not less than 95 per cent of the regular working hours within the 12 months immediately preceding the vacation.

Issued as Manitoba Regulation 26/53, the regulations were filed August 28 and gazetted September 5. At the same time, Man. Reg. 27/53 set fees of \$5 for registration of the certificate of qualification as a licensed practical nurse and of \$1 for either an annual or a special licence to practise as a licensed practical nurse.

Ontario Nursing Act

The training course for nursing assistants under the Ontario Nursing Act has been lengthened from nine to ten months and the minimum age for admission to the course is now 17 years rather than 18.

The changes were gazetted September 12 as O. Reg. 157/53. It amends the regula-

tions (O. Reg. 48/52 of January 31, 1952) governing the training, examination, certification and registration of nursing assistants.

Saskatchewan Hospitalization Act

A 1953 amendment to the Saskatchewan Hospitalization Act removed the \$30 limit on the total amount which could be collected annually from a family for the hospitalization tax and authorized the Lieutenant-Governor in Council to fix the maximum amount payable. In the regulations governing the levy and collection of the hospitalization tax for the year 1954, the amount is fixed at \$40 in respect of any person, his wife and dependants.

The annual tax for an adult is raised from \$10 to \$15 but the tax for a child under 18 years of age remains \$5.

The *pro rata* tax for a person who becomes eligible for benefit in the course of a tax year is now \$1.26 a month instead of 84 cents. It is still 42 cents a month for a child under 18 years of age. The total *pro rata* tax for a family must not exceed \$3.34 a month (previously \$2.50).

A new section in the regulations sets out the conditions under which tax refunds may be made in cases where the 1954 tax has been paid. An application for a refund on behalf of a resident leaving the province before January 1, 1954, to live elsewhere must be made on or before February 28. Refunds may also be made on behalf of persons who are members of an exempted class from January 1 or who become beneficiaries under the British Columbia Hospital Insurance Act.

The regulations were approved by O.C. 1635/53 on July 27 and gazetted September 4.

Saskatchewan Rehabilitation Act

Regulations have been issued for the administration of the Saskatchewan Rehabilitation Act passed this year to provide physical and vocational rehabilitation services to the disabled (*see p. 0000*). The regulations, made on May 25 and gazetted August 28, state that application for such services may be made to the Director of Rehabilitation in the Department of Social Welfare and Rehabilitation or to Administrators of Regional Offices. The application must be on a form prescribed by the Director and the applicant must furnish any evidence necessary to prove his eligibility.

The duties of the Director or an Administrator include keeping a record of all services provided, examining applications, and furnishing the services he considers advisable for the rehabilitation of a disabled person whose prognosis is favourable for early employment. The disabled person or his parents may be required to pay part of the cost.

The Social Welfare Board must give its approval to any arrangement made by the Director with a public or private agency for granting services and sharing the costs. It must approve the terms and conditions under which a loan is given to establish a disabled person in a business enterprise. Such a loan cannot exceed \$1,000. The Board may also impose conditions with respect to the furnishing of services and may require its approval to be given before services are provided by the Director or Administrators of Regional Offices.

Trades Union Congress

(Continued from page 1623)

Ministry of Pensions and National Insurance. Delegates were assured that General Council is fully alive to the importance of seeing that assurances given by the Government are observed to ensure that the interests of the war disabled are fully safeguarded.

Other Resolutions

Resolutions were adopted calling for:—
Early Four-Power peace talks.

Equal pay for equal work in the public services.

Reduction in the period of compulsory military service.

Implementation of the Gowers report concerning health, welfare and safety in non-industrial employment.

Payment of unemployment benefit to persons whose employment is affected by a trade dispute.

Unemployment Insurance

Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit declined slightly during August, statistics* show, but were about 21 per cent more numerous than for same month of 1952

Initial and renewal claims for unemployment insurance benefit declined slightly during August but were 21 per cent higher than for the same period in 1952.

August statistics include for the first time claimants becoming incapacitated while drawing benefit, in accordance with the amendment to the Unemployment Insurance Act, which came into effect August 3 (L.G., Aug. 1953, p. 1116).

The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that during August a total of 74,052 claims was filed in local offices across Canada, compared with 75,869 recorded for July and 61,038 for August 1952.

Ordinary claimants on the live unemployment register on August 31 totalled 111,287 (78,491 males and 32,796 females), compared with 110,938 (77,607 males and 33,331 females) on July 31 and 101,980 (71,146 males and 30,834 females) on August 31, 1952. On August 31, short-time and temporary claimants numbered 14,481 (9,854 males and 4,627 females) and 8,552 (7,789 males and 763 females) respectively.

Adjudicating officers disposed of initial and renewal claims on behalf of 74,262 claimants, of whom 53,163 were entitled to benefit and 21,099 were not entitled. The chief reasons for non-entitlement to benefit were: "benefit year not established", 7,179 cases; and the following disqualifications (including 5,714 on revised claims), "not unemployed", 9,754 cases (in 57 per cent of these cases the duration of the disqualification period was 6 days or less); "voluntarily leaving without just cause", 4,285 cases.

During August, 49,268 persons began receiving benefit, compared with 49,164 in July and 46,642 in August 1952.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Benefit payments during August amounted to \$6,408,827 in respect of 2,138,224 compensated days (of which 6,452 were disability days compensated), compared with \$7,148,024 and 2,383,416 days during July and \$6,238,800 and 2,150,173 days during August 1952.

During the week August 29-September 4, 87,367 beneficiaries received \$1,483,305 in compensation for 496,690 days (including 3,685 days of disability), in comparison with 89,747 beneficiaries, \$1,526,163 and 511,447 days for the week July 25-31, and 82,740 beneficiaries who were paid \$1,373,517 in respect of 464,194 days during the week August 23-29, 1952.

The average daily rate of benefit for the last week of August was \$2.99, compared with \$2.98 for the last week of July and \$2.96 for the corresponding week last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month show that insurance books or contribution cards have been issued to 4,138,093 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1953.

At August 31, employers registered numbered 250,294, an increase of 813 during the month.

* See Tables E-1 to E-6 at end of book.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B 908, February 19, 1953

Held: *That inasmuch as the claimant had voluntarily left her job three weeks before her marriage without informing her employer of her desire to return to work after her marriage, it could not be said that her separation from employment was in consequence of the application of her employer's rule against retaining married women, within the meaning of Benefit Regulation 5A(1)(b)(i).*

Material Facts of Case—The claimant, who had worked for a textile company since 1947, filed a short-time claim for benefit on October 11, 1951.

On October 1, 1952, the local office reported that she was married on September 20, 1952, and that she had definitely left her employment on August 29, 1952. The employer stated that she had not been discharged in consequence of a rule against the employment of married women but had voluntarily left. In regard to those statements, the claimant commented that she gave her notice of separation to the employer on August 29, 1952, because she was getting married on September 20, 1952, and she knew that the employer had a rule against retaining married women in his employ as he had refused to accede to a request of one of her fellow-workers that she be retained in her employment after marriage.

On the evidence before him, the insurance officer disqualified the claimant from the receipt of benefit for a period of two years immediately following the date of her marriage because in his opinion she had not met any one of the conditions stipulated in Benefit Regulation 5A.

In her appeal to a court of referees, the claimant stated that after her marriage she went to see the personnel manager of the company with a view to being rehired and although he took her application he informed her that he had no work for her.

The claimant and a union representative appeared before a court of referees at the hearing of her case. The court, after taking into consideration that the employer had refused a request of one of her fellow-workers to be kept on in her employment

after her marriage and that there were no married women working in the claimant's department, unanimously allowed her appeal on the ground that the policy followed by the employer in respect to the employment of married women was tantamount to a rule within the meaning of Benefit Regulation 5A.

The insurance officer appealed to the Umpire, contending that the court's decision was contrary to the jurisprudence established in previous decisions of the Umpire dealing with similar cases.

Conclusions—The insurance officer rightly contends that the decision of the court of referees is not in accordance with the jurisprudence laid down by the Umpire in similar cases.

In a recent decision, CU-B 884, I drew attention of this same court to the following extract from decision CU-B 859:—

If the evidence indicates that a claimant has not asked to be retained in the service of the employer but has voluntarily left her employment because she assumed that she would be dismissed on account of her marriage, the requirement of Benefit Regulation 5A(1)(b)(i) is not met.

I would add that the decisions of the Umpire are final and not subject to appeal to any court and that courts of referees as well as the insurance officers must conform to them.

In the present case, the evidence indicates that the claimant had voluntarily left her employment without informing her employer of her desire to return to work after her marriage. The employer had every reason to believe that she had definitely left her employment and when she returned to "retake her job" the employer had replaced her or else had not found it necessary to replace her.

The fact, as reported by the claimant, that the employer "took her application" shows that he had no rule to the effect that married women had to be released as a consequence of their marriage.

For those reasons, the appeal is allowed and the disqualification from the receipt of benefit originally imposed by the insurance officer is reinstated as from the date that this decision is communicated to the claimant.

Decision CU-B 922, March 20, 1953

Held: *That the unemployment of the claimant as from the beginning of the strike in anticipation of which he had been laid off was by reason of a stoppage of work due to a labour dispute.*

Material Facts of Case—The claimant filed a renewal claim for benefit on June 13, 1952, and stated that he had worked as a sawyer for a shingle company in Vancouver, B.C., from March 5, 1952, to June 12, 1952, when he was laid off because of a shortage of work.

The Vancouver Office of the Commission reported that a labour dispute had been in progress for some time between the lumbering, logging and sawmill operators and the union; that the dispute was submitted to a board of conciliation but the union refused to accept the majority award; that from time to time the union had proclaimed "June 15—no contract—no work" with the result that a stoppage of work occurred throughout the industry shortly after midnight, June 15, 1952; that the employer had informed the local office that his plant closed down on the afternoon of June 12 as his supply of logs was exhausted; that logs were on the way but they did not arrive in time to continue operations the following day and that had it not been for the strike which had been called on June 14, operations would have been resumed on that date.

The insurance officer disqualified the claimant from the receipt of benefit as from June 16, 1952, under Section 39(1) of the Act and for so long as the stoppage of work continued.

The claimant appealed to a court of referees, which, after having heard representatives of his union and the regional appeals officer, unanimously upheld the decision of the insurance officer.

The union appealed to the Umpire.

Conclusions—The appeal of the interested union is based on two grounds, namely:—

(a) That the claimant and those associated with him in the appeal lost their employment "due to shortage of logs and market conditions".

(b) That employees of certain other companies connected with the lumbering industry were paid, under similar circumstances, unemployment insurance benefit.

Regarding (a), this question is entirely one of fact and, after having thoroughly studied the evidence on file, I do not see any valid reason to differ with the unanimous finding of the court of referees that the claimant was laid off in anticipation of the impending strike. Under the circumstances and in accordance with the principle laid down by my predecessor in CU-B 417, which principle I have restated in many subsequent decisions dealing with cases coming under Section 39 of the Act, the court rightly ruled that the claimant's unemployment as from June 16, 1952, was by reason of a stoppage of work due to a labour dispute within the meaning of the Act.

Regarding (b), the case concerning those employees is not before me for decision. However it would appear from the testimony given by the Regional Appeals Officer of the Unemployment Insurance Commission before the court of referees that if the said employees received benefit it was either because they "were operating under a separate agreement" and "were not allowed access to the plant" or because their employer had adduced satisfactory evidence that the cessation of his operations was "in no way connected with the present wage negotiations between (the) union and operators".

In concluding, I might add that it is significant to note that when Mr., one of the union officials who appeared before the court, was asked at the hearing whether the union would have let the man go back to work had the employers wanted to continue or resume their operations, he replied: "None of our members are going to be scabs. They are not that kind of people."

For those reasons, the appeal is dismissed.

Recent Amendments Concern Holiday and Severance Pay

Holiday pay will no longer deprive of benefit a claimant for unemployment insurance, and severance pay will be disregarded in determining whether or not a person is unemployed, as a result of recent amendments to unemployment insurance benefit regulations. The new provisions went into effect October 1.

Under the new provisions, benefit is not paid to an employee for the first week of a plant or factory shutdown for a general holiday, regardless of whether he is paid for the holiday or not. However, if the shutdown lasts for more than a week, benefit is paid for the days, other than

(Continued on page 1610)

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during September

Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 140 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 159 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts Awarded for the Manufacture of Supplies and Equipment

Contracts awarded for the manufacture of supplies and equipment during September are set out below:—

Department	No. of Contracts	Aggregate Amount
Defence Production (July Report).....	128	\$687,502.00
Post Office.....	9	90,127.25
Public Works.....	3	47,918.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Wage Claims Received and Payments Made during September

During September the sum of \$167.95 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the two employees concerned.

Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Shepody River N B: Modern Construction Co Ltd, construction of dyke. *Between Portage la Prairie & St François Xavier Man*: Donald K Forbes, river dyking work on Assiniboine River; Pearen Construction Co, cut-offs on Assiniboine River. *Near Lancer Sask*: Continental Construction Co, construction of drainage & irrigation project. *Maple Creek Sask*: A N Duff, improvement work & additions to the reinforced concrete spillway structure for junction reservoir. *Near Shaunavon Sask*:

Western Construction Co & Northwest Construction Co, reinforced concrete spillway, Coronach project. *Travers Alta*: C Mamczasz, construction of reinforced concrete chute inlet structure from Main Canal of the Bow River project into reservoir; Whelihan Construction Ltd, construction of canal joining the Travers reservoir to the Little Bow reservoir, Bow River project. *Near Vauxhall Alta*: Nodwell Bros Ltd, construction of drainage canal on the Bow River project.

Central Mortgage and Housing Corporation

Greenwood N S: Central Landscaping Agency of Canada, landscaping. *Saint John N B*: Bruce E Lawson, *closing of rear stairways; Atlantic Paving Co, *hard-surfacing roadways, Rockwood Court. *Montreal P Q*: Planned Renovators Co, *plaster repairs; Lewis Conway, *removal of tanks, Benny Farm. *Val d'Or P Q*: Robert Bernier, *repairs to foundations. *Ajax Ont*: Spartan Contracting Co Ltd, construction of underground steam services; Sir Robert McAlpine & Sons (Canada) Ltd, construction of storm & sanitary sewers, water mains & roadways. *Dunville Ont*: Borgstrom Bros Ltd, landscaping. *Hamilton Ont*: H H Sutton, landscaping. *North Bay Ont*: Terminal Construction Co Ltd, landscaping. *Oakville Ont*: A Cope & Sons Ltd, paving of

roads; R H Barnsley, landscaping. *Port Arthur Ont*: William Lamke, *landscaping. *Portage la Prairie Man*: J H From, landscaping. *Saskatoon Sask*: Shoquist Construction Ltd, construction of school; Terminal Construction Co Ltd, landscaping. *Swift Current Sask*: N Clark, *landscaping. *Edmonton Alta*: Garden Tiling Service, landscaping; T J Pounder & Co Ltd, hardsurfacing of roadways & driveways. *Penhold Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of school. *Chilliwack B C*: Columbia Bitulithic Ltd, grading & paving of roads & parking areas. *Comox B C*: A & B Construction Co Ltd, construction of school; Smith Bros & Wilson Ltd, construction of houses. *New Westminster B C*: Berge & Kavanagh, interior painting.

Defence Construction (1951) Limited

St John's Nfld: Diamond Construction Co Ltd, repairs to existing wharf, Seaward Defence Base. *Greenwood N S*: Canadian Vickers Ltd, supply & installation of two steam generating units, central heating plant; Foundation Maritime Ltd, construction of central heating plant, RCAF Station. *Camp Gagetown N B*: A F Byers

Construction Co Ltd, clearing & grubbing; Trynor Construction Co Ltd, clearing & grubbing; Terminal Construction Co Ltd, clearing & grubbing; I G Rawding Construction Ltd, clearing & grubbing; Morrison & McRae Ltd, clearing & grubbing; Comeau & Savoie Construction Ltd, construction of foundations, drainage

& base course for main access roads. *Renous N B*: R V Demmings & Co Ltd, installation of pumping equipment, RCN. *Bagotville P Q*: R E Stewart Construction Corporation, construction of hangar leanto. *Montreal P Q*: Charles Duranceau Ltd, grading, paving, fencing & sodding. *Tour a Pica P Q*: Voisine Transport Co Ltd, residual construction & related work for completion of radio station. *Ville La Salle P Q*: Automatic Sprinkler Co of Canada Ltd, installation & equipment for automatic sprinkler system, Naval Supply Depot. *Camp Borden Ont*: Johnson Bros Co Ltd, construction of roads, parking areas, curbs, gutters, drainage & access roads. *Long Branch Ont*: Western Counties Estates, construction of RCASC garage & POL service station. *Rockcliffe Ont*: Terminal Construction Co Ltd, installation of underground steam distribution system & dismantling of existing overhead lines; Canadian Comstock Co Ltd, modifications to electrical distribution system. *Trenton Ont*: Terminal Construction Co Ltd, extension & alterations to central heating

plant. *Uplands Ont*: Dominion Structural Steel Ltd, erection of structural steel for hangar; Terminal Construction Co Ltd, installation of underground steam distribution system. *MacDonald Man*: Claydon Co Ltd, construction of clarigester, sprinkling filter, sewage pumphouse & addition to sewage disposal plant. *Portage la Prairie Man*: Piggott Construction (Alberta), Ltd, construction of pipeline & pumping station. *Winnipeg Man*: Vulcan Iron & Engineering Ltd, supply & installation of steam generating unit, central heating plant, RCAF Station; Claydon Co Ltd, construction of RCEME workshop. *Cold Lake Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of barrack blocks, RCAF Station. *Namao Alta*: Poole Construction Co Ltd, construction of chapels. *Vegreville Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of armoury. *Esquimalt B C*: Bennett & White Construction Co Ltd, construction of laboratory group, Rocky Point.

Building and Maintenance

Dartmouth N S: Trynor Construction Co Ltd, repairs to French cable wharf. *Greenwood N S*: Kenney Construction Co Ltd, construction of addition to fire hall, RCAF Station. *Coverdale N B*: P Sullivan & Sons, drilling of wells, Naval Radio Station. *Montreal P Q*: Charles Duranceau Ltd, resurfacing roadway, improving drainage & moving curbs, HQ Command, Atwater Avenue. *St. Johns P Q*: Kelly Lumber & Construction Ltd, construction of sewer, RCAF Station. *Angus Ont*: Terminal Con-

struction Co Ltd, installation of central heating plant, conversion of hot air systems to low pressure steam systems in bldgs, RCAF Station. *Aylmer Ont*: Elgin Construction Co Ltd, replacement of hangar windows with steel sash, RCAF Station. *London Ont*: John Gaffney Construction Co Ltd, erection of steelox bldg, RCAF Station. *Trenton Ont*: Norman A Lock & Son, interior painting of bldgs, No 6 Repair Depot.

National Harbours Board

Halifax Harbour N S: Westeel Products Ltd, installation of steel doors on water-side of shed No 21. *Montreal Harbour P Q*: Foundation Co of Canada Ltd, recon-

struction of wharf at sections 40, 41, 42. *Vancouver Harbour B C*: City Construction Co Ltd, paving & drainage of north end of Lapointe Pier.

Department of Public Works

Renews Nfld: Diamond Construction Co Ltd, *dredging. *Montague P E I*: M F Schurman Co Ltd, construction of public bldg. *Rustico Harbour P E I*: Noye & Raynor, construction of boat shelter. *Bailey's Brook N S*: R A Douglas Ltd, harbour improvements. *Glace Bay N S*: J P Porter Co Ltd, *dredging. *Halifax N S*: Fundy Construction Co Ltd, alterations & additions, Customs Annex & Shed 21. *LaHave N S*: Acadia Construction Ltd, erection of public bldg. *LaHave River Channel N S*: J P Porter Co Ltd, *dredging. *Little Tancook N S*: David A Mason, breakwater extension. *New Haven*

N S: J H Stephen, breakwater reconstruction. *Petit de Grat N S*: Silver & Roberts, construction of concrete deck on wharf. *Pictou Island N S*: Tidewater Construction Co Ltd, construction of breakwater. *Port Hillsford N S*: F W Digidon & Sons Ltd, breakwater - wharf reconstruction. *Asbestos P Q*: R E Stewart Construction Corporation, addition & alterations to public bldg. *Cap des Rosiers (Anse a Louise) P Q*: Emile Cloutier, construction of breakwater. *Dune du Sud P Q*: Marcel Cauvier & J E Keays, construction of breakwater. *Grande Rivière P Q*: James S Watt, harbour improvements (training

works reconstruction). *Jersey Cove P Q*: Marcel Cauvier & J E Keays, construction of breakwater. *Lacolle (Blackpool) P Q*: Omer Brault, paving & drainage. *Matapedia P Q*: J Antonio Dufour, construction of concrete wall. *Montreal P Q*: Industrial Screw & Machine Works Ltd, addition & alterations to spiral chutes, Postal Terminal. *Paspebiac P Q*: Fortunat Bernard, wharf repairs. *Port Daniel West (Marcil Lane) P Q*: George K Steele, wharf construction. *Rimouski P Q*: Zenon Ouellet, wharf improvements (shed). *Riviere Caplan P Q*: Dimock & McLellan, *dredging; Alphonse Lapointe & Alphonse Bellavance, jetty extension. *St Joseph de Sorel P Q*: Lucien Lachapelle, *dredging. *Valleyfield (Baie St Francois) P Q*: Theode Robidoux, *dredging. *Barrie Ont*: Emery Engineering & Contracting Co Ltd, erection of public bldg. *Blind River Ont*: R A Blyth, wharf reconstruction. *Bowmanville Ont*: McNamara Construction Co Ltd, rubble stone repairs. *Christian Island Ont*: A E Hawkin & Co Ltd, wharf reconstruction. *Collin's Bay Ont*: Edward P Walsh, wharf construction. *Dyer's Bay Ont*: John Gaffney Construction Co Ltd, wharf repairs. *Hamilton Ont*: Piggott Construction Co Ltd, erection of public bldg. *Lake Simcoe Ont*: McNamara Construction Co Ltd, *dredging. *Lion's Head Ont*: Detroit River Construction Ltd, wharf repairs. *Nanticoke Creek Ont*: Detroit River Construction Ltd, rubble stone shore protection. *Ottawa Ont*: W H Yates Construction Co Ltd, construction of plant engineering services & transport bldg for National Research Council; A Lanctot Construction Co, alterations & improvements to entrances, roof, cornice, etc, Hunter Bldg. *Pigeon River Ont*: Robert Murray, addition to & relocation of existing Custom Bldg. *Port Elgin Ont*: R A Blyth,

harbour improvements. *Tillsonburg Ont*: Olmstead & Parker Construction Co Ltd, erection of public bldg. *Churchill Man*: Harris Construction Co Ltd, construction of detachment bldg, RCMP. *Winkler Man*: Ducharme Hamilton Co Ltd, addition & alterations to federal public bldg. *Winnipeg Man*: Claydon Co Ltd, excavation & caisson work, Post Office bldg. *Regina Sask*: Smith Brothers & Wilson Ltd, construction of Post Office bldg. *Waskesiu Sask*: R A Blyth, breakwater repairs. *Edmonton Alta*: Poole Construction Co Ltd, construction of laundry & workshops bldg, Charles Camsell Hospital; Christensen & Macdonald Ltd, demolition, excavation, concrete & steel work, public bldg. *Innisfree Alta*: James C Haddow, alterations to public bldg. *Stettler Alta*: James C Haddow, construction of public bldg. *Taber Alta*: Southern Alberta Construction Ltd, erection of public bldg. *Browning Harbour B C*: Pacific Pile Driving Co Ltd, construction of trestle approach. *Cowichan Bay B C*: Pacific Pile Driving Co Ltd, wharf reconstruction. *Elkin's Point, Grantham's Landing & Wilson Creek B C*: R Bumstead, float renewal & wharf repairs. *Fanny Bay B C*: Harbour Pile Driving Co, construction of breakwater & floats. *Huntingdon B C*: E H Shockley & Son Ltd, erection of Customs & Immigration bldg & site development. *Red Pass B C*: C J Oliver Ltd, construction of RCMP Detachment bldg. Schooner Passage (*Rivers Inlet*) *B C*: E O Johnson, float & boardwalk repairs. *Squamish B C*: Greenlees Construction Co Ltd, construction of boat harbour-wharf. *Steveston B C*: Fraser River Pile Driving Co Ltd, wharf repairs & improvements (No. 1 road). *White Rock B C*: Coast Quarries Ltd, construction of breakwater & floats.

Department of Resources and Development

Yoho National Park B C: Fraser River Pile Driving Co Ltd, construction of bridge over Kicking Horse River & concrete box culverts, Trans-Canada Highway.

Department of Transport

Gander Nfld: North Shore Construction Co Ltd, construction of runway. *Beaver Island N S*: Atlantic Bridge Co Ltd, construction of dwelling & tower. *North Sydney N S*: T C Gorman (Nova Scotia) Ltd, construction of passenger landing wharf & dredging inner east berth. *Nitchequon P Q*: Tower Co Ltd, prefabrication & erection of rawinsonde tower, etc. *Port Harrison P Q*: Tower Co Ltd, prefabrication & erection of rawinsonde tower. *Seven Islands P Q*: A A Geraghty, con-

struction of dwellings. *Camlachie Ont*: F D Howie Construction Ltd, construction of bldgs for Sarnia coast radio station. *Great Ducks Island Ont*: N A McDougall, construction of dwelling. *Kenora Ont*: S Flostrand, construction of garage. *Malton Ont*: Canadian Comstock Co Ltd, construction of airport lighting facilities. *Mount Hope Ont*: Armstrong Bros Construction, construction of airport lighting. *Gimli Man*: North West Electric Co Ltd, construction

(Continued on page 1676)

Wages, Hours and Working Conditions

Office Employees' Working Conditions in Canadian Manufacturing, 1949-53

Changes in office employees' working conditions over past four years considerably less pronounced than those of plant workers. Most pronounced trends: 5-day week, overtime compensation, 3rd vacation week

During the past four years, office workers have shared in the general trend in Canadian manufacturing towards shorter working hours, longer vacations, more paid statutory holidays, and other improvements in working conditions. The changes in conditions of office workers, however, have been considerably less pronounced than have those of plant employees.

These facts emerge from a comparison of the accompanying table, which shows working conditions of office employees in Canadian manufacturing, with a similar table in last month's *LABOUR GAZETTE* (p. 1530) dealing with conditions of plant employees. The two tables summarize, on a national basis, the results of the last four working conditions surveys conducted by the Economics and Research Branch of the Department of Labour.

The more gradual change in the conditions of "white collar" workers may be attributed in part to the fact that on certain items which apply similarly to both groups, the conditions applying to office staffs have sometimes set the pattern for the objectives of plant workers. The latter are now, in effect, "catching up".

The most pronounced trends among the items studied for office workers were towards a five-day week, introduction of overtime compensation, and eligibility for a third week's vacation, generally after 15 years' service.

The trend towards a five-day week has kept pace with the similar trend for factory workers. By April 1953, some 84 per cent of the office employees in the Canadian manufacturing firms covered by the survey were on a five-day week, compared with 68 per cent in 1949. For plant workers the increase has been from 61 per cent in 1949 to 79 per cent in 1953.

In comparison with plant workers, office employees have had comparatively little change in the length of their work week during the period under review. For plant workers there has been a strong movement towards a 40-hour week. Most office staff, however, were already working fewer than 40 hours (63 per cent in 1949 and 69 per cent in 1953). The most common work schedule reported for office staff continues to be 37½ hours, with about 30 per cent of the workers at this level in 1949 as well as today. There has been a slight

Coverage of Annual Survey of Working Conditions

The Department's annual survey of working conditions, formerly conducted in October and now in April, covers approximately 6,500 establishments in manufacturing, most of which have 15 or more employees. The response from individual firms has been excellent with the following numbers of office employees included in the establishments reporting during recent years:—

	Employees
October 1949.....	133,000
October 1950.....	138,000
October 1951.....	160,000
April 1953.....	183,000

The establishments included in this survey employ approximately two-thirds of the total workers in manufacturing, distributed over the various branches of the industry.

In previous years an analysis of the survey results on a provincial basis has been published in the *LABOUR GAZETTE*. In the present article, reporting on the results of the 1953 survey, only the Canada totals are shown but tables giving provincial breakdowns may be obtained on request to the Economics and Research Branch, Department of Labour.

increase in the proportion of employees working fewer than 37½ hours.

The practice of paying premium rates for overtime, almost universal among factory workers, has now begun to be more common than formerly for office staff. Forty-two per cent of the employees surveyed were in offices which reported giving cash remuneration at straight-time rates or higher (usually time and a half) in 1953 compared with only 23 per cent in 1950. The relative proportions of those eligible for straight-time and those eligible for higher payments remained about the same, according to results of each of the last three surveys. In 1953 an additional 12 per cent received compensating leave for overtime worked; this topic was not studied in earlier surveys. A more common practice is granting a meal allowance, either by itself or in addition to other types of overtime compensation. This practice, however, has become somewhat

less prevalent in the last three years, probably as a result of the trend towards more formal overtime arrangements. A few workers receive other forms of compensation, such as travel allowances.

Eight or more paid statutory holidays were allowed the office staffs of establishments employing four-fifths of the clerical workers in the manufacturing establishments reporting. The most significant change over the three and one-half years between October 1949 and April 1953 was in the larger proportion of employees to whom nine or more paid holidays were permitted; in 1949 the proportion was 17 per cent and by 1953 it was 23. Only nine per cent of plant workers receive more than eight paid holidays.

Almost 90 per cent of office workers receive a two-week vacation after a year's service. There has been little change in this item since 1949; however, there has been an appreciable rise (from two-fifths

SUMMARY OF WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Office Employees			
	April 1, 1953	October 1, 1951	October 1, 1950	October 1, 1949
	%	%	%	%
Standard Weekly Hours—				
Under 37½.....	19.4	20.9	20.3	16.8
37½.....	30.1	28.5	26.5	29.0
Over 37½ and under 40.....	19.1	17.3	15.0	17.0
40.....	21.2	20.5	21.7	19.1
Over 40.....	10.2	12.8	16.5	18.1
Employees on a 5-day week.....	84.1	75.9	69.7	67.5
Compensation for Overtime Work—				
Employees in establishments reporting:				
Compensating time off.....	11.8			
Remuneration at straight-time rates.....	21.4	14.6	12.0	
Remuneration at higher than straight-time rates.....	21.1	14.7	11.2	
Meal allowance ⁽¹⁾	41.4		47.9	
Other provisions.....	2.1			
Cost-of-Living Bonus or Cost-of-Living Wage Adjustments—				
Employees in establishments reporting a cost-of-living bonus or cost-of-living wage adjustment.....	34.9 ⁽²⁾	31.6	18.7	
Paid Statutory Holidays—				
Employees in establishments providing paid statutory holidays.....	99.5	99.1	98.4	96.0
Employees in establishments where the following number of statutory holidays are paid for:				
1 to 6.....	6.9	9.9	10.6	11.9
7.....	12.2	13.2	15.2	14.5
8.....	57.4	57.2	53.7	52.7
9.....	16.1	11.3	12.0	10.9
More than 9.....	6.9	7.5	6.9	6.0

(1) Meal allowances are sometimes reported as given in addition to other types of overtime compensation; in other cases as the sole type of overtime compensation.

(2) October 1, 1952.

to three-fifths) in the proportion eligible for three-week vacations and a marked reduction in service requirements, with 15 years now the most common provision. Plant workers have made more rapid gains in their vacation conditions but are still behind office staff in some respects, most importantly in that they generally need three or five years' service before becoming eligible for vacations of more than one week.

In October 1952, about 35 per cent of the office employees were in establishments where a cost-of-living bonus or wage adjustment provision was in effect. This

corresponded closely with the proportion of plant workers with "escalator" wage arrangements.

Provision for sick leave was granted almost universally to office workers in manufacturing (94 per cent). However, the survey did not ascertain the extent to which sick leave was granted informally or on the basis of a definite plan. In the case of plant workers, most of whom are paid on an hourly basis, provision for sick leave is rare, although there is an increasing trend towards insurance plans granting cash compensation for time lost as a result of sickness.

SUMMARY OF WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Office Employees			
	April 1, 1953	October 1, 1951	October 1, 1950	October 1, 1949
	%	%	%	%
Vacations with Pay—				
Employees in establishments providing at least one week with pay.....	99.7	99.7	99.2	99.5
One Week With Pay:				
After 1 year or less.....	56.1	42.8	59.2	53.7
Service not specified.....	6.8	3.5	1.7	8.8
Employees in establishments providing two weeks with pay.....	97.7	96.9	94.9	96.9
After:				
1 year.....	88.5	88.2	86.0	85.2
2 years.....	4.6	4.2	4.9	5.1
3 years.....	.7	.8	.6	.3
5 years.....	1.9	1.7	2.1	2.7
Others.....	2.0	2.0	1.3	3.6
Employees in establishments providing three weeks with pay.....	60.6	54.6	48.3	42.0
After:				
10 years or less.....	4.0	4.1	3.2	2.9
15 years.....	32.1	23.1	16.7	7.4
20 years.....	14.5	14.7	11.8	10.8
Other.....	10.0	12.7	16.6	20.9
Employees in establishments providing four weeks with pay.....	4.4	2.5	2.1	.7
After:				
25 years.....	3.2	2.1	1.9	.7
Other.....	1.2	.4	.2	*
Employees in establishments providing other vacation periods.....	.1	.1	.1	.8
Sick Leave—				
Employees in establishments reporting a provision for sick leave.....	93.7		93.2	
Group Sickness or Accident Insurance Plan—				
Employees in establishments reporting a group sickness or accident insurance plan.....			64.7	
Group Life Insurance—				
Employees in establishments reporting group life insurance.....			82.3	
Pension Plan—				
Employees in establishments reporting a pension plan...	64.3	64.1		

* Less than 0.1 per cent.

Prices and the Cost of Living*

Consumer Price Index, October 1, 1953

Rising for the fifth successive month, the Dominion Bureau of Statistics' consumer price index advanced from 116·2 to 116·7 between September 1 and October 1, an increase of 0·4 per cent. All group indexes except clothing were higher.

The October 1 index was only 1·5 points below the all-time peak of 118·2, recorded January 2, 1952.

The food index moved up 1·5 points to 115·5 as increases in lettuce, fresh tomatoes, bacon, pork chops, butter, lard, eggs, shortening, oranges, grapefruit and canned fruits outweighed declines in beef, lamb, veal, chicken, potatoes, canned tomatoes, cabbage, onions and turnips.

An increase in the shelter index from 124·2 to 124·5 reflected a firmer tone for rents.

Scattered advances for coal, electricity rates, floor coverings, ice and telephone rates supported a gain in the household operation index from 117·4 to 117·5.

The index for other commodities and services changed from 115·9 to 116·0 as increases in most health care costs outweighed small decreases in a few personal care items.

The clothing index receded from 110·4 to 110·3 when slight decreases were registered among a few items of women's and children's wear.

The index one year earlier (October 1, 1952) was 116·0; group indexes were: food 115·1, shelter 121·5, clothing 109·9, household operation 116·2 and other commodities and services 116·4.

City Cost-of-Living Indexes, September 1, 1953

Cost-of-living indexes for seven of the nine regional cities fell between August 1 and September 1; for the remaining two they advanced. Changes in food prices were mainly responsible.

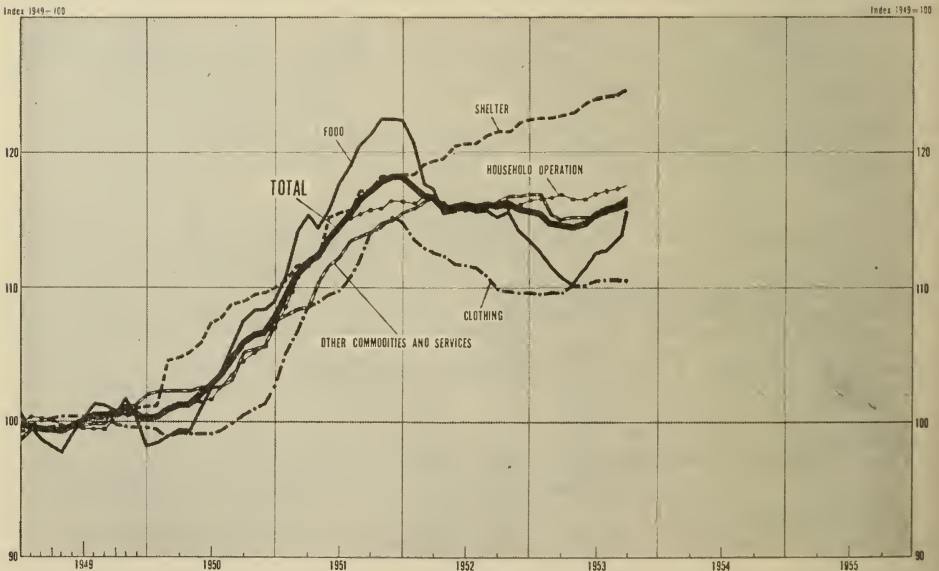
This is the last publication of regional indexes on the base August 1939=100. Beginning next month they will be replaced by new consumer price indexes on the base 1949=100 (see L.G., Oct., p. 1533).

The cost-of-living indexes for regional centres show changes in retail prices and services in each city. They do not indicate whether it costs more or less to live in one city than in another.

Between August 1 and September 1, prices for fresh vegetables and lamb were substantially lower in all centres. Advances

*See Tables F-1 to F-6 at end of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



were general for eggs, lard and coffee, while beef and pork price changes were mixed. Higher bread prices were reported in St. John's.

Rents were unchanged in five cities, higher in the remaining four. Fuel and light indexes were firmer in St. John's and Winnipeg, reflecting advances in coal prices, and in Montreal as a result of higher coke prices.

In the clothing group, higher prices for men's outerwear and footwear and lower prices for nylon hosiery and rayon slips were the principal changes recorded. Clothing indexes moved up narrowly in five cities and remained unchanged in four.

Changes in home furnishings and services were mixed and affected a wide range of items. As a result, indexes were lower in four cities, higher in three and unchanged in the remaining two.

The miscellaneous items series advanced in seven cities, Saint John and Toronto showing no over-all change. Magazine subscription rates increased in all nine centres, while gasoline prices were higher in Montreal and lower in Toronto.

Composite city cost-of-living index point changes between August 1 and September 1 were as follows: Saint John -0.9 to 182.9, Montreal -0.8 to 191.0, Halifax -0.6 to 175.0, Saskatoon -0.6 to 184.9, Winnipeg -0.5 to 178.1, Edmonton -0.2 to 179.6, St. John's -0.1 to 102.8,* Toronto +0.2 to 183.9 and Vancouver +0.2 to 188.2.

Wholesale Prices, September 1953

Following the indecisive pattern established over the past 12 months, wholesale prices in September almost cancelled the increase of the previous month; the Bureau of Statistics' composite index dropped from 222.4 in August to 221.5 in September.

Decreases were concentrated mainly in vegetable and animal products, although losses were noted in non-ferrous metals, wood, wood products and paper, and chemicals and allied products.

A drop in vegetable products from 201.7 to 199.5 reflected weakness in most grains, potatoes, sugar, coffee and cocoa beans, rice and onions; this weakness overbalanced strength in fresh fruits, canned fruits and livestock and poultry feeds.

Declines in livestock prices, notably lambs, steers and hogs, and fresh meats outweighed strength in cured meats, butter, lard, tallow, eggs, hides and skins, and fishery products to lower the animal products index from 247.8 to 245.6.

In the non-ferrous metals group, decreases in copper, lead, zinc, gold, solder and silver were sufficient to outweigh higher tin quotations and lower the composite index from 168.2 to 167.1.

Lower prices for eastern spruce and hemlock, western fir and cedar, and wood-pulp were responsible for a change in the wood, wood products and paper group from 288.4 to 287.6. Lower prices for soap and zinc oxide moved the index for chemicals and allied products down from 176.0 to 175.3.

Among group increases, iron and its products advanced from 220.6 to 221.9 as prices for wire and wire nails moved up. Fibres, textiles and textile products advanced from 240.3 to 240.4 with increases in worsted yarns overbalancing losses in cotton fabrics, imported and domestic raw wool, and cotton yarns. An increase in non-metallic minerals from 178.9 to 179.0 was supported by higher quotations for crude oil and imported United States coal.

Canadian farm product prices at terminal markets continued to weaken in September; the composite index receded to 208.9 from 213.6. Percentagewise, animal products registered a slightly greater decrease than field products, declining from 269.9 to 263.7 as sharp recessions occurred for livestock and raw wool, overbalancing increases in eggs, butterfat and milk for cheese manufacture. Field products declined from 157.2 to 154.0 as potatoes moved down to offset a slight gain in corn and wheat.

Residential building materials were lower in September. The composite index dropped from 283.6 to 281.1. Easier prices were noted for certain lumber descriptions and for a few plumbing and heating fixtures. Among commodity advances were those for shellac and wire nails.

The non-residential building materials index, on the base 1949=100, moved down from 124.5 to 123.8 between August and September. Price decreases were noted for lumber and plumbing and heating items, while advances were recorded for wire nails, shellac and concrete mix.

*On base June 1951=100.

Strikes and Lockouts

Canada, September 1953*

A greater number of workers was involved in industrial disputes resulting in work stoppages in September than in any month in 1953. The time loss was also the highest of the year. However, the idleness in the first nine months of 1953 has been consistently below the loss in the same period in 1952.

Work stoppages in the gold mining industry in Northern Ontario and Quebec were responsible for almost 65 per cent of the total idleness in September 1953. Other disputes of importance were: milk salesmen and dairy workers at Toronto, Ont.; unlicensed personnel on deep-sea Canadian ships; steel mill workers at Winnipeg, Man.; paper mill workers at Beauharnois and Crabtree Mills, Que.; and saw and lumber mill workers in northern interior British Columbia.

Wages and related questions were the central issues in 29 of the 37 stoppages in September 1953, causing nearly all the idleness. Of the other disputes, two arose over union questions; three over suspensions or lay-offs; two over questions affecting working conditions; and one was an inter-union dispute.

Preliminary figures for September 1953 show 37 strikes and lockouts in existence, involving 16,445 workers and with a time loss of 126,131 man-days, compared with 17 strikes and lockouts in August 1953, with 8,598 workers involved and a loss of 92,760 days. In September 1952 there were 39 strikes and lockouts, 15,144 workers involved and a loss of 201,870 days.

For the first nine months of 1953 preliminary figures show 131 strikes and lockouts, involving 41,463 workers, with a loss of 502,815 days. In the same period in 1952 there were 186 strikes and lockouts, with 111,030 workers involved and a loss of 2,621,661 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in September 1953 was 0.15 per cent of the estimated working time; in August 1953, 0.11 per cent; in September 1952, 0.24 per cent; in the first nine months of 1953, 0.07 per cent; and in the first nine months of 1952, 0.35 per cent.

Of the 37 stoppages in September 1953, one was settled in favour of the workers; three in favour of the employers; five were compromise settlements; and five were indefinite in result, work being resumed pending final settlement. At the end of the month 23 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; jewellery workers at Vancouver, B.C., on December 8, 1952; and garage workers at Saint John, N.B., on February 9, 1953.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the *International Labour Office Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes resulting in stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in July 1953 was 80 and 17 were

still in progress from the previous month, making a total of 97 during the month. In all stoppages of work in progress, 15,100 workers were involved and a time loss of 32,000 working days caused.

Of the 80 disputes leading to stoppages of work that began in July, five, directly involving 600 workers, arose over demands for advances in wages, and 35, directly involving 4,800 workers, over other wage questions; one, directly involving 200 workers, over questions as to working hours; nine, directly involving 2,200 workers, over questions respecting the employment of particular classes or persons; 29, directly involving 3,800 workers, over other questions respecting

*See Tables G-1 and G-2 at end of book.

working arrangements; and one, directly involving 100 workers, over questions of trade union principle.

United States

Preliminary figures for August 1953 show 450 work stoppages resulting from labour-

management disputes beginning in the month in which 230,000 workers were involved. The time loss for all work stoppages in progress during the month was 2,800,000 days. Corresponding figures for July 1953 are 475 stoppages, 260,000 workers and a loss of 3,000,000 days.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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Labour Conditions

(Continued from page 1664)

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Burns Plumbing, Heating & Roofing Co, repairs to hangar roof. *Beaton River B C:* Fred Sandy, improvements to radio range road; Bobbie Burns Plumbing, Heating & Roofing Co, construction of concrete foundations, maintenance garage & erection of prefabricated dwellings & moving dwellings. *Cranbrook B C:* General Construction Co Ltd, construction of runway. *Port Hardy B C:* Klassen & Born, construction of rawinsonde tower & office bldg.

Labour Statistics

	PAGE
A—Labour Force	
<i>D.B.S. Labour Force Survey</i>	
Table A-1—Estimated Distribution of Canadian Manpower.....	1678
Table A-2—Persons Looking for Work in Canada.....	1678
Table A-3—Regional Distributions, Week Ended August 22, 1953.....	1679
<i>Immigration Branch, Department of Citizenship and Immigration</i>	
Table A-4—Distribution of All Immigrants by Region.....	1679
Table A-5—Distribution of Workers Entering Canada by Occupations.....	1680
B—Labour Income	
<i>Dominion Bureau of Statistics Monthly Estimates of Labour Income</i>	
Table B-1—Estimates of Labour Income.....	1680
C—Employment, Hours and Earnings	
<i>Dominion Bureau of Statistics: Employment and Payrolls</i>	
Table C-1—Employment Index Numbers by Provinces.....	1681
Table C-2—Employment, Payrolls, and Weekly Wages and Salaries.....	1682
Table C-3—Summary of Employment, Payrolls and Average Weekly Wages and Salaries.....	1683
<i>Dominion Bureau of Statistics: Man-Hours and Hourly Earnings</i>	
Table C-4—Hours and Earnings in Manufacturing.....	1684
Table C-5—Hours and Earnings in Manufacturing by Provinces and Cities.....	1684
Table C-6—Hours and Earnings by Industry.....	1685
<i>Economics and Research Branch, Department of Labour</i>	
Table C-7—Real Earnings in Manufacturing.....	1686
D—Employment Service Statistics	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	1687
Table D-2—Unfilled Vacancies by Industry and by Sex.....	1688
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	1689
Table D-4—Activities of National Employment Service Offices.....	1690
Table D-5—Applications and Placements Since 1943.....	1695
E—Unemployment Insurance	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Number Receiving Benefit with Amount Paid.....	1696
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	1696
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	1697
Table E-4—Claimants Not Entitled to Benefit with Reasons for Non-Entitlement.....	1697
Table E-5—Estimates of the Insured Population.....	1697
Table E-6—Unemployment Insurance Fund.....	1698
F—Prices	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Index Numbers of the Cost of Living in Canada.....	1699
Table F-1a—Consumer Price Index Numbers, Canada.....	1700
Table F-2—Index Numbers of the Cost of Living for Nine Cities of Canada.....	1701
Table F-3—Index Numbers of Staple Food Items.....	1701
Table F-4—Retail Prices of Staple Foods and Coal by Cities.....	1702
Table F-5—Index Numbers of the Cost of Living in Canada and Other Countries.....	1706
Table F-6—Index Numbers of Wholesale Prices in Canada.....	1707
G—Strikes and Lockouts	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	1708
Table G-2—Strikes and Lockouts in Canada During September.....	1709
H—Industrial Accidents	
<i>Economics and Research Branch, Department of Labour</i>	
Table H-1—Fatal Industrial Accidents by Industries and Causes.....	1713
Table H-2—Fatal Industrial Accidents by Provinces and Industries.....	1713

A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended August 22, 1953			Week Ended July 18, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian noninstitutional population.....	10,057	5,022	5,035	10,037	5,011	5,026
A. Civilian labour force.....	5,507	4,304	1,203	5,515	4,294	1,221
Persons at work.....	5,093	4,000	1,093	5,082	3,996	1,086
35 hours or more.....	4,820	3,867	953	4,807	3,870	937
Less than 35 hours.....	273	133	140	275	126	149
Usually work 35 hours or more.....	105	74	31	91	67	24
(a) laid off for part of the week.....	*	*	*	*	*	*
(b) on short time.....	25	15	10	23	12	11
(c) lost job during the week.....	*	*	*	*	*	*
(d) found job during the week.....	*	*	*	*	*	*
(e) bad weather.....	*	*	*	*	*	*
(f) illness.....	16	12	*	16	12	*
(g) industrial dispute.....	*	*	*	*	*	*
(h) vacation.....	18	13	*	17	14	*
(i) other.....	25	17	*	14	12	*
Usually work less than 35 hours.....	168	59	109	184	59	125
Persons with jobs not at work.....	322	228	94	343	224	119
Usually work 35 hours or more.....	313	225	88	332	220	112
(a) laid off for full week.....	17	15	*	12	*	*
(b) bad weather.....	*	*	*	*	*	*
(c) illness.....	53	42	11	45	36	*
(d) industrial dispute.....	*	*	*	*	*	*
(e) vacation.....	231	157	74	263	168	95
(f) other.....	*	*	*	*	*	*
Usually work less than 35 hours.....	*	*	*	11	*	*
Persons without jobs and seeking work (1).....	92	76	16	90	74	16
B. Persons not in the labour force.....	4,550	718	3,832	4,522	717	3,805
(a) permanently unable or too old to work.....	170	109	61	178	118	60
(b) keeping house.....	3,430	*	3,427	3,416	*	3,414
(c) going to school.....	*	*	*	*	*	*
(d) retired or voluntarily idle.....	895	580	315	882	575	307
(e) other.....	54	25	29	42	20	22

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended August 22, 1953			Week Ended July 18, 1953		
	Total	Seeking Full Time Work	Seeking Part Time Work	Total	Seeking Full Time Work	Seeking Part Time Work
Total looking for work.....	104	95	*	102	89	13
Without jobs.....	92	85	*	90	80	10
Under 1 month.....	44	*	*	41	*	*
1-3 months.....	31	*	*	28	*	*
4-6 months.....	*	*	*	*	*	*
7-12 months.....	*	*	*	*	*	*
13-18 months.....	*	*	*	*	*	*
19—and over.....	*	*	*	*	*	*
Worked.....	12	10	*	12	*	*
1-14 hours.....	*	*	*	*	*	*
15-34 hours.....	*	*	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED AUGUST 22, 1953

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,507	111	424	1,580	1,964	987	441
Agricultural.....	966	*	67	225	259	393	22
Non-Agricultural.....	4,541	111	357	1,355	1,705	594	419
Males.....	4,304	94	339	1,223	1,501	805	342
Agricultural.....	890	*	60	215	229	368	18
Non-Agricultural.....	3,414	94	279	1,008	1,272	437	324
Females.....	1,203	17	85	357	463	182	99
Agricultural.....	76	*	* 10	10	30	25	
Non-Agricultural.....	1,127	17	78	347	433	157	95
All ages.....	5,507	111	424	1,580	1,964	987	441
14-19 years.....	657	15	54	221	203	127	37
20-24 years.....	738	17	55	242	250	124	50
25-44 years.....	2,477	49	183	715	889	433	208
45-64 years.....	1,411	26	110	354	535	258	128
65 years and over.....	224	*	22	48	87	45	18
<i>Persons with Jobs</i>							
All status groups.....	5,415	105	413	1,539	1,945	978	435
Males.....	4,228	88	329	1,189	1,485	800	337
Females.....	1,187	17	84	350	460	178	98
Agricultural.....	964	*	67	224	259	392	22
Non-Agricultural.....	4,451	105	346	1,315	1,686	586	413
Paid workers.....	4,076	83	303	1,190	1,575	558	367
Males.....	3,026	68	232	877	1,157	412	280
Females.....	1,050	15	71	313	418	146	87
<i>Persons without Jobs and Seeking Work</i>							
Both sexes.....	92	*	11	41	19	*	*
<i>Persons not in the Labour Force</i>							
Both sexes.....	4,550	129	422	1,255	1,501	817	426
Males.....	718	30	76	178	216	124	94
Females.....	3,832	99	346	1,077	1,285	693	332

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

Source: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—January—August.....	3,436	26,875	66,516	18,033	11,169	126,029	54,621
1953—January—August.....	2,949	22,272	58,065	20,182	9,159	112,627	47,319

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping and Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1951—Total	4,001	5,317				25,890				5,402	114,786
1952—Total	7,054	6,900				16,971				1,526	85,029
1952—Jan.—August	4,640	5,012				15,411				1,158	68,067
1953—Jan.—August	6,743	4,128	1,245	2,145	8,152	14,788	588	17,173	5,962	690	61,614

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (Including Government)	Supplementary Labour Income	Total
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
*1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	21	693
1951—Average	70	270	52	208	178	28	806
1952—Average	76	299	62	230	197	31	895
1951—January	63	249	42	189	164	27	734
February	63	252	41	190	162	25	733
March	60	257	39	193	175	26	750
April	60	263	45	199	171	27	765
May	66	266	52	205	177	28	794
June	72	273	55	211	179	28	818
July	71	273	55	212	179	30	820
August	72	277	60	214	180	29	832
September	76	282	61	217	182	29	847
October	81	280	60	219	188	30	858
November	83	280	60	223	191	30	867
December	81	286	62	222	188	29	858
1952—January	79	279	49	215	188	29	839
February	80	284	47	216	193	29	849
March	74	290	48	218	193	29	852
April	63	291	53	222	193	30	852
May	69	292	60	227	197	30	875
June	71	292	61	231	200	30	885
July	71	294	70	234	201	31	901
August	78	304	75	234	197	31	919
September	80	312	74	236	198	31	931
October	82	314	77	239	202	32	946
November	83	318	75	242	202	32	952
December	76	322	62	245	205	32	942
1953—January	71	317	58	247*	203	32	928
February	69	322	56	235	207	31	920
March	61	325	57	236	213	32	924
April	61	326	63	253*	213	33	949
May	69	328	72	249	219	32	960
June	75	328	72	253	218	33	979
July	77	325	76	255	219	34	986

* Includes Newfoundland, since 1949. *Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100). (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At August 1, employers in the principal non-agricultural industries reported a total employment of 2,534,705.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
1952—Average	184.7	193.4	155.0	181.3	175.0	193.8	176.7	155.7	217.9	191.3
Jan. 1, 1952	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952	178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952	177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952	177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952	182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952	185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1952	188.8	207.9	160.4	172.3	183.5	195.9	182.7	166.1	231.5	183.9
Sept. 1, 1952	190.6	209.2	163.8	183.5	170.3	198.3	182.7	164.2	235.3	201.9
Oct. 1, 1952	192.6	205.4	163.6	186.0	182.1	200.7	183.0	162.4	230.7	206.3
Nov. 1, 1952	192.3	199.8	160.2	177.1	182.8	200.4	182.6	164.2	231.3	205.2
Dec. 1, 1952	192.2	199.0	158.0	180.9	183.1	200.7	183.9	164.7	231.6	200.8
Jan. 1, 1953	187.0	184.4	154.5	178.9	175.6	198.2	177.9	158.5	226.6	190.7
Feb. 1, 1953	182.5	176.5	151.1	167.3	171.3	195.7	173.3	148.4	219.3	181.1
Mar. 1, 1953	182.0	167.6	146.7	164.3	170.6	195.4	170.9	147.6	221.3	183.1
Apr. 1, 1953	182.0	168.0	145.5	161.3	169.1	196.0	171.5	147.7	219.3	187.5
May 1, 1953	183.5	176.2	146.6	158.6	171.1	196.3	174.7	152.5	222.9	190.9
June 1, 1953	187.5	194.2	151.5	166.7	175.2	198.7	179.2	161.9	230.3	195.6
July 1, 1953	191.2	195.5	156.3	168.0	177.8	202.0	183.6	168.3	240.1	201.5
Aug. 1, 1953	191.9	203.6	156.6	174.2	177.7	201.3	185.6	172.7	246.0	205.5
Percentage Distribution of Employees of Reporting Establishments at August 1, 1953	100.0	0.2	3.5	2.4	28.8	42.8	5.2	2.5	5.3	9.3

Note:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average.....	100-0	100-0	100-0	\$ 23.44	100-0	100-0	100-0	\$ 22.79
1947—Average.....	158-3	245-2	154-4	36.19	171-0	272-7	159-5	36.34
1948—Average.....	165-0	282-9	170-9	40.06	176-0	314-1	178-5	40.67
1949—Average.....	165-5	303-7	183-3	42.96	175-9	339-2	192-9	43.97
1950—Average.....	168-0	321-8	191-3	44.84	177-5	360-2	202-8	46.21
1951—Average.....	180-2	381-3	211-6	49.61	190-0	427-6	224-9	51.25
1952—Average.....	184-7	426-1	230-9	54.13	192-4	474-0	246-2	56.11
Jan. 1, 1952.....	181-0	388-8	215-1	50.42	183-6	417-8	227-4	51.82
Feb. 1, 1952.....	177-8	402-9	226-9	53.19	185-2	449-9	242-9	55.36
Mar. 1, 1952.....	178-0	409-0	230-2	53.95	187-3	458-0	244-5	55.73
Apr. 1, 1952.....	177-9	411-5	231-7	54.32	188-3	467-2	248-1	56.55
May 1, 1952.....	177-4	410-6	231-8	54.34	188-7	468-4	248-1	56.55
June 1, 1952.....	182-5	420-2	230-7	54.08	190-9	470-1	246-2	56.10
July 1, 1952.....	185-5	426-3	230-2	53.96	191-4	470-1	245-5	55.95
Aug. 1, 1952.....	188-8	433-3	229-9	53.89	194-1	474-6	244-4	55.71
Sept. 1, 1952.....	190-6	442-7	232-7	54.55	198-5	490-9	247-3	56.36
Oct. 1, 1952.....	192-6	452-2	235-2	55.12	200-8	503-0	250-5	57.09
Nov. 1, 1952.....	192-3	455-8	237-4	55.65	199-8	505-7	253-0	57.66
Dec. 1, 1952.....	192-2	459-5	239-4	56.12	199-6	512-2	256-5	58.46
Jan. 1, 1953.....	187-0	428-7	229-6	53.81	196-3	473-2	241-0	54.93
Feb. 1, 1953.....	182-5	441-1	242-0	56.72	197-6	510-3	258-1	58.83
Mar. 1, 1953.....	182-0	445-0	244-9	57.40	199-5	518-7	260-0	59.25
Apr. 1, 1953.....	182-0	444-4	244-6	57.33	200-1	522-2	260-8	59.44
May 1, 1953.....	183-5	450-0	245-4	57.52	200-8	523-9	260-8	59.44
June 1, 1953.....	187-5	460-9	246-2	57.71	201-6	526-2	260-8	59.44
July 1, 1953.....	191-2	468-9	245-6	57.57	203-5	528-8	259-6	59.16
Aug. 1, 1953.....	191-9	470-2	245-3	57.51	202-6	524-3	258-6	58.93

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939 = 100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			Aug. 1 1953	July 1 1953	Aug. 1 1952
	Aug. 1 1953	July 1 1953	Aug. 1 1952	Aug. 1 1953	July 1 1953	Aug. 1 1952			
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	203.6	195.5	207.9	450.8	437.4	429.9	44.02	44.47	41.17
Nova Scotia.....	156.6	156.3	160.4	353.4	350.7	346.8	48.36	48.09	46.32
New Brunswick.....	174.2	168.0	172.3	417.9	402.0	392.8	48.77	48.66	46.40
Quebec.....	177.7	177.8	183.5	455.4	454.6	439.7	54.51	54.40	51.00
Ontario.....	201.3	202.0	195.9	490.1	493.0	452.6	59.62	59.77	56.62
Manitoba.....	185.6	183.6	182.7	399.3	396.5	370.3	55.28	55.49	52.12
Saskatchewan.....	172.7	168.3	166.1	395.5	385.0	355.6	55.43	55.36	51.84
Alberta.....	246.0	240.1	231.5	574.0	558.4	493.1	59.36	59.18	54.16
British Columbia.....	205.5	201.5	183.9	504.3	497.7	409.4	63.86	64.28	57.87
CANADA.....	191.9	191.2	188.8	470.2	468.9	433.3	57.51	57.57	53.89
(b) METROPOLITAN AREAS									
Sydney.....	104.1	105.2	115.2	285.9	279.5	294.6	61.39	59.38	57.17
Halifax.....	211.9	210.2	215.3	416.9	411.9	411.9	46.05	45.88	44.80
Saint John.....	170.1	163.3	165.7	356.8	349.9	336.1	44.92	45.90	43.47
Quebec.....	169.4	168.8	163.1	433.7	422.9	392.6	47.60	46.58	44.85
Sherbrooke.....	165.4	167.7	171.1	397.0	386.0	392.1	46.65	44.72	44.50
Three Rivers.....	177.0	174.5	177.6	473.4	469.2	464.8	53.52	53.81	52.36
Drummondville.....	165.9	169.9	170.8	446.1	458.0	420.9	51.50	51.62	47.18
Montreal.....	188.3	189.9	182.8	455.7	459.6	418.0	56.26	55.29	52.27
Ottawa—Hull.....	193.1	193.6	192.1	435.9	433.4	410.4	52.19	51.76	49.48
Peterborough.....	194.6	193.0	198.0	567.0	568.4	543.0	61.54	62.20	57.93
Oshawa.....	297.9	308.4	262.4	827.6	876.2	703.4	65.58	64.07	63.38
Niagara Falls.....	313.2	312.8	297.3	865.5	872.8	775.5	66.76	67.41	62.92
St. Catharines.....	241.7	244.7	243.8	651.2	667.9	641.8	66.00	66.87	64.59
Toronto.....	211.2	213.2	200.2	503.4	508.6	450.7	60.21	60.25	56.87
Hamilton.....	209.2	207.8	203.3	530.8	530.3	498.2	61.27	61.64	59.30
Brantford.....	181.6	186.1	206.6	496.6	505.1	571.0	56.83	56.39	57.39
Galt.....	161.1	164.6	154.0	418.6	436.4	381.9	53.38	54.49	50.87
Kitchener.....	184.6	185.2	173.7	475.1	484.5	429.5	54.79	55.68	52.44
Sudbury.....	185.0	184.4	182.7	458.0	455.6	413.2	74.34	74.17	67.92
London.....	203.4	211.9	197.0	470.9	492.9	438.9	54.82	55.07	52.73
Sarnia.....	325.2	324.6	334.3	826.4	821.9	792.7	70.35	70.08	65.72
Windsor.....	243.9	249.1	236.4	590.1	610.9	537.9	67.36	68.26	63.43
Sault Ste. Marie.....	263.7	260.4	244.2	681.9	665.3	587.1	68.58	67.76	63.81
Ft. William—Pt. Arthur.....	250.5	246.7	250.4	588.7	589.1	570.5	60.08	61.06	58.00
Winnipeg.....	181.8	181.5	178.3	386.1	386.2	360.2	51.82	51.92	49.30
Regina.....	186.0	185.3	177.6	420.7	411.6	383.8	51.52	50.61	48.94
Saskatoon.....	222.6	215.6	208.3	509.7	486.2	444.1	50.58	49.82	47.22
Edmonton.....	326.7	320.0	283.7	829.4	798.0	619.5	59.85	58.80	51.34
Calgary.....	244.8	240.2	234.4	533.8	521.3	481.9	56.20	55.93	52.92
Vancouver.....	207.8	205.3	194.9	494.8	485.1	428.2	59.70	59.22	55.10
Victoria.....	227.8	228.2	212.7	545.9	548.7	459.4	57.44	57.63	51.77
(c) INDUSTRIES									
Forestry (chiefly logging).....	135.9	146.3	122.4	464.8	492.6	383.3	59.48	58.54	54.21
Mining.....	123.6	122.8	127.4	293.7	290.3	287.7	68.57	68.20	65.24
Manufacturing.....	202.6	203.5	194.1	524.3	528.8	474.6	58.93	59.16	55.71
Durable Goods ¹	263.3	265.5	247.0	689.4	698.4	607.7	63.59	63.86	59.78
Non-Durable Goods.....	163.5	163.6	160.0	405.8	407.2	379.1	54.10	54.25	51.66
Construction.....	211.6	202.2	236.6	680.5	646.5	678.5	60.57	60.23	53.91
Transportation, storage, communi- cation.....	194.4	191.7	192.3	418.3	415.4	383.6	61.52	61.96	57.06
Public utility operation.....	211.4	210.4	205.0	468.8	464.7	428.1	65.28	65.02	61.49
Trade.....	183.6	183.6	176.8	413.2	411.4	377.9	49.20	49.01	46.69
Finance, insurance and real estate.....	180.4	179.8	180.7	322.9	321.0	307.3	52.14	51.99	49.50
Service ²	203.2	200.1	199.2	443.9	438.2	400.8	36.74	36.85	33.64
Industrial composite.....	191.9	191.2	188.8	470.2	468.9	433.3	57.51	57.57	53.89

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	\$	No.	cts.	\$	No.	cts.	\$
1945—Average.....	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.82	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
Jan. 1, 1952.....	38.1	127.1	48.43	38.3	136.4	52.24	37.9	116.8	44.27
Feb. 1, 1952.....	41.6	127.1	52.87	41.9	137.5	57.61	41.2	115.7	47.67
Mar. 1, 1952.....	41.7	127.8	53.29	41.8	138.4	57.85	41.5	116.0	48.14
Apr. 1, 1952.....	42.1	129.0	54.31	42.3	139.6	59.05	41.8	116.9	48.86
May 1, 1952.....	41.9	129.4	54.22	42.1	139.5	58.73	41.6	117.8	49.00
June 1, 1952.....	41.3	129.7	53.57	41.4	139.6	57.79	41.3	118.4	48.90
July 1, 1952.....	41.3	128.6	53.11	41.4	138.3	57.26	41.2	117.9	48.57
Aug. 1, 1952.....	41.1	128.9	52.98	41.1	139.4	57.29	41.1	117.5	48.29
Sept. 1, 1952.....	41.6	129.5	53.87	41.8	141.2	59.02	41.4	116.8	48.36
Oct. 1, 1952.....	42.1	129.9	54.69	42.2	141.8	59.84	42.0	117.0	49.14
Nov. 1, 1952.....	42.1	131.0	55.15	42.1	142.6	60.03	42.1	118.4	49.85
Dec. 1, 1952.....	42.5	132.1	56.14	42.6	143.6	61.17	42.2	119.3	50.34
*Jan. 1, 1953.....	38.3	134.0	51.32	38.5	144.5	55.63	38.2	121.8	46.53
Feb. 1, 1953.....	41.9	134.2	56.23	41.9	145.7	61.05	41.8	120.8	50.49
Mar. 1, 1953.....	42.1	134.4	56.58	42.4	146.3	62.03	41.7	120.7	50.33
Apr. 1, 1953.....	42.1	134.9	56.79	42.3	146.7	62.05	41.8	121.3	50.70
May 1, 1953.....	41.8	135.5	56.64	42.2	146.8	61.95	41.5	122.4	50.80
June 1, 1953.....	41.7	135.9	56.67	42.1	146.8	61.80	41.3	123.1	50.84
July 1, 1953.....	41.3	136.2	56.25	41.9	147.0	61.59	40.8	123.5	50.33
Aug. 1, 1953.....	41.0	136.0	55.76	41.4	147.1	60.90	40.6	123.4	50.10

*The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Aug. 1, 1953	July 1, 1953	Aug. 1, 1952	Aug. 1, 1953	July 1, 1953	Aug. 1, 1952
	Newfoundland.....	40.6	43.2	44.3	130.6	131.6	122.7
Nova Scotia.....	41.3	41.4	41.2	120.4	121.1	115.2
New Brunswick.....	42.6	42.2	43.6	117.0	117.2	110.9
Quebec.....	42.4	42.2	42.5	121.9	122.4	115.9
Ontario.....	40.6	41.3	40.7	144.2	143.8	137.2
Manitoba.....	40.0	40.6	40.9	131.4	131.5	123.3
Saskatchewan.....	40.4	40.9	40.8	136.8	135.8	125.5
Alberta.....	40.2	40.2	40.2	140.2	139.2	129.5
British Columbia.....	38.1	37.7	35.5	162.0	162.4	154.3
Montreal.....	41.1	41.3	41.1	128.5	128.7	121.3
Toronto.....	40.4	40.9	40.0	144.3	144.1	135.2
Hamilton.....	39.4	39.9	39.9	156.4	155.8	150.5
Windsor.....	39.7	41.4	39.0	168.5	165.6	160.5
Winnipeg.....	39.7	40.3	40.4	129.9	130.1	121.8
Vancouver.....	37.8	37.8	36.5	161.3	161.2	152.8

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1 1953	July 1 1953	Aug. 1 1952	Aug. 1 1953	July 1 1953	Aug. 1 1952	Aug. 1 1953	July 1 1953	Aug. 1 1952
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	42.6	42.9	42.5	153.4	153.0	147.5	65.35	65.64	62.69
Metal mining	44.0	44.6	44.4	155.6	155.6	148.9	68.46	69.40	66.11
Gold	45.9	46.2	45.8	132.6	133.3	130.7	60.86	61.58	59.86
Other metal	42.9	43.5	43.5	170.2	170.3	161.3	73.02	74.08	70.17
Fuels	39.3	39.0	39.2	155.6	153.4	151.8	61.15	59.83	59.51
Coal	38.0	37.6	38.4	152.3	149.9	149.0	57.87	56.36	57.56
Oil and natural gas	43.6	43.4	42.3	164.6	163.7	158.1	71.77	71.05	66.88
Non-metal	43.2	43.8	41.5	141.2	141.5	133.7	61.00	61.98	55.49
Manufacturing	41.0	41.3	41.1	136.0	136.2	128.9	55.76	56.25	52.98
Food and beverages	41.4	41.5	42.1	114.7	114.5	109.1	47.49	47.52	45.93
Meat products	40.4	39.9	41.3	142.0	141.9	133.5	57.37	56.62	55.14
Canned and preserved fruits and vegetables	37.7	38.8	38.1	93.2	93.5	88.4	35.14	36.28	33.68
Grain mill products	41.6	43.5	46.0	129.1	128.6	121.9	53.71	55.94	56.07
Bread and other bakery products	44.3	44.0	44.7	105.3	104.4	97.2	46.65	45.94	43.45
Distilled and malt liquors	43.4	43.1	42.5	145.4	142.2	140.8	63.10	61.29	59.84
Tobacco and tobacco products	39.4	40.8	40.5	137.2	133.0	128.5	54.06	54.26	52.04
Rubber products	39.8	41.5	40.6	142.3	143.8	131.1	56.64	59.68	53.23
Leather products	39.1	38.8	40.2	96.6	96.8	92.1	37.77	37.56	37.02
Boots and shoes (except rubber)	38.4	38.0	40.1	93.2	92.7	88.7	35.79	35.23	35.57
Textile products (except clothing)	40.3	41.0	40.4	107.2	107.6	104.0	43.20	44.12	42.02
Cotton yarn and broad woven goods	37.3	38.6	37.0	109.6	110.2	104.1	40.88	42.54	38.52
Woolen goods	43.1	43.2	43.1	101.2	101.0	99.1	43.62	43.63	42.71
Synthetic textiles and silk	43.3	42.8	43.3	110.3	110.2	108.1	47.76	47.17	46.81
Clothing (textile and fur)	37.4	36.7	37.4	95.3	95.3	91.2	35.64	34.98	34.11
Men's clothing	36.7	36.8	37.0	92.8	93.9	88.8	34.06	34.56	32.86
Women's clothing	35.4	33.6	35.2	102.8	99.6	96.2	36.39	33.47	33.86
Knit goods	39.4	38.4	38.9	94.7	95.5	92.1	37.31	36.67	35.83
*Wood products	42.4	42.2	40.8	119.8	119.4	107.1	50.80	50.39	43.70
Saw and planing mills	42.0	41.6	39.1	126.4	125.7	111.0	53.09	52.29	43.40
Furniture	42.8	42.9	42.7	110.2	110.6	105.2	47.17	47.45	44.92
Other wood products	43.7	43.7	43.9	105.5	105.4	97.1	46.10	46.06	42.63
Paper products	43.6	43.9	44.9	151.6	151.6	141.7	66.10	66.55	63.62
Pulp and paper mills	43.9	44.2	45.7	161.4	161.6	149.7	70.85	71.43	68.41
Other paper products	42.4	42.9	42.2	121.4	121.4	114.5	51.47	52.08	48.32
Printing, publishing and allied industries	39.6	40.1	39.4	158.1	159.1	148.6	62.61	63.80	58.55
*Iron and steel products	41.2	41.7	41.7	153.5	153.5	145.4	63.24	64.01	60.63
Agricultural implements	38.8	38.7	39.9	160.1	161.0	160.9	62.12	62.31	64.60
Fabricated and structural steel	40.7	41.8	41.2	163.5	160.9	154.7	66.54	67.26	63.74
Hardware and tools	40.6	42.6	41.8	137.4	137.4	130.9	55.78	58.53	54.72
Heating and cooking appliances	41.4	41.5	41.7	132.1	134.0	126.7	54.69	55.61	52.83
Iron castings	41.8	42.5	41.8	150.5	149.8	141.1	62.91	63.67	58.98
Machinery manufacturing	42.2	42.8	42.6	145.3	145.7	136.0	61.32	62.36	57.94
Primary iron and steel	40.6	40.8	41.7	169.9	170.5	157.1	68.98	69.56	65.51
Sheet metal products	41.6	41.7	41.5	146.1	145.0	137.2	60.78	60.47	56.94
*Transportation equipment	41.0	41.7	40.2	157.4	157.1	146.3	64.53	65.51	58.81
Aircraft and parts	43.1	42.9	41.7	157.3	156.5	140.4	67.80	67.14	58.55
Motor vehicles	40.6	42.6	39.6	171.9	171.2	164.4	69.79	72.93	65.10
Motor vehicle parts and accessories	39.8	41.2	40.1	156.6	157.2	152.9	62.33	64.77	61.31
Railroad and rolling stock equipment	39.0	40.1	38.5	157.7	156.7	141.8	61.50	62.84	54.59
Shipbuilding and repairing	42.9	42.0	42.2	144.5	145.1	137.0	61.99	60.94	57.81
*Non-ferrous metal products	42.0	42.0	41.0	152.2	151.6	149.0	63.92	63.67	61.09
Aluminum products	42.0	41.7	43.0	141.5	142.4	138.1	59.43	59.38	59.38
Brass and copper products	41.4	41.6	42.0	141.5	140.8	135.6	58.58	58.57	56.95
Smelting and refining	42.8	42.6	40.4	164.7	164.0	163.4	70.49	69.86	66.01
*Electrical apparatus and supplies	40.5	41.4	41.1	143.4	144.4	140.5	58.08	59.78	57.75
Heavy electrical machinery and equipment ¹	40.9	41.2	41.1	157.5	158.7	155.4	64.42	65.38	63.57
*Non-metallic mineral products	43.5	43.8	44.4	135.8	134.8	128.3	59.07	59.04	56.97
Clay products	44.9	45.2	44.9	123.0	122.1	121.1	55.23	55.19	54.37
Glass and glass products	43.6	44.3	45.6	132.2	132.5	124.3	57.64	58.70	56.68
Products of petroleum and coal	41.1	41.5	41.1	178.1	180.5	172.2	73.20	74.91	70.77
Chemical products	41.7	41.9	41.3	139.4	138.2	132.1	58.13	57.91	54.56
Medicinal and pharmaceutical preparations	41.2	42.1	40.9	114.3	114.6	107.3	47.09	48.25	43.89
Acids, alkalis and salts	41.7	41.4	40.5	158.8	158.5	152.0	66.22	65.62	61.56
Miscellaneous manufacturing industries	41.1	41.9	39.9	111.6	111.6	103.5	45.87	46.76	41.30
*Durable goods	41.4	41.9	41.1	147.1	147.0	139.4	60.90	61.59	57.29
Non-durable goods	40.6	40.8	41.1	123.4	123.5	117.5	50.10	50.39	48.29
Construction	43.0	42.4	42.0	142.3	141.9	127.4	61.19	60.17	53.51
Buildings and structures	42.2	41.5	42.3	156.2	155.7	141.9	65.92	64.62	60.02
Highways, bridges and streets	42.1	41.9	40.0	112.2	111.6	99.9	47.24	46.76	39.96
Electric and motor transportation	44.0	45.4	44.8	136.1	135.8	131.0	59.28	61.65	58.69
Service	42.0	42.2	42.9	77.1	77.7	72.1	32.38	32.79	30.93
Hotels and restaurants	42.8	42.9	44.2	76.2	77.1	70.4	32.61	33.08	31.12
Laundries and dry cleaning plants	41.3	41.3	40.9	75.1	75.4	71.5	31.02	31.14	29.24

* Durable manufactured goods industries.

**TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS
IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.74	73.7	75.0	98.3
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Week Preceding:						
August 1, 1952.....	41.1	128.9	52.98	127.0	116.0	109.5
September 1, 1952.....	41.6	29.5	53.87	129.2	116.1	111.3
October 1, 1952.....	42.1	129.9	54.69	131.1	116.0	113.0
November 1, 1952.....	42.1	131.0	55.15	132.2	116.1	113.9
December 1, 1952.....	42.5	132.1	56.14	134.5	115.8	116.1
January 1, 1953.....	42.2*	134.0	56.55	135.6	115.7	117.2
February 1, 1953.....	41.9	134.2	56.23	134.8	115.5	116.7
March 1, 1953.....	42.1	134.4	56.58	135.7	114.8	118.2
April 1, 1953.....	42.1	134.9	56.79	136.2	114.6	118.8
May 1, 1953.....	41.8	135.5	56.64	135.8	114.4	118.7
June 1, 1953.....	41.7	135.9	56.67	135.9	114.9	118.3
July 1, 1953.....	41.3	136.2	56.25	134.9	115.4	116.9
August 1, 1953 ⁽¹⁾	41.0	136.0	55.76	133.7	115.7	115.6

NOTE.—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38.3 hours, \$51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be

already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(Source: UIC 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date nearest:						
October 1, 1947.....	73,892	35,420	109,312	58,736	28,585	87,321
October 1, 1948.....	41,047	22,870	63,917	56,725	30,607	87,332
October 1, 1949.....	20,837	20,629	41,466	101,504	41,543	143,047
October 1, 1950.....	47,469	17,322	64,791	79,760	53,314	133,074
October 1, 1951.....	52,427	16,205	68,632	79,975	51,003	130,978
October 1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
November 1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
December 1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
January 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
February 1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
March 1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953.....	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953.....	24,564	21,143	45,707	152,488	49,614	202,102
July 1, 1953.....	21,229	20,088	41,317	124,396	55,918	180,314
August 1, 1953.....	19,382	17,772	37,154	111,524	52,357	163,881
September 1, 1953 ⁽¹⁾	24,203	20,321	44,524	113,191	48,634	161,825
October 1, 1953 ⁽¹⁾	24,025	17,806	41,831	117,827	53,453	171,280

* Current vacancies only. Deferred vacancies are excluded.

⁽¹⁾ Latest figures subject to revision.

TABLE D-2.—UNFILED VACANCIES BY INDUSTRY AND BY SEX AS AT AUGUST 31, 1953⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				July 31/53	Aug. 29/52		
Agriculture, Fishing, Trapping	1,501	408	1,909	+	210	-	53
Forestry	3,898	16	3,914	+	2,951	+	2,223
Mining, Quarrying and Oil Wells	560	32	592	-	69	-	583
Metal Mining.....	304	19	323	-	29		
Fuels.....	140	7	147	+	28		
Non-Metal Mining.....	64		64	-	79		
Quarrying, Clay and Sand Pits.....	18	1	19	+	2		
Prospecting.....	34	5	39	+	9		
Manufacturing	5,418	5,567	10,985	+	912	-	1,910
Foods and Beverages.....	962	811	1,773	+	141		
Tobacco and Tobacco Products.....	9	37	46	+	41		
Rubber Products.....	83	27	110	-	29		
Leather Products.....	192	302	494	+	118		
Textile Products (except clothing).....	108	340	448	+	54		
Clothing (textile and fur).....	352	2,576	2,928	+	538		
Wood Products.....	561	163	724	-	25		
Paper Products.....	150	87	237	+	65		
Printing, Publishing and Allied Industries.....	184	186	370	+	39		
Iron and Steel Products.....	785	210	995	+	68		
Transportation Equipment.....	817	90	907	-	435		
Non-Ferrous Metal Products.....	223	87	310	+	96		
Electrical Apparatus and Supplies.....	307	173	480	-	30		
Non-Metallic Mineral Products.....	140	54	194	+	16		
Products of Petroleum and Coal.....	28	23	51	+	8		
Chemical Products.....	299	177	476	+	108		
Miscellaneous Manufacturing Industries.....	218	224	442	+	139		
Construction	4,141	88	4,229	+	456	-	2,246
General Contractors.....	3,067	47	3,114	+	247		
Special Trade Contractors.....	1,074	41	1,115	+	209		
Transportation, Storage and Communication	1,265	350	1,615	+	162		
Transportation.....	1,046	121	1,167	+	31		See Foot-note (2)
Storage.....	63	22	85	+	20		
Communication.....	156	207	363	+	111		
Public Utility Operation	129	79	208	+	33		
Trade	2,956	3,407	6,363	+	1,148		
Wholesale.....	948	768	1,716	+	303		
Retail.....	2,008	2,639	4,647	+	845		
Finance, Insurance and Real Estate	1,122	833	1,955	-	90	+	511
Service	3,383	9,456	12,839	+	872	-	887
Community or Public Service.....	523	1,493	2,016	-	80		
Government Service.....	1,178	595	1,773	+	87		
Recreation Service.....	243	131	374	+	63		
Business Service.....	557	409	966	+	60		
Personal Service.....	882	6,828	7,710	+	742		
GRAND TOTAL	24,373	20,236	44,609	+	6,615	-	3,143

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

(2) Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT SEPTEMBER 3, 1953⁽¹⁾

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,469	810	2,279	3,353	932	4,285
Clerical workers.....	2,047	4,123	6,170	6,413	13,944	20,357
Sales workers.....	1,537	1,618	3,155	2,672	6,083	8,755
Personal and domestic service workers...	1,224	8,273	9,497	13,441	8,068	21,509
Seamen.....	28	.....	28	533	2	535
Agriculture and fishing.....	1,547	58	1,605	950	217	1,167
Skilled and semiskilled workers.....	10,931	3,384	14,315	43,943	11,044	54,987
Food and kindred products (inc. tobacco).....	89	23	112	543	342	885
Textiles, clothing, etc.....	263	2,568	2,831	2,127	7,092	9,219
Lumber and wood products.....	4,193	4	4,197	5,649	101	5,750
Pulp, paper (inc. printing).....	85	16	101	511	292	803
Leather and leather products.....	105	134	239	647	561	1,208
Stone, clay and glass products.....	38	4	42	123	32	155
Metalworking.....	1,007	26	1,033	6,155	461	6,616
Electrical.....	298	117	415	687	311	998
Transportation equipment.....	31	.....	31	532	65	597
Mining.....	212	.....	212	1,478	.....	1,478
Construction.....	1,591	.....	1,591	7,527	.....	7,527
Transportation (except seamen).....	968	19	987	6,766	50	6,816
Communications and public utility...	80	.....	80	205	5	210
Trade and service.....	311	329	640	1,125	729	1,854
Other skilled and semiskilled.....	1,410	120	1,530	6,913	767	7,680
Foremen.....	60	10	70	1,542	189	1,731
Apprentices.....	190	14	204	1,413	47	1,460
Unskilled workers.....	5,420	2,055	7,475	41,886	8,344	50,230
Food and tobacco.....	533	589	1,122	740	1,434	2,174
Lumber and lumber products.....	284	25	309	3,451	143	3,594
Metalworking.....	216	93	309	3,385	363	3,748
Construction.....	2,622	5	2,627	9,402	.....	9,402
Other unskilled workers.....	1,765	1,343	3,108	24,908	6,404	31,312
GRAND TOTAL.....	24,203	20,321	44,524	113,191	48,634	161,825

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, AUGUST, 1953; LIVE APPLICATIONS AT OCTOBER 1, 1953

SOURCE: Dominion Bureau of Statistics

Office	1 Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Source U.I.C. 757 2 Live Applications at Oct. 1, 1953				
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Placements					
								Regular		Casual	Transfers Out	Unplaced End of Period	
Newfoundland													
Corner Brook	122	116	118	2	3,648	1,343	218	82	4	179	3,121	3,027	
Grand Falls	16	15	4	1	820	182	11	6	3		697	618	
St. John's	2	5		1	172	82	3	3			151	107	
	104	96	114		2,656	1,079	204	73		179	2,273	2,242	
Prince Edward Island													
Charlottetown	338	889	165	6	757	952	788	563	128	3	662	766	
Summerside	203	217	105	2	521	307	264	145	63	2	406	522	
	135	622	60	4	236	645	524	420	65	1	256	244	
Nova Scotia													
Amherst	1,252	2,434	1,163	1	9,534	6,559	3,243	1,668	433	327	9,576	9,980	
Bridgewater	55	173	47		385	197	161	382	12	15	267	202	
Halifax	975	30	933		385	227	28	372	10	1	372	369	
Inverness	1	1,269	10		2,802	1,997	1,520	860	201	7	2,717	2,788	
Kentville	63	34	239		71	35	24	24			269	254	
Liverpool	8	72	57		425	324	106	42		9	500	576	
New Glasgow	48	16	8		193	78	23	153	12	2	153	228	
Springhill	1	15	2	1	1,430	911	290	161	36	9	1,207	1,392	
Sydney	38	459	37		321	535	12	12			614	475	
Turo	57	114	24		2,621	1,500	803	271	159	234	2,609	2,541	
Yarmouth—Shelburne	6	53	12		400	211	83	34	8	36	446	570	
New Brunswick													
Bathurst	1,782	4,287	1,682	780	9,018	8,860	3,924	1,609	1,532	206	10,203	8,687	
Campbellton	19	104	17		615	373	287	41	55	110	531	522	
Edmundston	42	143	59	1	576	324	125	73	6	8	495	579	
Fredricton	99	33	107	3	1,380	793	42	17	376	6	1,764	210	
Minto	5	51	16		445	361	94	39	32	8	1,186	1,478	
Moncton	990	1,066	1,013	318	1,663	1,804	741	466	156	28	474	580	
Newcastle	8	69	12		422	129	129	60	3	5	1,538	1,682	
Saint John	473	1,135	395	448	758	422	272	592	48	28	2,178	2,290	
St. Stephen	23	1,295	22	10	405	1,360	1,310	391	1,209	11	391	449	
Sussex	12	60	16		96	171	45	25	25	2	218	218	
Woodstock	95	60	13		344	242	123	91	4		316	226	
Quebec													
Asbestos	9,411	32,104	12,252	466	58,092	49,812	30,499	18,141	3,268	1,194	57,117	54,715	
Beauharnois	8	61	23	11	295	182	78	69			255	255	
Buckingham	26	133	27		266	212	89	40		3	311	438	
Causap-caul	5	112	16		363	353	174	79	39		378	366	
					395	355	116	101		10	463	367	

Chandler	1	47	236	120	64	28	236	9	8	242
Chicoutimi	126	950	994	764	398	205	994	1	8	554
Dolbeau	6	138	834	421	107	72	834	6	3	428
Drummondville	47	262	650	309	309	186	650	1	3	1,114
Farnham	17	409	72	132	46	29	409	2	4	247
Forestville	11	47	453	107	37	37	453	3	4	343
Gaspé	17	165	31	19	186	167	165	65	7	132
Gaspé	27	230	20	20	624	261	894	8	26	605
Hull	63	325	102	19	1,164	120	779	2	8	1,141
Joliette	238	325	1,183	567	395	254	1,183	2	195	1,588
Joliette	73	334	1,186	761	281	281	1,210	6	195	1,085
Jonquière	11	52	238	93	93	41	232	6	288	859
Laclaire	5	59	243	139	37	33	243	4	211	280
La Malbaie	32	1,487	252	426	178	102	139	4	6	188
La Tuque	239	326	208	648	334	260	426	7	368	376
Lévis	31	4	1,052	648	334	260	1,052	9	984	870
Louiseville	4	205	480	146	15	15	480	8	501	241
Maniwaki	8	88	166	190	233	153	166	42	117	99
Metane	2	236	358	305	121	43	358	17	383	328
Megantic	15	12	360	390	214	197	360	2	309	300
Mont-Laurier	15	86	312	390	214	197	312	8	397	306
Montmagny	6,077	16,715	411	269	106	53	411	4	404	578
Montreal	2	11	21,336	22,051	15,401	9,930	21,336	2	21,355	19,604
New Richmond	29	230	312	142	23	90	312	1	417	287
Port Alfred	741	2,027	5,137	4,094	1,147	50	5,137	15	284	317
Quebec	9	69	802	164	133	120	802	155	4,908	5,216
Rimouski	19	134	645	421	133	97	645	9	782	545
Riverview	22	95	10	147	88	181	10	26	733	733
Roberval	66	325	842	1,240	359	242	842	8	241	206
Rouville	29	135	211	197	123	92	211	7	413	988
Ste. Agathe	21	103	205	188	115	179	205	2	239	226
Ste. Anne de Bellevue	53	265	608	535	238	179	608	7	181	220
Ste. Therese Est.	185	1,370	572	1,273	1,258	933	572	1	505	447
St. Georges Est.	147	451	723	593	47	278	723	49	573	620
St. Hyacinthe	129	341	796	687	297	140	796	3	701	838
St. Jean	58	211	466	616	236	159	466	8	855	908
St. Jerome	10	357	972	471	219	189	972	11	474	599
St. Joseph d'Alma	50	523	310	981	361	361	310	1	166	546
Stp. Hes.	39	124	1,644	981	205	94	1,644	8	1,781	91
Shawingan Falls	164	906	2,083	952	389	242	2,083	53	53	1,582
Sherbrooke	65	160	887	424	148	80	887	10	2,160	2,242
Sorel	97	267	721	523	339	242	721	55	874	630
Thetford Mines	65	40	820	422	798	271	820	71	1,780	1,888
Three Rivers	112	510	1,820	1,485	166	90	1,820	3	619	675
Val d'Or	96	181	637	485	166	146	637	27	1,030	1,252
Valleyfield	45	253	1,047	561	302	146	1,047	51	7	1,030
Victoriaville	31	516	638	921	491	390	638	101	780	1,783
Ontario	13,764	45,822	16,025	48,341	70,800	24,419	48,341	7,617	1,537	56,298
Amprior	90	71	67	103	107	57	67	15	13	116
Barrie	349	450	381	570	484	303	381	13	407	387
Belleville	44	378	360	505	433	255	360	56	340	380
Brazebridge	201	173	129	200	230	142	129	8	180	144
Brampton	113	173	109	178	146	82	109	6	130	143
Brantford	96	573	1,632	2,369	604	390	1,632	86	2,351	2,305
Ontario	13,764	45,822	16,025	48,341	70,800	24,419	48,341	7,617	1,537	56,298
Amprior	90	71	67	103	107	57	67	15	13	116
Barrie	349	450	381	570	484	303	381	13	407	387
Belleville	44	378	360	505	433	255	360	56	340	380
Brazebridge	201	173	129	200	230	142	129	8	180	144
Brampton	113	173	109	178	146	82	109	6	130	143
Brantford	96	573	1,632	2,369	604	390	1,632	86	2,351	2,305

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, AUGUST, 1953; LIVE APPLICATIONS AT OCTOBER 1, 1953

SOURCE: Dominion Bureau of Statistics

Office	Vacancies (Source: U.I.C. 751)			Unplaced (Source: U.I.C. 751)			Applicants (Source: U.I.C. 751)			Placements		Unplaced End of Period	Source U.I.C. 757 2 Live Applications at Oct. 1, 1953
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out	Unplaced End of Period		
Ontario—Concluded													
Brookville.....	17	155	51	.....	127	299	167	95	10	29	151	187
Caledon Place.....	13	15	8	.....	127	123	40	12	.....	24	24	159
Chatham.....	624	350	618	.....	665	608	333	195	41	1	647	759
Colourg.....	26	204	23	.....	181	192	244	169	21	.....	161	178
Collingwood.....	36	123	18	.....	253	208	113	93	12	.....	225	224
Corrville.....	54	488	61	.....	1,078	1,320	637	350	102	171	1,348	1,972
Fort Erie.....	58	64	55	.....	163	.....	38	31	.....	.....	190	229
Fort Frances.....	9	73	32	.....	91	85	51	26	7	.....	89	69
Fort William.....	214	791	245	.....	517	931	690	370	203	36	474	455
Galt.....	94	338	113	.....	394	582	348	226	2	.....	412	383
Gananoque.....	13	116	14	.....	98	145	144	79	.....	.....	104	120
Goderich.....	42	113	37	.....	126	134	101	79	.....	.....	95	123
Georctown.....	113	402	155	.....	391	653	461	261	14	.....	437	380
Hamilton.....	522	2,402	628	.....	4,516	4,804	2,777	1,198	627	7	4,883	4,883
Hawkesbury.....	16	58	20	.....	198	225	81	39	.....	.....	247	208
Ingersoll.....	60	760	34	.....	134	766	781	672	28	.....	90	124
Kapuskasing.....	77	147	69	.....	247	281	171	94	.....	47	234	169
Kenora.....	24	114	50	.....	127	125	108	80	.....	.....	136	138
Kingston.....	166	640	194	.....	723	978	767	477	29	15	781	759
Kirkland Lake.....	83	131	57	.....	350	311	208	80	14	33	366	420
Kitchener-Waterloo.....	311	737	324	.....	880	882	771	480	19	1	504	517
Leamington.....	47	634	183	.....	235	620	533	166	192	.....	268	647
Lindsay.....	61	128	60	.....	144	175	123	52	15	.....	175	269
Listowel.....	39	47	44	.....	157	56	40	18	.....	.....	134	105
London.....	911	2,187	1,072	.....	2,564	2,782	2,266	1,082	381	29	1,490	1,490
Midland.....	48	105	38	.....	208	214	114	79	.....	.....	188	224
Napanee.....	22	8	7	.....	199	197	52	20	.....	.....	147	158
New Toronto.....	285	889	437	.....	639	1,090	760	469	7	83	625	770
Niagara Falls.....	138	958	152	.....	7	1,459	805	608	58	3	435	579
North Bay.....	77	717	274	.....	2	406	718	352	251	24	379	509
Oakville.....	288	225	297	.....	107	305	232	158	.....	.....	161	165
Orillia.....	45	274	75	.....	204	496	333	176	34	.....	248	257
Oshawa.....	148	1,024	222	.....	1,225	2,024	1,041	605	159	5	1,638	1,594
Ottawa.....	965	2,341	1,240	.....	1,963	2,780	2,114	1,109	485	50	2,166	2,017
Parr Sound.....	98	201	77	.....	639	444	307	121	21	.....	450	460
Perry Sound.....	10	56	17	.....	65	71	46	44	.....	.....	68	68
Pembroke.....	60	440	113	.....	546	822	508	184	87	.....	513	460
Pertt.....	34	78	30	.....	159	189	150	54	13	.....	222	189
Peterborough.....	81	440	111	.....	972	1,018	525	309	.....	10	1,071	1,034

Pictou.....	11	83	61	87	57	1	64	67
Port Arthur.....	372	2,283	1,372	1,102	114	66	561	700
Port Colborne.....	20	144	12	314	16	1	271	258
Prescott.....	47	156	244	330	213	63	193	279
Renfrew.....	18	94	88	168	100	3	102	151
St. Catharines.....	156	3,315	285	1,965	806	6	1,359	1,402
St. Thomas.....	79	392	105	386	179	6	240	236
Sarnia.....	76	364	82	713	441	18	580	607
Sault Ste. Marie.....	213	431	160	455	303	65	461	582
Simcoe.....	2,200	103	360	2,388	1,511	206	552	306
Sioux Lookout.....	20	76	28	96	31	7	57	48
Smiths Falls.....	19	63	346	101	88	1	273	378
Stratford.....	58	251	427	408	305	19	339	309
Sturgeon Falls.....	6	213	295	243	124	19	314	471
Sudbury.....	287	905	152	1,180	1,063	25	742	780
Timmins.....	3,988	308	643	630	471	43	630	831
Toronto.....	12,809	4,872	11,401	17,104	5,533	430	11,870	12,268
Trenton.....	294	68	437	610	233	10	331	268
Walkerton.....	54	98	342	287	64	4	410	156
Wallaceburg.....	10	132	252	340	177	8	282	364
Welland.....	30	352	814	1,001	417	39	882	916
Weston.....	273	690	302	778	437	349	349	321
Windsor.....	743	1,054	3,104	5,906	1,292	18	7,158	7,263
Woodstock.....	100	327	149	354	153	9	182	268
Manitoba.....	3,146	8,222	3,948	9,696	7,348	114	7,644	7,058
Brandon.....	374	765	458	367	383	7	256	300
Dauphin.....	70	97	251	223	119	11	175	191
Flin Flon.....	51	212	138	241	145	10	133	171
Portage la Prairie.....	197	261	262	368	226	11	237	175
The Pas.....	23	84	30	76	61	1	30	33
Winnipeg.....	2,431	6,803	3,088	8,170	6,300	89	6,813	6,188
Saskatchewan.....	2,450	7,482	3,168	7,111	5,922	157	2,452	2,099
Estevan.....	61	223	79	163	110	3	40	38
Moose Jaw.....	242	816	375	711	575	9	248	248
North Battleford.....	140	211	163	161	177	5	148	137
Prince Albert.....	174	452	202	554	382	2	486	258
Regina.....	704	3,090	932	2,940	2,672	100	594	476
Saskatoon.....	620	1,872	771	1,867	1,242	19	607	609
Swift Current.....	218	301	233	245	158	5	110	75
Weyburn.....	85	205	54	173	108	3	40	35
Yorkton.....	206	342	331	297	126	12	189	144
Alberta.....	2,915	9,583	6,687	12,398	9,955	366	6,019	5,454
Blairmore.....	41	77	69	83	34	1	202	129
Calgary.....	1,210	3,305	1,060	5,102	3,715	65	2,467	2,467
Drumheller.....	38	183	37	134	107	1	153	99
Edmonton.....	941	4,186	1,141	4,880	4,459	294	2,326	2,195
Edson.....	68	127	77	468	20	7	208	195
Lethbridge.....	208	904	272	1,077	36	30	506	461
Medicine Hat.....	132	406	145	507	310	7	306	265
Red Deer.....	218	348	230	270	229	19	282	229
Yellowknife.....	59	48	142	270	104	23	174	120
								23
								11

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, AUGUST, 1953; LIVE APPLICATIONS AT OCTOBER 1, 1953

Source: Dominion Bureau of Statistics

Office	Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Source U.I.C. 757 Live Appli- cations at Oct. 1, 1953			
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning Period	Regis- tered During Period	Referred to Vacancies	Placements				
								Regular		Casual	Transfers Out	Unplaced End of Period
British Columbia	3,067	15,618	3,542	308	21,075	27,464	16,200	8,444	4,016	109	21,931	22,726
Chilliwack.....	115	382	89	2	372	639	416	287	50	3	403	353
Courtenay.....	76	420	37	22	661	764	450	394	30	.....	523	515
Cranbrook.....	20	53	14	1	141	114	65	50	.....	.....	114	184
Dawson Creek.....	45	133	45	.....	50	142	132	121	6	.....	47	50
Duncan.....	38	406	51	.....	446	856	395	328	19	9	746	384
Kamloops.....	128	332	113	8	191	395	269	238	.....	.....	200	217
Kelowna.....	35	987	454	.....	359	986	606	338	214	2	535	136
Mission City.....	231	523	33	1	297	600	662	26	26	2	357	314
Nanaimo.....	38	262	37	.....	1,388	304	260	226	14	1	1,456	1,461
Nelson.....	33	173	39	.....	342	161	122	122	16	6	313	313
New Westminster.....	130	3,198	160	.....	2,868	4,719	3,423	3,400	345	.....	2,933	2,788
Penticton.....	10	380	24	.....	147	456	189	144	7	.....	139	169
Port Alberni.....	244	156	63	.....	222	632	632	189	17	10	447	250
Prince George.....	81	731	83	22	416	945	802	449	17	1	397	879
Prince Rupert.....	40	372	57	3	290	465	383	153	125	1	250	508
Princeton.....	.....	45	1	.....	52	63	46	37	2	.....	60	46
Trail.....	52	181	25	.....	284	326	216	166	5	.....	242	292
Vancouver.....	1,263	4,957	1,515	141	10,540	10,976	5,617	2,523	752	45	10,650	11,637
Vernon.....	35	602	87	10	1,132	653	558	367	142	.....	190	193
Victoria.....	291	1,022	458	4	1,807	1,995	1,022	484	167	4	1,837	2,078
Whitehorse.....	162	303	157	91	70	233	190	159	1	.....	62	59
Canada	38,247	126,508	45,146	3,126	168,488	194,965	123,035	67,068	22,164	4,192	172,061	171,280
Males.....	20,231	82,911	24,892	2,941	114,332	138,022	80,065	48,054	11,781	4,055	120,212	117,827
Females.....	18,016	43,597	20,254	185	54,156	56,943	42,970	19,014	10,383	137	51,869	53,453

(1) Includes current and deferred vacancies.

(2) Latest figures subject to revision.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)
1943—1953

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,505	918,238
1952.....	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (8 months).....	1,195,669	472,294	1,667,963	452,495	223,954	676,449

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of August, 1953		
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
Newfoundland.....	1,583	1,153	45,494 (28)	148,168
Prince Edward Island.....	450	146	10,737 (8)	30,145
Nova Scotia.....	5,635	2,749	139,876 (430)	449,232
New Brunswick.....	4,162	1,950	104,346 (305)	319,686
Quebec.....	32,101	19,955	835,686 (2,096)	2,425,115
Ontario.....	25,378	14,730	594,908 (1,862)	1,791,391
Manitoba.....	3,465	1,175	83,970 (436)	235,320
Saskatchewan.....	930	296	22,598 (109)	64,315
Alberta.....	3,057	1,481	65,898 (211)	209,450
British Columbia.....	10,606	5,633	234,711 (967)	736,005
Total, Canada, Aug., 1953.....	87,367	49,268	2,138,224 (6,452)	6,408,827
Total, Canada, July, 1953.....	89,747	49,164	2,383,416	7,148,024
Total, Canada, Aug., 1952.....	82,740	46,642	2,150,173	6,238,800

* Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT AUGUST 31, 1953, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES (*) INCLUDED IN TOTAL

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total (Disability Cases in Brackets)	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over	Total
Newfoundland.....	2,399 (7)	525	191	345	546	323	469	1,592
Male.....	2,164 (1)	479	166	321	509	300	389	1,433
Female.....	235 (6)	46	25	24	37	23	80	159
Prince Edward Island.....	565 (1)	113	34	68	135	87	128	337
Male.....	399 (1)	90	23	47	83	64	92	218
Female.....	166 (-)	23	11	21	52	23	36	119
Nova Scotia.....	7,399 (22)	1,516	568	979	1,322	1,550	1,464	4,889
Male.....	6,364 (18)	1,343	483	814	1,128	1,444	1,152	4,039
Female.....	1,035 (4)	173	85	165	194	106	312	850
New Brunswick.....	5,658 (34)	1,164	521	761	1,146	744	1,322	4,886
Male.....	4,662 (27)	1,005	441	649	969	602	996	3,942
Female.....	996 (7)	159	80	112	177	142	326	944
Quebec.....	43,032 (207)	9,827	4,421	6,042	7,810	5,402	9,530	31,909
Male.....	29,427 (119)	7,414	3,057	4,216	5,257	3,439	6,044	20,909
Female.....	13,605 (88)	2,413	1,364	1,826	2,553	1,963	3,486	11,000
Ontario.....	31,222 (163)	8,114	2,915	3,725	5,017	3,133	8,318	30,062
Male.....	21,193 (118)	5,946	2,046	2,537	3,259	1,900	5,505	19,171
Female.....	10,029 (45)	2,168	869	1,188	1,758	1,233	2,813	10,891
Manitoba.....	4,028 (34)	864	288	446	661	376	1,393	4,273
Male.....	2,086 (23)	391	146	198	313	196	842	2,332
Female.....	1,942 (11)	473	142	248	348	180	551	1,941
Saskatchewan.....	1,134 (10)	184	115	138	206	119	372	1,159
Male.....	605 (7)	81	54	55	100	66	249	596
Female.....	529 (3)	103	61	83	106	53	123	563
Alberta.....	2,694 (12)	532	221	342	423	235	941	2,297
Male.....	1,762 (11)	325	127	200	264	138	708	1,589
Female.....	932 (1)	207	94	142	159	97	233	758
British Columbia.....	13,156 (61)	3,343	1,292	1,892	2,115	1,199	3,315	20,576
Male.....	9,829 (43)	2,625	1,072	1,525	1,496	857	2,254	16,967
Female.....	3,327 (18)	718	220	367	619	342	1,061	3,609
TOTAL.....	111,287 (551)	26,182	10,566	14,738	19,381	13,168	27,252	101,980
MALE.....	78,491 (368)	19,699	7,615	10,562	13,378	9,006	15,231	71,146
FEMALE.....	32,796 (183)	6,483	2,951	4,176	6,003	4,162	9,021	30,834

* Includes short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, AUGUST, 1953

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,194	865	329	1,259	850	409	467
Prince Edward Island.....	224	151	73	222	166	56	53
Nova Scotia.....	4,031	2,251	1,780	4,123	3,205	918	1,023
New Brunswick.....	2,788	1,613	1,175	2,861	2,179	682	667
Quebec.....	25,530	15,601	9,929	26,928	19,637	7,291	7,437
Ontario.....	24,937	15,749	9,188	24,084	15,958	8,126	6,467
Manitoba.....	1,941	1,247	694	1,854	1,291	563	301
Saskatchewan.....	572	392	180	548	369	179	111
Alberta.....	2,430	1,185	1,245	2,411	1,835	576	377
British Columbia.....	10,405	5,635	4,770	9,972	7,673	2,299	2,103
	*			†			
Total, Canada, August, 1953.....	74,052	44,689	29,363	74,262	53,163	21,099	19,006
Total, Canada, July, 1953.....	75,869	45,513	30,356	78,371	55,776	22,595	19,216
Total, Canada, August, 1952.....	61,038	35,156	25,882	68,146	50,537	17,609	13,614

* In addition, revised claims received numbered 12,741. †In addition, 12,643 revised claims were disposed of. Of these, 849 were special requests not granted, and 731 were appeals by claimants. There were 1,539 revised claims pending at the end of the month.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of August, 1953	Month of July, 1953	Month of August, 1952
Benefit year not established.....	7,179	7,344	5,447
Claimants Disqualified*—			
Not unemployed.....	9,754	11,276	5,933
Not capable of and not available for work.....	1,555	1,807	1,421
Loss of work due to a labour dispute.....	78	152	1,508
Refused offer of work and neglected opportunity to work.....	996	1,005	1,105
Discharged for misconduct.....	646	638	582
Voluntarily left employment without just cause.....	4,285	4,623	4,265
Failure to fulfil additional conditions imposed upon certain married women.....	1,609	911	907
Other reasons†.....	1,311	1,213	1,015
Total.....	26,813	28,969	22,183

* Includes 5,714 revised claims, disqualified.

† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1953—			
July.....	3,185,000	3,065,200	119,800
June.....	3,153,000	3,009,900	143,100
May.....	3,166,000	2,950,800	215,200
April.....	3,278,000	2,917,900	360,100†
March.....	3,280,000	2,916,800	363,200†
February.....	3,283,000	2,928,300	354,700†
January.....	3,286,000	3,007,400	278,600†
1952—			
December.....	3,241,000	3,079,100	161,900
November.....	3,186,000	3,074,500	111,500
October.....	3,171,000	3,078,400	92,600
September.....	3,151,000	3,049,000	102,000
August.....	3,132,000	3,019,400	112,600
July.....	3,097,000	2,974,300	122,700

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.

† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO SEPTEMBER 30, 1953

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				DISBURSEMENTS			Balance in Fund
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		
	Employer and Employee	Government				Ordinary	Supplementary	
To 1948.....	\$ 441,772,355 96	\$ 87,948,417 69	\$ 15,449 49	\$ 35,485,221 38	\$ 565,221,444 52	\$ 117,486,505 31	\$ 117,486,505 31	\$ 447,734,939 21
1949.....	98,581,559 98	20,924,013 71	8,859 08	12,113,317 56	131,927,250 33	49,826,752 16	49,826,752 16	529,535,437 38
1950.....	104,492,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 37	85,006,136 24	85,824,202 13	582,646,972 52
1951.....	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	664,580,376 79
1952.....	153,887,858 49	30,815,284 37	33,344 00	19,046,503 98	203,782,990 84	85,559,677 68	4,604,338 52	778,199,351 43
1953.....	155,184,595 03	31,035,633 43	36,085 94	22,950,737 44	209,207,051 84	128,814,174 79	7,007,063 82	851,585,164 66
To 1953.....	1,082,603,034 24	215,353,874 56	145,626 43	119,617,885 13	1,420,720,420 36	549,775,347 93	19,359,907 77	851,585,164 66
April.....	13,247,472 35	2,649,979 50	2,186 29	2,002,394 23	17,902,032 37	16,381,132 37	2,801,309 74	850,304,754 92
May.....	13,369,793 82	2,676,051 96	625 00	2,065,494 36	18,111,965 14	12,188,755 09	196,987 95	856,030,977 02
June.....	12,418,746 38	2,484,024 75	3,195 50	2,022,231 63	16,928,198 26	8,398,564 65	7,888 25	864,568,478 88
July.....	13,194,627 63	2,636,424 22	5,064 82	2,119,370 11	17,955,486 78	7,139,851 79	8,205 64	875,375,698 23
August.....	13,905,701 60	2,780,380 97	3,593 10	2,157,977 61	18,847,653 28	6,400,282 22	1,917 80	887,821,381 49
September.....	*13,402,103 70	2,685,145 23	3,009 80	2,133,540 21	18,223,798 94	6,729,965 93	4,402 50	899,314,824 00
Sub-Total.....	79,538,445 48	15,912,006 63	17,674 51	12,501,008 15	107,969,134 77	57,238,520 05	3,000,955 38	899,314,824 00
Total.....	1,162,141,497 72	†234,265,881 19	163,300 94	132,118,893 28	1,528,689,555 13	607,013,867 98	22,360,863 15	899,314,824 00

* Stamps \$6,070,723.19. Meter \$1,497,860.50. Bulk \$5,767,756.13. D.V.A. \$65,763.88. Total \$13,402,103.70.

† Government Refunds re Supplementary Benefit classes 3 and 4; July 3, 1950, to date \$1,827,834.25.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 at 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	166.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0
December.....	89.6	191.1	249.3	144.8	150.8	215.5	200.6	144.9	222.7
1952									
January.....	90.0	191.5	250.0	144.8	151.2	215.3	201.1	145.7	223.1
February.....	89.3	190.8	248.1	144.8	151.3	213.0	200.1	146.5	221.6
March.....	87.6	189.1	241.7	146.3	152.5	211.2	200.8	146.9	218.3
April.....	87.2	188.7	240.2	146.3	152.5	210.4	200.5	147.9	217.5
May.....	85.2	186.7	235.3	146.3	150.6	210.1	198.2	147.4	214.0
June.....	85.8	187.3	237.0	147.9	149.8	209.3	197.2	147.4	214.5
July.....	86.5	188.0	239.5	147.9	149.8	209.1	196.7	147.4	215.7
August.....	86.1	187.6	238.0	147.9	150.1	208.6	196.0	147.8	214.8
September.....	85.0	186.5	234.2	148.9	150.3	207.7	195.8	147.8	212.7
October.....	83.5	185.0	229.3	148.9	150.9	206.7	195.9	148.5	210.1
November.....	83.3	184.8	229.0	148.9	151.1	205.5	195.5	148.8	209.7
December.....	82.7	184.2	226.1	149.9	152.7	205.4	195.3	148.8	208.4
1953									
January.....	82.9	184.4	226.2	150.2	153.9	205.3	196.0	148.9	208.6
February.....	83.4	184.9	227.4	150.5	154.3	205.2	191.1	149.0	209.2
March.....	82.7	184.2	225.7	150.7	154.4	205.5	196.3	147.9	208.0
April.....	82.4	183.9	223.5	150.9	155.5	205.5	196.8	148.7	207.0
May.....	82.1	183.6	222.8	151.0	153.2	206.3	196.2	149.0	206.5
June.....	83.3	184.8	225.7	152.5	152.6	206.4	196.2	149.0	207.9
July.....	84.5	186.0	229.2	152.9	153.5	206.5	196.0	149.2	209.7
August.....	84.9	186.4	229.5	153.3	153.6	206.7	195.9	150.0	210.1
September.....	84.8	186.3	228.6	153.4	153.9	207.0	196.0	150.2	209.8

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.
† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-1a.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO OCTOBER 1953**

(1949=100)
Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
1949—January	99.8	100.8	99.2	99.7	99.9	98.9
February	99.7	99.7	99.3	99.7	100.2	99.4
March	99.4	98.7	99.2	100.0	100.1	99.5
April	99.3	98.1	99.6	100.2	100.1	99.5
May	99.2	97.9	99.7	100.3	99.8	99.8
June	99.6	99.2	99.7	100.3	99.7	99.8
July	100.0	100.2	100.3	100.3	99.7	99.8
August	100.4	101.3	100.2	100.1	99.6	99.9
September	100.4	101.2	100.5	100.2	99.6	99.9
October	100.6	100.8	100.5	99.8	100.6	100.9
November	101.0	101.9	100.5	99.7	100.5	101.0
December	100.5	100.3	101.0	99.7	100.4	101.1
Year	100.0	100.0	100.0	100.0	100.0	100.0
1950—January	100.1	98.1	101.1	99.6	100.6	102.0
February	100.2	98.4	101.1	99.5	100.6	102.2
March	100.9	98.8	104.7	98.9	100.8	102.2
April	101.2	99.3	104.9	99.2	101.2	102.2
May	101.2	99.3	105.1	99.1	101.1	102.2
June	101.9	100.9	105.9	99.1	101.5	102.3
July	102.7	102.6	107.4	99.1	101.6	102.4
August	103.3	103.8	107.8	99.3	102.6	102.5
September	104.3	105.4	108.7	99.9	103.4	103.0
October	105.9	107.6	109.0	100.6	104.6	105.2
November	106.4	108.4	109.5	101.0	105.1	105.4
December	106.6	108.4	109.6	101.3	105.5	105.7
Year	102.9	102.6	106.2	99.7	102.4	103.1
1951—January	107.7	109.0	110.0	102.6	107.1	107.4
February	109.1	111.0	110.4	105.1	108.6	108.0
March	110.8	114.1	111.5	106.7	110.5	108.3
April	111.7	115.5	111.8	108.5	111.4	108.6
May	112.2	114.3	112.4	109.0	112.7	110.4
June	113.7	115.8	115.2	109.5	113.8	111.8
July	114.6	117.9	115.5	109.7	114.3	112.2
August	115.5	119.0	114.8	110.7	115.1	113.4
September	116.5	120.5	117.2	111.9	115.5	113.6
October	117.1	121.3	117.2	114.1	115.8	114.1
November	117.9	122.5	118.2	114.5	115.9	114.8
December	118.1	122.5	118.2	115.2	116.4	115.9
Year	113.7	117.0	114.4	109.8	113.1	111.5
1952—January	118.2	122.4	118.3	114.9	116.4	115.5
February	117.6	120.8	118.3	113.5	116.3	115.8
March	116.9	117.6	119.1	112.9	116.9	116.4
April	116.8	117.2	119.4	112.5	116.8	116.6
May	115.9	115.5	119.6	112.3	116.2	115.6
June	116.0	115.7	120.4	111.8	115.9	115.7
July	116.1	116.0	120.6	111.7	115.9	115.6
August	116.0	115.7	120.6	111.6	115.8	115.8
September	116.1	115.8	121.2	110.9	116.0	115.8
October	116.0	115.1	121.5	109.9	116.2	116.4
November	116.1	115.7	121.4	109.8	115.9	116.6
December	115.8	114.1	122.2	109.7	116.1	116.6
1953—January	115.7	113.5	122.3	109.7	116.5	116.7
February	115.5	112.7	122.5	109.6	116.6	116.7
March	114.8	111.6	122.5	109.7	116.7	115.2
April	114.6	110.9	122.7	109.7	116.9	115.0
May	114.4	110.1	122.9	110.1	116.6	115.1
June	114.9	111.4	123.6	110.1	116.6	115.1
July	115.4	112.7	123.9	110.3	117.0	115.2
August	115.7	112.8	124.1	110.4	117.2	115.8
September	116.2	114.0	124.2	110.4	117.4	115.9
October	116.7	115.0	124.5	110.3	117.5	116.0

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER, 1953
(August 1939 = 100)

SOURCE: Dominion Bureau of Statistics

	Fuel			Food	Rent	Fuel	Clothing	Home Furnishings Services	Miscellaneous
	Sept. 1, 1952	Aug. 1, 1953	Sept. 1, 1953						
(1) St. John's, Nfld.	103.6	102.9	102.8	101.4	107.3	108.1	101.9	101.1	101.5
Halifax	176.7	175.6	175.0	220.5	128.5	155.8	222.3	187.9	140.3
Saint John	183.9	183.8	182.9	221.5	134.5	152.8	229.3	189.6	152.5
Montreal	191.7	191.8	191.0	243.3	155.7	144.5	194.7	203.6	144.9
Toronto	183.3	183.7	183.9	218.7	162.8	178.5	207.8	189.0	149.2
Winnipeg	179.0	178.6	178.1	228.2	137.7	135.0	204.2	196.7	142.2
Saskatoon	182.7	185.5	184.9	240.0	136.8	162.2	218.0	204.1	134.3
Edmonton	177.7	179.8	179.6	236.1	130.1	124.3	213.7	191.7	145.9
Vancouver	189.0	188.0	188.2	233.9	140.1	174.3	217.4	195.0	154.4

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

(1) St. John's Index on the base June, 1951 = 100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base—August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	Sept. 1950	Sept. 1951	Sept. 1952	Aug. 1953	Sept. 1953	Price Sept. 1953
Beef, sirloin steak	lb.	120.7	154.8	331.4	385.2	340.1	293.5	291.0	80.5
Beef, round steak	lb.	125.7	167.9	368.3	428.0	379.6	322.9	318.7	74.8
Beef, blade	lb.	132.7	162.3	394.8	486.4	396.6	335.7	328.2	52.3
Beef, stewing, boneless	lb.	136.7	168.3	444.6	562.0	463.6	394.9	388.9	52.6
Lamb, leg roast	lb.	109.9	152.8	300.8	347.4	320.0	310.3	286.9	82.1
Pork, fresh loin, centre-cut	lb.	125.3	143.8	255.6	310.1	234.8	279.6	284.9	76.3
Pork, fresh shoulder, hock-off	lb.	127.0	143.4	301.2	346.4	267.5	292.5	298.4	56.1
Bacon, side fancy, sliced, rind-off	½ lb.	132.3	142.5	223.5	233.4	174.0	246.5	269.4	49.4
Lard, pure, package	lb.	151.3	159.6	241.4	263.0	144.4	188.6	222.6	24.2
Shortening, package	lb.	134.7	137.5	229.9	259.0	207.7	204.9	205.6	29.3
Eggs, Grade "A", large, carton	doz.	156.4	181.3	206.9	269.4	224.0	256.6	258.8	80.9
Milk	qt.	111.0	95.4	166.1	178.9	191.7	191.7	191.7	21.1
Butter, creamery, prints	lb.	140.5	148.0	215.0	253.6	231.2	232.3	231.9	63.3
Cheese, plain, processed, ½ lb.	pkg.	174.6	165.4	225.2	254.3	261.8	261.0	259.5	34.4
Bread, plain, white, wrapped, sliced	lb.	106.5	106.3	176.1	188.6	191.8	204.1	204.1	13.3
Flour, all-purpose	lb.	127.3	124.2	221.2	227.2	224.3	239.0	239.0	8.1
Corn Flakes, 8 oz.	pkg.	101.1	100.0	165.2	184.6	195.4	196.5	196.5	18.1
Tomatoes, canned, 2½'s	tin	129.9	137.7	171.6	246.5	296.7	242.7	238.9	25.2
Peas, 20 oz.	tin	117.5	121.7	144.9	161.8	171.2	176.0	176.8	22.0
Corn, Cream, choice, 20 oz.	tin	128.3	132.7	169.4	177.5	193.8	178.9	178.9	19.1
Onions, cooking	lb.	108.2	126.5	161.3	156.8	217.0	184.0	164.7	8.5
Potatoes, No. 1, table	10 lbs.	89.9	149.4	148.6	156.5	291.9	183.9	151.0	34.4
Prunes, pkg.	lb.	115.8	120.2	209.5	252.9	235.5	243.2	244.0	28.7
Raisins, seedless, bulk or in bag	lb.	104.0	108.6	133.2	173.9	171.9	167.2	167.2	24.9
Oranges, California	doz.	132.5	154.3	142.2	140.2	130.3	124.8	121.6	33.3
Jam, Strawberry, 16 oz.	jar	111.3	115.1	157.9	166.6	159.5	152.4	153.5	25.8
Peaches, 15 oz.	tin	101.5	106.1	141.6	155.3	153.4	145.3	144.6	21.4
Sugar, granulated, bulk or in bag	lb.	132.3	132.3	188.6	205.8	179.0	166.2	166.2	10.4
Coffee, medium quality, in bag	lb.	141.6	131.7	289.7	315.3	308.6	310.9	312.4	106.9
Tea, black, ½ lb.	pkg.	145.2	131.6	181.7	185.8	187.2	175.5	175.8	50.6

*Descriptions and Units of Sale Apply to September 1953 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork			Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed) per lb.	Stewing boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.	Bacon, side, fancy, sliced, rind-off, per ¼ lb. pkg.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....	103.0		^a 68.8	^a 51.3	63.7	82.2	74.3	^c 48.8	60.2
P.E.I.—									
2—Charlottetown.....	79.8	73.0	^a 57.5	^a 50.8	47.2	78.6	60.8	44.2	46.8
Nova Scotia—									
3—Halifax.....	85.0	75.4	^a 50.5	52.5	48.9	82.6	^c 57.0	56.1	56.2
4—Sydney.....	79.6	73.9	^a 54.1	57.0	52.3	78.7	59.2	48.7	50.2
New Brunswick—									
5—Moncton.....	79.8	71.5	51.3	47.3	43.8	79.2	57.2	52.2	53.4
6—Saint John.....	83.0	75.8	^a 55.2	53.5	48.6	81.1	56.3	53.1	49.7
Quebec—									
7—Chicoutimi.....	96.2	96.0	64.6	52.4	52.3	75.8	69.4	42.8	50.7
8—Hull.....	73.5	71.8	48.1	50.1	41.5	76.0	56.1	49.0	54.4
9—Montreal.....	93.3	88.0	^a 50.9	55.2	43.5	76.6	56.2	49.9	59.8
10—Quebec.....	88.9	83.2	^a 44.5	44.7	48.5	67.4	54.1	46.1	55.9
11—Sherbrooke.....	85.6	78.0	^a 52.0	53.3	41.9	74.0	57.0	47.2	46.5
12—Sorel.....	88.0	80.8	^a 56.7	47.0	45.6	67.4	48.0	44.8	58.8
13—Three Rivers.....	93.7	84.0	44.1	42.6	40.5	71.9	57.0	47.1	60.5
Ontario—									
14—Brantford.....	75.6	71.3	56.3	52.9	42.9	77.4	55.8	50.7	50.7
15—Cornwall.....	75.0	73.2	^a 44.0	51.0	40.4	74.8	56.6	48.6	57.0
16—Fort William.....	78.6	76.1	^a 56.0	57.2	49.6	75.3	.....	48.1	58.2
17—Hamilton.....	81.4	75.6	52.5	53.7	44.3	82.9	51.5	52.3	52.8
18—Kirkland Lake.....	76.8	74.2	^a 51.5	50.8	44.5	79.8	^d 62.2	54.0	58.7
19—London.....	79.0	75.6	47.7	50.5	43.8	78.6	53.2	52.3	55.1
20—North Bay.....	73.3	72.3	50.2	49.1	45.2	76.3	50.8	51.3	55.3
21—Oshawa.....	74.2	73.9	47.7	49.0	43.0	76.9	45.9	50.9	49.7
22—Ottawa.....	76.4	71.0	50.1	51.6	38.7	79.7	52.2	51.5	54.7
23—Sault Ste. Marie.....	76.6	75.3	^a 53.4	58.7	48.7	77.4	61.3	49.7	56.2
24—Sudbury.....	72.2	71.9	^a 51.7	50.7	43.3	72.1	^d 57.2	45.7	50.8
25—Toronto.....	81.8	77.1	^a 54.3	50.6	42.9	78.1	48.2	52.3	47.9
26—Windsor.....	74.1	70.6	^a 48.7	56.1	44.2	78.1	^d 53.8	51.5	55.7
Manitoba—									
27—Winnipeg.....	77.8	71.8	53.6	52.7	47.6	72.1	^d 60.1	49.1	52.3
Saskatchewan—									
28—Regina.....	76.5	70.3	^a 53.7	54.2	43.6	73.2	57.0	46.5	53.8
29—Saskatoon.....	74.4	71.9	^a 52.7	59.2	47.6	69.0	^d 60.3	47.0	50.9
Alberta—									
30—Calgary.....	79.2	72.9	62.4	56.2	41.3	68.9	^d 58.9	44.8	52.7
31—Edmonton.....	72.2	68.0	^a 46.7	52.5	45.0	64.7	49.5	46.0	46.0
British Columbia—									
32—Prince Rupert.....	86.5	80.0	^a 61.0	63.0	48.0	80.0	69.3	47.9	64.7
33—Trail.....	86.1	80.6	^a 61.2	64.8	.....	74.7	64.0	44.7	63.3
34—Vancouver.....	91.8	79.6	59.9	57.9	50.9	82.2	^d 64.9	48.6	55.7
35—Victoria.....	92.8	83.3	60.8	60.2	54.5	82.9	59.9	48.1	55.0

FOODS AND COAL BY CITIES, SEPTEMBER, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose, per lb.	Bread, plain, white, wrapped, sliced, per lb.	Corn flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar.	Eggs, fresh, Grade "A", large, carton, per doz.	Milk, fresh, per quart.	Butter, creamery, first grade, per 1 lb. print.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....		8-8	12-7	20-8	11-1	60-2	97-8	32-0	75-3
P.E.I.—									
2—Charlottetown.....	74-7	8-9	14-4	19-2	10-3	52-4	76-0	17-0	65-9
Nova Scotia—									
3—Halifax.....	74-5	8-8	12-8	18-4	9-6	50-7	83-0	20-5	65-8
4—Sydney.....	71-9	9-0	14-0	19-4	10-5	49-9	88-6	22-0	66-9
New Brunswick—									
5—Moncton.....	77-3	9-1	13-3	18-5	10-0	50-9	83-6	20-0	65-6
6—Saint John.....	78-6	8-9	13-3	18-9	9-9	49-3	86-2	21-0	67-0
Quebec—									
7—Chicoutimi.....	101-7	8-3	16-0	19-3	10-1	55-4	82-7	20-0	59-7
8—Hull.....		7-7	12-7	17-5	9-7	47-4	80-2	22-0	60-6
9—Montreal.....	81-8	7-9	12-7	17-3	9-4	49-1	82-1	20-0	60-7
10—Quebec.....	81-6	7-7	12-5	17-9	9-5	50-1	81-4	20-0	61-7
11—Sherbrooke.....	79-5	8-0	13-1	17-3	9-3	51-1	82-8	20-0	59-7
12—Sorel.....	89-3	7-8	12-7	17-8	9-6	46-9	78-2	19-0	59-6
13—Three Rivers.....	78-0	7-8	11-7	17-4	10-2	49-9	82-6	19-0	59-6
Ontario—									
14—Brantford.....	86-8	8-0	12-7	17-5	9-8	44-6	81-8	21-0	62-0
15—Cornwall.....		8-0	12-7	18-2	10-0	46-6	82-8	20-0	61-5
16—Fort William.....	83-0	7-9	14-0	19-0	10-4	52-8	77-7	23-0	62-8
17—Hamilton.....	92-6	8-2	12-7	17-6	10-0	45-4	84-6	22-0	63-3
18—Kirkland Lake.....	81-0	8-7	12-0	18-8	11-2	53-0	88-0	25-0	64-0
19—London.....	89-0	7-8	12-7	17-4	9-8	44-6	77-6	21-0	62-9
20—North Bay.....	85-8	8-3	13-0	19-4	11-2	49-2	85-8	22-0	64-8
21—Oshawa.....		7-6	12-7	17-4	9-7	46-0	82-8	21-0	62-2
22—Ottawa.....	80-6	8-1	12-7	17-5	9-9	48-9	86-4	21-8	62-0
23—Sault Ste. Marie.....		8-4	13-3	19-2	10-7	49-4	83-8	23-0	64-0
24—Sudbury.....	79-7	8-6	13-3	18-5	11-0	49-0	84-8	23-0	63-0
25—Toronto.....	83-6	7-9	12-7	17-4	9-4	43-9	82-7	22-0	63-2
26—Windsor.....	78-3	8-3	12-7	17-9	10-0	47-5	83-0	22-0	63-0
Manitoba—									
27—Winnipeg.....	79-6	7-7	15-0	17-7	11-6	67-3	74-8	20-0	62-2
Saskatchewan—									
28—Regina.....	80-8	8-0	14-4	18-5	12-7	64-2	71-2	19-0	61-2
29—Saskatoon.....		7-9	13-6	17-7	13-9	61-6	70-2	20-5	62-1
Alberta—									
30—Calgary.....	81-0	7-7	14-4	18-2	11-9	59-9	77-6	21-0	62-1
31—Edmonton.....	76-3	7-9	14-4	17-9	11-8	62-8	72-5	20-0	64-0
British Columbia—									
32—Prince Rupert.....	94-0	8-8	15-0	18-6	11-1	62-2	79-5	31-0	65-9
33—Trail.....	97-2	7-9	17-0	18-3	11-7	62-9	81-0	25-0	63-7
34—Vancouver.....	84-1	7-9	16-0	17-7	9-6	56-9	74-1	21-8	64-8
35—Victoria.....	89-6	7-9	16-0	17-7	10-0	58-0	79-1	24-0	65-8

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed, per $\frac{1}{2}$ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per $\frac{1}{2}$ lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, $\frac{2\frac{1}{2}}$'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	36-0	33-1	.....	34-1	.....	18-1	50-1	31-7	25-5	23-9
P.E.I.—										
2—Charlottetown.....	37-0	.....	24-5	30-1	28-2	19-3	20-1	28-6	22-4	21-6
Nova Scotia—										
3—Halifax.....	35-2	39-6	25-1	29-3	24-9	17-8	21-5	27-1	23-9	19-8
4—Sydney.....	36-7	37-6	24-2	29-1	26-1	19-6	23-1	27-8	23-2	20-1
New Brunswick—										
5—Moncton.....	35-1	38-1	26-6	29-9	25-7	17-4	22-1	25-6	23-6	19-6
6—Saint John.....	35-7	39-1	26-5	28-9	25-8	17-5	20-8	24-9	23-8	19-4
Quebec—										
7—Chicoutimi.....	36-6	.....	23-7	34-3	27-1	18-8	.....	24-7	23-2	20-0
8—Hull.....	32-7	.....	25-2	28-6	25-5	17-1	20-8	20-9	20-8	16-7
9—Montreal.....	34-2	.....	23-6	29-1	26-0	17-2	19-9	22-0	22-1	18-9
10—Quebec.....	34-5	.....	26-7	29-8	25-9	17-7	20-3	23-9	20-7	18-2
11—Sherbrooke.....	34-8	.....	22-2	30-2	24-8	17-4	19-9	21-8	21-7	20-4
12—Sorel.....	33-6	.....	24-6	29-6	26-1	17-0	22-4	23-8	19-2	17-6
13—Three Rivers.....	34-1	.....	20-8	28-5	25-2	18-3	22-3	22-6	21-4	20-3
Ontario—										
14—Brantford.....	32-3	39-5	22-4	28-2	24-2	17-4	21-0	24-5	20-9	17-6
15—Cornwall.....	34-0	38-4	24-6	28-4	25-3	16-9	19-9	23-5	19-6	18-6
16—Fort William.....	35-3	40-5	24-9	29-3	24-6	18-8	20-8	25-0	22-3	19-6
17—Hamilton.....	33-8	39-7	24-5	29-3	24-6	17-5	20-2	24-1	21-2	17-0
18—Kirkland Lake.....	35-0	39-0	24-0	30-0	26-4	19-2	22-1	24-3	.....	19-3
19—London.....	32-8	39-0	26-8	28-2	25-6	17-5	19-8	24-7	21-4	16-8
20—North Bay.....	35-4	39-7	25-2	28-5	32-8	18-4	.....	25-0	22-7	18-8
21—Oshawa.....	33-0	39-9	24-3	28-0	24-0	17-5	20-0	23-6	20-8	17-0
22—Ottawa.....	33-4	39-3	25-4	29-1	25-2	17-7	21-7	23-0	22-0	16-7
23—Sault Ste. Marie.....	35-1	39-4	25-4	29-7	26-2	17-7	.....	24-6	22-3	18-4
24—Sudbury.....	34-2	38-2	25-4	29-0	26-0	18-5	.....	22-7	22-5	18-2
25—Toronto.....	33-2	39-6	25-2	28-6	23-8	17-7	20-1	23-2	21-1	16-7
26—Windsor.....	34-5	39-7	24-7	29-6	25-6	18-4	21-3	22-0	m 16-6	17-6
Manitoba—									m	
27—Winnipeg.....	34-8	41-1	25-2	28-0	24-7	18-0	22-0	25-5	18-4	19-2
Saskatchewan—										
28—Regina.....	35-2	40-7	19-4	30-8	25-1	19-2	23-6	28-5	22-7	20-4
29—Saskatoon.....	34-2	40-9	21-4	28-8	24-8	19-5	23-0	27-9	23-1	21-0
Alberta—										
30—Calgary.....	33-3	40-3	20-7	30-3	24-4	18-6	22-5	29-7	21-6	21-6
31—Edmonton.....	34-6	41-9	21-8	31-2	24-2	18-9	21-5	28-2	22-3	22-0
British Columbia—									m	m
32—Prince Rupert.....	37-2	40-5	23-9	32-5	26-5	21-9	23-9	33-1	m 20-9	m 19-4
33—Trail.....	35-8	40-1	22-0	31-7	.....	21-4	24-1	31-3	m 20-0	m 20-7
34—Vancouver.....	35-1	39-8	23-8	27-9	23-9	18-0	22-0	28-6	m 15-8	m 15-6
35—Victoria.....	36-0	39-5	25-5	29-8	23-0	17-2	20-4	29-1	m 18-8	m 17-7

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on (d) Including butts. (e) Local. (f) Imported. (g) Mixed

FOODS AND COAL BY CITIES, SEPTEMBER, 1953

Bureau of Statistics

Locality	Oranges, California, 288's, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb., pkg.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality per ½ lb., pkg.	Coffee, medium quality, in bags, per lb.	Coal	
									Anthracite, per ton	Bituminous, per ton
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	\$	* \$
1—St. John's.....	43.5	32.2	47.7	10.7	34.3	26.3	62.1	125.1	.....	22.75
P.E.I.—						n		v		
2—Charlottetown.....	36.9	23.3	26.2	8.0	27.0	27.6	47.4	115.3	.....	17.62
Nova Scotia—						n		v		
3—Halifax.....	33.3	21.3	28.5	7.2	28.8	24.1	47.3	112.9	.....	19.50
4—Sydney.....	34.2	25.7	31.2	7.6	29.6	25.8	47.4	119.4	.....	13.60
New Brunswick—						n		v		
5—Moncton.....	34.5	22.1	27.8	6.8	28.3	25.6	47.2	110.4	.....	18.75
6—Saint John.....	35.4	21.7	23.4	7.5	29.8	26.5	49.2	114.7	.....	19.69
Quebec—						n		v		
7—Chicoutimi.....	33.9	18.6	36.2	11.3	29.7	28.0	55.5	109.4	30.00	.....
8—Hull.....	29.7	19.0	30.9	10.2	28.2	24.8	52.8	110.8	27.50	.....
9—Montreal.....	33.9	18.1	26.6	10.4	29.4	24.8	48.4	107.9	27.37	.....
10—Quebec.....	33.0	18.1	27.7	9.4	28.4	26.7	50.5	110.5	28.56	.....
11—Sherbrooke.....	31.5	18.1	26.4	8.7	29.6	25.0	53.4	109.8	27.75	.....
12—Sorel.....	36.0	18.1	30.1	10.6	27.3	23.3	52.4	109.4	26.75	.....
13—Three Rivers.....	32.4	18.4	27.2	9.5	27.7	25.9	54.0	110.7	27.00	.....
Ontario—						n		v		
14—Brantford.....	28.2	18.8	34.6	7.3	30.0	23.3	51.8	102.7	26.90	.....
15—Cornwall.....	30.0	19.1	30.8	9.0	28.5	24.1	52.0	107.8	29.55	.....
16—Fort William.....	36.0	20.0	43.4	8.2	26.7	25.2	50.7	105.7	26.62	.....
17—Hamilton.....	33.0	19.3	35.8	7.2	28.8	23.6	49.5	104.5	26.06	.....
18—Kirkland Lake.....	33.3	19.8	41.5	9.6	29.5	26.6	55.2	100.2	33.50	.....
19—London.....	28.2	19.1	31.5	7.5	28.2	22.8	48.7	104.1	26.75	.....
20—North Bay.....	31.2	20.3	35.6	7.8	.....	23.2	52.7	117.0	29.25	.....
21—Oshawa.....	31.2	19.3	29.7	7.6	27.1	22.7	54.4	102.8	27.90	.....
22—Ottawa.....	28.5	18.9	33.8	9.0	28.4	25.4	50.4	106.2	27.50	.....
23—Sault Ste. Marie.....	32.4	20.0	46.2	9.2	29.8	23.5	54.9	105.9	26.38	.....
24—Sudbury.....	31.8	19.2	34.8	9.0	26.2	24.6	50.6	101.8	29.56	.....
25—Toronto.....	27.9	19.0	33.4	7.0	27.8	24.6	48.3	103.3	24.57	.....
26—Windsor.....	33.6	19.0	30.1	7.3	31.9	25.0	49.8	105.2	26.00	.....
Manitoba—						n		v		
27—Winnipeg.....	36.0	19.9	25.9	8.6	28.3	27.3	47.2	101.1	.....	21.10
Saskatchewan—										
28—Regina.....	36.0	22.3	44.5	9.9	28.0	26.9	48.3	105.0	.....	18.50
29—Saskatoon.....	37.5	22.1	49.3	10.4	30.8	27.1	47.4	103.7	.....	17.98
Alberta—						n		v		
30—Calgary.....	33.6	23.7	43.7	9.3	28.6	25.8	48.2	102.1	.....	.....
31—Edmonton.....	36.0	23.3	51.6	10.9	29.6	25.5	48.4	106.3	.....	8.58
British Columbia—						n		v		
32—Prince Rupert.....	40.2	25.2	44.6	9.0	28.2	26.5	50.4	104.8	.....	22.90
33—Trail.....	30.6	25.3	46.2	9.3	28.1	26.9	50.2	99.6	.....	19.75
34—Vancouver.....	30.6	19.9	30.4	8.5	25.6	23.8	47.2	99.8	.....	19.93
35—Victoria.....	30.0	20.6	31.0	8.5	27.5	24.1	46.4	103.3	.....	21.96

carton and loose. (h) Evaporated milk, 17.0 ¢ per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—
 Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. * Revised price.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)
Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Consumer Price Index, Dominion Bureau of Statistics	Consumer Price Index, Bureau of Labour Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Consumption Price Index	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City		Paris					Cairo	9 Towns	6 Capital Cities	21 Towns
Base Period	1949	1947-49	1939	January 1952	August 1947	1949	1938	1935	August, 1939	June-Aug. 1939	1938	1936-39 = 1000	1st quarter 1949 = 1000
	(a)	(b)		(b)					(c)			(d)	(d)
1922	74.9	71.6		(i) 183	(h) 185				(e) 164		110.1		71.9
1926	75.9	75.6		(j) 172	(h) 176				(e) 162	125	106.3		76.3
1929	75.8	73.3		(k) 164	(h) 151				(e) 161	118	106.6		75.8
1933	58.8	55.3		(l) 140	(h) 151				(e) 131	99	93.2		600
1939	63.2	59.4		(m) 158	(h) 178	(m) 108			(e) 138	(h) 103	99.9		600
1940	65.7	59.9		(n) 181	(h) 205	(m) 129		107.5	(e) 151	(h) 113	103.4		748
1941	69.6	62.9		(o) 194	(h) 226	(m) 150		122.5	(e) 174	(h) 108.2	108.4		782
1944	74.6	75.2		(p) 201	(h) 295	(m) 285		141.7	(e) 207	(h) 138	111.1		810
1945	75.0	76.9		(q) 203	(h) 295	(m) 393		158.2	(e) 209	(h) 128.8	127.0		872
1946	77.5	83.4		(r) 203	(h) 291	(m) 645		157.5	(e) 208	(h) 293	132.2		884
1947	84.8	95.5		(s) 203	(h) 291	(m) 1030		160.3	(e) 217	(h) 287	134.1		891
1948	97.0	102.8		(t) 108	(h) 99	(m) 484	4575	162.3	(e) 217	(h) 279	139.7		919
1949	100.0	101.8		(u) 111	(h) 100	(m) 1632	4847	172.4	(e) 224	(h) 281	147.8		992
1950	102.9	102.8		(v) 114	(h) 101	(m) 1818	4915	175.9	(e) 222	(h) 278	153.2		1009
1951	113.7	111.0		(w) 124	(h) 109	(m) 1945	4849	177.7	(e) 159.1	(h) 319	169.9		1066
1952	116.5	113.5		(x) 102	(h) 118	(m) 130.1	5320	207.5	(e) 166.7	(h) 313	171.0		1183
1953	116.9	112.4		(y) 106	(h) 118	(m) 145.4	5546	220.3	(e) 170.8	(h) 317	185.8		1275
March	116.8	112.9		100.6		148.1	5475	223.0	(e) 170.8	(h) 326	182.1		1253
April	115.9	113.0		102.2		146.6	5501	223.1	(e) 170.8	(h) 325	183.9		
May	116.0	113.4		103.9		143.1	5522	225.1	(e) 171.3	(h) 322	182.5		
June	116.0	113.4		103.9		144.5	5559	225.1	(e) 171.3	(h) 321	185.1		1270
July	116.1	114.1		103.8		142.8	5572	224.8	(e) 171.3	(h) 320	184.4		
August	116.0	114.3		103.2	122	145.7	5575	225.2	(e) 171.6	(h) 317	185.3		1270
September	116.1	114.3		103.0		145.7	5615	224.9	(e) 171.6	(h) 316	190.3		
October	116.0	114.2		103.9		144.9	5626	224.3	(e) 171.1	(h) 298	191.1		1284
November	116.1	114.3		103.8	123	144.4	5633	224.2	(e) 171.2	(h) 298	191.4		
December	115.8	114.1		104.5		145.4	5612	224.3	(e) 171.0	(h) 296	190.6		1294
1953	115.7	113.9		104.4		145.6	5603	224.3	(e) 169.5	(h) 296	189.5		
January	115.5	113.4		104.7	123	146.0	5614	224.4	(e) 169.5	(h) 299	188.9		
February	115.5	113.4		105.4		145.2	5613	224.4	(e) 169.5	(h) 299	189.4		
March	114.8	113.6		106.4		145.2	5668	224.2	(e) 168.8	(h) 299	189.9		1306
April	114.6	113.7		106.4		144.7	5668	224.4	(e) 169.7	(h) 295	190.7		
May	114.4	114.0		106.0	126	145.5	5702	224.4	(e) 169.5	(h) 295	193.6		1322
June	114.9	114.5		106.6		145.4	5718	224.1	(e) 169.5	(h) 295	192.7		
July	115.4	114.7		105.9		143.7	5718	224.1	(e) 169.5	(h) 295	192.7		
August	115.7	115.0				143.1					195.8		
September	116.2	115.0				141.0							

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year immediately following. (g) 1914-15 = 100. (h) Annual averages 1924-49 on base July 1914 = 100. (i) Years 1914-15 on base July 1914 = 100. (j) Years 1914-15 on base July 1914 = 100. (k) Years 1914-15 on base July 1914 = 100. (l) Years 1914-15 on base July 1914 = 100. (m) Years 1914-15 on base July 1914 = 100. (n) Years 1914-15 on base July 1914 = 100. (o) Years 1914-15 on base July 1914 = 100. (p) Years 1914-15 on base July 1914 = 100. (q) Years 1914-15 on base July 1914 = 100. (r) Years 1914-15 on base July 1914 = 100. (s) Years 1914-15 on base July 1914 = 100. (t) Years 1914-15 on base July 1914 = 100. (u) Years 1914-15 on base July 1914 = 100. (v) Years 1914-15 on base July 1914 = 100. (w) Years 1914-15 on base July 1914 = 100. (x) Years 1914-15 on base July 1914 = 100. (y) Years 1914-15 on base July 1914 = 100. (z) Years 1914-15 on base July 1914 = 100.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1951	1952	Aug. 1952	July 1953	Aug. 1953
All Commodities	83.4	166.0	124.6	87.4	99.2	240.2	226.0	223.7	221.2	222.4
Classified According to Chief Component Material.....										
I. Vegetable Products.....	70.8	175.6	125.7	81.4	89.1	218.6	210.3	206.5	198.7	201.7
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	207.7	248.2	244.7	243.5	247.8
III. Fibres, Textiles and Textile Products.....	84.4	220.4	138.2	97.8	108.9	235.5	231.5	248.9	241.2	240.3
IV. Wood, Wood Products and Paper.....	88.7	123.7	136.2	87.2	107.3	238.5	291.0	291.0	289.7	288.4
V. Iron and Its Products.....	72.3	163.5	138.2	89.5	104.8	208.7	219.0	218.2	220.6	220.6
VI. Non-ferrous Metals and Their Products.....	133.9	138.0	134.9	87.5	100.0	180.6	172.9	170.2	168.3	168.2
VII. Non-Metallic Minerals and Their Products.....	66.7	96.0	109.0	89.1	99.7	169.8	173.9	173.5	177.0	178.9
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	187.3	180.1	177.2	176.1	176.0
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	237.9	218.7	216.2	207.2	210.0
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	242.4	230.7	228.5	229.6	230.1
* General Building.....										
Non-Residential Building Materials (1949 = 100).....										
Residential Building Materials.....			112.4	89.0	102.3	286.2	284.8	284.1	283.9	283.6
Canadian Farm Products Total.....			140.8	69.3	92.6	268.6	247.2	242.7	219.2	213.6
Field.....			137.2	69.3	83.7	200.4	216.9	208.1	173.1	157.2
Animal.....			144.4	69.2	101.5	336.9	277.5	277.2	265.3	269.9

¹ Gold is included from 1935 to date.

* Arithmetically converted from base 1926 = 100.

The indexes for 1953 are subject to revision.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-SEPTEMBER,
1952-1953†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January.....	14†	14	2,136†	2,136	31,050	0-04
February.....	11	19	2,448	3,757	23,777	0-03
March.....	13	21	4,524	5,450	33,018	0-04
April.....	14	21	2,790	3,562	29,120	0-03
May.....	17	30	2,740	4,748	36,127	0-04
June.....	16	31	4,809	6,452	57,346	0-07
July.....	14	30	4,650	7,396	73,486	0-09
August.....	6	17	4,408	8,598	92,760	0-11
September.....	26	37	12,958	16,445	126,131	0-15
Cumulative totals.....	131		41,463		502,815	0-07
1952						
January.....	13†	13	5,374†	5,374	71,145	0-09
February.....	12	22	12,394	13,048	47,603	0-06
March.....	16	25	2,877	5,186	65,272	0-08
April.....	22	37	8,418	12,121	178,713	0-21
May.....	30	44	14,853	23,360	248,575	0-30
June.....	28	42	44,704	59,706	717,845	0-87
July.....	29	54	8,941	56,263	888,243	1-07
August.....	20	42	8,166	15,039	202,395	0-24
September.....	16	39	5,303	15,144	201,870	0-24
Cumulative totals.....	186		111,030		2,621,661	0-35

* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss In Man-Working Days	Particulars(2)
	Estab-lishments	Workers		
Strikes and Lockouts in Progress Prior to September, 1953				
MINING—				
Silver and lead miners, Alice Arm, B.C.	1	100	1,500	Commenced May 15; for new agreement providing for increased wages and union security, following reference to conciliation board; un-terminated.
Gold miners, Pamour, South Porcupine and Timmins, Ont.	4	1,010	24,000	Commenced July 11; for a new agreements providing for increased wages, reduced hours from 48 to 40 per week, pay for six statutory holidays, check-off and extension of vacation plan, following refer-ence to conciliation board; un-terminated.
Gold and copper miners and smelter workers, Noranda, Que.	1	1,600	40,000	Commenced August 22; for a new agreement providing for check-off, increased wages and reduced hours from 48 to 40 per week, following refer-ence to arbitration board; un-terminated.
MANUFACTURING—				
<i>Boots and Shoes (Leather)</i> Shoe factory workers, Preston, Ont.	2	(3) 258	5,000	Commenced May 26; for a union agreement providing for increased wages and reduced hours from 45 to 40 per week, following refer-ence to conciliation board; un-terminated.
<i>Textiles, Clothing, etc.—</i> Knitting factory workers, Plessisville, Que.	1	57	800	Commenced May 19; for a new agreement incorporating cost-of-living bonus in basic rate, seniority, etc., following refer-ence to arbitration board; partial return of workers; un-terminated.
<i>Metal Products—</i> Zinc alloy die casting factory workers, Wallaceburg, Ont.	1	39	800	Commenced April 22; for a union agreement providing for increased wages retroactive to Oct. 30, 1952, and other changes, following refer-ence to conciliation board; un-terminated.
Skate factory workers, Kitchener, Ont.	1	44	900	Commenced May 14; for a union agreement providing for increased wages, union shop, check-off, etc., following refer-ence to conciliation board; un-terminated.
Spring factory workers, Hamilton, Ont.	1	240	5,000	Commenced June 24; for a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, check-off, etc., following refer-ence to conciliation board; un-terminated.
Aero engine mechanics, Vancouver, B.C.	1	82	1,230	Commenced August 14; for a new agreement providing for increased wages, following refer-ence to conciliation board; terminated Sep-tember 22; negotiations; com-promise.
TRADE—				
Wholesale produce ware-house workers, Vancouver, B.C.	1	50	800	Commenced June 15; for a union agreement providing for increased wages, following refer-ence to conciliation board; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss In Man-Working Days	Particulars(?)
	Estab-lishments	Workers		
Strikes and Lockouts in Progress Prior to September, 1953—Concluded				
Wholesale grocery ware-house workers, Penticton, B.C.	1	7	140	Commenced August 3; for a union agreement providing for increased wages, closed shop, grievance committee, etc., following reference to conciliation board; un-terminated.
Strikes and Lockouts Commencing During September, 1953				
MINING—				
Coal miners, Glace Bay, N.S.	2	575	600	Commenced September 16; protesting transfer of miners from abandoned mine to new colliery; terminated September 17; return of workers; indefinite.
Coal miners, Sydney Mines, N.S.	1	843	1,700	Commenced September 16; protesting dismissal of two loaders following altercation with overman; terminated September 18; return of workers pending settlement; in- definite.
Gold miners and mill workers, Schumacher, Ont.	1	1,201	9,600	Commenced September 22; for a new agreement providing for increased wages, check-off, reduced hours from 48 to 40 per week, pay for eight statutory holidays instead of four, two week's vacations with pay after two years and three weeks after 15 years, following reference to conciliation board; un-terminated.
Gold and silver miners, mill and smelter workers Timmins, Ont.	1	1,356	6,800	Commenced September 24; for a new agreement providing for increased wages, check-off, reduced hours from 48 to 40 per week, and extension of vacation plan; un-terminated.
MANUFACTURING—				
<i>Rubber and Its Products—</i> Tire and rubber factory workers, Toronto, Ont.	1	1,115	2,230	Commenced September 29; dissatisfaction with piece-work rates for two men; un-terminated.
<i>Textiles, Clothing, etc.—</i> Women's and children's clothing factory workers, Saskatoon, Sask.	1	32	540	Commenced September 9; for a union agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, seniority and job classification; un-terminated.
Hosiery factory workers, Hanover, Ont.	1	22	85	Commenced September 25; for a new agreement providing for increased wages and other changes, following reference to conciliation board; un-terminated.
<i>Pulp, Paper and Paper Products—</i> Paper mill workers, Beauharnois and Crabtree Mills, Que.	2	(4) 461	2,425	Commenced September 23 and 27; for new agreements providing for reduced hours from 48-50 to 40 per week with same take-home pay and night shift differential, following reference to arbitration board; un-terminated.
<i>Miscellaneous Wood Products—</i> Sawmill workers, Penticton, B.C.	1	61	240	Commenced September 1; alleged violation of seniority in lay-off of four workers; terminated Sep-tember 8; return of workers in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss In Man-Working Days	Particulars (2)
	Estab-lishments	Workers		
Strikes and Lockouts Commencing During September, 1953—Continued				
Sawmill workers, Penticton, B.C.	1	41	595	Commenced September 12; for a new agreement providing for increased wages, following reference to conciliation board; un-terminated.
Lumber mill workers, St. John's, Nfld.	4	140	1,125	Commenced September 21; for a new agreement providing for increased wages retroactive to July 1, closed shop and check-off, following reference to conciliation board; un-terminated.
Saw and lumber mill workers, Northern Interior British Columbia.	39	1,650	5,000	Commenced September 28; for new agreements providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, pay for three statutory holidays and closed shop, following reference to conciliation board; un-terminated.
<i>Metal Products—</i> Machine and tool factory workers, Ingersoll, Ont.	1	280	4,100	Commenced September 10; for a new agreement providing for increased wages and reduced hours from 45 to 42½ per week with same take-home pay, following reference to arbitration board; terminated September 30; negotiations; com- promise.
Bus factory workers, Fort William, Ont.	1	1,185	200	Commenced September 18; to attend a union meeting <i>re</i> overtime pay; terminated September 18; return of workers; in favour of employer.
Cigarette lighters factory workers, Toronto, Ont.	1	80	100	Commenced September 24; for a new agreement providing for increased wages, following reference to conciliation board; terminated Sep- tember 25; conciliation; com- promise.
Metal factory workers, Toronto, Ont.	1	170	170	Commenced September 29; pro- testing dismissal of a worker for refusal to work overtime; termi- nated September 30; return of workers pending reference to arbi- tration; indefinite.
Steel mill workers, Winnipeg, Man.	2	703	1,050	Commenced September 29 and 30; for new agreements providing for increased wages and reduced hours from 42½ to 40 per week with same take-home pay, following refer- ence to conciliation board; untermi- nated.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters, London, Ont.	.....	37	37	Commenced September 11; inter- union dispute as to whether car- penters or lathers should instal acoustic tile; terminated Septem- ber 11; return of workers pending reference to National Joint Board; indefinite.
Carpenters, Moncton, N.B.	.....	(3) 260	1,700	Commenced September 23; for new agreements providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay and protest against employment of improvers, following refer- ence to conciliation board; untermi- nated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars (2)
	Establishments	Workers		
Carpenters, Kamloops, B.C.	1	54	108	Commenced September 24; protesting employment of labourers on insulation work; terminated September 25; negotiations; in favour of workers.
TRANSPORTATION AND PUBLIC UTILITIES—				
<i>Other Local and Highway Transport—</i> Truck drivers and storage warehouse workers, Winnipeg, Man.	1	84	1,090	Commenced September 12; for a new agreement providing for increased wages, following reference to conciliation board; terminated September 26; negotiations; compromise.
<i>Water Transport—</i> Seamen, Canadian Ports.	.....	350	700	Commenced September 28; for a new agreement providing for increased wages, reduced hours from 56 to 40 per week and other changes, following reference to conciliation board; un-terminated.
TRADE—				
Milk salesmen and dairy workers, Toronto, Ont.	13	1,700	5,100	Commenced September 10; for new agreements providing for increased wages retroactive to March 31, continuance of six-day-delivery service and pay for eight statutory holidays instead of four, following reference to conciliation board; terminated September 12; conciliation; compromise.
Milk salesmen and dairy workers, Toronto, Ont.	1	525	525	Commenced September 17; protest against establishment of five-day-delivery service in contravention of six-day-delivery clause in agreement; terminated September 17; conciliation and return of workers pending reference to conciliation board; indefinite.
SERVICE—				
<i>Public Administration—</i> Garbage collectors, Picton, Ont.	1	6	6	Commenced September 9; for increased wages; terminated September 9; return of workers; in favour of employer.
<i>Business and Personal—</i> Hotel and beverage room employees, Bellevue, Blairmore, Coleman, Alta.	7	27	135	Commenced September 25; for new agreements providing for increased wages for all and reduced hours for maids and waitresses from 48 to 44 per week, following reference to arbitration board; un-terminated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 121 indirectly affected; (4) 54 indirectly affected; (5) 450 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1953, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by.....	10	14	1	15	14	16	1	6			4		81
(a) Tools, machinery, cranes, etc.....		1			3	3					1		8
(b) Moving vehicles.....	5	1		6	3	4		5			3		27
(c) Other objects.....	5	12	1	9	8	9	1	1					46
Caught In, On or Between Machinery, Vehicles, Etc..	1			2	10			2	3				18
Collisions, Derailments, Wrecks, Etc.....	15	14	9	11	5	5	1	15	3		9		87
Falls and Slips.....	2	11		4	9	9		12	1		2		55
(a) Falls on same level.....					1								1
(b) Falls to different levels.....	2	11		4	8	9	5	12	1		2		54
Conflagrations, Temperature Extremes and Explosions.....	2	2	1	1	7			2	1		1		17
Inhalation, Absorptions, Asphyxiation, Etc.....				10	4								14
Electric Current.....	4			3	4	3	4	1			1		20
Over-exertion and Industrial Diseases.....			1	1	5	8		3	3		2		23
Miscellaneous Accidents.....								1			1		2
Total, Second Quarter—1953.....	34	41	12	47	58	41	11	42	11		20		317
Total, Second Quarter—1952.....	31	38	1	56	69	55	14	61	11		35		371

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1953

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....					8	14	4	6	2			34
Logging.....	2				2	9	2			17		41
Fishing and Trapping.....			6	2	3	3				1		12
Mining and Quarrying.....	1		5		9	9	1	5	6	9	2	47
Manufacturing.....	1		1	1	14	18	3	1	3	16		58
Construction.....			3		7	15	2	1	7	6		41
Electricity, Gas, Water Production and Supply.....			1		5	2	1	1		1		11
Transportation, Storage and Communications.....	1			2	18	9	1	3	3	5		42
Trade.....					2	6	1		1	1		11
Finance.....												
Service.....				1	5	7	2		2	3		20
Unclassified.....												
Total.....	5		16	8	77	92	17	17	24	59	2	317

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Obtainable from the Circulation Manager, Department of Labour, Ottawa

Reprints from The Labour Gazette—

PRICE: 10 cents.

Annual Vacations with Pay in Canadian Manufacturing Industries (Aug., 1952.)

The Normal Work Week in Canadian Manufacturing Industries, 1951 (June, 1952.)

Wages, Hours and Working Conditions in the Primary Textile Industry (May, 1952.)

Cost of Living Escalator Clauses in Collective Agreements (Dec., 1951.)

Numbers of Workers Affected by Collective Agreements in Canada, by Industry (Dec., 1951.)

Annual Report of the Department of Labour (for fiscal year ended March 31, 1952).

PRICE: 25 cents.

Labour Organization in Canada

1952 Report. PRICE: 25 cents.

Strikes and Lockouts in Canada and Other Countries, 1952

PRICE: 15 cents.

Annual Report on Wage Rates and Hours of Labour in Canada

PRICE: 25 cents.

Labour-Management Co-operation Service Publications—

Teamwork in Industry (monthly).

Industrial Democracy at Work.

Partners in Production No. 2.

Teamwork in Action.

A Stitch in Time.

Co-operation Works Here.

Meters, Motors and Men.

Joint Consultation in the E. B. Eddy Company.

Joint Consultation in Service Industries.

Making the Most of Your LMPC.

The Foreman and the LMPC.

Labour-Management Co-operation Service.

The Labour Representative on an LMPC.

Duties of an LMPC Chairman.

What Management Men Say about LMPCs.

Provincial Labour Standards

(concerning child labour, holidays, hours of work, minimum wages, weekly rest-day and workmen's compensation) PRICE: 10 cents.

2 Minutes of Employment Facts—

(semi-monthly) FREE.

Apprenticeship in Canada

PRICE: 15 cents.

Vocational Education in Canada—

PRICE: 15 cents.

Bulletins of Industrial Relations Series—

PRICE: 10 cents.

No. 1—Joint Councils in Industry.

No. 3—Joint Conference of the Building and Construction Industries in Canada, Ottawa, 1921.

No. 5—Canada and the International Labour Conference.

No. 8—National Conference regarding Winter Employment in Canada.

Canadian Railway Board of Adjustment No. 1

Nos. 9-13—Reports of Proceedings of the Board covering three-year periods from 1923 to 1951.

Labour Legislation in Canada as Existing on December 31, 1948

PRICE: \$2.00.

First Supplement (1949-50) PRICE: 25 cents.

Workmen's Compensation in Canada

(a comparison of provincial laws)

PRICE: 10 cents.

Occupational Monographs—

FREE.

Bricklayers and Stone Masons.

Careers in Natural Science and Engineering.

Carpenter.

Electrician.

Forge Shop Occupations.

Foundry Workers.

Lawyer.

Machinist and Machine Operator (Metal).

Mining Occupations.

Motor Vehicle Mechanics and Repairmen.

Optometrist.

Painter.

Plasterer.

Plumber, Pipe Fitter and Steam Fitter.

Printing Trades.

Sheet Metal Worker.

Social Worker.

Technical Occupations in Radio and Electronics.

Tool and Die Maker.

manpower and labour relations

REVIEW

Economics and Research Branch, Canadian Department of Labour

Current Manpower Situation

TOTAL sales, output, and employment are continuing to exceed last year's levels by moderate amounts. The increase in job opportunities however, has been smaller than the growth of the labour force, with the result that unemployment is higher than it was last year at this time. Reduction in activity in both seasonal and non-seasonal industries is contributing to this higher level of unemployment. This easing of labour demand results particularly from reduced activity in the textile, agricultural implements and lumbering industries, the slowdown in expansion of consumer durables, and earlier-than-usual reductions in forest activity.

The number of workers fully employed decreased by 116,000 in the month ending November 21, largely as a result of the usual decline in seasonal activity. Farm operations came to a virtual standstill, many food processing plants closed down and manpower requirements gradually slackened in construction, fishing and lake shipping. Although some of the workers released from these operations withdrew from the labour force for the winter months, others remained to increase the supply of available labour. By the beginning of December, 72 of 111 labour market areas had labour surpluses, almost double the number a month earlier. These areas represented 50 per cent of total paid workers.

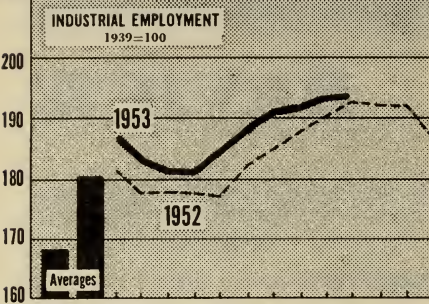
Employment levels in November were still moderately higher than a year earlier, although the trend since mid-summer this year was in marked contrast to last year's. The sharp upturn in activity last fall, particularly in the manufacturing and construction industries, was accompanied by an unusual increase of about 70,000 fully-employed workers during the three months ending November. This autumn, on the other hand, manufacturing has tended to level off and fewer workers have been absorbed in industries that usually expand at this time of year. Consequently, full-time employment between August and November of this year decreased by more than 100,000.

Resulting increases were apparent in the number of people seeking work through the National Employment Service. During November, the average number of job applications registered rose to 257,700, repre-

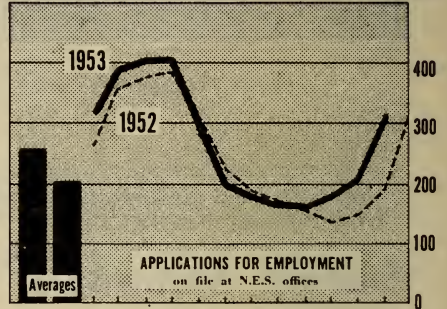
A Monthly Labour Gazette Feature

CURRENT LABOUR TRENDS

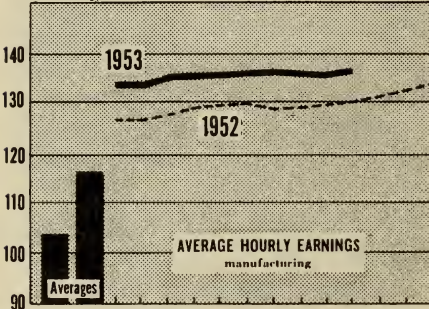
INDEX



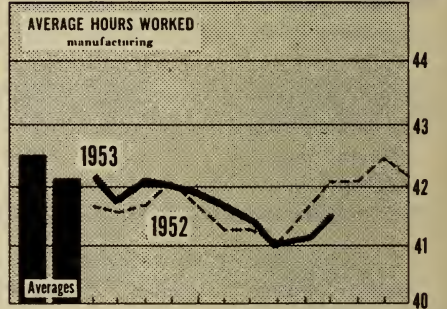
THOUSANDS



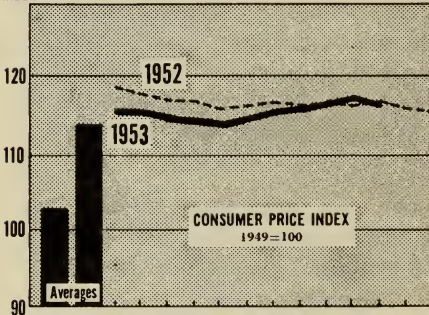
CENTS PER HOUR



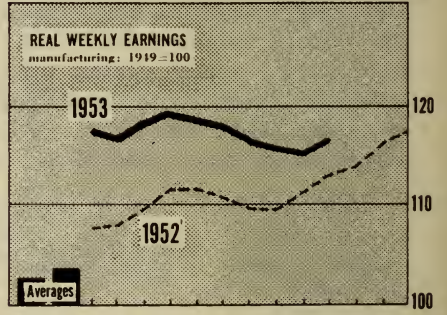
HOURS PER WEEK



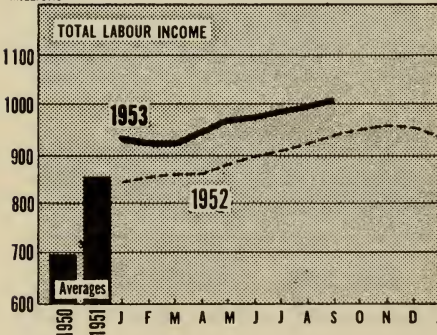
INDEX



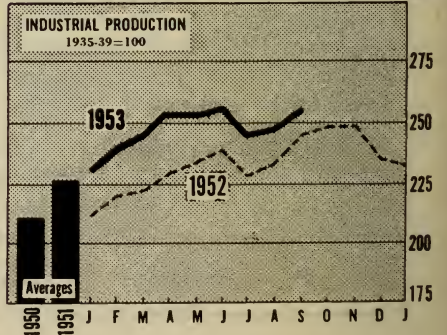
INDEX



MILLIONS



INDEX



senting 6.2 per cent of all paid workers in the country. This compares with 4.5 per cent in October 1953 and 4.3 per cent in November 1952.

Despite an increase in labour surpluses over last year, when unemployment was particularly low, basic economic indicators reflect continuing high levels of income and employment. During September, retail sales were nearly three per cent above the 1952 level. One component, department store sales, fell slightly in October, compared with last year, owing mainly to the open fall, which impeded clothing sales. Housing starts during the same month were nearly 20 per cent higher, and industrial production generally was more than four per cent higher than last year.

Employment in manufacturing this fall has not been expanding at nearly the same rate as last year. In fact, the index of employment dipped slightly between September and October, a development which has not occurred for several years. As a result, the year-to-year gain, quite marked in earlier months, has been narrowing steadily. At August 1, the year-to-year margin was 3.7 per cent; by September 1, this margin had dropped to 2.5 per cent and one month later to one per cent.

While employment in a number of industries has been levelling off at a relatively high plateau, some industries have remained sluggish at a time when employment usually expands in response to seasonal demands. Textiles employment, for example, dropped slightly during September and was nearly five per cent below last year's low level. Other soft spots are coal mining and sawmilling, whose employment levels at October 1 were eleven and six per cent respectively below the 1952 levels. Employment in agricultural implements manufacturing at October 1 was also some 30 per cent below last year's. On the other hand, year-to-year employment levels were higher by more than 12 per cent in both the rubber products and electrical apparatus industries.

The accompanying table compares the expansion of employment in selected urban areas during the three-month period from August 1 to October 1 for the years 1952 and 1953, both for manufacturing and the industrial composite.

These data indicate that expansion in manufacturing employment has been slowing down in recent months. On the other hand, strength in the services and distribution sectors and a high level of residential construction are helping to maintain employment levels in these cities.

Employment Change in Selected Cities from August to October, 1952 and 1953

City	Manufacturing		Industrial Composite	
	1952	1953	1952	1953
	Percent		Percent	
Montreal	+2.1	+1.4	+2.2	+1.1
Toronto	+3.4	+2.5	+2.3	+2.4
Winnipeg	+1.5	+0.3	+0.1	+0.6
Quebec	+6.5	+0.9	+3.2	+0.7
St. John's	-3.1	-4.3	+1.5	-0.2
Halifax	+1.9	+0.2	+3.2	+3.5
Calgary	-1.5	-1.3	-0.4	+1.0
Edmonton	-0.4	-1.9	+4.4	-1.2
London	+2.2	+0.5	+2.0	+1.9

Collective Bargaining Review, 1953

CONTINUING the trend of post-war years, unions, in 1953, generally requested substantial increases in wage rates. Employers, on the other hand, were inclined to resist these demands more strongly than in recent years and some made counter-proposals suggesting decreases. Under these circumstances, a larger number of settlements this year did not provide for wage increases, although many provided for improvements in non-wage items. Wage advances were, in general, of lesser amounts than during the past few years. Increases this year tended to range downwards from the 10-cent level, compared with a pattern of 10 to 15 cents in 1952. However, in view of the relative stability of the cost-of-living, the increases in 1953 resulted in important advances in "real" earnings.

Strike activity during 1953 was considerably below the 1952 level. Preliminary figures for the first 11 months of the year show that approximately 53,000 workers were involved in 159 work stoppages resulting in a time loss of 1,058,184 man-working days. For the corresponding period in 1952, the figures were 119,000 workers, 214 work stoppages, and 2,832,676 man-working days. For all months except October and November, time loss in 1953 was considerably less than in 1952. Much of the recent time loss is attributable to strikes in gold and base metal mines in northern Ontario and Quebec.

During the first half of 1953, bargaining was under way for certain railway groups and in coal mining, electrical goods manufacturing, water transportation, construction, gold and base metal mining and smelting, west coast logging and lumbering, and pulp and paper. It was not, however, until after the middle of the year that major settlements were reached.

During the second half of the year, negotiations became general in basic steel, motor transport, meat packing, rubber products, and the railways. As the year ended, bargaining, except in the railways, had been completed in at least the larger establishments of the industries mentioned. The major developments of 1953 are outlined below.

Bargaining in the *coal mining industry* is conducted in two main areas, Alberta-British Columbia and Nova Scotia. In both areas, conciliation boards, faced with important marketing and production problems in the industry, failed to recommend any wage increase. Settlements were reached, after prolonged negotiations, without provision for a wage change, although in the western area the agreement called for an increase in employer payments to the welfare fund of five cents per ton.

In *electrical goods manufacturing*, negotiations between the United Electrical, Radio and Machine Workers of America and the Canadian General Electric Company Limited, Toronto and Peterborough, culminated in a settlement providing wage increases of six and seven cents an hour for men and women respectively. Negotiations with the other major producer, the Canadian Westinghouse Company at Hamilton, eventually produced an agreement for a seven-cent wage increase and improved vacation and welfare plans.

The main areas of bargaining in *water transportation* involved the Seafarers' International Union and (1) three west coast shipping firms,

(2) the Shipping Federation of Canada for east coast deep-sea, dry-cargo operators and (3) several companies operating on the Great Lakes. On the west coast, an agreement was reached before the middle of the year on a \$30-per-month wage increase after seamen had voted in favour of strike action. Negotiations and conciliation in the other two areas over the union's demand for increased monthly pay and a 40-hour week were more lengthy. A strike of the crews on Great Lakes vessels was averted in September when, with the assistance of a federal government mediator, the union and companies agreed to the adoption of a 40-hour week without loss in take-home pay and other benefits, excluding an increase in monthly pay. Following the rejection of their demands by a conciliation board, seamen on Atlantic deep-sea, dry-cargo vessels went on strike September 28. Late in October a compromise settlement increased wages and reduced hours.

Although much of the bargaining in *construction* was prolonged, settlements were made easier, as the experience of the first half of the year made it clear that construction would continue at a high level. Wage increases were generally obtained throughout the industry, predominantly within the range of five to ten cents an hour.

Two unions, the United Steelworkers of America and the International Union of Mine, Mill and Smelter Workers, represent employees in the *non-ferrous metal mining and smelting industry*. The steelworkers' union, representing employees in a number of mines in northern Ontario and Quebec, began negotiations early in the year for a wage increase, a reduction in the 48-hour week, a check-off of union dues and other benefits. Conciliation boards tried, without success, to resolve differences at most of the mines. Strikes began at some during July and by the end of October had spread to 12 mines and 7,000 workers. Subsequent attempts to settle the disputes have failed.

In addition to agreements at several small mines in British Columbia, the Mine, Mill Union, with conciliation assistance, was able to renegotiate its agreements with the Consolidated Mining and Smelting Company in British Columbia and the International Nickel Company of Canada in Ontario. The agreement with the former company provided increased vacation benefits and certain other gains, while that with the latter provided a wage increase and an improved vacation plan.

Forest Industrial Relations, representing *west coast logging and lumbering* operators, began bargaining with the International Woodworkers of America in April. Bargaining and conciliation extended into July. The membership of the union voted to accept a conciliation board report which recommended a wage increase of five cents an hour and incorporation into basic rates of a portion of the cost-of-living bonus currently being paid. In the smaller firms in the interior, agreements have not, however, been reached and workers have been on strike for some time.

Except for agreement to a ten-per-cent wage increase and a 40-hour week, negotiated early in the year at mills producing fine grades of paper, bargaining and conciliation in the *pulp and paper industry*, involving several AFL-TLC unions, extended well into the fall and votes favoured strikes at both the British Columbia group of mills and the

Ontario newsprint and pulp group. Early in November, the unions and the Ontario group agreed to a three-per-cent wage increase, with a minimum of five cents an hour retroactive to May 1. Shortly thereafter both the Canadian International Paper Company, with mills in Quebec, Ontario and New Brunswick, and the B.C. mills signed agreements. Wage increases were granted in both and a 40-hour week was confirmed in the Canadian International agreements. Contracts have also been signed for several individual companies, particularly in Quebec and the Maritimes. For some of these, the union involved was the National Federation of Pulp and Paper Workers (CCCL).

Although agreements covering Canada's three major *automobile manufacturing* plants extend into 1954 and 1955, they were opened during 1953 on wage matters. Upward adjustments in wages were incorporated into the contracts.

Contracts at the Algoma Steel Corporation, Sault Ste. Marie, and the Steel Company of Canada Limited, Hamilton, extend into 1954. However, under a re-opening clause in the *steel industry* contracts, the United Steelworkers of America requested a wage increase of eight and one-half cents an hour. Although negotiations continued for several months, no revision was made. The union has indicated that it will seek to negotiate a wage increase when the contracts terminate early in 1954.

In contrast with the generally-protracted bargaining in 1953, negotiations between the United Packinghouse Workers of America and the three large *meat-packing* firms were of relatively short duration. The agreements, signed in August, granted an increase in basic rates of five cents an hour for men and four cents for women, with higher adjustments for skilled workers.

Negotiations have been continuing in the *rubber products* industry. During November, Goodyear Tire and Rubber Company at Toronto and the United Rubber, Cork, Linoleum and Plastic Workers of America agreed to an extensive employer-financed welfare plan and other fringe benefits. No wage increases were included.

Contract negotiations for non-operating and certain groups of operating employees of the railway companies began recently. Representatives of the non-operating group, comprising more than 125,000 workers, are seeking an improved vacation plan, eight paid statutory holidays, a cumulative sick-leave plan, and premium compensation for Sunday work. Both unions and employers have requested a conciliation board.

Among the operating trades, some of last year's bargaining extended into the early months of 1953. Within recent weeks, the Brotherhood of Locomotive Engineers is reported to have signed agreements with both the Canadian Pacific Railway Company and the Canadian National Railways covering engineers in eastern sections of the roads. The main provision of the new contracts is for a five-day week for engineers in yard service.

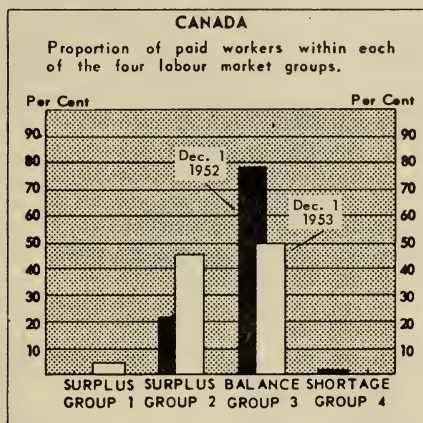
The Brotherhood of Locomotive Firemen and Enginemen has announced that in forthcoming negotiations it will seek a general wage increase, a five-day week for employees in yard service and certain fringe benefits, including an improved vacation plan.

Manpower Situation in Local Areas

FURTHER declines in industrial activity during November resulted in a considerable increase in the number of idle workers. By the first of December, the number of areas with labour surpluses had increased to 72 from 38 a month earlier. These areas included 50 per cent of all paid workers in Canada, compared with 28 per cent a month earlier. A corresponding decrease occurred in the number of areas in which labour demand and supply were in approximate balance.

A great deal of the increase in unemployment was the usual result of the oncoming winter; but comparison with last year indicates a marked non-seasonal element in this increase. It is evident, in fact, that employment expansion in manufacturing and other industries this fall has not been sufficient to absorb the additions to the labour force during the year. Although full-time employment continued to exceed last year's level, the number of areas with surplus labour supplies was almost double the number last year.

The rate of employment expansion was lower in all regions, with the possible exception of the Prairie Provinces. The effect of lower lumbering and logging operations this fall was evident in British Columbia and the Maritime Provinces; coal mining employment in Nova Scotia has dropped steadily since mid-summer. Contributing to the labour surplus in Quebec were the early completion of pulpwood cutting this year and lower textile production and, in Ontario, the continued low level of agricultural implement production as well as some slackening in consumer durables manufacturing.



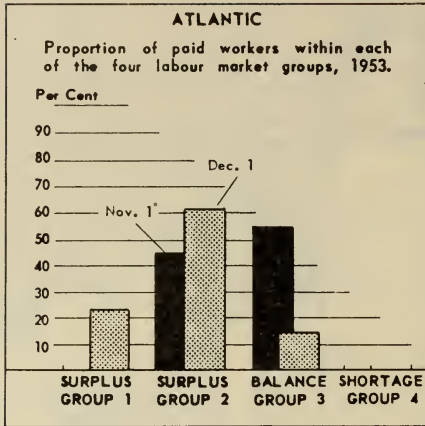
Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Dec. 1 1953	Dec. 1 1952	Dec. 1 1953	Dec. 1 1952	Dec. 1 1953	Dec. 1 1952	Dec. 1 1953	Dec. 1 1952
Metropolitan	1	—	5	2	4	8	—	—
Major Industrial	3	—	19	12	8	17	—	1
Major Agricultural	—	—	4	1	10	12	—	1
Minor	4	1	36	13	17	42	—	1
Total	8	1	64	28	39	79	—	3

* See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, DECEMBER 1, 1953

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's	Colgoy Homilton Quebec - Levis Vancouver - New Westminster Winnipeg	Edmonton Montreal Ottawa - Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000: 60 per cent or more in non-agricultural industry)	Brontford New Glasgow Showinigon Falls	Corner Brook Cornwall Fornham - Gronby Fort William - Port Arthur Joliette Loc St. Jean Moncton Niogoro Peninsulo Oshowo Peterborough Rouyn - Val d'Or Saint John Sherbrooke St. Hyacinthe Sydney Trois Rivières Volleyfield - Beouhornois Victorio Windsor	Guelph Halifax Kingston Kitchener London Sornio Sudbury Timmins - Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000: 40 per cent or more in agriculture)		Thetford - Megantic - St. Georges Charlottetown Chatham Rivière du Loup	Borrie Brandon Lethbridge Moose Jow North Battleford Prince Albert Red Deer Regino Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 - 25,000)	Bothurst Drummondville Prince George St. Stephen	Belleville - Trenton Brocebridge Bridgewater Buckingham Campbellton Central Vancouver Island Chilliwock Cronbrook Douphin Edmundston Fredericton Gospé Grond Falls Kentville Lochute - Ste. Thérèse Leomington Lindsay Montmagny Newcastle North Bay Okanogon Valley Owen Sound Portoge la Prairie Prince Rupert Rimouski Sault Ste. Marie Simcoe Sorel Ste. Agothe - St. Jérôme St. Jean Summerside Troil - Nelson Truro Victorioville Woodstock, N.B. Yarmouth	Brompton Dowson Creek Drumheller Golt Goderich Ingersoll Komloops Listowel Medicine Hat Pembroke Quebec - North Shore Stratford St. Thomas Swift Current Walkerton Weyburn Woodstock, Ont.	

ATLANTIC



SEASONAL activities in the Atlantic region continued to decline rapidly during November. Although fine weather helped to maintain such outdoor activities as construction, heavy layoffs occurred during the month. As a result, the number of persons working full time fell from 438,000 to 421,000 during the four-week period ending November 21.

Total employment during November was significantly lower than a year earlier; labour surpluses existed in 20 of the 21 areas in the region at December 1. A year

earlier, balanced and surplus areas were in equal numbers. Several factors contributed to the development of labour surpluses this year. The most significant of these was the reduction of employment levels in coal mining and iron and steel manufacturing in the industrial areas of Nova Scotia. In Sydney, for example, Dominion Coal Company's No. 1B Colliery laid off 1,200 men in June in order to mechanize; to date only 400 have been recalled. Similarly, slackening in the demand for products such as power shovels, steel castings and structural steel caused employment reductions in secondary steel plants in New Glasgow. In general, lumber and logging activity was also reduced throughout the region. In New Brunswick, for example, logging employment at October 1 was 17 per cent lower than a year earlier. Ancilliary operations such as trucking and shipping, which are dependent on a high level of activity in forestry, were also curtailed, particularly in the areas along the New Brunswick North Shore.

Two areas in the region changed from the moderate to the substantial labour surplus category during the month; two from the balanced to the substantial surplus category and nine from the balanced to the moderate labour surplus category. At December 1, Halifax was the only area in balance, 16 areas had moderate surpluses and four had substantial surpluses.

Metropolitan Areas. The labour situation in St. John's, Nfld., changed abruptly during November from one of balance to one of substantial surplus. The principal reasons for the change were seasonal slackening in local construction, a sharp reduction in defence construction in the outlying areas and the early closure of a number of logging camps. This substantial labour surplus developed somewhat earlier this year than last, principally because of a reduction in defence construction work. Reflecting this condition, registrations of construction workers for employment were three times greater this year than last.

Major Industrial Areas. Closure of the Intercolonial Coal Company at Westville brought the New Glasgow area into the surplus category. In Sydney, Moncton and Saint John there was no change from the moder-

ate surplus situations of a month ago. Halifax, although remaining in balance, tended towards a moderate surplus. In Corner Brook a moderate labour surplus developed.

Major Industrial and Minor Areas. Labour surpluses developed during the month in six of the major industrial and minor areas. St. Stephen showed the greatest change, developing a substantial labour surplus following layoffs in the textile industry. Surpluses also existed in Charlottetown and Summerside because of seasonal slackening in agriculture and construction. In Bridgewater, Edmundston and Bathurst, substantial labour surpluses accumulated because labour requirements in logging and lumbering were smaller than usual.

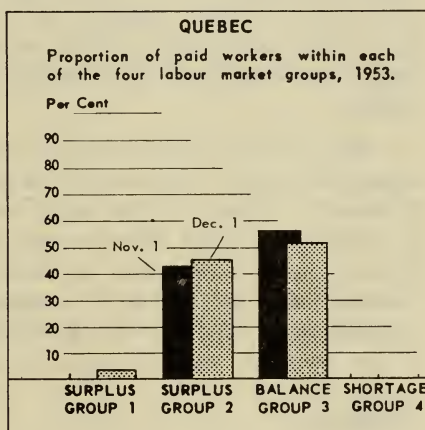
QUEBEC

EMPLOYMENT levelled off or declined in most industries in the Quebec region during November as winter weather affected nearly all outdoor activities. Consequently, the number of persons working 35 hours or more dropped by 8,000 to 1,395,000 during the month ending November 21. The total number of persons at work on that date was 24,000 below the seasonal peak in employment, reached on September 19.

Although employment continued at higher levels than last year, some softness in the labour market occurred during the year. For example, a considerable amount of short-time was reported in the textile industry, where employment at October 1 was four per cent lower than last year. In addition, layoffs were occurring in the rubber industry, reportedly as the result of slow sales because of warm weather, and in the clothing and boot and shoe industries because of greater declines in sales than usual for the season. Furthermore, fewer persons were employed in construction this year.

Labour surpluses existed in nearly all areas of the region by the end of November. In many areas, increases in unemployment had developed two to three months earlier than last year. Four areas shifted from balance to surplus during the month, bringing the total in surplus categories to 22. Of these, Drummondville and Shawinigan Falls had substantial surpluses. Montreal, with about half of the wage-earners of the region, was close to surplus but remained in the balanced category. The only other area without labour surpluses was the Quebec North Shore district.

Metropolitan Areas. Although the labour market in Montreal continued in balance, the seasonal decline in activity was causing some unemployment. Residential building activities were being maintained at reasonably high levels but despite this, registrations of construction workers for employment were steadily increasing. Employment appeared



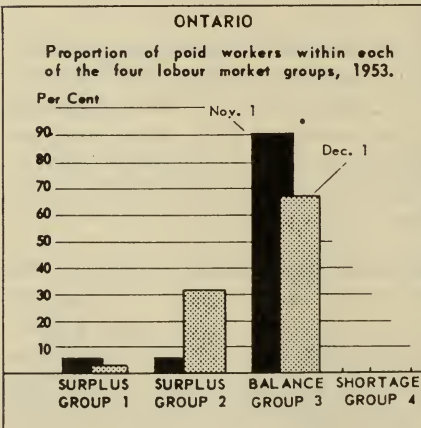
to be more stable in the iron and steel industries during the month. Layoffs, however, were larger than in the past two years in the clothing, rubber and leather products industries and workers were beginning to move into Montreal from outside areas.

The peak in logging employment was passed about mid-November and labour surpluses increased slightly in the Quebec City area as a result. Layoffs in shipbuilding and in the boot and shoe industries raised the number of idle workers in this area above that of last year.

Major Industrial Areas. Labour surpluses, which persisted through the summer of 1953 in Shawinigan Falls, rose rapidly during November as year-to-year decreases in the chemical and textile industries intensified the usual seasonal declines. Moderate surpluses continued in the remaining eight areas. Several thousand textile workers were unemployed and an even greater number was on short-time. On the other hand, the main difficulty in the northern areas was the growing paralysis of industry resulting from the labour-management dispute in the gold-mining centres.

Minor Areas. Drummondville developed a substantial labour surplus during November, following the layoff of an additional 700 workers from the textile industry. At the same time, St. Jean, Rimouski and Lachute—Ste. Thérèse shifted from balance to moderate surplus, leaving only the Quebec North Shore area in the balanced category. A loss of export markets was responsible for progressive layoffs in the sewing-machine manufacturing plant at St. Jean. Reflecting this, a surplus developed in the area two months earlier than last year.

ONTARIO



SEASONAL declines in construction and lake shipping, together with scattered industrial layoffs for retooling, changes in production schedules and inventory adjustments, increased unemployment throughout Ontario during November. The number of persons seeking work rose about 20 per cent above that of the previous month and the previous year. During November, the total number of persons with full-time jobs decreased by about 30,000 to 1,712,000.

Employment in industries other than agriculture continued at about the same level as a year ago, slightly higher employment in the manufacturing, trade, public utility, transportation and logging industries largely offsetting year-to-year reductions in mining, construction, finance and services. The largest year-to-year increases in manufacturing were in the electrical apparatus and non-ferrous metal products industries; employment in agricultural implements, textiles, clothing, sawmills and food and beverages was slightly lower than a year earlier.

Because of the substantial growth in the Ontario labour force during the past year and the fairly stable employment levels in the region, seasonal employment declines resulted in a more rapid development of labour surplus situations throughout the region than was the case in 1952. By the end of November, 16 of the 36 local areas had labour surpluses, compared with only three at the same time last year.

Metropolitan Areas. In Hamilton, further industrial layoffs, and the registration of workers from the Ford Company in Oakville, brought the area into the surplus category. Many of the workers laid off, however, were to be recalled early in December. Both the Toronto and Ottawa labour markets continued in approximate balance, although the surplus of unskilled construction workers was growing, particularly in Toronto.

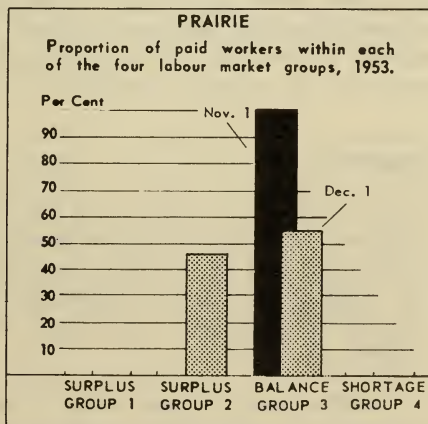
Major Industrial Areas. During November, employment in most of the major industrial areas declined substantially. Automobile and parts plants shut down for retooling, mild weather reduced the demand for rubber footwear, furs, and winter clothing and the agricultural implement and textile industries continued to operate at low levels. A few temporary layoffs also occurred in the iron and steel, household furniture and electrical appliance industries to allow for inventory adjustments, changes in production schedules or slackening demand. At the end of November, seven of the thirteen areas still had balanced labour markets. Peterborough and the Niagara Peninsula accumulated surpluses during the month, and Brantford developed a substantial surplus; the surplus in Windsor declined slightly. Oshawa moved from the substantial to the moderate surplus category and Cornwall continued to have a moderate labour surplus.

Major Agricultural and Minor Areas. An inflow of workers from strike-bound mining areas, the completion of road work, seasonal sawmill closures and the completion of canning and tobacco processing increased available labour supply in many of the smaller centers in Ontario. By the end of the month, Bracebridge, Sault Ste. Marie, North Bay, Lindsay, Chatham, Belleville-Trenton, Leamington, Simcoe and Owen Sound had labour surpluses.

PRAIRIE

FARM operations came to a virtual standstill in the Prairie region during November and non-agricultural activity declined somewhat more rapidly than last fall. By the third week of November, persons employed 35 hours or more numbered 820,000, a decrease of 52,000 from a month earlier and a slight increase from last year.

October retail sales were four per cent higher in the region than a year earlier and this trend continued in the larger centres during November. In some country districts, however, the volume of sales was



appreciably lower than last year because of a smaller demand for clothing, household appliances, automobiles and farm machinery.

Seasonal lay-offs in construction continued but construction employment remained higher than a year earlier in all three provinces and the value of new construction permits issued this fall was substantially greater. Little significant change has occurred in manufacturing, apart from a greater-than-usual employment decline in the clothing industry. Production and employment in meat-packing, flour mills, paper mills and sugar factories exceeded the levels of a year ago.

The more rapid seasonal decline in employment this year was accompanied by a considerable increase in the number of persons seeking work, which resulted in part from a larger movement of workers from rural areas to urban centres. Labour surpluses developed in five areas during the month, including two of the three metropolitan centres in the region. Last November only one area (Fort William—Port Arthur) was in surplus while labour shortages still prevailed in two areas.

Metropolitan and Major Industrial Areas. Winnipeg and Calgary came into the moderate labour surplus category about a month earlier than last year. The unusually mild weather reduced sales and employment in the clothing industry but, at the same time, delayed the seasonal down-turn in construction and other outdoor work. Much of the increase in labour supply was attributable to the slow movement of grain, which caused a large number of workers from farm districts to seek urban jobs for the winter. Labour supply also eased in Edmonton but not sufficiently to justify reclassification from the balanced labour market category.

The situation in Fort William—Port Arthur at the beginning of December was about the same as a year earlier. Employment prospects for the winter months were less favorable, however, owing to the early completion of pulpwood production quotas, the closing of a number of construction projects because of a carpenters' strike this fall and the completion of a lake carrier without equivalent volume of work to replace it.

Major Agricultural and Minor Areas. Labour demand in all agricultural and minor areas eased substantially during the month, although only two areas moved into the surplus category. The seasonal release of workers from road and railway maintenance and construction operations, as well as a large inflow of farm workers seeking urban employment for the winter, contributed to the increased labour supplies.

PACIFIC

EMPLOYMENT conditions in the Pacific region during November were adversely affected by the seasonal downturn in construction and fruit-processing and by a further decline in lumber production. As a result, the demand for labour diminished and full-time employment fell from 375,000 to 366,000 a decrease of about 20,000 from the November, 1952 level.

Little progress was made in settling the strike of woods workers in the B.C. interior. The strike, now in its second month, involves 3,000

workers directly and affects many thousands indirectly. In other lumbering areas in the region, production and employment have been falling since mid-summer owing to excessive stocks of logs and finished lumber. The decline in plywood output has been particularly sharp recently. Base metal production has also been declining steadily since the beginning of the year.

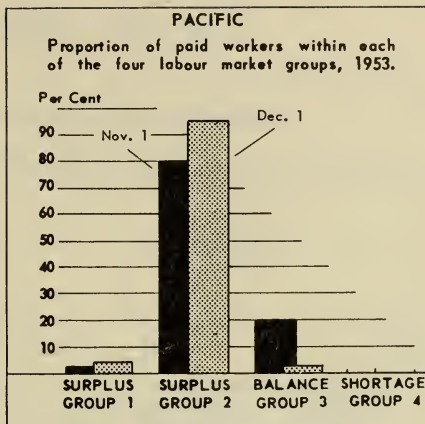
The effect of these developments is reflected in an employment trend contrasting markedly with that of last year. Between August and November, 1953, full-time employment decreased by more than 5,000, whereas last year it increased by more than 10,000.

The decline in labour demand during the month brought four additional areas (Cranbrook, Central Vancouver Island, Chilliwack and Okanagan Valley) into the moderate labour surplus category; nine of the ten labour market areas in the region were in surplus categories by December 1, compared with five a year earlier.

Metropolitan and Major Industrial Areas. Although layoffs from sawmills, plywood and machinery repair firms continued during November, the level of activity in the Vancouver—New Westminster area was sustained by a substantial volume of residential and commercial construction. This area, however, is affected by conditions in outlying districts to a greater extent than other metropolitan centres because of the high degree of labour mobility in the Pacific region. The labour surplus increased substantially during November; more than half the additional persons applying for work came from points outside the area.

In Victoria, various factors, including rains during the month and temporary lumber mill shutdowns, contributed to a decline in employment. The labour surplus, which developed about a month earlier than last year, continued to grow during November.

Minor Areas. Declining activity was most evident in the minor areas of the region. Employment in Prince George, already heavily affected by the lumbering dispute, was further reduced by the winter shutdown of construction projects. The effects of the gradual reduction in base metal production were largely concentrated in Trail—Nelson and, to a lesser extent, in Cranbrook. The continued low price of zinc in particular caused additional closures or reduced production among mines and smelters during November. The main cause of labour surplus in Central Vancouver Island was a decline in logging operations, which was partly seasonal in character. Chilliwack and Prince Rupert also had moderate surpluses as a result of seasonal declines in agriculture and fishing.



Current Labour Statistics

(Latest available statistics as of December 10, 1953)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	Nov. 21	5,316,000	- 0.7	-
Persons at work 35 hours or more	Nov. 21	4,714,000	- 2.4	-
Persons at work less than 35 hours	Nov. 21	322,000	+12.6	-
Usually work 35 hours or more	Nov. 21	128,000	+23.1	-
On short time	Nov. 21	49,000	+32.4	-
Usually work less than 35 hours	Nov. 21	194,000	+ 6.6	-
Persons with jobs not at work	Nov. 21	129,000	+ 4.0	-
Usually work 35 hours or more	Nov. 21	125,000	+ 3.3	-
Usually work less than 35 hours	Nov. 21	*	-	-
Persons without jobs & seeking work	Nov. 21	151,000	+36.0	-
Persons not in the labour force	Nov. 21	4,791,000	+ 1.0	-
<i>Registered for work, NES (b)</i>				
Atlantic	Nov. 19	34,667	+39.7	+47.1
Quebec	Nov. 19	79,293	+37.4	+42.3
Ontario	Nov. 19	83,982	+33.9	+67.0
Prairie	Nov. 19	32,075	+56.1	+43.9
Pacific	Nov. 19	36,026	+37.7	+31.1
Total, all regions	Nov. 19	266,043	+38.6	+48.3
<i>Ordinary claims for Unemployment</i>				
Insurance benefit	Nov. 1	153,604	+28.7	+37.7
Amount of benefit payments	Oct.	\$7,603,667	+12.8	+33.1
Index of employment (1949=100)	Oct. 1	116.8	+ 0.2	+ 0.3
Immigration	Oct.	18,624	+49.3	- 1.7(c)
<i>Industrial Relations</i>				
Strikes and lockouts - days lost	Nov.	287,316	-	-62.7(c)
No. of workers involved	Nov.	19,298	-	-55.4(c)
No. of strikes	Nov.	35	-	-25.7(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	Oct. 1	\$58.12	+ 0.9	+ 5.4
Average hourly earnings (mfg.)	Oct. 1	\$1.37	+ 0.7	+ 5.2
Average hours worked per week (mfg.)	Oct. 1	41.5	+ 1.2	- 1.4
Average weekly earnings (mfg.)	Oct. 1	\$56.73	+ 2.0	+ 3.7
Consumer price index (av. 1949=100)	Nov. 1	116.2	- 0.4	+ 0.1
Real weekly earnings (mfg. av. 1949=100)	Oct. 1	116.5	+ 1.5	+ 3.1
Total labour income	Sept.	\$1,012,000,000	+ 1.9	+ 8.7
<i>Industrial Production</i>				
Total (average 1935-39=100)	Sept.	255.0	+ 2.7	+ 4.5
Manufacturing	Sept.	267.9	+ 2.4	+ 4.4
Durables	Sept.	320.3	+ 3.0	+ 4.7
Non-Durables	Sept.	234.4	+ 1.8	+ 4.2

(a), (b): See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

*Less than 10,000.

Notes of Current Interest

New Co-Chairman Named For Manpower Council

Arthur H. Brown, Deputy Minister of Labour, has been appointed one of the two chairmen of the National Advisory Council on Manpower, replacing Dr. A. MacNamara, who retired last March.

The other chairman is R. B. Bryce, Clerk of the Privy Council, who replaces Norman Robertson, the former holder of that office.

The purpose of the Council, set up in February 1951, is to study manpower problems in Canada and to advise the Minister of Labour on the most effective utilization of the present and potential Canadian working force.

Members of the Council, as of October 1953, are:—

Representatives of Labour: Percy R. Bengough, President, Trades and Labour Congress of Canada; Donald MacDonald, Secretary-Treasurer, Canadian Congress of Labour; Gérard Picard, President, Canadian and Catholic Confederation of Labour; and James B. Ward, Secretary, Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods.

Representatives of Employers: Hugh A. Crombie, Vice-President and Treasurer, Dominion Engineering Works Limited; Allan C. Ross, President, Ross-Meagher Limited; Philip Gruchy, First Vice-President and Director, Anglo-Newfoundland Development Company; and William Mainwaring, Vice-President and Assistant to the President, British Columbia Electric.

Representatives of Agriculture: George Robertson, Secretary, Saskatchewan Wheat Pool; and J. A. Marion, Vice-President, Canadian Federation of Agriculture.

Representatives of Women: Mrs. A. Turner Bone, President, National Council of Women; and Mrs. Flore D. Jutras.

Representatives of Veterans: Lt.-Col. E. A. Baker, Chairman, National Council of Veterans Associations in Canada; and J. K. Kennedy, Second Vice-President, Dominion Command, Canadian Legion of the BESL.

Representatives of Industry: T. R. McLagan, President, Canadian Industrial

Preparedness Association; and J. A. H. Paterson, President, Canadian Metal Mining Association.

Ex-officio Members: A. J. MacNamara, Chairman *pro tem*, Unemployment Insurance Advisory Committee; and Judge W. J. Lindal, Chairman, National Employment Committee.

Representatives of Divisions of Government Services: C. H. Bland, Chairman, Civil Service Commission; Dr. J. G. Taggart, Deputy Minister of Agriculture; Laval Fortier, Deputy Minister of Citizenship and Immigration; T. N. Beaupré, Assistant Deputy Minister of Defence Production; J. F. Parkinson, Finance Officer, Department of Finance; Stewart Bates, Deputy Minister of Fisheries; L. H. Nicholson, Commissioner, RCMP; J. G. Bisson, Chief Commissioner, Unemployment Insurance Commission; George V. Haythorne, Assistant Deputy Minister of Labour; Ian Campbell, National Co-ordinator of Civilian Rehabilitation Services; Marc Boyer, Deputy Minister of Mines and Technical Surveys; C. M. Drury, Deputy Minister of National Defence; Maj.-Gen. Hugh A. Young, Deputy Minister of Resources and Development; Charles Stein, Under-Secretary of State; W. W. Sharp, Associate Deputy Minister of Trade and Commerce; and E. L. M. Burns, Deputy Minister of Veterans Affairs.

Employment, Payrolls, Average Wages Increase

Industrial employment, payrolls and average weekly wages and salaries all rose to higher levels at the beginning of September than at a month and year earlier, the Dominion Bureau of Statistics has reported.

The September 1 index of industrial employment (1939=100) stood at 193.5 compared with 192.4 for August 1 and 190.6 for September 1, 1952.

The payrolls index was 475.3 compared with 471.4 a month earlier and 442.7 a year ago.

Weekly wages and salaries averaged \$57.65 compared with \$57.52 at the beginning of August and \$54.55 at the same time last year.

In future, index numbers of employment, payrolls and average weekly earnings will be on the 1949 base, the Bureau has announced. A bulletin has been published containing an historical employment series on the new base dating from 1921 up to and including June 1953. The record from June 1, 1953, will be carried in the next issue of the regular monthly employment and payrolls report.

Labour Income Climbs To 4th Successive High

For the fourth month in a row, Canadian labour income climbed to a new high in August, the Dominion Bureau of Statistics has reported. The estimated total for that month, \$993,000,000, surpassed the July estimate by \$7,000,000 and exceeded by \$74,000,000 that for August 1952.

This year's August income advanced eight per cent over last August's.

U.S. Employment, Hiring Fail to Make Usual Rise

Although non-farm employment in the United States increased less than usually between August and September, the number of employees on non-farm payrolls in September was at an all-time high for the month, the United States Bureau of Labor Statistics has reported. The 49.6 million non-farm workers were 700,000 more than last September's.

Non-farm employment increased by 200,000 between mid-August and mid-September, compared with an August-to-September average gain of half a million in the post-war period. This was the second month in which the rise in employment was less than usual.

The Bureau announced at the same time that the factory work-week remained virtually unchanged between July and August, a period of usual seasonal increase. However, at 40.5 hours, the average work-week in manufacturing plants in mid-August was the same as a year earlier and only about one-half hour below the post-war high for the month, reached in 1950.

Hiring rates, too, between July and August did not take the upswing usually reported at this time of year. Manufacturing plants added workers to their payrolls at a rate of 42 per 1,000 employees in August, about 25 per cent below the post-war average for the month.

U.K. Unemployment Rose Slightly in September

Unemployment in the United Kingdom increased slightly in September, partly because of a seasonal decline in the numbers employed in agriculture, road transport, catering and the distributive trades.

By October 12, the number of unemployed was about 1.5 per cent of the estimated total number at work, compared with 1.4 per cent on September 14 and 1.9 per cent in October 1952.

During September the labour force in manufacturing industries increased rapidly. The number at work in engineering rose by 15,000, in vehicle manufacturing by 8,000 and in textile industries by 8,000.

Labour Presents Briefs To Federal Cabinet

Canada's four major labour organizations have presented their annual briefs to the Cabinet.

The Trades and Labour Congress of Canada met the Government December 2, the Canadian and Catholic Confederation of Labour and the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods on December 4, and the Canadian Congress of Labour on December 10.

These annual submissions are usually made early in the year. Because Prime Minister St. Laurent is leaving in February for a round-the-world trip, the presentation of labour memoranda was advanced this year.

Details of the four briefs and the Government's reply to each will appear in the January issue of the LABOUR GAZETTE.

Joseph P. Ryan Resigns From ILA Presidency

Although a special convention of the International Longshoremen's Association in Philadelphia last month absolved him of all charges of stealing the union's funds, Joseph P. Ryan resigned from the presidency of the union, a position he had held for 26 years and which was his for life had he so wished.

He told the delegates that his "continuation as president may well stand in the way of the future welfare of the ILA, both in its relationship with the rest of the labour world and otherwise." He acknowledged that in the public eye he had become a symbol of all that was wrong with the pier union.

Capt. William V. Bradley, head of the union's tugboat division, was then elected to a four-year term as ILA president. Mr. Ryan was named president emeritus at an annual pension of \$10,000.

The retiring president was first elected to the post in 1927 and was re-elected every four years until 1943, when he became lifetime president.

Capt. Bradley is a native of Kingston, N.Y., who became a deck hand at the age of 14 and received captain's papers when he was 21. He joined his first union in 1933 and became president of the ILA's tugboat division in 1937.

Upward Housing Trend Continued in September

The upward trend in the construction of new dwelling units was continued in September when 10,208 were started, compared with 8,529 in the same month last year, and 8,643 were completed, compared with 5,819.

In the first nine months this year, starts increased to 79,671 from 62,040 in January-September 1952 and completions rose to 62,407 from 46,785.

Under construction at the end of September were 73,055 units, compared with 59,113 a year earlier.

The average construction time for dwellings completed in September was 5.2 months—the lowest this year—compared with 6.4 months in August and 6.9 months a year earlier.

U.S. Housing Starts Drop 4,000 in October

Non-farm housing starts in the United States totalled 88,000 in October, about 4,000 fewer than in September, according to preliminary estimates of the Bureau of Labor Statistics, U.S. Department of Labor.

Private starts were 1,000 below the September figure and publicly-owned housing starts dropped from the 3,000 recorded in September to fewer than 50 in October. This is the first time in more than six years that the monthly housing starts report did not include some public units.

During the first ten months this year, privately-owned housing starts totalled 919,500, slightly more than in January-October 1952 and above the total for any comparable period except in the boom year 1950. Because of an over-all decline in public starts this year, however, the total of private and public dwelling units begun lagged slightly behind both 1951 and 1952 when the first ten months of these years are compared; it was also considerably below the 1950 total for the same period.

Britain Completes 28,516 Houses in September

The number of housing completions in Great Britain in September—28,516—was the second highest monthly total since the war. The highest was in March this year, when 28,729 were completed.

For the first nine months of this year, 225,863 permanent houses were built, compared with 171,093 in the same period last year, a 32-per-cent increase.

There were 322,051 houses under construction at the end of September, compared with 276,060 at the end of the same month last year.

Must Change Attitude To Older Worker—Martin

A change in our whole attitude to the employment of older workers is necessary if we are to prevent a waste of manpower, said Hon. Paul Martin, Minister of National Health and Welfare, recently.

Speaking to the central council of the Canadian Red Cross Society in Toronto, Mr. Martin said advances in medical science since 1900 have extended the average life span 20 years. Canada now has 800,000 persons over 70 years of age and by 1971 will have more than 1,200,000, he estimated.

"One of the problems of an ageing population," he said, "is that of finding useful and productive employment for older persons still willing and able to work. Although a man's calendar age may bear little relationship to his ability to do a job, it has become increasingly difficult after a certain age to find suitable employment in industry."

Mr. Martin pointed out that our way of living is directed for the most part to the interests of younger people.

"Our problem," he continued, "is to readapt our thinking so that we can keep our senior citizens from becoming 'displaced persons', cut adrift from their intellectual, cultural and spiritual anchors, existing among us but not really a vital and essential part of our society."

"Our task, then, must be to make sure that the extra years that have been added to man's life will be useful, satisfying and productive years. Society must not take away the years which science has provided."

British Throne Speech Forecasts Labour Laws

Legislation of interest to labour mentioned in the Queen's speech from the throne at the opening of the British Parliament in November included a proposal to consolidate and extend the laws on the safety, health and welfare of miners and quarrymen. Other laws will be proposed to provide benefit for certain further cases of disablement from industrial diseases, to amend and consolidate the law relating to food and drugs and to restrict night working in the baking industry.

CIO Textile Workers Meet Federal Cabinet

Delegates of the Textile Workers' Union of America (CIO-CCL) presented a brief on unemployment in the textile industry to five cabinet ministers at Ottawa November 17.

The delegation of more than 200 representatives from 96 locals from Nova Scotia, New Brunswick, Ontario, and Quebec was headed by Harold D'Aoust, the union's Canadian Director.

The brief called especially for safeguards against the importation of inexpensive goods from Japan, protection against dumping, and limitation of imports to encourage the growth of a prosperous Canadian textile industry.

The union explained that employment had dropped from 104,000 persons in April 1951 to 82,328 persons in July 1952. In April 1953 employment was at its new peak of 95,300, a reduction of 9,000 from April 1951.

Fourteen mills have been liquidated in the past year, the union said, and the average weekly hours of work in the industry had declined from 42.6 in April 1953 to well below 40 at present.

The delegation stated that the Canadian textile industry had provided some 70 to 75 per cent of the domestic market prior to the war, whereas in 1952 Canadian mills produced 56 per cent and in 1953 were expected to produce only 53 per cent.

Cabinet ministers who heard the delegation were: Trade Minister Howe, Labour Minister Gregg, Transport Minister Chevrier, Revenue Minister McCann, and Finance Minister Abbott.

The Ministers promised to tighten the anti-dumping laws against cheap foreign goods competing with the Canadian textile industry but maintained that the problems of the industry were not attributable to the Government's trade policy.

Textile, Farm Implement Imports Higher Than 1952

Imports of wool products and farm implements and machinery were higher in August this year than in the same month last year, according to a recent report of the Dominion Bureau of Statistics. Imports of cotton products were slightly lower.

In August this year, the value of wool products imported into Canada was \$7,088,000. In August 1952 it was \$5,075,000. Value of imported farm implements and machinery in August this year was \$17,351,000 compared with \$14,435,000 in August 1952.

Cotton products imported in August this year were worth \$5,921,000 compared with \$6,056,000 in August 1952.

For the eight-month period January to August this year, imports of all three products were greater than for the same period in 1952. During these eight months of 1953, value of imported wool products was \$50,371,000 compared with \$33,221,000 for the first eight months of 1952; value of farm implements and machinery was \$171,959,000 compared with \$150,189,000; and value of cotton products was \$65,386,000 compared with \$51,004,000.

Alta. Names Successor To Late Labour Minister

Norman A. Willmore was sworn in November 10 as Minister of the Alberta Department of Industries and Labour. He fills the post left vacant by the death October 29 of Hon. Dr. John L. Robinson.

Mr. Willmore, born at Fessenden, North Dakota, of Danish parents, came to Canada in 1915 and was educated at Edmonton. He later established himself at Edson where he went into the clothing and shoe business. He is a former member of the town council of Edson.

Dr. Robinson, a Medicine Hat chiropractor before being appointed to the provincial Cabinet in May 1948, was a native of Belfast, Ireland. He was first elected to the Legislature in 1935.

Newfoundland Fishermen Seek TLC Affiliation

The Newfoundland Federation of Fishermen, at its second annual convention at Bonavista early last month, voted to join the Trades and Labour Congress of Canada. The unanimous decision was taken after Max Swerdlow, TLC Director of Organization and Education, and W. Frank Chafe, TLC Maritime Representative, had addressed the convention.

Major resolutions adopted urged the Department of Trade and Commerce to try to regain the Brazilian market for the sale of salted shore-cured small Maderia fish, protection from the foreign fishing fleets, standardization in the selection of culls, and a system of distribution of salt to the fishermen at a uniform price.

The convention elected President Abbott of Bonavista by acclamation, and returned Max Lane as General Secretary and Pat Antle as Treasurer.

The Federation has about 8,000 members in 240 locals.

Need for Apprentices Said Urgent in U.S., Too

"If we are to take proper account of our future needs it is necessary that management and labour act now to expand our training programs," said New York's Industrial Commissioner Edward Corsi at the New York State Apprenticeship Conference in Brooklyn recently.

This is similar to the views expressed by Canadian officials at the conference of the Apprenticeship Advisory Committee in Ottawa in October (L.G., Nov., p. 1608).

"Inadequate in Volume"

Mr. Corsi said: "Our present training is inadequate in volume not only to meet the needs of defence; it is not even sufficient to permit replacement of those who retire from the skilled crafts because of death or retirement."

Other speakers at the conference were Charles H. Edgar, Acting Chairman of the New York State Apprenticeship Council, who said there are barely enough men in training now to satisfy regular industrial needs in the United States, and Gerald W. Waldbillig, President of the New York State Building Employers Association, who said the material well-being of the nation would suffer if it lacked skilled manpower.

Thomas A. Murray, President of the New York State Federation of Labor, said the trade union movement would continue to support apprenticeship training with all its resources.

British Columbia Passes Equal Pay Law

A third province, British Columbia, has enacted an equal pay law. Ontario and Saskatchewan have similar laws in effect.

The British Columbia Act, passed at the second session of the Legislature in 1953, received Royal Assent on October 17 and will come into force on proclamation.

Act's Provisions

The Act prohibits an employer from paying a female employee at a lower rate than a male employee when she does the same work in the same establishment. Inquiry into a complaint by an inspector of the Department of Labour and, where he is unable to adjust the complaint, a hearing by the Board of Industrial Relations, which administers hours and minimum wage legislation, are provided for.

The Act will be reviewed in greater detail in the January issue of the **LABOUR GAZETTE**.

Spanish Industry Must Establish LMPCs

A recent decree in Spain has brought into force a law, passed in 1947 but withheld from operation until now, that requires a council of employer and employees to be set up in all commercial undertakings in that country employing more than 50 persons in any one place of business. These councils are similar to the Labour-Management Production Committees voluntarily operating in many Canadian plants and industrial concerns.

According to the decree, the council is to consist of the owner or manager as chairman and from four to 12 employees according to the size of the enterprise. Although the members of the council will have no power to intervene actively in the management of the business, the proprietor is required to give them annually an account of its position and prospects.

Meeting at least once a month, the council will make recommendations to the management on such matters as production, possible operational economies, labour conditions, prevention of accidents, and the proper observance of social legislation.

At present the decree applies only to businesses which had 1,000 or more persons on the payroll on January 1, 1953.

Fewer Immigrants in Sept., First 9 Months

The number of immigrants entering Canada in the first nine months of 1953 was eight per cent less than in the same period in 1952, the Department of Citizenship and Immigration has reported.

The number of immigrants to Canada during September of this year was 12,471, a drop of 2,123 from the August figure but 35 per cent more than the number of arrivals in September 1952.

The largest proportion of the September immigrants were Northern European (5,055). This is an increase of 43 per cent compared with September 1952. The total number of Northern Europeans to enter during the first nine months of this year is one per cent less than the total for the same period in 1952.

Of the September immigrants the leading racial origins were German (3,237), British (3,163), Italian (2,121), from the United States (994), and Dutch (837).

The September immigration from the British Isles increased 20 per cent compared with the previous year.

120 Trainees in Canada Under Colombo Plan

More than 120 technical assistance trainees from 25 countries were in Canada studying under the auspices of the Colombo Plan and various United Nations agencies during September, according to the November issue of *External Affairs*, monthly publication of the Department of External Affairs.

These trainees come to Canada from underdeveloped countries to study the latest techniques and practices in planning, development, reconstruction, scientific research, public administration, health, social welfare, agriculture, industry, commerce and similar fields.

The International Labour Organization at the same time reports it has more than 100 experts at work throughout the world and 100 worker-trainees placed in jobs outside their own countries for training under the ILO's contribution to the Expanded Program of Technical Assistance of the United Nations.

The Technical Co-operation Service of the Department of Trade and Commerce co-ordinates Canada's participation in the technical field.

The trainees in Canada during September represented India, Pakistan, Ceylon, Burma, Thailand, Indonesia, Cambodia, Nepal, Japan, Australia, Egypt, Lebanon, Iraq, Jordan, Israel, Nigeria, French Togoland, Brazil, Bolivia, Venezuela, Mexico, British Guiana, Virgin Islands, Haiti and Finland.

This year the ILO has issued some 50 grants to enable nationals of less developed countries to participate in group training courses or working party tours.

However, due to a curtailment of its finances, the ILO has postponed the assignments of 25 experts and deferred the issuing of 100 fellowships and worker-trainee study grants.

Old Age Assistance Recipients Increase

The number of persons receiving old age assistance in Canada increased from 89,706 at June 30, 1953, to 91,021 at September 30, 1953.

The federal Government's contributions under the federal-provincial scheme totalled \$5,051,735.78 for the quarter ended September 30, 1953, compared with \$4,991,000.61 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$31,448,812.25.

At September 30, 1953, the average monthly assistance in the provinces paying a maximum of \$40 a month ranged from \$33.57 to \$37.84, except for one province where the average was \$25.48. In Newfoundland, which pays a maximum of \$30 a month, the average was \$29.18.

Fewer Persons Receive Blind Persons Allowances

The number of blind persons in Canada receiving allowances under The Blind Persons Act decreased from 8,283 at June 30, 1953, to 8,230 at September 30, 1953.

The federal Government's contributions under the federal-provincial scheme totalled \$731,658.05 for the quarter ended September 30, 1953, compared with \$732,698.22 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$5,171,022.51.

At September 30, 1953, the average monthly allowance in the provinces ranged from \$37.23 to \$39.61. In all provinces the maximum allowance paid was \$40 a month.

Teamsters Establish Eastern Conference

An Eastern Conference of Teamsters, encompassing 400,000 members of local unions in 15 eastern states and the District of Columbia, was established in November by the International Brotherhood of Teamsters (AFL). Its establishment completes the immediate plans for national conferences in the union's drive for continent-wide organization, according to president Dave Beck.

Already in existence were the Western Conference, of which Frank W. Brewster is Chairman, and the Central States Conference, of which James R. Hoffa is Chairman.

Chairman of the new conference is International Vice-president Edward Cumbock, of Philadelphia. The Conference Executive Board is composed of John Conlon, Vice-Chairman; Thomas Flynn, Secretary; and Tim Collins, Recording Secretary. Board members are Martin Lacey, President of the New York Joint Council; Harry Tevis, President of the Joint Council of Pittsburgh; and Thomas Hickey, International Vice-President.

The states included in the Conference are: Maine, Vermont, New Hampshire, Massachusetts, New York, Connecticut, Rhode Island, Pennsylvania, New Jersey, Maryland, West Virginia, Virginia, North Carolina, South Carolina, Delaware, and the District of Columbia.

Fatalities in B.C. Mines Show 20-Year Decline

Fatal accidents in British Columbia's metal-mining industry have been declining for the past 20 years.

The number of fatal accidents per 1,000 men employed for the period 1942 to 1952 was 1.61, and the tonnage mined annually per fatality was 570,666 tons.

In the previous ten-year period (1932-42) the rates were 2.52 fatalities per 1,000 employed and 420,498 tons mined per fatality.

In 1952 there were 1.14 fatalities per 1,000 employees; the tonnage mined per fatal accident was 796,038 tons.

The frequency for all accidents involving a loss of time of more than one shift and less than seven shifts for the years 1940-42 was 0.68 per 1,000 shifts worked. For the same period the frequency for accidents involving more than six shifts loss of time was 0.44. It was 0.26 for the first seven months of 1953.

TLC President Receives Second Honorary LL.D.

The honorary degree of Doctor of Laws was conferred on Percy Bengough, President of the Trades and Labour Congress of Canada, at the convocation of the University of British Columbia, October 31.

In July, Mr. Bengough received a similar degree from St. Xavier University, Antigonish, N.S.

The Citation

In presenting the degree, Dr. N. A. M. MacKenzie of the University of British Columbia said:—

I have the honour to present to you, Mr. Chancellor, a man who is known across Canada as a wise and moderate counsellor and conciliator, whose zeal in upholding the rights of labour is balanced by his far-sighted concern for the welfare of our nation as a whole.

He has long been connected with the Trades and Labour Congress of Canada, which elected him as its Vice-President in 1931 and as its President in 1942.

His wide experience and his practical wisdom have made him a tower of strength to many a national advisory committee on apprenticeship, on unemployment, and on other matters of vital concern to Canada and the world.

I use that last phrase advisedly; it is no mere cliché when it is applied to a man who, for many years, has served in the higher councils of the International Labour Organizations. He has been a member of the National Research Council for many years, and we at the University have benefited

greatly from his wise advice and fresh viewpoint during the time he served us as a member of our Board of Governors.

In recognition of his contributions to Canadian labour, commerce and industry and of his work as leader, consultant and guide, the University desires you, sir, to grant him here on our Pacific shores, an honour he has already received on the Atlantic Coast, and to confer the degree of Doctor of Laws, *honoris causa*, on Percy Robert Bengough.

U.S. Women's Bureau Has New Director

Frieda S. Miller, Director of the Women's Bureau, United States Department of Labor, has resigned. Mrs. Alice K. Leopold, Secretary of State of Connecticut, has been named to succeed her.

Miss Miller had been in charge of the Bureau since August 1944, succeeding its only previous head, Miss Mary Anderson. Before entering the federal government service she had been Industrial Commissioner of New York State.

Mrs. Leopold

Mrs. Leopold is a member and secretary of President Eisenhower's Inter-Governmental Relations Committee. She was elected Connecticut's Secretary of State, her term beginning January 1951, after service in the State Legislature.

In Connecticut she had served on minimum wage boards, the Governor's Education Committee and the State Housing Committee.

Asks U.N. to Consider Plan for World Calendar

Adoption of the World Calendar as proposed by the World Calendar Association will be discussed at the 18th session of the Economic and Social Council of the United Nations, to be held in 1954, if a request by the Indian representative is granted. India's permanent representative to the United Nations has asked the U.N. Secretary-General to include the question on the agenda for the session.

The reform calendar presents an unvarying calendar useful for each year. There would be still 12 months, but each quarter would have 13 weeks or 91 days, and begin on Sunday and end on Saturday.

Has Labour Approval

All major Canadian labour organizations have approved the adoption of the reformed calendar.

The next possible date for switching to the new calendar is January 1, 1956.

Annual IWA Convention Held in Vancouver

A call for political action, a speech by CIO President Walter Reuther and discussion of labour unity were highlights of the 17th annual convention of the International Woodworkers of America (CIO-CCL) in Vancouver, October 13 to 16. About 600 delegates representing 147,000 IWA members in Canada and the United States attended. The union has 32,000 members in Canada.

Dan Radford, British Columbia Director of the Canadian Congress of Labour, said political action was one of the best ways to organize to meet the strength of management representatives. He said support for political candidates who have pledged themselves to promote programs requested by organized labour is "the only thing that is going to beat the straight jacket big business is trying to clamp on".

Action on the political front was seen as the means of obtaining better living standards by CCL President A. R. Mosher. In his address to the convention Mr. Mosher warned that Canada is entering a recession period. He said railroads and major auto plants in Eastern Canada have already laid off workers.

Mr. Mosher predicted that there will be fewer across-the-board wage demands this winter, although unions will still seek to better conditions through fringe benefits.

In an hour-long speech to the convention, Walter Reuther, President of the Congress of Industrial Organizations, said the "paramount task" of the free world was to solve the problem of obtaining full employment and full production in peacetime. He said both labour and management must work together in developing a distribution system geared to match the world's expanding production.

"There is something morally wrong with a free society that has the courage and vision to spend millions and billions on war but lacks the same courage and vision to give its people security in peacetime," said Mr. Reuther.

The convention approved a resolution endorsing the CIO-AFL "no raiding" pact, despite the objections of some delegates who said it did not contain satisfactory protective clauses for the CIO. Almost 150 delegates voted to send the resolution back to the committee because they believed that signing the no-raiding agreement would hamper the IWA in its fight with the AFL Brotherhood of Carpenters and Joiners and the latter's offshoot, the AFL Lumber and Sawmill Workers.

Al Hartung, International President of the IWA, pointed out that the agreement, which has now been ratified by both the CIO and the AFL, was binding only on individual unions signing it. He said that if the AFL carpenters' and sawmill workers' unions did not sign it, the IWA would not be bound by it.

On the same subject, Charles Millard, a Vice-president of the Canadian Congress of Labour and Canadian Director of the United Steelworkers of America, urged the delegates to go slow in supporting the CIO-AFL agreement.

The steel union official said the CIO-AFL agreement was not readily applicable to conditions in Canada. He suggested the CIO and AFL work out their agreement, but leave the CCL and the TLC, corresponding labour organizations in Canada, to work out their own policy in this regard.

"While we are for unity at the earliest possible moment, we ought to find ways in Canada to find our own solution to the problem," he said.

Forest conservation was another major topic discussed at the convention. A resolution was passed urging that the United States Government build "pilot" wood-working plants to process every part of a tree into useful products. The resolution also urged a greater integration of the wood-using industry in the United States.

The resolution called for a plan under which each forest area would be carefully managed for sustained yield and the timber production would be geared to an integrated industrial plan for the entire area.

Delegates expressed the view that mass unemployment would result from the continued import of plywood panels from Japan. The convention passed a resolution calling for an end to such imports.

In other resolutions the delegates voted for a conference on the highest level between the leading powers in the interests of world peace; paid tribute to the East German workers who revolted last June; called for the repeal of the Taft-Hartley Act; urged the establishment of a broad medical program in the United States which would include hospital insurance for all people; and promised an intensified educational program to counteract propaganda against the social security program.

Communism received the almost unanimous condemnation of the convention. In a loud voice vote, all but three delegates upheld President Hartung in ruling the expulsion of an avowed communist from office in the union.

The man is Karley Larsen of Everett, Washington, who was a Vice-president of

IWA District 23. Mr. Larsen was not present at the convention, having been barred from entering Canada by immigration officials.

A federal housing program to bolster falling lumber markets was urged by the International Woodworkers of America (CIO-CCL) as nearly 700 workers in Vancouver and Port Alberni plywood plants were laid off November 12.

Lloyd Whalen, President of the Vancouver local of the IWA, said:—

“Slowdown in the plywood division is a serious blow at this time and a vigorous housing program is necessary to overcome shortage of markets.”

He said he was forwarding the request to federal government leaders immediately.

The lay-offs, first in 20 years in the West Coast plywood industry, were attributed by company officials to falling markets on the Prairies.

New Era of Prosperity Forecast in U.S. Talks

A new peacetime era of prosperity may grow out of the business adjustment now under way in the United States, it was predicted by two speakers at the recent convention of the National Commercial Finance Conference in New York City.

Both speakers agreed that there will be some slight letdown in business activity in the near future, but it will be followed by a strong recovery.

Dr. H. E. Luedicke, editor of the *New York Journal of Commerce*, said “there is a growing suspicion that most of us still are underestimating the full strength behind our industrial progress which is based on an unparalleled growth in population, an unparalleled increase in the standard of living and unparalleled technological progress”.

Herbert R. Silverman, chairman of the board of the Conference, noted that “after six years of peacetime expansion, there is a temporary halt for consolidation of gains of the expansion period which now sets the stage for a new period of growth”.

At a press conference in Washington, Charles E. Wilson, U.S. Secretary of Defence, said that defence spending in the United States will not be cut sufficiently to affect business adversely.

Other opinions on future economic conditions in Canada and the United States have been voiced in recent months (L.G., Nov., p. 1599 and Aug., p. 1120).

Co-determination Unlikely In U.S., Researcher Feels

Co-determination* will unlikely come to America as long as prosperity lasts, concludes a researcher who made a two-year study of the plan in operation in Germany under a grant from Cornell University.

The researcher, Edwin F. Beal, shows that co-determination, or *mitbestimmung*, was an effective way of getting the German steel industry into operation after the war but, as German economic conditions improved, it became less effective or efficient for either labour or management.

The 11-member supervisory board, originally composed of five union men, five representatives of the stockholders and one British representative, is now made up of five labour and six management.

Mr. Beal writes that even though the co-determination scheme appears to work well and has produced an impressive no-strike record, neither labour nor management are happy with it. Labour especially lost ground when management began appointing the 11th man.

A report of Mr. Beal's findings appears in the November issue of *Factory Management and Maintenance*, a McGraw-Hill publication.

George Stone, Once Rail Union Leader, Dies at 81

George A. Stone, a member of the Board of Transport Commissioners from 1932 until his retirement in 1947, died in Ottawa, October 31. He was 81 years of age.

Mr. Stone was chairman of the Brotherhood of Firemen from 1900 to 1907. Later he became an engineer and from 1917 to 1932 was chairman of the Brotherhood of Locomotive Engineers.

Canada Food Price Level 85 Per Cent of U.S.

On the basis of the food price level in the United States equalling 100, the level in Canada at the end of 1952 was 85, according to an annual comparison of retail food prices by the International Labour Office, made in October last year.

A table showing the relative price level of foodstuffs in each country compared with

*Previous reports on co-determination in German industries were carried in the May 1953 issue, p. 686; September 1952 issue, p. 1173; and the August and October 1951, issues, pp. 1067 and 1339 respectively of the *LABOUR GAZETTE*.

each of the others is published in a statistical supplement to the November issue of *International Labour Review*.

The food items taken into account in the study represent the greater part of household food expenditure in the different countries. The prices of the individual items are weighted according to the quantities consumed in the respective countries. These "food baskets" are derived from family living studies indicating the average yearly consumption of the specified items per adult male wage earner. Prices are compared on the basis of official exchange rates.

With the U.S. food price level equalling 100, figures for the other 16 countries covered in the survey were: France 90, Canada 85, Federal German Republic 85, Switzerland 83, Finland 81, Italy 78, Belgium 75, Sweden 63, Norway 59, Netherlands 55, Ireland 52, United Kingdom 50, Denmark 49, Union of South Africa 47, Australia 46 and Portugal 45.

N.Y. Port Hiring Law Upheld by Courts

The provision in the New York-New Jersey waterfront hiring law (L.G., Aug., p. 1143) requiring all longshoremen to register with the Waterfront Commission for clearance for jobs on New York's piers has been upheld by a United States federal court.

The International Longshoremen's Association, formally expelled from the American Federation of Labour in September, had brought suit against the provision, charging that it was unconstitutional.

In its decision, the statutory three-judge court said: "The Act is attacked as unconstitutional upon numerous grounds, but we can find nothing in it that violates the Constitution and believe it to have been a reasonable exercise of the police power of the States of New York and New Jersey".

Noting that the law was passed to deal with "grave abuses" in hiring methods practised on the docks, the court pointed out that longshoremen frequently were forced to bribe hiring bosses for jobs. Stevedoring companies in their turn were forced to bribe the same hiring bosses for employees.

The law went into effect December 1. At mid-November, more than 22,000 of

the estimated 27,000 longshoremen in the port of New York had registered with the commission.

Overtime Rates Surveyed In 31 U.S. Companies

Overtime policies in the United States are more liberal than the legal requirements, it was found in a survey of 31 unionized and non-unionized companies. The survey, conducted by the Arma Corporation of Garden City, New York, is reported in November issue of *Factory Management and Maintenance*, a McGraw-Hill publication.

The survey of the 31 eastern and mid-western companies' overtime pay policies affecting about 150,000 production and office workers shows that for weekdays the general practice is to pay time-and-one-half for work after eight hours in a day and make provision for hours worked before and after regular hours.

Special double-time provisions for overtime worked beyond varying periods of overtime at time-and-a-half are made for production workers by the unionized companies only.

For Saturday work almost all companies pay premium rates without requiring a completed regular work week. This overtime premium is generally time-and-one-half but more than 50 per cent of the unionized companies pay double time.

Sunday and holiday work is generally paid at double time regardless of the number of hours worked.

Union Security Clauses Numerous in Japan

Japanese labour had union security clauses in 942 of 1,075 union agreements in the first half of 1951, the Japanese Labour Ministry reports following a survey. The November issue of *Industry and Labour*, published by the International Labour Office, summarizes the report.

Eighty-one per cent, or 874, of the agreements with security clauses called for a union shop; two per cent for the closed shop. One agreement included a maintenance of membership clause and 133 of the 1,075 agreements had no security clauses.

Extracts from Hansard of Interest to Labour

Speech from the Throne

November 12

... Much remains to be done before there can be a permanent and durable peace in the world. My ministers therefore consider it would be unwise for the free nations to slacken our efforts to build up and maintain the necessary strength to deter aggression and they intend to continue to work to that end...

Canada has continued to contribute to those international projects which will promote human welfare and thereby remove some of the causes of unrest and dislocation. You will be asked to approve further assistance for relief and rehabilitation, for technical assistance and for continued participation in the Colombo Plan...

At home we continue to enjoy general prosperity although there are some sectors of our economy which have been faced with difficulties. Our farmers have harvested the second largest wheat crop in Canadian history. Private capital investment has reached levels never before attained. Employment is at high levels.

While more houses are being built this year than ever before, the growing population of Canada requires a continued expansion of housing. You will be asked to consider measures to increase and broaden the supply of mortgage money so that more people with moderate incomes will be able to find facilities to assist them to build their own homes...

The scheme initiated during the last parliament for insuring boats and certain gear has recently been improved and is helping to meet the hazards of the fishing industry. My government is giving particular attention to the development of markets for our fisheries and to the encouragement of more modern methods in the Atlantic coast fisheries, particularly in the province of Newfoundland where the methods are in the greatest need of improvement...

As further steps in helping to improve social welfare, co-ordinated plans for rehabilitation of disabled persons are being worked out with the provinces and a measure to facilitate the establishment nationwide of a federal-provincial assistance program for totally disabled persons will be submitted for your consideration...

The bill for the complete revision of the Criminal Code which was not finally dealt with in the last parliament will be submitted for your consideration...

Railway Lay-offs

November 13

Mr. Stanley Knowles (Winnipeg North Centre): Mr. Speaker, may I direct a question to the Minister of Transport (Mr. Chevrier). Is the Government aware of the lay-offs by the Canadian National and the Canadian Pacific Railways at various points in Canada? Will steps be taken to halt these lay-offs and to provide for the reinstatement of those already out of employment?

Hon. Lionel Chevrier (Minister of Transport): Mr. Speaker, I believe the officers of the Canadian National Railways made an announcement some time ago to the effect that there would be lay-offs in the car department and the locomotive repair department of the railways. I think the Canadian Pacific Railway made a similar statement and went on to give reasons therefor, namely, reduction in traffic and in business generally.

When the traffic is returned to normal or when it is increased from its present position I am sure the Canadian National Railways will be glad to take on the men who have been laid off. Meanwhile, I have had a word with my colleague, the Minister of Labour (Mr. Gregg), who assures me that in so far as the Unemployment Insurance Commission is concerned it is giving every consideration to finding employment for those men.

Reply to Speech from the Throne

November 13

Mr. A. H. Hollingworth (York Centre): ... To bring greater security to Canadian citizens in the fields of housing and health the Government has taken definite steps in the last few years. Substantial funds have been allocated toward the construction of new hospitals and the Minister of National Health and Welfare (Mr. Martin) recently announced additional new grants over the next five years, a substantial part of which will be channelled into laboratory and radiological services for combating such dread diseases as cancer and tuberculosis.

All these were items of the new health program announced last spring; but now, as part of the progress the Government is always making in the field of public welfare, I note that assistance is to be granted to totally disabled persons. I am sure the house and all Canadians will welcome this

announcement, realizing that it rounds out an already generous rehabilitation program. Three or four provinces already make substantial provision for their disabled citizens, and it is to be hoped that the remaining provinces will be prepared to participate in this joint federal-provincial program.

I view all these grants as a necessary condition precedent to the establishment of a national health insurance plan which will be worked out between the federal Government and the provinces and between the medical profession and the federal and provincial governments.

The other matter of great importance to which I alluded is housing. The demand for housing continues to be prodigious, notwithstanding the large number of houses being built. To ensure the continual flow of mortgage funds, which have been reduced to a slow trickle in the last few months, by the established lending institutions, the Government will bring in amendments to the National Housing Act and the Bank Act to empower the chartered banks and other lending institutions to make loans on insured mortgages....

Mr. Georges Villeneuve (Roberval):... I would like now to dwell in particular on a matter mentioned in the Speech from the Throne. I refer to housing. The matter has attracted a great deal of attention since it has been made known that the National Housing Act was to be amended. Everywhere, and more particularly in towns and villages, the project was enthusiastically received because it is a fact that man by nature wants to own property. In fact, that is a matter of capital importance.

By making it easy to become property owner, we foster the stability of the Canadian family and social security in our country and we ensure economic stability. The problem has become more acute as the result of the exodus towards the cities, since Canada has become frantically engaged for the past 15 years or so in industrial development. Groups of citizens are seeking an economical and efficient way of coping with the problem of leisure hours; they believe that the problem would be partially solved at least through the multiplication of individual family homes. Property ownership, especially for the labouring class, fosters savings and enables everyone to attain an ideal so highly coveted. In our vast country, it should be quite natural and easy to own a small lot and a house.

A national housing program would also be a source of work in all seasons for the

building trades; it would create economic activity and enable a fair proportion of the people to become owners of healthy and comfortable dwellings, while doing away with profiteers; it would prevent savings from being eaten up each month in rent.

One day, a farmer who was peacefully smoking his pipe on his veranda was asked the following question by his son: "What do we mean by fatherland?" The father, candidly extending his arm towards his fields, replied: "That, my son, is the fatherland". As the pride of owning fields is essential to the farmer so the pride of owning a house is essential to the labouring and middle class alike. It is essential for our social stability that our labouring people be able to become property-owners. Communism recruits its members among proletarians. In multiplying the number of property-owners we will open a large gap in the ranks of communists.

It is essential for the health of our people that we move our citizens out of filthy and overpopulated districts in our large cities, that we take them away from the slums, so that they may breathe fresh air in new districts where it is possible to see the sun otherwise than through smoke.

Our small towns and villages need increased assistance as regards housing which would prevent concentrations of population and bring about a more normal demographic distribution.

There is a movement which I have particularly at heart and which I would not like to ignore because I had the opportunity to appreciate its great social achievements, I refer to the housing co-operative unions. It is pleasing to see a group of workers join hands and build homes through a system of mutual aid and assigned tasks. I have seen some at work and I would like the law to make it easier for them to fulfill their task and achieve their purpose: "To each worker his own home", with as a noble motto: "One for all and all for one."

The number of new family units each year in our country and the inflow of immigrants add to the urgency of the problem. In the constituency I represent, there are many villages and small towns which expect from such amendments to the National Housing Act efficient steps which will bring about the development they seek. I was saying that, in my opinion, the solution of the housing problem is really a matter of social security. The responsibility of the State is not to replace private enterprise, but to make it easier. The lending institutions which, in the past few years, have been saddled with the heavy burden of financing the building of homes

must be relieved in some way. On the other hand, in the province of Quebec, we have some well established and reputable local institutions called *Caissees populaires Desjardins*. They are open for mortgage loans, but their inadequate means in this regard prevent them from playing the part which they would like to play in the field of home construction. On the other hand huge sums of money are kept sleeping in the banks, so to speak, whereas they would be of greater use to society as a whole as well as to the banks themselves were they to be made available for mortgage purposes.

It seems that this option will be granted to them when their charters are renewed in the course of this session....

Throne Speech Debate

November 16

Hon. George A. Drew (Leader of the Opposition): ...I now propose to deal with domestic affairs. The Speech from the Throne refers to a number of interesting subjects but tells us very little about what the Government intends to do. The revision of the Criminal Code and a measure to amend the Bank of Canada Act will call for careful and extended consideration. It is hoped that the procedure to be followed will be indicated as soon as possible, so that members on both sides with special qualifications to deal with these subjects will be able to make their plans accordingly, and may perhaps contribute their own suggestions as to the manner in which these very important Acts may be dealt with most expeditiously.

It is the omissions from the speech which are most noticeable. We are told that "there are some sectors of our economy which have been faced with difficulties". That is indeed an understatement. Nothing is said about the textile industry, the cheese producers, the dairy farmers, the cattle breeders, or other producers who are looking for some information as to what they may expect....

Right Hon. L. S. St. Laurent (Prime Minister): ...With respect to domestic affairs, the Leader of the Opposition has stated that the revision of the Criminal Code and the revision of the Bank Act were matters of great importance, and that he, along with other members, would like to have some indication of the manner in which we intended to proceed with the study of these Acts.

It had been my understanding at the end of the last session that it might not be

necessary to return the Criminal Code to another select committee for special study, but that it might be considered in committee of the whole house—because each and every one of us must be prepared to take his and her responsibility in connection with the defining of these acts which are to constitute the list of those things regarded as criminal in this Canadian society.

I think that that, after all, might be the most expeditious and satisfactory way of dealing with the Criminal Code at this time. But I can assure the Leader of the Opposition that we do wish to have the business of the House conducted in a manner that will lead to the best results, and do so with the least possible waste of time as well as with a probability of achieving those results.

As to the Bank Act—of course, that always goes to the committee on banking and commerce. In setting up the committee this year, in view of the fact that the Act is to be revised I am sure members of all parties would want to have the committee made up of those they feel best qualified to perform a good service for the whole of the Canadian public in the consideration of that Act....

Mr. M. J. Coldwell (Rosetown-Biggart): ...We are going to make some suggestions this afternoon. We suggest the adoption of an immediate program of our own, to be financed as part of our program to assist underdeveloped countries; and may I say that this appropriation might be regarded as a legitimate defence expenditure. And since international tension—and this is the general opinion of those present at the United Nations this year—has been lessened, and our rearmament program has already provided us and our allies with vast quantities of arms, some of the appropriations that were intended for those purposes during the current year should be devoted to what we believe to be an effective method of checking Soviet influence in the underprivileged countries.

In other words the time has come when we should appropriate part of our defence expenditures to assist in building up the economies of those underprivileged countries. And may I say I believe that this is enlightened self-interest on our part; because as an exporting country, the more we encourage the underprivileged to improve their own conditions and build up their own economies and raise their standards of living, the more likely it is that world trade can be expanded, and that Canada can benefit from that expanded world trade....

We have a pressing problem, of course, in the realm of housing. The census of 1951 revealed that one out of every five houses in Canada is overcrowded. In the rural areas this condition exists to the extent of 23 per cent, while in the urban areas the condition is not quite as bad, with a figure of 16 per cent. In the urban areas over 350,000 homes are reported as being overcrowded, homes inhabited by probably two million or more Canadians. We are told in the same census of 1951 that many homes are in need of replacement or major repairs.

We say again, in spite of what is said in the Speech from the Throne, that this problem will not be solved by a reliance upon private investment or by new facilities for loans to home builders through the chartered banks....

May I say that other countries have been solving their housing problems by providing for the construction of subsidized low-rental housing on a large scale. That is true of the Scandinavian countries, and true in large part in Great Britain, as well as in New Zealand and in other countries. For those who cannot afford to build, loans to public bodies under such a subsidized plan are indeed essential.

At the moment you have the spectacle of unemployed miners in Nova Scotia, and mines shut down. Men with their families are moving out of that area looking for work. If the mines in northern Ontario are closed down, which is threatened by the employers, can the workers in those industries afford to go some place else and buy new houses? Remember, many erected the houses whence they came. Their equity now is of little value. Consequently, if we are to have a mobile labour force, and that is necessary in the kind of economy we have in Canada, then we must provide rental houses as well as houses for purchase.

For those who want to build houses, loans at low rates of interest could come from where? Through the Central Mortgage and Housing Corporation. How should they be financed? I say through the Bank of Canada. If you have the chartered banks doing it, that is the way they will be financed. Securities will be deposited with the Bank of Canada and they will get the necessary funds to lend. Why not do it directly and save our people the interest rates? I believe we can provide this money at an interest rate as low as 3 or certainly at less than 3½ per cent, even if we include all the operating charges.

The loans on these houses should be amortized over thirty years, with a down payment of not more than 10 per cent—not for all houses, but houses for those who need them and cannot afford to build expensive homes, in the price range of \$10,000. Under such a plan—and my hon. friends can work it out if they like, as I have done—you can have houses owned by our people on a rental basis of not more than, in fact less than, \$35 a month.

The Government's policy has moved in the opposite direction over recent years. Central Mortgage and Housing Corporation interest rates have been raised twice from 4½ per cent to 5 per cent and more recently from 5 per cent to 5½ per cent. With the new family units that have been formed and with the vast amount of immigration we have had, together with the backlog existing before the war, the housing situation has been greatly aggravated, and so far the Government has produced no adequate plan to meet the needs of the Canadian people.

We are disappointed in that. We are disappointed also in the failure of the Government to include in the Speech from the Throne some reference to a national health plan. As you know, we believe that a national health plan is essential to the welfare of the Canadian people. We are one of only three remaining democratic countries in the world where some such plan is not in existence. They have had it in Germany for years; they have it in Norway, Sweden, Denmark, Holland and more recently in the United Kingdom. The three countries where this service is lacking are United States, of course Canada, and to a degree Australia. Australia has something of a hospitalization plan.

While we welcome the mention in the Speech from the Throne of the fact that a plan is to be introduced for the rehabilitation and aid of disabled people—that is fine—we also note that it includes a federal-provincial program; and that, I suppose, means that the provinces will have to co-operate in financing the plan. I refrain from criticizing it until we see what the plan is, but I do wish to say that already the method by which the federal Government is setting up its social security plans, with provincial participation in the cost, is making it very very difficult for the less-favoured provinces of this country to come under these plans. Therefore I say a national health plan is imperative.

I should like to indicate some of the features which we suggest should be incorporated in such a plan. There are certain

principles that we consider to be of fundamental importance. The first is, as I have indicated on numerous occasions: we believe such a health service should give complete coverage to every man, woman and child in the country, regardless of individual income.

Second, we believe that the service should provide full hospital, mental, dental, optical and other health care. That is already provided in my own province of Saskatchewan through provincial legislation.

Third, we believe that the administration of the plan, as far as possible, should be decentralized through provincial departments of health, and again decentralized below the provincial departments through local health regions.

Fourth, we believe that the inauguration of the plan should be accompanied by vigorous measures to overcome the shortages of doctors, dentists, nurses and other professional personnel as well as shortages of hospital space and facilities.

Finally, we believe that the plan should be financed by the federal Government out of the general revenue of Canada. That would place all the people of Canada, regardless of whether they lived in New Brunswick or Alberta, taking perhaps the province with the fewest resources and the province with the richest resources, on the same footing. Whether an individual lived in one province or the other, he should have the same equal rights in these matters.

Those are the essentials of the plan that we propose....

November 17

Mr. J. G. Diefenbaker (Prince Albert): ...The farmer cannot understand that while his costs are going up, price levels generally are going down. He cannot understand why the consumer pays the high prices he does—and certainly the index is rising month by month—while at the same time farm prices in general are stabilizing downward. I make one more suggestion: when the Combines Investigation Branch runs out of work, it would be a fine undertaking for it to investigate the reason for the very pronounced and, as I see it, inexcusable spread between the price the farmer receives and the price the consumer ultimately pays.

Equal Pay for Equal Work

November 16

Mrs. Ellen L. Fairclough (Hamilton West) moved the first reading of Bill No. 2, to provide equal pay for equal work for women.

Some hon. members: Explain.

Mrs. Fairclough: Mr. Speaker, I think the title of the bill is fully explanatory. It is intended to prohibit discrimination against women in the matter of wages earned.

Motion agreed to and bill read the first time.

Voluntary Revocable Check-off

November 16

Mr. Stanley Knowles (Winnipeg North Centre) moved for leave to introduce Bill No. 4, to amend the Industrial Relations and Disputes Investigation Act (voluntary revocable check-off).

Some hon. members: Explain.

Mr. Knowles: The purpose of this bill is to write into the Industrial Relations and Disputes Investigation Act a provision which is already in several of the provincial labour codes, namely the voluntary revocable check-off of trade union dues. This bill is identical with the one that was before the house last session. At that time its subject matter was endorsed by the industrial relations committee and by the House of Commons.

Motion agreed to and bill read the first time.

Gold Miners' Strike

November 17

Mr. J. W. Noseworthy (York South): May I direct a question to the Minister of Labour, and since I did not send him a copy of the question the answer can be given today or at an early date. The question is this. In view of the Government's interest in the gold mining industry, will the Minister tell the house what is being done or has been done by his Department to assist in the settlement of the gold miners' strike in northern Ontario and Quebec?

Hon. Milton F. Gregg (Minister of Labour): I have not had notice of the question, Mr. Speaker, but I can say at once to my hon. friend that since the gold mining industry comes within the jurisdiction of the provincial Government, and since I have had no communication from the provincial Government in this connection, my Department has taken no action in the matter.

National Advisory Committee on the Rehabilitation of Disabled Persons

Representatives of governments, voluntary health and welfare agencies, medical profession, management, labour and other interested groups hold two-day meeting at Malton Rehabilitation Centre and at Toronto

Harmony among private welfare agencies, rehabilitation associations and government departments, both federal and provincial, was in evidence at the fourth meeting of the National Advisory Committee on the Rehabilitation of Disabled Persons in Malton and Toronto, November 19 and 20.

The first day's meeting was held at the Malton Rehabilitation Centre, operated by the Ontario Workmens' Compensation Board. A tour of the 27-acre establishment, situated 14 miles west of Toronto, rounded out a full day of activity for the 32 committee members and scores of observers. Sessions were held in Toronto the second day.

The Committee, composed of representatives of provincial and federal government departments, health and welfare agencies, the medical profession, organized labour, industry and the universities, meets twice a year to advise the federal Government on co-ordinated rehabilitation programs for disabled civilians.

Hon. Milton F. Gregg, Minister of Labour, welcomed the members on behalf of himself and his two colleagues, the Minister of National Health and Welfare and the Minister of Veterans' Affairs.

Mr. Gregg, who was introduced by Hon. Charles Daley, Ontario Minister of Labour, said he hoped Canada's rehabilitation program would develop so that people who are hurt early in life would be helped early and not remain disabled all their lives.

"There could come a time when disabled persons can be fitted into our economic life as easily as others are," he said.

Now that a co-ordinated program of rehabilitation is about to go into effect, said Mr. Gregg, the federal and provincial Governments can go ahead with discussions on pensions for totally disabled persons.

Progress Report

Ian Campbell, National Co-ordinator of Civilian Rehabilitation Services, reported on the progress made since the first meeting of the Committee in February 1952. Addresses on rehabilitation by himself and

his assistant were given in cities across Canada. Conferences have been held with many private welfare agencies, various international welfare associations and with officials of all ten provinces.

Mr. Campbell reported that three provinces have signed the Co-ordination of Rehabilitation of Disabled Persons Agreement. They are Saskatchewan, Manitoba and New Brunswick. Schedule "R", the section of the Vocational Training Agreement providing for training of disabled persons (*see* below), has been signed by Alberta and Ontario, and can go into effect in those provinces as soon as the co-ordination agreement is completed.

"It is my hope," said Mr. Campbell, "that the minor considerations that have delayed action on the part of the other provinces will be outweighed by their sincere desire to improve the lot of all our disabled citizens and give to as many of them as possible the means through which they can attain the dignity of service."

Calling upon the members to rededicate themselves to the cause, Mr. Campbell said:—

You must show how the tools that we have been given can be most effectively used to the benefit of the handicapped. Effective co-ordination of services must be developed within our province.

The training of the necessary personnel must be encouraged. Facilities for medical rehabilitation must be improved. Case finding and referral programs must be inaugurated. Requisite training must be made available so that as many of our disabled as possible can be restored to their place of maximum usefulness in the community.

Wherever possible, the end goal must be the placing of the disabled person in a job suited to his capacity; a job that will enable him to experience the joy of independence and security. To this end we must find better ways of stimulating employer acceptance of the so-called disabled. We must devise dynamic placement methods that will result in an ever-increasing number of the disabled being given an opportunity to prove their worth.

The National Co-ordinator praised the work being done at the Malton Centre.

He pointed out that in 1920, before rehabilitation had been instituted, 40,000 industrial accidents in Ontario had resulted in 2,000 permanent disabilities. Last year, with some 225,000 industrial accidents, only 1,700 persons were permanently disabled; of these, only about 50 could not be restored to an independent rôle in the community.

"You must share with me," he said, "an admiration for the legislators, administrators, doctors, therapists, rehabilitation officers and the general staff who have made this possible."

Schedule "R"

An outline of Schedule "R" was given to the meeting by A. W. Crawford, Director of Vocational Training, Department of Labour. He pointed out that the schedule would provide longer training periods than under existing schedules and would include other provisions especially designed to facilitate the training of disabled persons for employment.

The Committee adopted a resolution recommending that all provincial trainees under Schedule "R" be approved by a selection committee composed of at least three persons, one representing the provincial department concerned, one representing the federal Government and the third member being the provincial co-ordinator or his appointed representative. One of these members, it was stated, may represent the social agencies and organizations in the province.

Other Government Speakers

A comprehensive report on the new medical rehabilitation grant and the application of the health grants to rehabilitation was presented by Dr. K. C. Charron, Principal Medical Officer in the Department of National Health and Welfare. J. W. Willard, Director of Research in the same department, explained several details of the report.

Assistance by the Department of Veterans Affairs in developments helpful to civilian rehabilitation was outlined by G. H. Parliament, Director General of Veterans' Welfare Services.

Malton Rehabilitation Centre

Commenting on the Malton Rehabilitation Centre after the tour, E. E. Sparrow, Chairman of the Ontario Workmen's Compensation Board, said that in the first nine months of this year, 2,652 patients had been admitted. Of the 2,100 discharged in

the same period, 61 per cent had returned to their own employment and 32 per cent to new employment.

The total staff at the centre, including maintenance personnel, is 225. There are ten doctors and 16 registered nurses. Physiotherapists and occupational therapists account for a large part of the remainder.

The centre has an eight-ward hospital, with a capacity of 190 patients, and a clinic with a capacity of 328. The average length of stay for patients is 5.2 weeks.

Mr. Sparrow said the cost of operating the centre, at \$6 per day per patient, was not an expense but rather an investment.

Following the tour, the members of the Committee viewed the film, *Everybody's Handicapped*, produced for the Department of Labour by the National Film Board (L.G., Nov., p. 1595).

NES Placements

In Toronto, the members of the Committee heard a report on special placements from C. A. L. Murchison, Commissioner, Unemployment Insurance Commission, who said that special training of placement officers and UIC staff, begun in 1941, was continuing. He reported on the large number of placements made by the National Employment Service, but pointed out that a thorough job could not be done until facilities for assessment and training of the disabled were better developed across Canada.

Resolutions and Reports

The Committee decided to reconstitute its three subcommittees which deal with personnel, publicity, grants, vocational training, placement and medical treatment.

Reports on rehabilitation facilities and progress with the co-ordination agreement were received from all ten provinces. The private welfare agencies represented on the Committee reported on their special activities.

In several resolutions adopted at the close of the meeting, the Committee: (1) referred to the executive committee for study the recently-completed survey of 650 physically-handicapped persons registered with the National Employment Service in Montreal; (2) referred to the executive committee the question of sponsoring a national "Employ the Handicapped" week; and (3) endorsed both English and French versions of the film *Everybody's Handicapped*.

Members Present

Members of the Committee who attended the meeting were:—

Representatives of the Provincial Governments.—Hon. L. C. Halmrast, Minister of Public Welfare, Alberta; Dr. G. F. Amyot, Deputy Minister of Health, British Columbia; K. O. Mackenzie, Deputy Minister of Public Welfare, Manitoba; Dr. A. M. Clarke, Acting Director, Maternal and Child Welfare Division, Department of Health and Social Services, New Brunswick; Dr. T. A. Knowling, Medical Officer in Charge, Anti-T.B. Service, Department of Health, Newfoundland; H. S. Farquhar, Director of Old Age Pensions, Department of Public Welfare, Nova Scotia; Dr. M. E. J. Stalker, Chief Medical Inspector of Hospitals, Department of Health, Ontario; Dr. Lloyd W. Shaw, Deputy Minister and Director of Education, Prince Edward Island; Gustave Poisson, Deputy Minister, Department of Social Welfare and Youth, Quebec; J. S. White, Deputy Minister of Social Welfare and Rehabilitation, Saskatchewan.

Representatives of Federal Government Departments.—C. A. L. Murchison, Commissioner, Unemployment Insurance Commission; J. W. Willard, Director, Research Division, Department of National Health and Welfare; G. H. Parliament, Director General of Veterans' Welfare Services, Department of Veterans Affairs.

Representatives of Health and Welfare Voluntary Agencies.—Lt.-Col. E. A. Baker,

Managing Director, Canadian National Institute for the Blind; John G. Counsell, President, Canadian Paraplegic Association; T. A. J. Cunnings, Executive Director, Sanatorium Board of Manitoba; Maj. E. A. Dunlop, Executive Director, Canadian Arthritis and Rheumatism Society; Dr. E. Govan, Canadian Welfare Council; R. W. Hopper, Recording Secretary, Canadian Council for Crippled Children.

Representatives of the Medical Profession.—Dr. H. Hoyle Campbell, Canadian Medical Association; Dr. G. Gingras, Medical Director, Rehabilitation Society for Cripples; Dr. Arnold L. Swanson, Executive Secretary, Canadian Hospital Council.

Representatives of Organized Employers.—F. M. Brady, Assistant Superintendent of Staff, Bank of Montreal; Roy Campbell, Secretary, Canadian International Paper Company; G. Egerton Brown, Sun Life Assurance Co.

Representatives of Organized Labour.—Gordon C. Cushing, General Secretary-Treasurer, The Trades and Labour Congress of Canada; Max Dodds, Director of Welfare, Ontario Federation of Labour; H. Laverdure, Canadian and Catholic Confederation of Labour.

Representatives of Universities and Groups especially interested in Rehabilitation.—Dr. G. F. McNally, Chairman, Vocational Training Advisory Council; Rev. Father J. C. Beaudin, Montreal; Prof. R. E. Guay, School of Social Work, Laval University; Dr. J. C. Meakins, Montreal.

Britain Sets up Company to Provide Work for Disabled

Remploy Limited, an independent, non-profit-making British organization, formed in 1945 with the object of providing sheltered employment for severely disabled persons, had by the end of 1952 some 90 factories in operation, employing about 6,000 disabled workers.

Originally known as The Disabled Persons Employment Corporation, Remploy Ltd. was established under the provisions of the Disabled Persons (Employment) Act, 1944. Its board of directors, appointed by the Minister of Labour and National Service, includes trade union officials, prominent business men and persons with special interest and experience in resettlement of the disabled.

Although the Act authorizes financial grants to be made to the company, such assistance is kept to the minimum, it being

regarded as in the best interests of the community that it should be as nearly as possible self-supporting.

Wherever possible, the workers are employed for the full 44-hour working week; it is considered important to their satisfactory re-settlement that they should feel that they are taking a full and active part in the work of the community. Seven special factories are reserved for the tuberculous, who unless allowed to start work for a few hours only a day might never be able to enter or re-enter employment.

It is felt to be in the general interests of the workers that the factories should be efficient production units. To eliminate every source of avoidable loss the company has been reorganized on a trade instead of a geographical basis. A good week's work is expected from the workers

within the limits set by their disabilities. The pace at which a man works and the facilities which he is given by way of modifications of equipment and easing of working conditions are carefully regulated in relation to his disability.

Each factory receives part-time service of a doctor, who advises on conditions of work; joint consultative committees are set up; employees are allowed to join appropriate trade unions and facilities are allowed to union officials.

In consultation with the trade unions concerned, standard rates of pay have been introduced for all the severely disabled workers, irrespective of the trade carried on, with provision for periodical increases. These rates are subject to revision from time to time in the same way as wage rates in industry.

On account of the difficulty of finding continuous and suitable remunerative work, the number of homeworkers employed is small. The factories are encouraged to undertake work of which part can be processed by homeworkers.

The company has permission to recruit up to 15 per cent of its total factory productive strength from the able-bodied or less severely disabled to do work unsuitable for severely disabled persons and to fill key posts essential to the efficient running of the factories. In actual practice, the number so employed falls below the percentage permitted. They are mainly craftsmen and skilled workers, around whom the rest of the factory staff can be built and who can give training to the severely disabled workers.

Vocational Training Advisory Council Holds 20th Semi-Annual Meeting

New method of allocating grants under Vocational Schools' Assistance Agreement and plans for enlarging membership of Council are discussed

A new method of allocating grants under the Vocational Schools' Assistance Agreement and plans for enlarging its own membership were discussed at the 20th semi-annual meeting of the Vocational Training Advisory Council in Ottawa, November 16 and 17.

Hon. Milton F. Gregg, Minister of Labour, stressed in his welcoming address the need for more opportunities for in-plant trades training. Commenting on the newly-drafted Schedule "R" (see below), he pointed out that one of the main functions of the rehabilitation program was to provide the medically-rehabilitated person with the necessary training to suit him for a real career job.

The Minister said far too few young people were taking vocational training, preferring high-paid but unskilled jobs instead. He paid tribute to the co-operation existing in federal-provincial vocational training schemes.

The Vocational Training Advisory Council is composed of representatives of employers, labour, war veterans, women's organizations, educationists and other interested groups. Its function is to assist the federal Minister of Labour in formulat-

ing policy and administrative procedure in the promotion of vocational training in Canada.

The two-day meeting, under the chairmanship of Dr. G. Fred McNally, former Chancellor of the University of Alberta, was attended by representatives from all ten provinces.

Vocational Schools' Assistance Agreement

Proposals for revision of the Vocational Schools' Assistance Agreement were given in a report submitted to the Council by a special committee. The new plan calls for equalization of federal grants to the provinces on the basis of population and average personal income.

The five-man special committee, headed by L. S. Beattie of the Ontario Department of Education, pointed out in its report that the present agreement, which expires March 31, 1955, has provided substantial aid to the provinces in promoting the building of new accommodation, and also in providing maintenance grants for vocational training. However, changing conditions have made the terms of the agreement inadequate and less effective in meeting the needs of a rapidly-expanding

industrial economy which requires a corresponding acceleration in a vocational training program.

The new agreement, said the report, should continue to recognize provincial autonomy, should include a clearer definition of "vocational training", should relate federal assistance to a continuous and flexible program of vocational training, and should continue federal contributions towards capital expenditures on new buildings and equipment.

The committee's report recommended, among other things, that an annual federal appropriation of five million dollars be requested, and that this amount be allotted to the provinces as follows: an outright grant of \$10,000 per province; \$2,450,000 allotted on a 15-19 age group basis; and \$2,450,000 allotted on an equalized formula based on average provincial personal income.

Mr. Beattie pointed out that this would provide more money to a province as its population increased and also as its level of personal income decreased.

The Council approved the committee's recommendations and agreed that the formula should be based on the previous five-year average for which statistics were available.

Later the Council adopted a resolution calling for the preparation of a brief based on the committee's report and the submission of the brief to the federal Minister of Labour. The resolution also requested the Minister to send copies of the brief for comment to all provincial ministers of education and to all organizations represented on the Council.

Membership of Council

The Council recommended that its membership be expanded from 16 members plus chairman to 20 members plus chairman. This, it was pointed out, would allow official representation from each of the ten provinces as well as from interested organizations.

A motion was approved proposing that the basis of the enlarged Council be one representative from each of the ten provinces, the remaining ten members to come from labour and employer organizations and other interested groups. It was further moved and carried that an alternate member be appointed at the same time each regular member is appointed, this alternate to have full voting power when attending council meetings.

Progress Report

C. R. Ford, Assistant Director of Training, reported that the number of students

enrolled in vocational schools and classes increased in all provinces during the past year. More building projects are needed and are under consideration in each province.

Of the \$10 million provided by the federal Government for capital expenditures on vocational training facilities, 93 per cent or \$9,325,926 has been claimed by the provinces up to October this year. The scheme came into effect in 1945.

Only three projects are now incomplete, one in Manitoba and two in Ontario. Extensions to these two provinces have been given to the end of the present fiscal year. Newfoundland has not yet claimed its share of funds under this federal-provincial agreement.

Schedule "M" (Training of Handicapped)—Mr. Ford reported that 1,409 persons have been given training under this schedule, including 303 handicapped persons. Of the latter, 149 were enrolled since March 31.

A few special classes for rehabilitation purposes have been organized but the usual practice is to use available training facilities. The commercial class under this schedule at Saskatoon has been closed.

Schedule "O" (Youth Training)—Training under this schedule consists of classes for rural young people, classes for fishermen and occupational classes. The number of classes is not increasing. During the fiscal year, 1,368 persons have been given instruction. Mr. Ford said increased student aid, given under this schedule, is continually being requested.

Schedule "Q" (Supervisory Training)—Training under this schedule has continued in Quebec and has been resumed in Ontario and Alberta. Resumption of training is being considered in Saskatchewan.

Schedule "K-1" (Trade Training for Armed Services)—A small increase over the previous year was reported. Since March 31, there have been 455 trainees, of whom 287 are new enrolments. Classes in vehicle mechanics are being given at Calgary, Winnipeg and Three Rivers; classes in electrical mechanics at Moncton; and classes in elementary electronics to RCAF personnel at Toronto.

The course in vehicle mechanics has been closed at Moncton and enrolments in the same course reduced by two-thirds at Calgary.

A new telecommunications course for the Army is being planned at Winnipeg to begin early in 1954.

Schedule "K-2" (Training of Workers for Defence Industries)—Enrolments in this program have increased. Since March 31, 291 students have been given instruction in full-time classes and 56 in part-time classes. At September 1952, corresponding enrolments were 199 and 121.

Full-time classes in welding were given in British Columbia; in aircraft and sheet metal in Alberta; in machine shop in New Brunswick; and in aircraft and sheet metal, welding and machine shop in Nova Scotia.

Civilian Teachers for Armed Services—A total of 98 civilian teachers has been provided for 17 training institutions operated by the Armed Forces. These teachers instruct in related subjects (mathematics, science and English). The program is being financed from funds supplied by the Department of National Defence.

Apprenticeship—At the end of September, 11,865 apprentices were registered with provincial Apprenticeship Branches. This is an increase of 941 over the previous year.

Since March 31 this year, 2,173 new apprentices have been registered, 1,357 have completed their apprenticeship training and 697 have dropped out of the program.

Vocational Correspondence Courses—Under the agreement 16 vocational correspondence courses have been completed; five have been advanced to the stage where students are being accepted for registration; 23 are under preparation; four are being revised and one new course has been approved. Preparation of three other courses has been dropped.

Usage of these courses in Saskatchewan has multiplied more than ten times since the federal-provincial arrangement has come into effect.

The Manitoba government is experiencing difficulty in the preparation of courses in plastering and refrigeration and has asked to be relieved of the undertaking.

Vocational Training for Disabled

Mr. Ford reported that the newly-drafted Schedule "R" for the training of disabled persons has been sent to all provinces but that up to November 1, only two, Alberta and Ontario, have signed it. In no province has it become operative.

A. W. Crawford, Director of Training in the federal Department of Labour, informed the Council that co-ordinated rehabilitation programs have not yet been established in the provinces. He said the schedule as drafted cannot go into effect

until a selection committee has been set up and a provincial co-ordinator appointed.

Ian Campbell, National Co-ordinator of Civilian Rehabilitation, recalled last year's proposal that Schedule "R" be made part of an over-all rehabilitation program. He said provincial co-ordinators had proved difficult to find.

Mr. Campbell asked the members of the Council if there was agreement on the principle of having provincial co-ordinators. After being assured by most of the representatives of the provinces that there was, he said he hoped the provinces would sign Schedule "R" even if they did not sign the co-ordination agreement first. The latter has been signed by three provinces, Manitoba, Saskatchewan and New Brunswick.

Mr. Crawford closed the discussion by pointing out that rehabilitation work could not be carried very far under Schedule "M" because of its limitations.

Vocational Training for NWT

A survey was made of the southern MacKenzie River area to determine the need for vocational training and the possible application of the four federal-provincial agreements to the North West Territories. As a result, the Governor in Council has been requested to extend the Vocational Schools' Assistance Agreement, the Vocational Training Agreement and the Apprenticeship Agreement to the North West Territories on the same basis as to the provinces.

Mr. Ford pointed out that the total population of the North West Territories is about 16,000 and the number of persons in the 15-19 year age group about 1,000.

Apprenticeship

The current shortage of apprentices in training continues, although this year's increase in the number of indentured apprentices is greater than the estimated expansion of industry, reported J. H. Ross, Supervisor of Trade Training, Department of Labour. Mr. Ross said that unless the rate at which apprentices are employed increases, it will be 12 to 15 years before the current and expanding needs of industry are satisfied.

In all provinces the trend is to provide apprentices with training that meets current needs. The division of training responsibility between the employer and the schools has not been finally decided in the provinces.

Trade Analyses

Progress is being made with the analyses of the machinist and carpentry trades; it is expected that the latter will be completed by next spring.

Mr. Ross said the trade analyses will be of value to apprenticeship schools and also to the small employer who wants to know what further training his apprentices require when they attend the school.

It was hoped one result of the trade analyses would be national standards for the various trades, and for each trade a nationally recognized core of skills.

Mr. Ross reported that only one province, New Brunswick, provided the apprentice with a check-list wherein all training he has taken is recorded, together with a rating.

Regional Directors

The need for regional directors was indicated by Mr. Crawford in his report. He said that in the opinion of the Training Branch, it is highly desirable to retain the position of Regional Director in each province.

All members of the Council agreed with this opinion. A resolution supporting it was adopted unanimously.

Mr. Crawford said a regional director is needed not only as a liaison officer for all activities under the Vocational Training Co-ordination Act, but also to be directly responsible for the organization and administration of projects under Schedules L and K-1. One of the chief reasons for maintaining this office in each province, he said, is to have a skeleton organization of experienced persons which can be rapidly expanded to meet emergency conditions arising as a result of depression or threat of war.

At present, four provinces are without regional directors. They are British Columbia, Manitoba, Quebec and Newfoundland, where the work is being done by other officials.

Renewal of Agreements

The Council was reminded that the Vocational Training Agreement and the Apprenticeship Agreement both expire on March 31, 1954. The Vocational Correspondence Course Agreement and the Vocational Schools' Assistance Agreement expire one year later.

The members of the Council recommended that the Vocational Training Agreement be renewed for a five-year period; that student aid be continued

under this agreement; and that teacher training be included with university courses under Schedule H.

In another resolution, the Council recommended the renewal of the Apprenticeship Agreement for a further ten-year period.

During discussion of the Vocational Correspondence Courses Agreement, several provinces reported a strong demand for this type of training. Some 2,000 persons in the province of Quebec have taken such courses in the five years the agreement has been in effect. British Columbia reported a strong demand for courses in all technical trades.

Mr. Crawford said only about 15 per cent of the funds allotted by the federal Government under this agreement has been claimed.

Student Aid

At least five provinces could use more federal funds than they now receive for student aid, the Council was informed. Most provinces reported a steady demand for assistance under this sub-schedule.

Vocational Training Publications

The preparation of occupational monographs is continuing. Dr. G. V. Haythorne, Director of the Economics and Research Branch of the federal Department of Labour, reported that the monograph on the baking trade was completed and had been validated. Material for the monograph on the teaching profession will soon be completed. Others in preparation deal with hospital aids, welders and draftsmen.

The film strip program is now under way, said Dr. Haythorne. Four strips are being prepared. They deal with the plumbing and engineering trades and technical occupations in radio and electronics.

Members Attending

Members attending the meeting of the Council were:—

Dr. G. Fred McNally, L. S. Beattie, Superintendent of Secondary Education, Department of Education, Ontario; H. C. Campbell, Deputy Minister of Education, Victoria; G. G. Cushing, Secretary-Treasurer, Trades and Labour Congress of Canada; E. K. Ford, Director of Vocational Education, Department of Education, Nova Scotia; Dr. G. A. Frecker, Deputy Minister of Education, Newfoundland; J. W. McNutt, Director of Vocational Education, Department of Education, New Brunswick; Gustave Poisson, Deputy Minister, Department of Youth and Social Welfare, Quebec; T. H. Robinson, Manager, Industrial Relations Department, Canadian

International Paper Company, Montreal; W. A. Ross, Regional Director, Department of Education, Saskatchewan; W. H. C. Seeley, Assistant Manager of Administration, Toronto Transportation Commission; and Mrs. A. Turner Bone, President of the National Council of Women of Canada.

Others attending the meeting were:—

Dr. L. W. Shaw, Deputy Minister of Education, Prince Edward Island; J. Delorme, Director General of Studies, Arts and Crafts Schools, Montreal; A. M. Moon, Assistant Superintendent of Secondary Education, Department of Education, Ontario; L. S. Smith, Technical School Inspector, Department of Education, Manitoba; R. H. MacCuish, Director of Training, Department of Labour, Nova

Scotia; Dr. W. H. Swift, Deputy Minister of Education, Alberta; J. A. Doyle, Director of Technical Education, Department of Education, Saskatchewan; Dr. F. T. Fairey, Victoria; Ian Campbell, National Co-ordinator of Rehabilitation Services; Dr. H. W. Jamieson, Director of Training Services, Department of Veterans Affairs, Ottawa; Dr. G. V. Haythorne, H. O. Gudgin and P. Cohen of the Economics and Research Branch, Department of Labour, Ottawa; T. A. Fishbourne and D. W. McDuffee of the Unemployment Insurance Commission, Ottawa; A. W. Crawford, C. R. Ford and J. H. Ross of the Vocational Training Branch, Department of Labour, Ottawa; and A. Fortier, Department of Finance, Ottawa.

Canadian Chamber of Commerce Presents Annual Brief to Cabinet

Takes serious view of decline in immigration, expresses opposition to "any form of compulsory health insurance or state medicine" and says greater productivity is the key to national and individual prosperity

In a brief presented to the Cabinet on October 26, the Canadian Chamber of Commerce:—

Noted "with serious misgivings" the recent decline in the number of immigrants to Canada. Unless the trend is reversed, it stated, Canada will fall short of the 30 million population goal by 1975.

Declared its opposition to "any form of compulsory health insurance or state medicine" but recognized that government aid is necessary in the development of adequate health facilities throughout Canada.

Urged immediate appointment of a Royal Commission to study government economy and efficiency.

Declared greater productivity the key to national and individual prosperity.

The Chamber's policy declarations had been approved by the 24th annual meeting at Edmonton in September.

The brief, presented by a delegation headed by the Canadian Chamber's President, W. J. Borrie, of Vancouver, opened on an optimistic note.

Recent international developments, the submission stated, by raising the hope that tensions between nations may be eased,

present an opportunity of supreme importance to Canadians. "It should be the opportunity for which businessmen have been waiting, the opportunity to show what the free enterprise system can achieve if the normal burden of defence expenditures can be reduced to more tolerable levels."

There is no basis for pessimism,* the Chamber felt, stemming from the expectation that any possible reduction in defence expenditures would cause an economic recession or collapse. "The Chamber believes that any reduction in defence expenditures should be, and will be, only a minor proportion of present totals unless, and until, an effective disarmament program is reached and the threat of aggression is removed. Moreover, the Chamber believes that there are many desirable

*In a press interview in Winnipeg last month, Mr. Borrie criticized pessimistic Canadians who are predicting a "crash" because business has slipped this year and will dip "even farther" in 1954. "Business just couldn't continue to improve at the pace it has been setting in the last few years," he said. "Every time business falls off a little, some people worry about disaster. Things are far from that bad."

national projects and alternative civilian demands in Canada which will be quite ample to absorb any economic readjustments that may be necessary."

Canada's greatest danger, it continued, lies in the tendency "to regard adequate defence expenditures as an emergency need instead of as a permanent part of living in the 20th Century.... While continuing to insist that defence spending should be administered with the utmost economy and the avoidance of waste, the Chamber believes that Canadians must come to regard reasonable expenditures on defence as being necessary and essential over the long-term future."

Canada, it said, is in the midst of one of the great periods of economic expansion. "Canada is now the land of greatest opportunity in the world and opportunities for the individual will grow proportionately and progressively as the nation's total population increases."

National Health Insurance

The Chamber's policy declaration on national health and health services recognized the need for government aid in the development of adequate health facilities throughout Canada but was opposed to any form of compulsory health insurance or state medicine.

"The Chamber," the declaration read, "endorses the program of health service grants by federal and provincial governments and believes that these grants should be as liberal as possible, bearing in mind that government revenues come from the people and that existing annual commitments for social welfare benefits already are substantial and are increasing. The Chamber believes that the contributions made by governments to assist private organizations in caring for the indigent sick are unrealistic and inadequate in some instances and should be increased."

In stating its opposition to any form of national health plan, the Chamber expressed apprehension concerning the cost. It would, it feared, "substantially exceed" the amount at present being spent on health in Canada.

"In a free society," stated the declaration, "it is the responsibility of the individual to bear the cost of medical care for himself and his family.... The Chamber believes that the continued rapid growth of the various voluntary prepayment and insurance plans will soon result in the Canadian people being reasonably well covered against the costs of health services without sacrifice of individual responsibility."

The Chamber commended the action of those employers who have established plans to assist their employees in meeting the cost of medical care.

Immigration

The flow of newcomers to Canada has created employment rather than unemployment, the brief stated. "Of every 100 immigrants, about 50 are dependents or self-employed, and not only do not enter the labour market but become direct consumers of all sorts of agricultural and manufactured goods. Each year in the past five years net immigration has added to Canadian life a consumer population larger than many of our fair-sized cities. There is no doubt that these new consumers have helped to maintain the momentum of Canadian prosperity."

Canada's immigration policy should have as an objective a population of 30 million by 1975, the Chamber believed. At the same time, it expressed awareness of the importance of transportation service and the timing of arrivals to coincide with available employment.

The Chamber would like to see the present government assisted passage system for selected immigrants extended.

Other Requests

The Chamber's policy submission also requested that the Government:—

Keep to a minimum intervention in business and, where regulating agencies are needed, "make greater use of businessmen with specialized training and experience".

Continue the program of education and training in civil defence, in collaboration with the provinces and municipalities.

Take steps to eliminate double taxation wherever it exists.

Amend the Income Tax Act to permit charitable donations in excess of the amount allowed in a taxation year to be deductible from the taxable income of the previous year or the next succeeding five years.

Give private capital full opportunity to further the development of television as rapidly as possible, "subject only to rational regional allocation of channels and the strict maintenance of allocated frequencies by licensees".

Work for uniform laws on daylight saving.

Sponsor a Canadian meeting to work out a uniform system of road markings across the country to promote traffic safety.

Sixth Annual Convention of Industrial Federation of Labour of Alberta (CCL)

Proposed changes in Alberta Labour Act chief discussion topic. Many speakers criticize province's labour legislation at two-day meeting

Proposed changes in the Alberta Labour Act were the chief discussion topic at the 6th annual convention of the Industrial Federation of Labour of Alberta (CCL) October 22-24, in Calgary. The 70 delegates and guests also heard that new affiliations had almost doubled the representation of IFLA.

CCL Secretary-Treasurer Donald MacDonald, speaking at the convention banquet, stated that labour legislation in Canada, designed to emancipate labour, has become a device to paralyze labour.

"In Alberta particularly, legislation is blocking our efforts," Mr. MacDonald said. "We must be careful that the process of law, which is ostensibly used to give us a cooling-off period, is not used to create a complete freezing period." The arbitration and conciliation pattern may make "our right to strike useless," he added.

Announcement by the Government of Alberta that the Labour Act will be open for changes this year brought a number of suggestions for changes from the CCL unions in Alberta. Jack Hampson, United Packinghouse Workers representative, later elected IFLA President, said that the changes proposed by the Government do not contain any proposals made by the union movement.

Federation President Robert Atkin reported on IFLA's growth. Last year about 3,000 members were newly affiliated, bringing the total membership in CCL unions in Alberta represented by the Federation close to 8,000.

A resolution asking for support for the striking gold miners in northern Ontario and Quebec was unanimously adopted.

A concentrated drive to organize Alberta oil workers was announced by Ben J. Schafer, Vice-President of the Oilworkers International Union, who issued a warning against company unions and said that Alberta labour legislation is loaded against the labour movement.

More than 90 resolutions came before the convention. Most dealt with changes in existing legislation.

A number of resolutions demanded the establishment of a national health insurance plan, old age pensions of \$65 per month at 65 years and improvements in the Workmen's Compensation Act.

The Government's present immigration policy was scored in a resolution demanding a "program of planned immigration, to ensure jobs and proper housing for immigrants".

The making of joint representations to governments by TLC and CCL unions was endorsed.

In the elections, Jack Hampson was elected President by acclamation, Mike Susnar, United Mine Workers, was elected Vice-president, and Roy Jamba, CCL representative, was returned as Secretary-Treasurer by acclamation, John Stokaluk, UMWA, Jack Evans, CCL, Robert Atkin and Jim Shewchuck, CBRE, were elected executive members.

Annual Convention, N.B. Council of Labour (CCL)

Housing and labour legislation major topics discussed. CCL President A. R. Mosher, speaking at banquet, voices approval of public ownership

Housing and labour legislation were the major topics discussed at the annual convention of the New Brunswick Council of Labour (CCL) in Saint John, August 27 to 29. A. R. Mosher, President of the

Canadian Congress of Labour, spoke at the convention banquet and refuted criticisms of public control of industry.

The CCL President noted that there was a great deal of discussion about the

demands of organized labour for public ownership of the means of production and distribution.

"Those who defend our system of private ownership and control of industry claim that economic planning and public ownership means regimentation."

"It is not the regimentation they fear," he said. "We have a good deal of it, undoubtedly necessary, under any system. What is feared is the kind of regimentation and who imposes it—that the power now concentrated in our financial institutions will be dethroned and the public, by democratic process, will exercise that power for the common welfare instead of the selected few."

Mr. Mosher said those who tag public ownership as regimentation "do not like the idea of having the rules of the game determined by all the participants based upon available scientific knowledge". They prefer that control be retained by "those who have succeeded in retaining a firm hold on the purse strings," he said.

A resolution on housing called on the federal and provincial Governments to sponsor further housing developments in the Saint John area.

Other resolutions requested federal and provincial assistance in improving condi-

tions in the Minto coal fields; establishment of the 40-hour week throughout the province; and improvements in the law governing paid vacations.

Attending the convention were: Hon. Hugh John Fleming, Premier of New Brunswick; Henry Weisbach, Executive Secretary of the CCL Political Action Committee; and J. Harold D'Aoust, Canadian Director of the Textile Workers' Union of America (CIO-CCL).

Mr. D'Aoust said in an address that both labour and management are seeking a solution to the current slump in the textile industry.

Guests at the convention included a group of officials of companies having contracts with CCL unions in the province.

Results of the election of officers were as follows:—

D. A. Elliot of Moncton, re-elected President; James Coffey of Milltown, First Vice-president; D. A. Walls of Saint John, Second Vice-president; and W. H. Agnew of Moncton, Secretary-Treasurer.

Elected to the executive committee were: Lloyd Cherry, Saint John; Gilbert Belleville, Minto; Robert Simmons, Russell Wheaton and William White, all of Moncton.

1st Convention, Saskatchewan Provincial Federation of Labour

The newly-formed Saskatchewan Provincial Federation of Labour (TLC-AFL) held its first annual convention in Saskatoon, September 11 and 12.

Forty-two delegates, representing all Trades and Labour Congress organizations in the province, endorsed the establishment of the Federation and adopted the tentative constitution drawn up at a meeting last May (L.G., July, p. 988).

The delegates formally approved the inclusion of the letters "TLC-AFL" in the Federation's title, signifying membership of unions affiliated with the American Federation of Labour as well as with the Trades and Labour Congress of Canada.

Carl Berg, a Vice-president of the TLC, addressed the convention on behalf of Percy Bengough, TLC President. Mr. Berg spoke on the rôle of unionism in the education of workers.

An address was also given by Hon. C. C. Williams, Minister of Labour in the provincial Government.

The convention passed resolutions calling for a 40-hour work week in all Saskatchewan cities, more rigid administration of the provincial Apprenticeship Act, abolition of the split shift, and shorter hours of work for truck drivers.

Another resolution requested an amendment to the province's Trade Union Act to refuse legal counsel during presentations before the labour relations board unless agreed to by both parties.

Officers elected were: A. Tait of Moose Jaw, President; Don Arnold of Saskatoon, First Vice-president; and Ivan Moore of Regina, Secretary-Treasurer.

Other members elected to the executive were: H. Scott, Vice-president for Moose Jaw; Nick Kozak, Vice-president for Prince Albert; J. C. Davidson, Vice-president for Saskatoon; Alex Cochrane, Vice-president for Regina; and W. Browne of Regina, Vice-president for the Saskatchewan Civil Service Association.

NEW YEAR'S MESSAGES

Hon. Milton F. Gregg, Minister of Labour

On the threshold of a new year, it is traditional to review the happenings of the past 12 months and to reflect on what may lie ahead in months to come. Reviewing the events of 1953, I think it is important that we fully recognize the remarkable degree of progress that has continued to be the dominating feature of the Canadian economy.

For Canadian industry, by and large, 1953 was a good year. Most employees received wage or salary increases. Returns to management also have been generally good.

Wage increases, for the most part, were not as large as those that occurred during many of the post-war years. The average was less than 10 cents an hour. On the other hand, the increases were in some respects the most important of any that have occurred in the post-war years. In the last two years, we have had a period of comparative stability in the level of consumer prices. The latest figures of consumer prices are slightly below the peak that was reached two years ago in January 1952. Thus, although in many post-war years wage rises in most instances merely helped the worker to keep pace with a rising cost of living, the most recent wage increases have enabled him to make a definite and appreciable gain in his standard of living.

His standard of living has improved also as a result of the increased leisure time made available through widespread reduction in the length of the work week. In the manufacturing industries of Canada, almost four-fifths of the workers are now on a 5-day week. The proportion of plant workers on a 40-hour week has practically doubled within a space of four years, and now amounts to well over 40 per cent of those employed in manufacturing. Longer paid vacations and more paid statutory holidays have also increased the leisure time available to Canadian workers.

A third way in which the Canadian worker has improved his position is through the gains in personal and family security resulting from broader coverage of industrial pension, group insurance and medical benefit plans.

The year 1953 saw further progress being made in the experience in industry of the successful negotiation and administration of collective bargaining agreements.

While today over one-third of the paid workers in non-agricultural industries are covered by agreement, it should be remembered that the widespread acceptance of collective bargaining as the appropriate medium for labour-management relations is still quite new in this country. Personally, I have great faith in the collective bargaining system as a means of extending our democratic ideals into industrial life and of keeping industry free and productive. Labour and management are making progress in their experience with this system.

Industrial relations have been good during most of 1953. Time lost from industrial disputes was well below average during the first two-thirds of the



year, although during the later months there was a rise in strike activity. It is much to the credit of both parties that the overwhelming majority of collective agreements in Canada again were signed and renewed without recourse to strike activity.

Improvements in the worker's position and favourable developments in industrial relations have had their source in generally sound business conditions and practices.

While there have been some unfavourable features, there can be little doubt that on the whole the year was one of progress and growth. Workers in certain industries, such as textiles and agricultural implements, have suffered from lay-offs. On the other side of the employment picture, some shortages of labour have continued to exist here and there for specific groups of skilled workers. Any long-term appraisal of our economy makes it clear that there will be increasing demand for skilled and professional workers in the years to come. In spite of the opportunities provided through training and apprenticeship programs, there is still an insufficient number of trained people to meet all present and anticipated needs.

In cases where lay-offs have developed, the unemployment insurance program, including the national employment service, has again proved its worth in the post-war years and the legislation in this field has been kept under review so that its benefits may be extended and improved.

As we look at the prospects for the year 1954, certain factors stand out. Defence expenditures are expected to continue their sustaining influence on employment levels into the coming year. However, defence spending is now exerting less influence on the growth of employment than it did in 1951 and 1952. Resource development projects are continuing and their completion will not only increase the productive capacity of our country but will also entail the need for expansion of secondary and service facilities. Foreign trade has shifted somewhat over the past year and is becoming increasingly competitive. On the other hand, sales prospects are strong in the home market, and the level of investment activity is expected to continue high. The high level of personal income is another encouraging factor. Although it is possible that a higher year-to-year level of unemployment may occur this winter, it appears that fundamentally our basic economy continues strong.

As a nation, we have learned to set our sights high. We have seen our nation move forward to record economic heights in the post-war years. In the months to come, both labour and industry will have important decisions to make. It is to be hoped that not only will we maintain our recent gains in living standards but that some degree of further progress for the individual worker may also be possible. It will be necessary, however, for labour and management to consider each separate situation on its own merits and to use common sense and sound judgment in assessing what is immediately possible.

In a world, so many portions of which are stricken with poverty, our situation and prospects seem fortunate indeed. We will undoubtedly have the opportunity, through United Nations and ILO programs of assistance, through the Colombo Plan, and through our own efforts, to continue to play a part, and perhaps an increased one, in relieving distress abroad. I am confident that our nation will want to do whatever is possible to fulfil such international obligations.

I close by extending to the workers and to the employers of Canada the best wishes of the Federal Government for their productive co-operation and happiness in 1954.

Percy R. Bengough, President, The Trades and Labour Congress of Canada

It is again my privilege to extend warm fraternal greetings on behalf of The Trades and Labour Congress of Canada to all officers and members of affiliated organizations in every part of Canada. The year now closing has had its share of difficulties; but there have also been gains and in the main it has been a year of progress.

The affiliated membership of the Congress has continued to grow until now it stands at nearly six hundred thousand. The Canadian economy has also continued to expand. Further improvements in earnings and working conditions have been achieved by many groups of our affiliated members. Industrial disputes have been at a minimum and in the main amicably settled.

On the other hand, there have been the dark spots. Rumbblings of trouble could be heard by some of our members early in the year. And for many these troubles are increasing rather than lessening as the year ends and a new year dawns. Unemployment and underemployment are already serious in some industries and are on the increase throughout the whole of Canada. Those normally employed in textiles, railways, aircraft plants and the rubber industry have felt the cruelty of lay-offs most.

The Trades and Labour Congress of Canada placed its annual Memorandum before the Government of Canada on December 2. At that time these unfortunate conditions and the hardships being suffered by our affiliated members were drawn to the Government's attention. It was stressed that never before in Canadian history had unemployment been so high at this time of year as it is now, and this despite the good weather which has prevailed throughout Canada during the autumn and early winter months.

The Congress urged the Government to inaugurate public works projects wherever possible to provide employment. The Government was also asked to do everything possible to encourage the re-employment of our members in their respective industries. This Congress will continue to press for action on these matters until unemployment and underemployment conditions are cleared up and our affiliated members are back at work.

One thing we can be thankful for in this situation is that we have a sound and effective unemployment insurance scheme covering many millions of workers throughout Canada. Benefit rates should be adjusted to bring them into line with current earnings, the number of waiting days could be reduced, and many more workers could be brought under the Act. These are improvements which the Congress has asked for.

Of particular importance is the need for an extension of the Unemployment Insurance Act to provide for the payment of benefits to insured workers who are forced to quit work on account of illness. In making this request, the Congress has always stressed with the Government that what is desired in such an extension of the Act is that loss of income due to unemployment as a result of sickness be compensated for in the same way as loss of income due to unemployment due to lay-off is now compensated for by the payment of benefits under the present Act.

Loss of income through enforced idleness is always serious for the worker and his family irrespective of the cause. In fact, the hardship created for the family is even greater in most cases where illness and the financial burdens it involves are added to the loss of income.

There are neither financial nor legal obstacles to such an extension of the Act. This being the case, this Congress will continue to press with all possible vigor for such an extension of the Act.

Much more is necessary, of course, than the maintenance of income during a period of illness. There are the doctor's bills to be paid; in many cases a hospital bill; drugs and medicines must be bought and now at exorbitant prices; and in some cases other expensive services are required and must be paid for. The cost of being sick is definitely much too great for the worker and his family. Illness when it strikes is too often a real calamity for most families.

The Trades and Labour Congress of Canada is convinced that a national scheme of health insurance is the only way in which the financial burden of illness can be met successfully by our affiliated members and by most Cana-

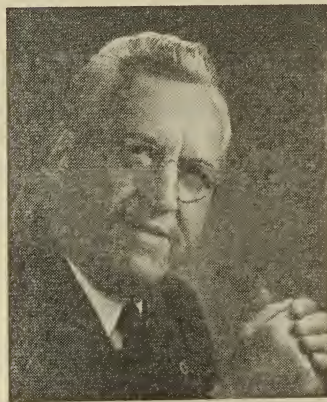


dian families. When this Congress met the Cabinet on December 2 we repeated our request for the inauguration of such a scheme. The Government was asked to proceed with the establishment of a Parliamentary Committee which could study the proposition and hear the views of interested persons and organizations such as this Congress.

The Prime Minister turned this request down with the suggestion that all of the provinces would have to agree to co-operate in such a scheme before the federal Government could proceed. In this connection it is worth remembering that a former Canadian Government did proceed with social legislation without the prior agreement of the provinces. Over twenty-five years ago the federal Parliament passed legislation to provide for old age pensions and, in effect, said to the provinces: if you want to provide old age pensions you may obtain half of the cost up to a fixed maximum from the federal Government. The provinces did that. It would seem today that our Government of Canada could again give the lead to the provinces in the matter of health insurance with great advantage to everyone. This Congress will continue to try to convince our Government to do so.

Faced as we are with serious unemployment and underemployment difficulties and with great unfulfilled needs of broader measures of social security, but with the certain knowledge of our growing strength in affiliated membership and of our increasing effectiveness and influence as the Greatest Canadian Family, I am pleased to have this opportunity of wishing all of our affiliated membership a Merry Christmas and further progress towards economic and social security in the coming year.

A. R. Mosher, President, The Canadian Congress of Labour



As Canadians look forward to the New Year, they are naturally concerned with the economic outlook. There is in everyone's mind an undertone of uncertainty with regard to both national and international affairs. A large proportion of our national income is being devoted to expenditures on defence for a war which everyone devoutly hopes will never occur, but for which apparently we must make as adequate preparations as possible. We also realize that our national economy has been built to a considerable extent upon trade with other countries, and that this leaves us dependent upon the economic conditions in those countries. Their ability to buy from us is in a large measure

governed by their ability to sell in the Canadian or other markets.

This whole matter of international trade is one which we have not yet learned to handle in an effective and satisfactory manner. It is very simple in theory to take the position that each nation should produce only what it can produce most efficiently, and at the lowest cost, and that, if this were done, each would trade with the other on a basis of mutual need. Unfortunately, the situation is complicated by many factors, and it has proven to be extremely difficult, if not impossible, to find a basis of exchange which is generally acceptable. We are required, on the one hand, to compete in world markets with countries whose standard of living is far lower than our own, and are also faced with the competition of cheaply-made goods which lessen the opportunities for employment of Canadian workers.

It would, however, seem to me to be desirable that we should endeavour to build up the home market as much as possible, and thus provide employment and constantly improving living standards for our people. There is still a vast gulf between the average standard of living in Canada and that which could be realized if we utilized our resources and our skills effectively. We

have made notable economic progress as a nation, but we have still a long way to go before we can be satisfied that the standards we have reached are the highest attainable.

At the same time, Canadians are becoming better informed with regard to conditions in other parts of the world, and they are aware that many countries with large populations are economically undeveloped. These countries deserve all the assistance we can give them, not only on humanitarian grounds, but because we are convinced that, if the free nations of the world show that they are capable not only of providing for the needs of their own people, but also of giving leadership and assistance to the under-developed nations, this will prove to be the most effective means of combating the unscrupulous political philosophy of Communism. This has already been embraced voluntarily or forcibly by a majority of the world's population, in countries where the average life expectancy is less than half of ours, and hundreds of millions of people go to bed hungry every night.

In circumstances such as these, with our own needs and those of the world in general so great, there ought to be no room even for thinking of an economic depression. We know, of course, that as a result of some of the conditions to which I have referred, some Canadian industries, notably textiles and agricultural implements, are faced with serious unemployment problems, due to a lowered demand on the part of consumers for their products. The coal-mining industry is another in which unemployment has been increasing to a critical extent, and the wheat situation, which is a large factor in the prosperity of Western Canada, is also far from satisfactory.

However, I believe that we may look forward to the New Year with optimism, tempered by an intelligent study and understanding of both the domestic and the international aspects of the trade-picture. Canada has become one of the great industrial nations of the world, and, even so far as the immediate future is concerned, there is no reason for undue apprehension. There is widespread agreement that the long-range future for Canada is extremely bright, and I believe that our people have the ability to meet any situation and solve any problem which they may have to face. I am quite sure that the organized workers of Canada who are represented by the Canadian Congress of Labour will co-operate fully with their fellow-citizens in every endeavour which may be made to maintain the well-being of the nation and of the Canadian people, and at the same time enable Canada to play her full part in joint efforts to make the world a better place in which to work and live.

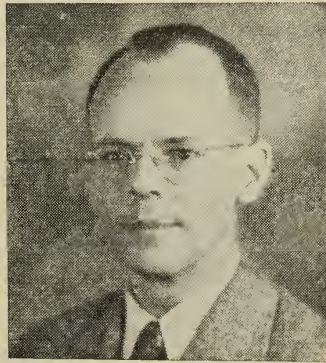
Gérard Picard, General President, Canadian and Catholic Confederation of Labour

Every time the spectre of unemployment appears, the workers are concerned, and rightly so. At the present time, even if we have not yet plunged into another crisis, we are able to note quite a marked slowing-down of economic activity and a return to unemployment in a number of industries.

Is it impossible, then, under a capitalist system, to get away from these alternating periodic cycles: war and prosperity, peace and economic depression? The workers remember, however, that the government authorities, towards the end of the Second World War, gave them distinct and repeated promises of something quite different...

Unemployment means total insecurity for the working class. In order to combat this insecurity, the workers have succeeded in organizing themselves into professional syndicates and carrying on the struggle.

But let us not indulge in illusions. The future will require a more complete organization of the workers, just as much vigilance and more active and manifest solidarity.



Let us therefore be constantly on the alert. And let us show real solidarity under all circumstances.

On the occasion of the New Year, I extend my best wishes to the civil and religious authorities, to the officers and members of our syndicates, and to all working people.

J. L. D. Ives, Chairman, Dominion Joint Legislative Committee, Railway Brotherhoods



The Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods, composed of Grand Officers of the Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors, the Brotherhood of Railroad Trainmen, the Order of Railroad Telegraphers, the Brotherhood of Maintenance of Way Employees and Division No. 4, Railway Employees' Department, welcomes this opportunity to extend to our members and people of Canada greetings and the sincere wish for continued prosperity and expanding economy during the coming year.

The year 1953 witnessed the crowning of Queen Elizabeth as the sovereign of the British Commonwealth of Nations and was an event of international importance. The spontaneous reaction of British subjects throughout the world is indicative that the Crown continues to be the bond which binds the Empire together in one great Commonwealth of Nations.

While the suspension of the Korean war has permitted the return of some of our armed forces to Canada the continued cold war has resulted in increasing our commitments in Europe, the expenditure of a large part of our national income in the production of war materials and in the maintenance of our armed forces in foreign lands. If the international differences which make these expenditures necessary can be resolved and the funds now being spent in war preparations used to advantage in Canada we could look forward to a continuous rise in our standard of living.

The housing shortage problem in Canada is still acute and should be considered as a national emergency and appropriate steps taken by the Government to definitely relieve the situation. The National Housing Act as presently administered is of little or no assistance to those in the lower income brackets. Representations with respect to this situation have been made to the Government.

During the past year further advances have been made in the field of railway transportation. A number of short lines have been completely dieselized and dieselization of the major railways is being steadily progressed. The growth of air travel has resulted in the establishment of air lines by both the major railways. This service has been extended to include trans-Pacific planes of the latest type and regular scheduled service to South America.

The trend toward dieselization of the railways and travel by air is having its effect on railway employment. This development is being carefully watched with a view of taking appropriate action to protect the interests of those concerned.

Canada, during the past year, has produced one of the largest grain crops on record and is presently faced with the problem of disposing of it in the world's markets during a period of falling prices and restricted convertibility of currency. Most of this grain is still in storage. Its movement to the Lakehead and tidewater should provide increased employment during the coming year.

The establishment of new industries in Canada, the development of oil resources in the Prairie Provinces and power developments in Ontario, Quebec and British Columbia would indicate that the industrialization of the country

is proceeding at a very satisfactory rate and that we should enjoy a period of unusual prosperity. However, we should all realize that in order to maintain prosperity the buying power of the people must keep pace with the increasing production and that world markets must be secured for our surplus products.

We approach the coming year with a spirit of courage and optimism and with confidence that the problems confronting us can be successfully met and resolved.

On the U.S. Labour Scene

Increased Hourly Earnings Offset Reduction in Work-Week

Weekly earnings of factory workers in the United States have stayed close to record levels even though the amount of overtime work has declined in recent months, the Bureau of Labor Statistics, U.S. Department of Labor, has reported. Increased hourly earnings almost entirely offset a reduction in weekly hours.

Factory production workers earned an average of \$71.73 a week in mid-October, according to preliminary estimates. This was 20 cents below the March average, which, except for the seasonal peak reached in December 1952, was an all-time high. It was \$1.35 higher than the average in October last year, however.

This year-to-year increase took place despite a decrease of about one hour in the average work-week from last October. The increase in weekly earnings resulted from a rise in hourly pay.

At \$1.78, gross hourly earnings this October were 8 cents higher than a year earlier.

The work-week of factory production workers averaged 40.3 hours in mid-October, almost half an hour higher than in mid-September, when Labour Day shut-downs reduced the average.

Average hourly earnings remained unchanged over the month but average weekly wages rose by 71 cents because of the longer work-week.

Contrasting with the increase that usually occurs at this time of year, hours declined slightly between August and October. As a result, the October work-week was slightly below the post-war average for the month.

However, the October figures show that average work-weeks in nearly all industry groups were more than 40 hours, indicating that overtime was still widespread, although less prevalent than earlier in the year.

Between August and October, a number of industry groups reported less-than-usual increases in hours, contra-seasonal declines or greater-than-usual reductions. These

were: furniture, primary and fabricated metals, electrical machinery, textiles, paper, petroleum, leather, miscellaneous manufacturing and stone, clay and glass products.

Compared with year-ago levels, the work-week this October was down most sharply in the furniture, transportation equipment, instruments, textiles, paper, leather and miscellaneous manufacturing industry groups. Decreases exceeded one hour in all of these groups and were more than two hours in transportation equipment, textiles and leather. On the other hand, average hours were close to year-ago levels in food, tobacco, printing and publishing, chemicals and petroleum products.

Most industry groups reported gains in weekly earnings over the year. Reductions occurred, however, in textiles, leather and transportation equipment. In lumber and apparel, weekly wages showed little net change. The largest relative increases, ranging from 4 to 7 per cent, were reported in food, chemicals, printing and publishing, tobacco, machinery, electrical machinery and stone, clay and glass products.

1952 Injury Rate Lowest in History

Injury rates in manufacturing and in most non-manufacturing industries in the United States were lower in 1952 than in the previous year, according to final summaries prepared by the Bureau of Labor Statistics, U.S. Department of Labor.

The manufacturing rate of 14.3 injuries for each million man-hours worked was 8 per cent below the 1951 average of 15.5. This decrease was less than indicated by preliminary reports yet the rate was the lowest in the Bureau's 27-year injury-rate series.

About one-half of the non-manufacturing classifications for which data were compiled by the Bureau showed decreases of one full frequency-rate point or more between 1951 and 1952. For 27 of the 49 classifications, the decrease in injury-frequency rate amounted to 5 per cent or more.

International Labour Organization

ILO Building, Civil Engineering and Public Works Committee, 4th Session

Conclusions reached on guaranteed wages and increased productivity in the construction industry. Delegates and advisers numbered 170

Conclusions concerning guaranteed wages and increased productivity in the construction industry were reached by the Building, Civil Engineering and Public Works Committee of the International Labour Organization at its fourth session, held in Geneva October 26 to November 7. Six Canadians were present (see photograph).

Representatives of governments, construction workers and employers from 24 countries attended the meeting, which was under the chairmanship of Max Kaufmann, Swiss Government representative on the ILO's Governing Body. Delegates and technical advisers numbered 170.

The conclusions of the Committee, arrived at, in most cases, by a large majority, will be transmitted to the Governing Body for action.

The Committee held that "it would be an advantage to take appropriate measures, in each country where this has not yet been done, to ensure that workers in the construction industry are protected from the consequences of instability of employment."

It noted that the construction industry continues to hold a key position in the life of each country, that in certain countries a guaranteed wage scheme is part of the efforts made to secure a more stable income for construction workers, and that in a few of these countries a guarantee having effect over a period of one week or more is now in operation. The Committee also found that a guarantee is unnecessary in countries where the wage level is high enough to provide an adequate yearly income.

The Committee defined a guaranteed wage scheme as "an arrangement whereby (subject, it may be, to certain limitations and conditions) employers individually and collectively undertake in advance, or are required by law or regulation, either: (a) to provide for workers in their employment a specified period of work at ordinary rates of pay; or (b) to pay to such workers

a minimum sum during this specified period if, the workers being available, neither their customary work nor reasonable alternative work can be provided for the whole of this period."

The Committee stressed that:—

The guarantee should apply only to temporary stoppages of work in hand, which are involuntary on the part of the workers and are due to inclement weather, plant breakdowns or circumstances within the control of employers.

The introduction and application of a guaranteed wage scheme in any country must above all take account of the social conditions already existing in that country. Social security provisions should not be duplicated.

Once a guarantee, which should cover a reasonable period, has begun to operate, a worker's contract of employment should not be terminated before the expiry of the period of guarantee as prescribed in national regulations or collective agreements.

In case of a temporary stoppage, the worker cannot refuse to accept an alternative temporary job at his normal rate of pay, even if it fails to come fully up to his qualifications or speciality or if it involves his transfer to another site.

For the discussion on guaranteed wages the ILO had submitted to the Committee a report of a preliminary study that showed how conditions differ from one branch of the industry to another and from one country to another.

"For this reason," the report said, "employers' and workers' representatives from different branches of the industry and from different countries may have in mind different concepts of guaranteed wages. Some may have in mind a guaranteed week or a guaranteed month; others may think in terms of a guarantee for one day only.

"The most appropriate rôle for a guaranteed wage in the construction industry



Canadian delegation to the fourth session of the ILO's Building, Civil Engineering and Public Works Committee. First row (left to right): C. J. Woolsey, Vice-president, International Union of Elevator Constructors (AFL-TLC), workers' delegate; J. Lorne MacDougall, Industrial Relations Officer, Department of Labour, government delegate; and Raymond Brunet, First Vice-president, Canadian Construction Association, employers' delegate. Second row (left to right): J. Arthur Laprès, Canadian Construction Association, employers' delegate; Raymond Ranger, Special Assistant to the Deputy Minister, Department of Labour, government delegate; and Rosario Gosselin, Vice-president, National Catholic Federation of Building and Construction Material Trades of Canada (CCCL), workers' delegate.

would, however, appear to be that of providing a certain minimum security of income to workers over a limited period of time in cases where there are temporary stoppages, not of long duration, due to such causes as bad weather, power failure, or breakdown of equipment."

Productivity

The Committee's conclusions on the question of productivity included the following:—

Workers in the construction industry should receive a fair share of any benefits resulting from increased productivity in the industry and should participate in any benefits resulting from increased productivity on the sites on which they are engaged.

The importance of productivity at all levels of the construction industry should be constantly brought out in the vocational training of engineers, architects, technicians, contractors, foremen and construction workers.

Consideration should be given to the possibility of retraining in new trades of any workers who may be affected by technological unemployment.

The mechanization of construction work should be proceeded with judiciously, taking into account the economic circumstances of the different countries, and with due safeguards to ensure that it does not result in an increase in unemployment.

Due regard should be had to the need to avoid any adverse effects of excessive simplification of operations on the skills of workers in the industry.

Steps to create and develop a satisfactory psychological "climate" on construction sites should be based on mutual goodwill and should include joint consultation, collaboration, information and propaganda.

Considering the serious situation which exists in some countries in relation to the recruitment of young workers into the industry and the possible effects of this situation on the construction labour force as a whole, the Committee called the attention of governments, employers and workers to the importance of ensuring that such recruitment is sufficiently great to ensure that the numerical strength of the labour force is brought to and maintained at a satisfactory level in relation to the needs of the industry.

The Committee asked that its suggestions on the rôle that engineers and architects could play in increasing productivity should be brought to their attention.

It said that closer contacts between architects and engineers on the one hand, and employers and workers on the other, is to be desired with a view to improving human relations and productivity in the industry. In particular, site briefing meetings should be encouraged. It suggested also that welfare facilities to be provided for workers on construction sites should be specified in the contract documents.

The Committee stressed the importance of research in the industry as well as the need for bringing the results of such research to the knowledge of all persons in the industry.

For the discussion on productivity, the Committee had a report prepared by the ILO. Based on a survey of developments in the construction industry in various countries in the past two years, the report showed that:—

Activity in the industry has attained a high level in most countries.

In many countries, building is handicapped by a severe lack of skilled workers; recruitment is insufficient because young workers often show a preference for the working conditions offered in other industries.

Wages of construction workers have risen in almost all countries.

Paid holiday periods have become longer; in determining the length of the holiday, seniority is more frequently taken into consideration.

The cost of building materials has increased except in Canada, Iran, Lebanon and the United States.

The report declared that because of higher building costs it was essential to increase productivity in the industry. The need for improvement is acute, the report emphasized, because "on the speed and efficiency with which the industry can meet the world-wide demands for its products may depend the future of social progress and world peace".

Other Recommendations

In addition to recommendations on the two main items on its agenda, the Committee also approved a number of resolutions urging, among other things, that the International Labour Office should:—

Continue its efforts on the international plane for the fulfilment of an earlier resolution of the Committee urging the establishment of an international institute for building loans;

Undertake a study on safety in the industry.

In a resolution on "the policy of full employment as related to national housing programs," the Committee asked the Governing Body to suggest to governments that special attention be given to the construction of housing, particularly in underdeveloped countries, and that the ILO should increase its collaboration with other international organizations in this field.

Next Session's Agenda

The Committee asked the Governing Body to consider the following items for the agenda on the next session of the Committee:—

1. Protection of the conditions of employment and living conditions of young workers in the construction industry;

2. Prevention of industrial accidents in the construction industry;

3. Reduction of hours of work in the construction industry;

4. Practical measures for securing and maintaining full employment in the construction industry.



Employees at the Eagle Pencil Company in Drummondville, Que., have recently finished a new 13-unit garage for their cars. The idea of a garage was first discussed in an LMPC meeting but management had no provision in the budget for such an improvement. It was suggested that the garage could be built by the employees themselves in off hours from scrap lumber. The company agreed and also provided a small supply of erection timber, paint and the necessary land. There is a possibility that the garage will be enlarged next year.

Paul Normandeau, plant manager, has praised the work of this LMPC and the fine spirit of employee-employer co-operation it has produced. Speaking for the company, Mr. Normandeau said:—

“We most sincerely believe that the LMPC is doing useful work, and we are convinced that the work of this group will bring us still more benefit in future than it has so far, since living, active co-operation, which is so difficult to attain normally, is being realized within this committee.

“The President of the employees’ union (the National Syndicate of Pencil Workers of Drummondville, CCCL), Mr. Roger Beaudoin, shares my enthusiasm for the Labour-Management Committee.

“Numerous suggestions have reached us from the committee, and management has accepted a number of them immediately. The most striking example we can give of the spirit engendered by the committee is that of the shelter for automobiles which our employees built during their spare time. This shelter is our pride and the envy of our colleagues in the other factories at Drummondville.”

* * *

The Works Council (i.e., LMPC) at the Mint in Birmingham, England, has found a valuable aid to help check operational trends and to point up the need for an examination of factors causing changes in productivity when these are not obvious. Each month, productivity ratios for the different departments, and for the mint as a whole, are reported in the Council minutes. It has been found that publishing

these ratios has encouraged a greater sense of participation in the undertaking. A greater interest in efficiency in the use of labour, materials, and equipment by the employees has also become evident.

* * *

A letter of commendation for a material-saving suggestion has been sent to an employee and his Divisional LMPC at the Sir Adam Beck Hydro project in Niagara Falls.

Niagara News, weekly publication on the project, reports as follows:—

“The Project Manager was joined by the Central Committee in sending a commendation to the Mechanical LMPC for their investigations leading to useful disposal of used Euclid oil. Credit for the original suggestion that some use could be found for this oil goes to Dave Liness.

“Acting on this suggestion, the Mechanical LMPC tested and found that the otherwise wasted oil could be used for fuel in the various project Boiler Houses. Undoubtedly, a substantial saving will be the result of this good work and thinking on the part of the Mechanical LMPC.”

Recently, several employees of the Power House Division and the divisional LMPC were commended for their work in developing the use of double-headed nails on outside forms.

* * *

A British company has set up a special communication department to advise and to carry out research on employer-employee communication within the company.

Working in co-operation with company employee relations managers, the new department’s job is to assess what employees want and need to know about the company, so that management can know and better understand the reactions and feelings of the employees. The department will also advise and assist management as to the best way of furthering the two-way exchange of information.

The company has been experimenting with group surveys and discussions among the employees.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during October. The Board issued three certificates designating bargaining agents, rejected three applications for certification, and ordered five representation votes. During the month, the Board received seven applications for certification as bargaining agent.

Applications for Certification Granted

1. Club and Cabaret and Construction Camp, Culinary and Service Employees'

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, The Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Union, Local 740 of the Hotel and Restaurant Employees' and Bartenders' International Union, on behalf of a unit of

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

employees of The Regina Hotel, Whitehorse, Y.T., employed in the cocktail lounge and tavern (L.G., Oct., p. 1474).

2. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers and ships' electricians employed by Canadian Pacific Steamships Limited on the TEV *Maplecove* and TEV *Mapledell* in the company's trans-Pacific service (L.G., Nov., p. 1627).

3. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Canadian Pacific Steamships Limited on the TEV *Maplecove* and TEV *Mapledell* in the company's trans-Pacific service (L.G., Nov., p. 1627).

Applications for Certification Rejected

1. Club and Cabaret and Construction Camp, Culinary and Service Employees' Union, Local 740 of the Hotel and Restaurant Employees' and Bartenders' International Union, applicant, and Whitehorse Hotels Limited, Whitehorse, Y.T., respondent (cafe employees) (L.G., Oct., p. 1474). The application was rejected for the reason that it was not supported by a majority of the employees affected.

2. Club and Cabaret and Construction Camp, Culinary and Service Employees' Union, Local 740 of the Hotel and Restaurant Employees' and Bartenders' International Union, applicant, and Tourists' Services Limited, Whitehorse, Y.T., respondent (cocktail lounge employees) (L.G., Oct., p. 1474). The application was rejected for the reason that it was not supported by a majority of the employees affected.

3. Club and Cabaret and Construction Camp, Culinary and Service Employees' Union, Local 740 of the Hotel and Restaurant Employees' and Bartenders' International Union, applicant, and The Canadian Legion of the British Empire Service League, Whitehorse Branch (Yukon No. 2), Whitehorse, Y.T., respondent (cocktail lounge employees) (L.G., Oct., p. 1474). The application was rejected for the reason that bargaining unit applied for comprised only one employee and thus was not a "unit" within the meaning of the Industrial Relations and Disputes Investigation Act.

Representation Votes Ordered

1. Brotherhood of Railroad Trainmen, applicant, and Canadian National Railways, respondent, and Order of Railway Conductors, intervener (L.G., June, p. 872) (conductors and assistant conductors, Atlantic and Central Regions).

2. Brotherhood of Railroad Trainmen, applicant, and Canadian National Railways, respondent, and Order of Railway Conductors, intervener (L.G., June, p. 872) (conductors, Western Region).

3. Mayo District Mine, Mill and Smelter Workers Local Union No. 924, International Union of Mine, Mill and Smelter Workers, applicant, and Mackeno Mines Limited, Keno City, Y.T., respondent (L.G., Oct., p. 1474).

4. United Packinghouse Workers of America, Local 396, applicant, and The Ogilvie Flour Mills Co., Limited, Edmonton, Alta., respondent (L.G., Nov., p. 1627).

5. Building Service Employees' International Union, Local 298, applicant, and Canadian Broadcasting Corporation, respondent, and Association of Radio and Television Employees of Canada, intervener (building service employees, Radio Canada Building, Montreal) (L.G., Sept., p. 1314).

Applications for Certification Received

1. Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers employed by the New York Central Railroad, lessee, on the Canadian lines of the Michigan Railroad (Investigating Officer: R. L. O'Neill).

2. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed on vessels operated by N. M. Paterson and Sons, Limited, Fort William, Ont. (Investigating Officer: R. L. O'Neill).

3. American Federation of Television and Radio Artists, on behalf of a unit of radio announcers employed by Sarnia Broadcasting Company Limited, Sarnia, Ont. (Investigating Officer: F. J. Ainsborough).

4. Mayo District Mine, Mill and Smelter Workers, Local 924, International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of United Keno Hill Mines Limited, Elsa, Y.T. (Investigating Officer: D. S. Tysoe).

5. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed in loading and unloading of coastwise vessels in the Vancouver area by shipping companies represented by the Shipping Federation of British Columbia, including the Canadian Pacific Railway Company (B.C. Coast Steamship Service), Canadian National Steamships, General Sea Transportation Limited, Griffiths Steamship Co. Ltd., The Packers Steamship Co. Ltd., Union Steamships Ltd., and Frank Waterhouse and Company of Canada Limited (Investigating Officer: G. R. Currie).

6. International Longshoremen's and Warehousemen's Union, Local 509, on

behalf of a unit of longshoremen employed in the loading and unloading of coastwise vessels in the Port of Vancouver by Northland Navigation Co. Ltd. (Investigating Officer: G. R. Currie).

7. National Association of Broadcast Engineers and Technicians, on behalf of technical producers employed by Canadian Broadcasting Corporation (Investigating Officer: F. J. Ainsborough).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During October the Minister appointed conciliation officers to deal with the following disputes:—

(1) Vancouver Barge Transportation Limited and International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

(2) Shipping Federation of British Columbia (Port of Vancouver, New Westminster, Chemainus and Port Alberni) and International Longshoremen's and Warehousemen's Union, Locals 501, 502, 503 and 508 (Conciliation Officer: G. R. Currie).

(3) CKOY Limited, Ottawa, and National Association of Broadcast Engineers and Technicians (Conciliation Officer: F. J. Ainsborough).

Settlements Reported by Conciliation Officers

1. Colonial Steamships Limited, Port Colbourne, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: F. J. Ainsborough). (L.G., Aug., p. 1155.)

(2) McCabe Grain Company Limited (Seed Plant), St. Boniface, and Local 105, Malt and Grain Process Workers, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: R. H. Hooper). (L.G., Aug., p. 1155.)

(3) Northern Telephone Company, Limited, New Liskeard, and Communications Workers of America (Conciliation Officer: F. J. Ainsborough). (L.G., Sept., p. 1314.)

Conciliation Board Reports Received

During October the Minister received the report of the Board of Conciliation and Investigation established in July to deal with matters in dispute between The Brookland Company Limited (Radio Station CKWS, Kingston) and National Association of Broadcast Engineers and Technicians (L.G., Sept., p. 1316.) Text of the Board's report is reproduced below.

During the same month the Minister received the report of the Board of Conciliation and Investigation established in July to deal with matters in dispute between the Brookland Company Limited (Radio Station CHEX, Peterborough) and National Association of Broadcast Engineers and Technicians (L.G., Sept., p. 1316). Text of the Board's report is reproduced below.

The Minister received also in October the report of the Board of Conciliation and Investigation established in May to deal with matters in dispute between Canada Steamship Lines, Limited; Colonial Steamships, Limited; N. M. Paterson & Sons, Limited; Upper Lakes and St. Lawrence Transportation Company Limited; and National Association of Marine Engineers of Canada Inc. (L.G., July, p. 1022). Text of the Board's report is reproduced below.

Settlements Following Board Procedure

(1) Canada Steamship Lines, Limited; Colonial Steamships, Limited; N. M. Paterson & Sons, Limited; Upper Lakes and St. Lawrence Transportation Company Limited; and National Association of Marine Engineers of Canada, Inc. (*see above*).

(2) The Brookland Company Limited (Radio Station CKWS, Kingston) and National Association of Broadcast Engineers and Technicians (*see above*).

(3) The Brookland Company Limited (Radio Station CHEX, Peterborough) and National Association of Broadcast Engineers and Technicians (*see above*).

Strike Following Board Procedure

The Shipping Federation of Canada, Inc., Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Nov., p. 1629). The strike was settled in October with the assistance of Raoul Trépanier, Industrial Relations Officer of the Department.

Report of Board in Dispute between

**Canada Steamship Lines, Limited; Colonial Steamships, Limited; N. M. Paterson & Sons, Limited; Upper Lakes and St. Lawrence Transportation Co., Limited
and
National Association of Marine Engineers of Canada, Inc.**

HON. MILTON F. GREGG, V.C., LL.D.,
Minister of Labour,
Ottawa, Ont.

In the matter of the Industrial Relations & Disputes Investigation Act and dispute affecting the National Association of Marine Engineers of Canada Inc., applicant, and Canada Steamship Lines Limited, Colonial Steamships, Limited, N. M. Paterson & Sons, Limited, Upper Lakes and St. Lawrence Transportation Company Limited, respondents.

Dear Sir:

I have the honour to present the Report of the Board of Conciliation in the above case. The Board of Conciliation in this case consisted of B. S. Keirstead, Chairman, K. Green and J. Sedgwick, QC.

PART I

The case was referred to the Board after efforts at direct bargaining and at conciliation had broken down. The issues which remained unresolved were numerous, but the most important were those which involved the basic rate of salaries, the recognition of a basic work week of 40 hours, and compensation in the monthly salary for overtime over and above a work week of 40 hours. Lesser issues, which were unresolved at the time conciliation began, were the check-off and maintenance of membership, conditions of work, accommodation aboard ship, boarding passes, the proper designation for junior engineers or marine engineering officers, the desirability or otherwise of fourth engineers on all ships with suitable accommodation for such officers, living allowance for officers during fit-out and lay-up, travelling allowance to and from ports of sign-on, and compensation for personal loss suffered by engineering officers by reason of marine disaster.

After a series of hearings (details of which are enclosed in a separate statement) your Board believed that on most matters, saving only basic salary and recognition of, and compensation for, overtime above 40

In October, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the National Association of Marine Engineers of Canada, Inc., and (1) Canada Steamship Lines, Limited; (2) Colonial Steamships, Limited; (3) N. M. Paterson & Sons, Limited, and (4) Upper Lakes and St. Lawrence Transportation Co., Limited.

The Board was under the chairmanship of Prof. B. S. Keirstead, Montreal, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. The nominee of the companies was Joseph Sedgwick, QC, Toronto, and the union nominee was Ken Green, Halifax.

The text of the Board's report is reproduced herewith.

hours per week, compromises suggested by the Board were acceptable to both parties. On these basic issues, however, no compromise was obtainable.

The difference between the Union requests and the Company proposals are indicated in the following table:—

	Company	Union
	Proposals	Requests
		(56 Hr. Wk. at Sea)
Class "E"		
Canallers		
2nd Engineer	\$340.00	\$407.58
3rd Engineer	292.50	373.61
4th Engineer	None	339.65
Class "D"		
6,000 tons and under		
2nd Engineer	350.00	417.58
3rd Engineer	302.50	383.61
4th Engineer	282.50	349.65
Class "C"		
9,000 tons and under		
2nd Engineer	360.00	427.58
3rd Engineer	302.50	393.61
4th Engineer	282.50	359.65

Class "B"

12,000 tons and under		
2nd Engineer	370.00	437.58
3rd Engineer	302.50	413.61
4th Engineer	287.50	369.65

Class "A"

18,000 tons and under		
2nd Engineer	385.00	447.58
3rd Engineer	310.00	423.61
4th Engineer	287.50	379.65

In a meeting on August 23, your Board, meeting in camera, unanimously decided on the following principles as a reasonable compromise between the two parties. The compromise was designed as a basis for negotiation aimed at ultimate agreement and, we hoped, a contract. These principles may be summarized as follows:—

1. *Wages*

(a) That wages in all companies be raised in each category to the highest level presently paid by any company. This would involve an increase in monthly wages of \$15-\$20 per month, according to category, by the companies whose wage rates were now the lowest.

(b) That in addition to the above-mentioned correction of anomalies as between companies, a further increase of approximately 8 per cent be made across the board—the base to be the corrected wage as under (a) above—in order to preserve the differential between the remuneration of licensed and unlicensed personnel, this latter percentage increase to take effect only if proposed increases, averaging 10 per cent for the first twelve-month period of the contract, were to go into effect for unlicensed personnel. If such an increase for unlicensed personnel were not to go into effect for the next contract year, we proposed an increase for the engineering officers sufficient to maintain the existing differential between them and the highest paid unlicensed personnel.

(c) In lieu of other wage increases this current year, the Board proposed an incentive payment system to encourage marine engineers to improve their qualifications. We took note of the large number of such engineers who held only fourth class certificates, though they sailed as third, second and even first engineers on the ships. Our proposal was designed both to improve the pay of the engineers as they improved their qualifications, to make it easier for them to study to this purpose and to give the companies, at small cost, a better trained personnel.

This proposal was two-fold: (i) the companies should pay a per diem living allowance, at the rate of \$4.50 to all engineering officers who studied at approved trade schools in the off season for the period of approved residence in such schools, it being understood that any officer who received such assistance and subsequently failed to satisfy the examiners on the examination for the next grade in certification would not be eligible for a renewal of this grant until after he had successfully passed the examination; (ii) that the companies, regardless of promotion to a higher berth, would pay a bonus of \$2.50 for a third class certificate, \$5 for the second class and \$10 for a first class certificate (all on the monthly salary) to all holders of such certificates who occupied a rank aboard less than that to which the certificate entitled them. Thus the holder of a first class certificate, entitled on such certificate to a rank of chief engineer, would receive a bonus over and above the salary attached to his berth, say second engineer, of \$10 per month until such time as he was promoted Chief.

2. *Overtime*

Your Board was unable to propose a basic forty-hour week as the Union requested, since it seemed to us a physical impossibility under present, or immediately foreseeable, circumstances that such a week could be worked on the Canal and Lake boats. We believed that the wage proposals suggested above would carry some compensation for the long working week required on these ships of officers and engineers. We did propose an overtime payment—at a daily rate calculated by dividing the basic day into the monthly salary—for all work done in excess of eight hours a day while at sea, and of all work done in excess of 44 hours a week during the periods of lay-up and fit-out.

3. *Other Points at Issue*

We proposed a voluntary revocable check-off on an annual or semi-annual basis and a maintenance of membership clause; we proposed that boarding passes be unrestricted as to ports; we proposed that accommodation on ships, where it is alleged to be inadequate, be improved so far as it is reasonable to do so—"reasonable" in this context to be determined by a neutral arbitrator in the light of the evidence on the condition of the ships, the life-expectancy of the ships involved and the probable cost of the necessary alterations; we proposed that fourth engineers should be carried on all ships other than

canal boats where accommodation could be provided; we proposed that a per diem subsistence allowance at the rate of \$4.50 be paid for all engineering officers, living away from home during fit-out and lay-up, when the accommodation provided by the companies was unacceptable; we proposed that travelling allowances be paid, up to a limit of .500 miles, from home to the point of "sign-on" and from port of lay-up to home; and that compensation, in the event of marine disaster be paid for actual loss up to a limit of \$350. On the matter of designation we accepted the term used in the document of certification, viz., "marine engineering officers."

These proposals, though agreed to by all the members of your Board as a compromise for further negotiation and a possible basis for a contract, were unacceptable to both parties. It is proper to report that only one of the Companies, viz., Canada Steamship Lines, stated they rejected the proposals as a basis for discussion and regarded them as a punitive discrimination against their Company. The Union likewise stated that they considered the Board's proposals on the matter of wages and overtime as completely unacceptable even as a basis for discussion. After repeated and patient efforts to get one side or the other to enter into further discussion, your Board—not without disappointment—dismissed both parties and gave up further hope of achieving an agreement.

Your Board is still unanimously of the opinion that the proposals it made were fair and reasonable as a basis for negotiation and eventual settlement. Overtime at the present seemed a physical impossibility. Our proposal that fourth engineers be carried, wherever physically possible, was a first step towards creating the physical conditions under which, eventually, a 40-hour week might become a possibility.

(Sgd.) B. S. KEIRSTEAD,
Chairman.

(Sgd.) J. SEDGWICK, QC,
(Sgd.) K. GREEN.

(Signed under the conditions and with the understanding outlined in my Part II of this submission.)

K. GREEN.

Individual Reports

Prof. B. S. Keirstead

PART II

Part I of this Report is unanimous and is signed by all members of the Board. In this Part we add some individual

comments which we trust may be helpful to you, Sir, in the subsequent stages of this dispute.

We agreed to overtime payment for work in excess of the normal watches and in excess of 44 hours a week during lay-up and fit-out. All professional workers receive in their monthly salary compensation for the extra work which professional responsibility and professional repute require of them. Thus, the real issue in this case is fundamentally one of salary. On this point we note that during the past five years the companies have given salary increases in excess of the increase in the cost of living. Thus real wages have gone up. We hasten to add, on the other hand, that evidence put before us shows that during the same period salaries in this profession have advanced less rapidly, both in money and real values, than wages in more or less comparable trades ashore. Thus, on grounds of preserving traditional relative positions, some increases to the marine engineers seemed justifiable. We had, however, also to consider the reasonableness of this from the point of view of the companies. In all fairness, we believed that this was a bad year to ask too much of the companies. Ships are tied up for lack of cargo. The prospect for lake shipping—in the foreseeable future—is not good. Some wage corrections seemed called for, but any major increase at this moment seemed unjustified. Our proposals, though they meant a minor wage increase for the staff of two of the companies—at best, something of the order of 8 per cent—meant an increase in the case of two of the companies of an order varying between 15 per cent and 20 per cent, and these two latter companies employed about 66 per cent of the union membership. Thus our proposals, though they apparently disappointed the Union negotiators, nevertheless represented a considerable demand upon the companies and a considerable improvement in pay for the majority (66%) of the Union membership. It is difficult to understand the Union position, since, in all the minor clauses, to say nothing of the wage improvements above referred to, our proposals met, or nearly met, the Union requests. We can only comment that, in the words of the Union brief, their original bargaining proposals, which call for wage increases ranging from 16 per cent to 40 per cent are described in the following language: "We are not submitting an exaggerated amount, but a just figure in which we can accept no reduction."

Your Chairman is obliged to conclude that the Union did not enter these negotiations with any great willingness to modify its original demands and he cannot regard their behaviour as demonstrating any flexibility in collective bargaining.

Having said so much, your Chairman feels it is only fair to say of the other side that three of the Companies showed a willingness to bargain collectively and a spirit of compromise and give and take. The fourth Company, Canada Steamship Lines, which had a basic salary rate lower than two of the smaller Companies, was quite as inflexible as the Union. As Chairman I must add my personal conviction that throughout these negotiations neither the Union or Canada Steamship Lines were sufficiently anxious for a settlement to show any willingness to compromise.

I wish in conclusion to express my very warm appreciation of the objective and helpful spirit with which my colleagues on the Board approached our mutual problem.

I have the honour to be, Sir, your most humble and obedient servant.

(Sgd.) B. S. KEIRSTEAD,
Chairman.

Joseph Sedgwick, QC

Part II, being the individual comments of Joseph Sedgwick, QC, a member of the Board of Conciliation.

I have signed Part I of this report with some reservation. The report is factual in that it does set out the principles on which the members of the Board agreed as being a reasonable compromise and as affording a basis for negotiation. The members of the Board, or at least this member, did not agree however that the present hours of work and scales of wages are unfair thus the proposed compromise was put forward in the hope that both parties would accept it, but not as representing the equities, nor so far as I am concerned, as something that the Companies ought to do as a matter of fairness and right. For myself I felt from the outset that the present wage scale of the engineers was adequate, and that their working conditions were fair and consistent with the type of employment that they had chosen. The Chairman has set out in the report of the Board the Companies' proposal which is that all the four Companies should bring their wages up to the level of the highest, and in the case of some of the Companies this will in itself mean a considerable increase. That levelling upward of the wage scale I thought fair and I also thought it adequate, as any consideration of the wages now paid

to these junior engineers would indicate that they are well remunerated in comparison with any reasonably comparable occupation. For instance the second engineer on a Class A boat would under the Companies' proposal be paid \$385 a month plus his complete subsistence while employed, and the Companies say, and it is not disputed, that on the basis of actual cost this subsistence works out at at least \$84 per month. This means a total real wage of over \$110 a week and as the engineers are on their ships for some nine months of the year, fed and housed during all that time, the greater part of their cash earnings could well be saved or used for the support of their dependents if any. I do not think that the mere fact that wage increases and other benefits are demanded means that they must be granted, and nothing was said to the Board to indicate that any factors are present in 1953 that were not present in 1952 when the present wages and conditions of employment were agreed upon. Thus my feeling was that the levelling of wages offered by the Companies was sufficient and should have been accepted. However in the hope of peace I did agree with the other members of the Board that the proposals set out in the report of the Board should be put forward as a reasonable basis for negotiation, and was considerably surprised when the Union not only refused to accept these proposals as a basis for compromise but refused to consider them at all. During the whole of the negotiations the Union refused to budge from its original demands which in my view are completely unrealistic. Most of the Companies did indicate a willingness to consider the matter and a willingness at least to weigh concessions over and above the equalization which they had offered prior to the establishment of the Conciliation Board.

A word about hours of work. It was said by the Union that shoreworkers generally work a 40-hour week and therefore those working on lake boats should work similar hours. This demand is not put forward in good faith as the Union officials are well aware that it is physically impossible for engineer officers on lake steamships to work only a 40-hour week, so that the demand for a 40-hour week is merely a demand that they be paid for that number of hours as a basic wage and that all hours worked thereafter should be paid for on an overtime basis. I do not want to labour what I have said about the conditions of the job, but it must be obvious to even the least informed person

that one cannot compare the duties of an engineer officer on a lake steamship with the duties of a machinist or fitter in a dockyard or similar shore establishment. The engineer officer is on the ship practically all the time, and certainly is on it all the time that it is at sea. He does his watches of eight hours a day but he does not have to spend time getting from his home to his work or returning from his work to his home. In the case of the shoreworkers those times are times spent in connection with his work and must be considered, and if they are considered I think it will be found that the worker ashore is actually away from his home, in going to his employment, doing his work, and returning to his home something like the 56 hours that an engineer officer aboard ship is presently called upon to be on duty. It should also be remembered that while the engineer officer is *on duty* for 56 hours a week he is not hard at work for all those hours in the sense that a production worker in a shop or factory is at work. He has many hours when he is merely on duty. Sailors, by the very nature of their employment, cannot always work within rigidly fixed hours, and the simple answer is that those who do not desire the kind of life that is to be found aboard a lake steamer should seek some other kind of employment. No law with which I am familiar compels any man to become a marine engineer, and as to those within the bargaining unit, they have elected to follow that walk of life and must accept its conditions, and in my view are being reasonably compensated for their labours at the present time.

(Sgd.) JOSEPH SEDGWICK.

Toronto, September 1, 1953.

Ken Green

You have received a report of proceedings of your Conciliation Board in the above case from Prof. B. S. Keirstead, Department of Economics, 1020 Pine Street West, Montreal, P.Q., and Chairman of the Board in the above case. I wish to submit my "Part II" to the Chairman's submission.

As reported by Prof. Keirstead, your Board met in camera on August 23. The Chairman proposed various principles he suggested the Board could present to the parties as a reasonable basis for further negotiation of matters still in dispute between the parties at that time.

The members of the Board agreed to support these proposals of the Chairman in an effort to assist the parties in effecting an agreement on the matters under conciliation.

I wish to underline my understanding that this agreement by the Board was for the purpose of presenting a unanimously suggested compromise as a possible starting point to conciliate all matters between the parties to the effect that a settlement of these disputed points would be realized and a contract signed at that time. At no time did I consider this to be a report of the Board, unanimous or otherwise.

It was with these thoughts and reservations in mind that I affixed my signature to "Part I" of Chairman B. S. Keirstead's submission. That is, I signed it as a report of the compromise suggested and designed to be a basis of continued negotiations between the parties. I did not sign it as the unanimous report of recommendations of the Board of Conciliation to the Minister of Labour in the above case.

These recommendations from the August 23 meeting of the Board came from a genuine desire by the members to find a starting point to conciliate a successful agreement between the parties. The members were, I am certain, hopeful that the parties would agree to further conciliation from these suggested principles and that a spirit of give-and-take would prevail. This action did not materialize in the matter of Wages, the Shorter Work Week and Overtime, the cardinal issues in dispute. Agreement was realized in practically all secondary points at issue at the time of conciliation.

During the hearings the parties were not at all times in either a compromising or conciliatory spirit. As nominee for the National Association of Marine Engineers, I must, in all fairness, admit that this observation must be applied to those who nominated me as well as to others. However, all actions must have cause. Again in all fairness, I suspect that any attitude of the association representatives which might indicate a lack of true collective bargaining spirit could be traced to their experience on the first day of the hearings when Mr. N. Berry, QC, legal counsel or spokesman for the association of negotiating employees, announced that because the companies involved had not had sufficient notice to prepare a submission they did not have one at that time to submit to the Board.

I felt, and I am sure the Association representatives must have had the same thoughts, that this was more excuse than reason because I am certain that the Chairman gave all parties in the dispute equal notification of all public sessions of the Board as to time, place, etc. The Association representatives may have felt

that they were at a considerable disadvantage in that the companies' submission, following a suggested recess following the Union submission, would be simply a rebuttal of the Association's submission and not a true submission coming from the second party in dispute. This circumstance would tend to put these representatives on the defensive during these preliminary hearings.

I am also certain that the defensive and apparently inflexible attitude of the Association representatives following the opening of the second hearing on August 21 was attributable to the firm and, apparently deliberately unco-operative attitude expressed by Mr. Dunkerley, representing the Canada Steamship Lines Limited, one of the companies in the dispute.

I stand firmly convinced that had these two incidents not taken place your Board conceivably could have experienced some measure of success, at least in so far as the Association representatives were concerned, towards the eventual signing of an agreement negotiated from the basic proposals spelled out by Chairman Keirstead and agreed to by the Board members (with the understanding noted above, for my part) as a basis of compromise.

However, we shall never know what might have happened "if". We must adopt the principle that it is more productive to look to the future than cry over the past.

It is with the above thought in mind, Sir, that I wish to submit for your active consideration in any subsequent actions in this dispute, the following recommendations which I feel merit the serious consideration of all parties appearing before this Board and which, I also feel, are designed for immediate acceptance by these parties.

Wages

In Part I of its submission the Association clearly outlined the qualifications and duties of Marine Engineering Officers, the members of the bargaining unit.

(In all this the companies' attempt to rebut purely by inference and, to me at least, by misleading half-truths. One example of this is pointed-up in paragraph 3 of page 4 of their submission when they conclude their remarks on a 4th Engineer's examination by stating: "He is then qualified to hold any rank of engineer up to and including, 2nd engineer." This is an obvious attempt to minimize the positions without explaining that this is all the qualification called for under the Canada Shipping Act for the boats under review. Their submission very carefully avoids

reference to experience, responsibilities or loyalty of the personnel in their various engineering positions. They seem to be content to belittle their employees in the eyes of those who may not be familiar with the ways of ships or shipping. A factual analysis of this, and many other sections of their submission, indicates apparent wishful thinking. . . . I may as well state here that my candid opinion of their whole submission is that it is a desperate attempt to get many words on paper in the hope that many may confuse the issue. To me it is not a submission, but a feeble rebuttal and supports my original observation that the reason there was not a submission from the companies in the first instance was because there was not a case to support.)

The Association also presented a fair comparison between the Marine Engineer and comparable trades ashore, as well as the anomalies between sea-going and shore jobs.

In the latter area the Association compared the Marine Engineer to the machinist. The observation here being that while the doctor can not be equated with the lawyer he can at least be compared to him in the professional field. The same holds true with the Marine Engineer and machinist. In their case the Union did not contend that the Marine Engineer and the machinists were not necessarily interchangeable but that they were comparable on a trade or craft basis—as the doctor is comparable to the lawyer. From my knowledge with the comparisons used I must agree with the Association's submission. Also, from an intimate knowledge of the rates of pay, on the comparison basis, I must also report that I agree with the hourly rates requested by the Union in paragraphs 51, 52 and 53 of their submission as fair and reasonable.

However, while agreeing with the comparisons and hourly rates set out in paragraphs 51, 52 and 53 I do not feel I can recommend, at this time, other than the payment of the monthly rates set out in the attached Schedule I rather than concur in the table outlined under paragraph 57 of the Association's submission.

My recommendation embraces a levelling-up of present basic rates to that of the highest prevailing rates of the companies concerned; an increase of 8 per cent of the adjusted basic, retroactive to March 1, 1953; the date of the opening of a new agreement.

In the event the parties could agree to a contract effective from March 1, 1953, to February 28, 1955, I would further

recommend that these basic wage rates be further adjusted by a 4 per cent upward revision from March 1, 1954, and by a still further upward revision of 3 per cent effective from August 1, 1954. These new rates are also outlined in the attached Schedule I.

In recommending these wage adjustments, I have in mind:—

(i) The skills and training involved;
(ii) Wage comparisons with shore-based comparable positions;

(iii) Subsistence allowances are provided for under the Canada Shipping Act and must not be used or confused with basic rates when computing wage scales;

(iv) My recommendations are considerably below the adjustments requested by the Association in all cases;

(v) Being aware from reports and other evidence, and from the companies' submission, that the deck officers, of a comparable basis, that is a 1st officer is of the same status as a 2nd engineer, obtain approximately \$5 per month more than do Marine Engineers of a comparable class, a slight adjustment has been allowed in the 8, 4 and 3 percentages of Schedule I to overcome this discrepancy;

(vi) The companies have agreed to the levelling-up proposal;

(vii) The companies have not attempted to plead inability to pay at any time during the hearings;

(viii) The companies have not opposed, or expressed any opposition to adjustments being made retroactive to the opening date of the agreement, that is, adjustments to be made retroactive to March 1, 1953;

(ix) I am also aware that the Association has negotiated and signed a contract with the Shell Canadian Tankers, Limited, as of August 1, 1953, on vessels comparable to the Class "D" (6,000 to 9,000 tons) of Schedule I, at the following wage rates:—

Class	Gross Pay	Operating Period	Annual Gross Earnings
2nd	\$432.00	12 months	\$5,184.00
3rd	369.00	12 months	4,428.00
4th	307.00	12 months	3,684.00

The "12 months" Operating Period is computed as follows:—

From Fit-out to lay-up....	307 days
Statutory holidays	8 days
Vacation leave	20 days
Service leave	36 days
Leave of absence.....	6 days

Total Operating Period.. 365 days
or 12 months

Class	Levelled Wages	8% Increase	March 1, 1953	4% Increase	March 1, 1954	3% Increase	August 1, 1954
Class "E"							
Canallers							
2nd.....	\$ 340.00	\$ 27.20	\$ 367.20	\$ 13.60	\$ 380.80	\$ 10.20	\$ 391.00
3rd.....	292.00	23.40	315.40	11.70	327.10	8.76	335.86
4th.....			284.10	11.00	395.10	8.27	303.37
Class "D"							
6,000-9,000 tons							
2nd.....	360.00	28.80	388.80	14.40	403.20	10.80	414.00
3rd.....	302.50	24.20	326.70	12.10	338.80	9.07	347.87
4th.....	282.50	22.60	305.10	11.30	316.40	8.47	324.87
Class "C"							
9,000-12,000 tons..							
2nd.....	360.00	28.80	388.80	14.40	403.20	10.80	414.00
3rd.....	302.50	24.20	326.70	12.10	338.80	9.07	347.87
4th.....	282.50	22.60	305.10	11.30	316.40	8.47	324.87
Class "B"							
12,000-18,000 tons							
2nd.....	370.00	29.60	399.60	14.80	414.40	11.10	425.50
3rd.....	302.50	24.20	326.70	12.10	338.80	9.07	347.87
4th.....	287.50	23.00	310.50	11.50	322.00	8.62	330.62
Class "A"							
18,000 tons and over							
2nd.....	385.00	30.80	415.80	15.40	431.20	11.55	442.75
3rd.....	307.50	24.60	332.10	12.30	344.40	9.22	353.62
4th.....	287.50	23.00	310.50	11.50	322.00	8.62	330.62
5th.....	265.00	21.20	286.20	10.60	296.80	7.95	304.75

NOTE: The mathematical computation of the above monthly salaries remains subject to review in so far as accuracy is involved.

Our economic system recognizes financial and other rewards for experience, responsibility and training by placing a differential between those with special qualifications and those without. I therefore recommend that in any upward revision of wages for the unlicensed personnel on board the ships of the companies involved be immediately reviewed for the purpose of maintaining existing percentage differentials between the unlicensed and licensed personnel. I would point out that to use other than a percentage differential would tend to, eventually, lessen the effect and intent of such wage differentials.

Shorter (40-Hour) Work Week

It must be recognized that the gradual reduction in weekly working hours is becoming more prevalent with industry in the free world. This condition is activated by various conditions. Not the least of these have been our technological development during recent years, an awakening understanding of the dignity of man, and a realization that per man production does not necessarily mount simply because of a longer work week—industrial research has proven the opposite to be true.

The shipping industry's arguments against a reduction in the present 56-hour week awakens a knowledge that industry in general a few years ago used comparable arguments in defending itself from a reduction in the 10-hour day. However, while it is generally conceded that the inadequate crew accommodations on the ships at present make the establishment of a 40-hour week at sea practically an impossibility, it is to be hoped that the shipping industry will not tarry as long as general industry did in the past in streamlining its services, with present day developments, to include provisions for the shorter work week for its employees.

To my knowledge it was the establishment of the 40-hour week for ships at sea which was termed a "physical impossibility" by the companies. I would therefore recommend that the 40-hour week be established during the period of fit-out and lay-up and it also be applied while ships are in port.

While it may not be practical to introduce the 40-hour week at this time for ships at sea, I wish to recommend that the 40-hour week be established as the working period beyond which premium payments will be paid. This is another recommendation before which the companies did not place a barrier.

I further recommend that the 40-hour working period for computing premium payments be arrived at in conformity with the wage adjustments outlined in Schedule I, that is, the working week will become:—

Forty-eight hours effective from the signing of the contract;

Forty-four hours effective from the 1st March 1954;

Forty hours effective from the 1st August 1954.

Overtime

I recommend that overtime be paid on the basis of the following schedule:—

For hours worked in excess of

(i) 40 hours per week during fit-out and lay-up;

(ii) 40 hours per week while the ship is in port;

(iii) 8 hours per day while the ship is at sea;

(iv) For maintenance work performed in port other than regular watchkeeping;

and that the hourly overtime rate of pay shall be deemed to be the daily rate of pay, under Schedule I, divided by 8 hours. These premium rates to be paid as calculated in Schedule II.

It is interesting to note the following from a study of Schedule II, on a comparison with the overtime rates prevailing in the ship building and ship repairing industry in Halifax, where this report is being drafted, that of the 48 premium overtime rates calculated under Schedule II

Two are from 5 cents to 15 cents per hour above a toolmaker-journeyman;

Forty-six are from 1 cent to 1.07 cents per hour below a toolmaker-journeyman;

Forty-four are from 5 cents to 98 cents per hour below a journeyman;

Twenty-nine are from 4 cents to 58 cents per hour below a trades helper;

Nineteen are from 2 cents to 43 cents per hour below a labourer;

Two have the same as a trades helper and 4 have the same as a labourer.

These comparisons do not take into consideration the double time paid these employees for Saturday, Sunday and Statutory Holiday work; neither does it include the increase due these employees on November 1, 1953.

My recommendations in respect to "spelling-out" overtime premium payments were arrived at following a study of the Laskin Report of the Board of Arbitration in the matter of a dispute between the

OVERTIME PREMIUM HOURLY RATES—EFFECTIVE FROM:

Class	Contract	March 1,	August 1,
	Signing Date	1954	1954
	\$	\$	\$
Class "E"			
Canallers			
2nd.....	1.77	2.00	2.25
3rd.....	1.52	1.71	1.93
4th.....	1.37	1.54	1.75
Class "D"			
6,000-9,000 tons			
2nd.....	1.87	2.11	2.39
3rd.....	1.57	1.77	2.01
4th.....	1.47	1.66	1.87
Class "C"			
9,000-12,000 tons			
2nd.....	1.87	2.11	2.39
3rd.....	1.57	1.77	2.01
4th.....	1.47	1.66	1.87
Class "B"			
12,000-18,000 tons			
2nd.....	1.92	2.17	2.45
3rd.....	1.57	1.77	2.01
4th.....	1.49	1.69	1.91
Class "A"			
18,000 tons and over			
2nd.....	2.00	2.26	2.55
3rd.....	1.60	1.80	2.04
4th.....	1.49	1.69	1.91
5th.....	1.33	1.55	1.76

NOTE: The mathematical computation of the above premium rates remains subject to review in so far as accuracy is involved.

National Association of Marine Engineers of Canada, Inc., and Upper Lakes & St. Lawrence Transportation Co., Ltd.: Re Richard Hampton, and signed at Toronto on October 8, 1952.

Also in view of the above case, I would recommend that overtime payments be made at the end of each month.

Other Points

Trade School Assistance

In an attempt to assist the shipping industry by fostering in the Marine Engineer a desire to seek and qualify for higher certification, I recommend that an association of the four companies involved make a collective contribution of a total of \$4.50 per day to engineers in the employment of any of the four companies, at the end of their navigation season, to assist such engineers in meeting living expenses while attending an approved trade school for the purpose of obtaining an improved engineers' certificate. It will be understood that these approved trade schools will be conducted during the off-navigation or the lay-up to fit-out period; that such engineers will attend these schools for the duration of the school term; and that they will have passed any qualifying examinations imposed by the school during any term of attendance before qualifying for additional assistance in a succeeding

year or off-navigation period. This qualification would be along lines similar to that outlined in DVA assistance to returning servicemen.

Incentive Bonus

I have already mentioned rewards allowed by our economic system. I believe business in general teaches us that our free economic system advocates rewards for incentive, initiative, risk, etc. etc. And I also believe the companies involved in this dispute adhere to and express that teaching. This is not to be read as any criticism of their thinking as businessmen. In addition to the above financial assistance while attending trade school an incentive bonus should be paid to those engineers showing initiative by such extra study to obtain a higher certification.

I would therefore recommend that in addition to, and independent of promotional pay, the following incentive bonus scale shall apply to all engineers obtaining improved certification above that of a 4th Class Certificate:—

- For advancement from 4th to 3rd Class Certificate—\$2.50/month;
- For advancement from 3rd to 2nd Class Certificate—\$5/month;
- For advancement from 2nd to 1st Class Certificate—\$10/month;

and that this bonus be paid without regard to the position held by the engineer in question. For example, an engineer, holding a 3rd engineers position, and who has a 4th class certificate then obtains his 3rd class certificate will receive in addition to his salary as 3rd an additional incentive bonus of \$2.50 per month. Also, an engineer, holding a 2nd engineers position, who holds a 2nd class certificate then obtains his 1st class certificate will receive in addition to his salary as 2nd an additional incentive bonus of \$10 per month.

Under no circumstances are the above recommendations, the trade school assistance and the incentive bonus, to be understood to be recommendations in lieu of wage increases. These are made to be in addition to my wage adjustment recommendations under Schedules I and II.

Voluntary Revocable Check-off

The economic observation "You get what you pay for" can have equal effect when stated, "You pay for what you get". With this thought and from study of the facts I agree with the earlier findings of Justice Rand in his report which is now known as the Rand Formula. I feel that those employees who accept the wage rates and other improved working conditions obtained through the process of collective bargaining by the union representing the major group of employees in the particular industry to which they are attached should be prepared to pay their share of the costs involved by the union in providing these services. The Rand Formula check-off would provide these reluctant employees with the opportunity to do "the right thing".

I realize that unions have not reached the same national closed-shop status of legal and other professions. However, I feel that these unions deserve some assistance for the assistance they offer to both their membership and the industry involved. I recommend that a system of a voluntary-revocable check-off be introduced into the new agreement between the companies and the Union along the following general lines:—

The Company will deduct from the pay of all Marine Engineer Officers dues and assessments payable to the Association upon the voluntary, and revocable, authorization in writing of the employed engineer concerned and will forward the same to the office of the National Association of Marine Engineers of Canada, Inc., at 204 Notre Dame West, Montreal, on a semi-annual basis.

It will be understood that the Association and Marine Engineer Officers will hold harmless the Company in making the deductions and forwarding same to the Association's Montreal office.

In making the above recommendation I am aware the companies state in their submission that the compulsory check-off cannot be effective or valid under the Canada Shipping Act. You will notice that this recommendation is not compulsory but is a voluntary allotment made by the Association member to his Association. And as for the companies statement that the check-off isn't necessary, I must say that my recommendation is made with the full knowledge that a check-off is necessary for the welfare of the organization in continuing its legitimate functions of providing necessary services to its members.

Continuous Operation

Should the companies fail to provide even the limited union security offered in my recommendation of the introduction of the voluntary-revocable check-off of dues on a semi-annual basis, I would then recommend that this section binding the union to give the companies a form of security be stricken from the contract.

However, should the opposite prevail and this limited union security is provided under the new contract, I would then recommend the continued inclusion of the present "Continuity of Work" clause in the contract with the following protective addition:—

No member of the National Association of Marine Engineers of Canada, Inc. will be expected to cross a legal picket line of any other organization if he reasonably apprehends that if he does so physical violence may be done to him.

I should think that failure on the part of the companies to meet this recommendation would mean that they are fully prepared to completely underwrite any consequence that may happen a member of the Association if he is required, under his contract, to cross the picket line of another organization during a period of labour difficulties involving other organizations.

Accommodation

I would recommend the continuance at present of the clause presently in the contract, that is clause 10, with the recommendation that the companies go so far as to make reasonable improvements where necessary. In this respect I recommend that in cases where living accommodations and conditions are considered

inadequate by the Association, and where the companies refuse to make the necessary repairs, that they make a survey of such conditions from which a submission would be prepared suggesting the desired improvements, and that the companies, or company involved, make a countering submission of supporting reasons why it is not feasible or necessary to make the requested changes. These submissions would then be turned over to a neutral arbitrator for study and decision. His decision would be final and binding on both parties. The arbitrator to be named by title rather than by person at the time of the signing of the contract.

This recommendation is aimed at a gradual and definite improvement in accommodations and living conditions aboard existing ships, it being the feeling that new and modern ships are not in the immediate offing. At least that is the impression left by Mr. Dunkerley of Canada Steamship Lines Limited when he expressed the supporting opinion that new ships "are a nice thing to think about."

Character of Work

In the conditions presently in the existing contract I can find no evidence to indicate that licensed personnel have protection from being called upon to perform the duties of unlicensed personnel. Neither do I concur in the idea of voluntary agreement by these engineers because to refuse could conceivably jeopardize his future re-employment. I recommend that an additional clause be included under this section of the contract to provide that during the periods of lay-up and fit-out and on week-ends a fireman or oiler must be available to attend and stoke furnaces during the security hours.

4th Engineers on Ships

It is the companies' prerogative to endanger their physical investment in their ships if they so desire. But, it is not their prerogative to endanger or risk danger in any way to any member of the crews aboard those ships. In keeping with the exigencies of the position and the safety of the personnel aboard I recommend that 4th engineers be employed aboard all ships other than canallers, and I would recommend that serious consideration be given to the placement of 5th engineers aboard these ships at a later date and that the same thoughts be given to canallers in respect to placing 4th engineers aboard them.

Subsistence Allowance

I recommend that during periods of lay-up and fit-out when accommodation is not provided on board ship the companies will make clean and adequate room and board available ashore. However, should the companies not provide such room and board or should the engineers, or any one of them consider that the room and board provided are not up to the standard expected he shall be free to find his own, for which the company will be responsible for an amount not exceeding \$7.50 per day.

Marine Disaster

I recommend that in the event a Marine Engineer Officer suffers loss of clothing and personal effects through a marine disaster or shipwreck, while an employee of the company, he be compensated by the payment of three hundred and fifty dollars (\$350).

I would further suggest that the Association investigate the possibility of obtaining a marine disaster or shipwreck group floater policy to cover its members for personal loss in excess of the \$350 recommended.

Change of Name

It remains difficult to completely understand the companies' opposition, as expressed in their submission, to the Change of Name, Affiliation or Ownership clause requested by the Association, especially in consideration of the fact no money expenditure on their part is involved.

I recommend that this agreement security clause requested by the Association be granted.

Boarding Passes

In view of the reported difficulties of the Association in obtaining passes to board the ships of one particular company to service the members of the Association on board, I recommend that the companies agree to issue boarding passes to accredited representatives of the Association to board all companies' ships at any port of call. It would be understood that the Association representative would present his pass to the Master or the Officer in charge on boarding the ship, and that he would not have the right to interfere in any way with the operation of the ship.

Passenger Vessels

I also recommend that the Passenger Vessels of Canada Steamship Lines Limited come within the scope of this agreement and that the Marine Engineers employed

aboard these vessels be paid a wage scale at the level of the Class "E" or canal vessel.

I must state here that I wasn't much impressed with Mr. Dunkerley's threat to remove certain fringe benefits provided crew members of these vessels if their wages were brought within the scope of the agreement. The obvious inference being that these were granted in lieu of wages. In the event he should carry out this threat, I would recommend that retroactive wage adjustments be made to these crew members to compensate for the loss of these fringe benefits.

Entitlement and Definition

I suggest the use of the term "Junior Engineer Officer" is misleading and does not necessarily convey the proper meaning of the term. I recommend that the term "Junior Engineer Officer" be changed to read "Marine Engineer Officer" wherever it appears in the contract and that where used it shall mean all Marine Engineers employed as such by the companies and serving on their vessels, but shall not include Chief Engineer Officers.

Conclusion

In all my recommendations on matters of the dispute brought before the Board I kept myself aware of the interests of the community. I realized that the crew members of the vessels covered by the contract under dispute are also community members and likewise have rights, privileges to be safeguarded, and a human dignity which comes above and before all physical property rights. With these thoughts in mind I tried to recommend fairly and justly, in my opinion.

In my recommendations I have on numerous instances not come up to the expectations of the Association, and equally, I have not come down to the hopes of the companies.

I suggest to the Association that they consider well my recommendations and accept them as progress. Time and circumstances will give them the further progress we feel they are entitled to.

I suggest to the companies that they will find on examination, my recommendations merit their serious consideration and acceptance. I suggest also that if they examine all phases of their operations and their employees' needs that they will consider themselves bound in conscience, as well as social and commutative justice to grant the recommendations I have made.

(Sgd.) KEN GREEN,
Member.

This Agreement made the
day of _____, 1953,
(hereinafter called the "Company")
of the First Part
and

The National Association of Marine Engi-
neers of Canada, Inc. (Great Lakes and
Eastern District)
(hereinafter called the "Association")
of the Second Part

Witnesseth as follows:—

1. Purpose of Agreement

The general purpose of this agreement is to ensure for the Company, the Association and the Marine Engineer Officers covered hereby the full benefits of orderly and legal collective bargaining, and to ensure to the extent possible the safety and physical welfare of such Marine Engineer Officers, economy of operation, standards of service and protection of the Company's property. It is recognized to be the duty of the Company and the Association and such Marine Engineer Officers to co-operate fully, individually and collectively for advancing of such purposes.

2. Recognition

The Association is recognized to be the exclusive bargaining agent for a unit of the employees of the Company comprising Marine Engineer Officers. In this agreement "Marine Engineer Officers" shall mean all Marine Engineer Officers employed by the Company and serving on the Company's vessels, but shall not include Chief Engineer Officers.

3. Continuity of Work

(a) By reason of the orderly procedures established by this agreement for the settlement of disputes and the handling of grievances, it is agreed that during the term of this agreement:

(i) The Company shall not declare or cause a lockout with respect to any Marine Engineer Officers; and

(ii) The Association shall not declare or authorize a strike or any work stoppage by any Marine Engineer Officers.

(b) Members of the Association will not be expected to cross a legal picket line of any other organization if the member reasonably apprehends that if he does so physical violence may be done to him.

4. Preference of Employment

(a) It is understood that when necessary to engage Marine Engineer Officers who have not been previously employed by the

Company, preference will be given to members of the Association in good standing, or to persons who have an application for membership before the Association, provided such men are suitable to the Company. The Company will encourage the Chief Engineer to advise the Association when a vacancy occurs.

(b) The actual selection and hiring of Marine Engineer Officers shall be at the discretion of the Chief Engineer and the Company.

5. Conditions of Employment

(a) This agreement shall apply to all Marine Engineer Officers employed by the Company who shall be members in good standing of the Association at the expiry of thirty days after the execution of this agreement.

(b) The Company will deduct from the pay of all Marine Engineer Officers dues and assessments payable to the Association upon the voluntary, and revocable, authorization in writing by the Marine Engineer concerned, and will forward the same to the office of the Association at 204 Notre Dame West, Montreal on a semi-annual basis.

(i) The payroll dues deduction authorization shall be in the following form:

"National Association of Marine Engineers of Canada, Inc.

(Great Lakes and Eastern District)

.....
(Surname)

.....
(Christian Name(s))

I hereby authorize the.....
(Employing Company)

to deduct from my pay on a semi-annual basis, dues and assessments as a member of the above Association at the rate of per month, or at such rate as may be from time to time authorized in accordance with the constitutional provisions of the Association, and to remit the money thus withheld to the above Association in accordance with the terms of the agreement signed between the Company and the Association. This authorization shall continue in effect during my term of employment with the Company.

Signature

Address

Date 195...."

(ii) One copy of the above authorization shall be forwarded to the Company and one copy shall be kept by the Association.

(iii) Only payroll deductions now or hereafter required by Law, deductions of moneys due or owing the Company, pension deductions and deductions for Provident Fund shall be made from wages prior to the deduction of dues.

(iv) The Company shall not be responsible financially or otherwise either to the Association or to any Marine Engineer Officer for any failure to make deductions or for making improper deductions or remittances, however, in any instance in which an error occurs in the amount of any deductions of dues from a Marine Engineer Officer's wages, the Company shall adjust it directly with the Officer. In the case of a mistake in the amount of remittance to the Association, the Company shall adjust the amount in a subsequent remittance.

(v) The Company and Association shall co-operate fully in defence of any action at law against either parties resulting from any deductions from payrolls made by the Company under this agreement. Each party shall bear its own cost of such defence.

(c) Every Marine Engineer Officer employed must carry a Canadian Seaman's Identification Card.

(d) No Marine Engineer Officer shall be employed on any of the Company's ships unless he shall have signed and had witnessed in duplicate the following statement:

"I hereby certify that I am not a member, sympathizer with or support the Communist or Fascist Party of Canada, or any organization that advocates the overthrow of Government by force or violence."

• Copies of the above statement will be filed, one with the Company and one with the Association.

6. Hours of Work

- (a) Effective at signing of agreement—
48 hours per week;
Effective from March 1, 1954—
44 hours per week;
Effective from August 1, 1954—
40 hours per week.

(b) For the period from the signing of this agreement until August 1, 1954, the following hours per week shall be the hours of work under the circumstances indicated:

- (i) 40 hours per week during fit-out and lay-up;

(ii) 40 hours per week while the ship is in port;

(iii) 8 hours per day while the ship is at sea.

(c) The daily working hours shall be 8 per day.

(d) Time in excess of the above schedules shall be worked at the discretion of the Chief Engineer Officer, who shall call for such work only in case of emergency; routine maintenance shall be carried on during normal watches.

7. Overtime

(a) Premium rates shall be paid for all hours worked in excess of the following schedule:

(i) For all work performed beyond 8 hours per day;

(ii) For maintenance work performed in port other than regular watchkeeping;

(iii) For all work performed on Sunday from the signing of this contract until March 1, 1954;

(iv) For all work performed on Saturday afternoon and Sunday from March 1, 1954, until August 1, 1954;

(v) For all work performed on Saturday and Sunday after August 1, 1954.

(b) The premium rates for the overtime performed under i, ii, iii, iv and v above shall be on the following basis:

(i) The premium rates for subsections i and ii of section (a) above shall be one and one-half times the normal hourly rate of pay for the first four hours and double the normal hourly rate for each continuous hour or fraction thereof.

(ii) Double the normal hourly rate of pay for all work performed on Sunday.

(iii) Time and one-half the normal hourly rate for all work performed after noon on Saturday from March 1, 1954, until August 1, 1954.

(iv) Double the normal hourly rate of pay for all work performed on Saturday or Sunday after August 1, 1954.

(c) When a Marine Engineer Officer is called upon to perform work during a designated overtime period he shall receive pay for a minimum of 4 hours at the agreed upon overtime premium rates.

(d) The premium rate for work performed on designated Statutory Holidays shall be double the normal hourly rate of pay for the hours actually worked on that day and double the normal hourly rate for the remainder of the normal number of hours that the Marine Engineer Officer would have worked if it had not been a holiday.

(e) The following shall be the normal hourly rates of pay for computing premium rates for the purpose of overtime payment:

Class	At Signing	March 1, 1954	August 1, 1954
	\$	\$	\$
Class "E"			
Canallers			
2nd.....	1.77	2.00	2.25
3rd.....	1.52	1.71	1.93
4th.....	1.37	1.54	1.75
Class "D"			
6,000-9,000 tons			
2nd.....	1.87	2.11	2.39
3rd.....	1.57	1.77	2.01
4th.....	1.47	1.66	1.87
Class "C"			
9,000-12,000 tons			
2nd.....	1.87	2.11	2.39
3rd.....	1.57	1.77	2.01
4th.....	1.47	1.66	1.87
Class "B"			
12,000-18,000 tons			
2nd.....	1.92	2.17	2.45
3rd.....	1.57	1.77	2.01
4th.....	1.49	1.69	1.91
Class "A"			
Over 18,000 tons			
2nd.....	2.00	2.26	2.55
3rd.....	1.60	1.80	2.04
4th.....	1.49	1.69	1.91
5th.....	1.39	1.55	1.76

These normal hourly rates of pay are determined in the following manner:

(i) For the rate effective from the signing of this agreement—by dividing the monthly salary outlined in Article 8 by 208 hours;

(ii) For the rate effective from March 1, 1954—by dividing the monthly salary outlined in Article 8 by 190 hours; and

(iii) For the rate effective from August 1, 1954—by dividing the monthly salary outlined in Article 8 by 173 hours.

(e) It is agreed that all overtime pay adjustments will be made at the end of each pay-month.

(f) All overtime shall be worked at the discretion of the Chief Engineer Officer.

(g) No overtime will be paid in cases of emergency, which shall mean any duties performed for the safety of the vessel at sea or in port and safety of boilers and running machinery in port.

8. Rates of Pay

All work performed hereunder shall be paid for on a monthly basis. The comparable hourly basis shall be as outlined in Article 7. The monthly basis shall be as follows:

Class	March 1, 1953	Effective from March 1, 1954	August 1, 1954
	\$	\$	\$
Class "E"			
Canallers			
2nd.....	367.20	380.80	391.00
3rd.....	315.40	327.10	335.86
4th.....	284.10	295.10	303.37
Class "D"			
2nd.....	388.80	403.20	414.00
3rd.....	326.70	338.80	347.87
4th.....	305.10	316.40	324.87
Class "C"			
2nd.....	388.80	403.20	414.00
3rd.....	326.70	338.80	347.87
4th.....	305.10	316.40	324.87
Class "B"			
2nd.....	399.60	414.40	425.50
3rd.....	326.70	338.80	347.87
4th.....	310.50	322.00	330.62
Class "A"			
Over 18,000 tons			
2nd.....	415.80	431.20	442.75
3rd.....	332.10	344.40	353.62
4th.....	310.50	322.00	330.62
5th.....	286.20	296.80	304.75

(b) It is agreed that in the event of any upward revision of the wage rate paid the unlicensed after March 1, 1953, the percentage wage differential existing between the unlicensed and the Marine Engineer Officers at that date will be maintained by any necessary revision of the wage schedule under this Article.

(c) The present premium now being paid on self-loaders will be maintained.

(d) Third and Fourth Marine Engineer Officers without a certificate and working on permits may be paid \$10 less per month.

9. Trade School Assistance

At the end of its navigation season the Company will contribute the sum of \$4.50 per day to any Marine Engineer Officer in its employment to assist him in meeting living expenses while attending an approved trade school for the purpose of obtaining an improved engineers' certificate.

These trade schools will be conducted during the off-navigation season between lay-up and fit-out.

Marine Engineer Officers qualifying for this Trade School assistance will agree to attend these schools for the duration of the off-season school term.

It is agreed by the Association that Marine Engineer Officers must pass any qualifying examinations set by the school during any term of attendance before qualifying for additional assistance in any succeeding year or off-navigation period.

10. Incentive Bonus

In addition to and independent of promotional pay or position held, the following incentive bonus scale shall apply to all Marine Engineer Officers obtaining improved certification above that of a 4th Class Certificate:

(i) For advancement from 4th to 3rd class certificate a bonus of \$2.50 per month;

- (ii) For advancement from 3rd to 2nd class certificate a bonus of \$5 per month;
- (iii) For advancement from 2nd to 1st class certificate a bonus of \$10 per month.

11. Living Conditions Aboard Ship

(a) Where accommodation is available, every Marine Engineer Officer shall have living quarters aboard ship in line with the position he holds.

(b) Where adequate living accommodation is not available the Company agrees to make every effort to provide such accommodation.

(c) In cases where accommodations and conditions are considered inadequate by the Association, and where the Company does not make the necessary or requested repairs:

- (i) The Association will make a survey of such inadequate accommodations or conditions from which a submission will be made supporting the original request for improvements;

- (ii) The Company will prepare a countering submission of supporting reasons why it will not be feasible or necessary to make the requested changes;

- (iii) Within 10 days after the original request by the Association for such improvements in accommodations or conditions, the submissions outlined in (i) and (ii) of this section shall be submitted to an independent arbitrator for study and decision, which shall be given within 14 days after receipt of the submissions and shall be binding to both parties;

- (iv) It is agreed that the independent arbitrator in such cases shall be.....

12. Subsistence Allowance

The Company agrees to provide room and board ashore for Marine Engineer Officers when such accommodations are not provided on board ship.

Should the Company not provide such room and board or should the Marine Engineer Officers or any one of them consider the room and board provided not up to the standard expected, he shall be free to find his own, for which the Company will be responsible for an amount not exceeding \$7.50 per day in the case of the Marine Engineer Officer away from his home port, and \$3.50 per day in the case of the Marine Engineer Officer in his home port.

13. Transportation Costs

When a Marine Engineer Officer is engaged for a vessel away from his home port and has served the Company continuously aboard ship from the time of

spring fit-out to completion of lay-up in the fall, or has been absent during this period for reasons satisfactory to the Chief Engineer and the Company, or signs on a Company vessel after the time of spring fit-out as a replacement, the Company agrees to pay reasonable transportation costs to and from his home not exceeding a distance of 500 miles, though, at the discretion of the Chief Engineer and the Company, a further distance may be allowed. These costs to include first class passage, meals and berth. In case of discharge for cause or leaving the ship for personal reasons, all travelling costs shall be borne by the employee.

14. Vacations with Pay

(a) Marine Engineer Officers who have served continuously aboard their ships or other ships of the Company from the time of the fit-out to the completion of lay-up in the fall, or who have been absent during this period for reasons satisfactory to the Chief Engineer and the Company, shall have accruing to them and payable at the end of the season in lieu of vacations during the season sixteen (16) days' pay, plus one additional day's pay for each year's continuous service in excess of five (5) years.

(b) Considering shorter periods of service such Marine Engineer Officers shall likewise be entitled to one day's pay for each month's work in lieu of vacation, provided they shall have worked a minimum of six months at the completion of lay-up.

15. Statutory Holidays

The following days are to be recognized as Statutory Holidays while the ship is in operation:

- Christmas Day
- New Year's Day
- Good Friday
- Dominion Day
- Queen's Birthday
- Thanksgiving Day
- Empire Day
- Labour Day.

On Statutory Holidays while the ship is in operation only routine operational duties shall be performed except while the ship is in drydock or entering or leaving drydock.

16. Seniority

(a) A Seniority List is compiled by the Company and will be revised at the beginning of each season. Such list will show names, positions and date of last entry into service in seniority will accumulate.

(b) The name of a newly employed Marine Engineer Officer shall be placed on the Seniority List immediately.

(c) A copy of the Seniority List will be open for scrutiny by the Marine Engineer Officers currently employed by the Company or any accredited officer of the Association during office hours at the head office of the Company.

17. Promotions

It is mutually agreed that promotions shall be based on ability, qualifications and merit, and in cases where these are equal, preference shall be given to employees with the greatest seniority of service.

18. Character of Work

(a) The work of all Marine Engineer Officers shall be under the direction of the Chief Engineer.

(b) Except in emergency, Marine Engineer Officers will be required to do only the work and perform the duties normally expected of one of his rank.

(c) During the periods of lay-up and fit-out and on week-ends a fireman or oiler will be available to attend and stoke furnaces during the security hours.

19. 4th Engineers

The Company agrees to employ 4th engineers on all ships other than canallers.

20. Boarding Passes

(a) The Company shall issue passes to authorized representatives of the Association. These passes shall cover all vessels of the Company and shall remain in force from the date of issue until the Company issues new passes and shall be honoured by the vessel's Master or Officer in charge at all ports of call of the vessels.

(b) The Association representative shall present his pass on boarding the vessel to the Master or Officer in charge.

(c) The Association representatives shall have the right to engage in negotiations with the Chief Engineer of the vessel in respect to any dispute of grievance, but shall not have the right to interfere in any way with the operation of the vessel.

(d) Before receiving a Boarding Pass the Association representative must provide the Company with a waiver of any claim for any damage resulting from any accident or injury in or about Company property.

21. Marine Disaster

The Company agrees that in the event a Marine Engineer Officer suffers loss of clothing and personal effects through a

marine disaster or shipwreck, while an employee of the Company, the Company will reimburse him by the payment of \$350 upon receipt of a declaration of loss.

22. Change of Name

It is agreed that should the Association change its name or affiliation or the Company change its name or ownership, the terms of this agreement shall be binding upon the Association and the Company upon whatever names, affiliation or ownership they may later be classed.

23. Grievance Procedure

Grievances shall not be subject to remedy except in accordance with the following procedure:

(a) a Marine Engineer Officer (hereinafter called the "complainant") who has a grievance shall reduce the same to writing and deliver it to his Chief Engineer Officer;

(b) within forty-eight (48) hours after receipt of the grievance the Chief Engineer Officer shall deliver to the complainant his written decision with respect to the grievance;

(c) if the complainant is not satisfied with such decision he may so advise the Association, which shall have seven (7) days after receipt by the complainant of such decision to give written notice to the Company that the Association wishes to discuss the grievance with the Company;

(d) as soon as possible after receipt of such notice by the Company, and in any event within two (2) weeks thereafter, representatives of the Association and the Company shall meet at the head office of the Company to discuss the grievance;

(e) either the Association or the Company shall have the right to request arbitration of the grievance at any time within two (2) weeks after the first such meeting between representatives of the Association and the Company if the grievance has not heretofore been settled to the satisfaction of the complainant and the Association.

24. Arbitration

Upon the written request of either party made within the time limited by subsection (e) of Article 23, any grievance involving the interpretation or alleged violation of any provision of this agreement and which has not been settled to the satisfaction of the Association and the Company by conference or negotiation, may be submitted to an arbitration board. Matters involving any request for

a modification of this agreement or which are not covered by this agreement shall be subject to arbitration.

The Arbitration Board shall consist of three members, whereof one shall be selected by the Association and one by the Company, and the third, who shall be the Chairman, shall be selected by the two first mentioned members of the Board. The members to be selected by the Association and the Company respectively shall be named within fifteen (15) days after the request for arbitration shall have been made, and the Chairman shall be selected within thirty (30) days from the making of such request. In the event that the said two members selected by the Association and the Company respectively shall fail within the said thirty day period to agree upon the selection of a Chairman, the matter may be referred by either member to the Minister of Labour of Canada who shall select and designate the Chairman.

In the event of any vacancy on the Board occurring by reason of death, incapacity or resignation, or for any other reason, such vacancy shall be filled in the same manner as is provided herein for the establishment of the Board in the first instance.

A statement of the dispute or question to be arbitrated shall be submitted by both parties, either jointly or separately, to all members of the Board within five (5) days of the appointment of the Chairman. The Arbitration Board shall convene within fifteen (15) days after the appointment of the Chairman, unless otherwise mutually agreed by the parties, and shall render its decision as soon thereafter as possible.

The decision of the Board shall be limited to the dispute or question contained in the statement or statements submitted to it by the parties. The decision of the Arbitration Board shall not change, add to, vary or disregard any provision of this agreement.

Decisions of the majority of the members of the Arbitration Board, which are made under the authority of this Arbitration Clause, shall be final and binding upon the Company, the Association and all persons concerned.

The expenses, if any, of the members of the Arbitration Board shall be paid as follows: The Association shall pay the fees and expenses of the member selected by it; the Company shall pay the fees and expenses of the member selected by it;

and the fees and expenses of the Chairman shall be divided equally between the Company and the Association.

If either party shall refuse or neglect to comply with the provisions of this Article 24 the other party may apply to the Canada Labour Relations Board, which may amend the procedure in this Article set out as it may deem appropriate.

25. Notices

Any notice or request to be given or made to the Association hereunder may be validly given by mailing the same by prepaid ordinary post to the Association at Room 46, 204 Notre Dame Street West, Montreal, Quebec, and any such notice or request to be given to the Company may be validly given by mailing the same by prepaid ordinary post to the Company at its head office.

26. Clause Paramount

Nothing contained in this agreement shall be so construed as to effect the obligations of both parties to adhere to the provisions of employment as set out in the Canada Shipping Act, 1934, as amended, or other Government legislation or regulation, nor to impair in any manner whatsoever the absolute authority of the Master.

27. Interpretation

Except where the context requires otherwise, all words and expressions used herein shall have the meaning ascribed to them by the Industrial Relations and Disputes Investigation Act of Canada.

28. Duration of Agreement.

This Agreement shall be in effect from the 1st day of March, 1953, to the 28th day of February 1955.

In Witness Whereof the parties hereto have executed these presents.

Dated at.....

.....
.....
Witness

.....
National Association of Marine Engineers
of Canada, Inc. (Great Lakes and
Eastern District).

.....
.....
Witness

NOTE:

This draft Agreement shall apply to the following Companies:

- Colonial Steamships, Limited;
- N. M. Paterson & Sons, Limited;
- Upper Lakes & St. Lawrence Transportation Company, Limited.

This draft Agreement shall also apply to the Canada Steamship Lines Limited with the following Article to follow Article 21 of this draft:

22. Passenger Vessels

The Company agrees that the Passenger Vessels of their line shall come within the scope of this Agreement, and that Marine

Engineer Officers employed aboard these vessels be paid a wage scale at the level of the Class "E" or Canal Vessel.

- Article 22 of the draft Agreement then becomes Article 23;
- Article 23 of the draft Agreement then becomes Article 24;
- Article 24 of the draft Agreement then becomes Article 25;
- Article 25 of the draft Agreement then becomes Article 26;
- Article 26 of the draft Agreement then becomes Article 27;
- Article 27 of the draft Agreement then becomes Article 28.

Report of Board in Dispute between Brookland Company Limited (Radio Station CKWS) and National Association of Broadcast Engineers and Technicians

The Board, Mr. Eric G. Taylor, Chairman, Mr. Joseph Sedgwick, QC, Nominee of the Employer, and Mr. Miller Stewart, Nominee of the Union, sat for the hearing of this matter at the King Edward Hotel, Toronto, Ontario, on the 20th and the 26th days of August 1953.

There appeared for the Employer: Mr. D. C. Cunningham, QC, Counsel, and Mr. R. Hofstetter, Mgr. of Radio Station CKWS.

There appeared for the Union: Mr. David Lewis, Counsel, Mr. T. O'Sullivan, International Representative, and Mr. J. Chorley, Chairman of the Local Committee of the Union.

The Union is the Bargaining Agent for 16 persons in the employ of the Employer, of whom 5 are women and 11 are men.

This dispute arose out of the failure of the parties to agree upon the provisions of the first Collective Agreement to be made between them. At the commencement of these proceedings there were several matters in issue, the most important of which might be listed under the following subject captions:—

- Union Security
- Hours of Work
- Seniority
- Jurisdiction
- Wages
- Statutory Holidays
- Vacations.

On October 19, 1953, the Minister of Labour received the unanimous reports of the Boards of Conciliation and Investigation appointed to deal with matters in dispute between the National Association of Broadcast Engineers and Technicians and Brookland Company Limited (Radio Station CKWS, Kingston, Ont., and Radio Station CHEX, Peterborough, Ont.)

The Boards were under the chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister on the joint recommendation of the other members of the Boards, Joseph Sedgwick, QC, Toronto, and Miller Stewart, Sturgeon Point, Ont., nominees to both Boards. of the employer and union respectively.

The Boards reported that agreement has been effected on all of the matters in issue.

The texts of the reports are reproduced below.

The Board is pleased to report that as a result of concessions made by both parties to this dispute, that agreement has been effected on all matters in issue, and that the parties have entered into a Collective Agreement dated 11th September 1953 which will remain in force for a period of one year.

Respectfully submitted.

(Sgd.) ERIC G. TAYLOR,
Chairman.

(Sgd.) J. SEDGWICK,
Nominee of the Employer

(Sgd.) MILLER STEWART,
Nominee of the Union.

Dated at Toronto, Ontario, 13th October 1953.

Report of Board in Dispute between Brookland Company Limited (Radio Station CHEX) and National Association of Broadcast Engineers and Technicians

The Board, Mr. Eric G. Taylor, Chairman, Mr. Joseph Sedgwick, QC, Nominee of the Employer, and Mr. Miller Stewart, Nominee of the Union, sat for the hearing of this matter at Toronto, Ontario, on the 21st September 1953. After private discussions with representatives of the respective parties, the Board met again on the 2nd October 1953.

There appeared for the Employer: Mr. T. J. Carley, QC, Counsel, and Mr. D. R. Lawrie, Manager of Radio Station CHEX.

There appeared for the Union: Mr. David Lewis, Counsel, and Mr. T. O'Sullivan, International Representative.

The Union is the Bargaining Agent for 15 persons in the employ of the Employer, of whom 4 are women and 11 are men.

This dispute arose out of the failure of the parties to agree upon the provisions of

the first Collective Agreement to be made between them. Specifically the matters referred to this Board were as follows:—

Wages
Jurisdiction of the Union
Union Security.

The Board is pleased to report that as a result of concessions made by both parties to this dispute, that agreement has been effected on all of the matters in issue and that a new Collective Agreement for a term of one year is being entered into by the parties forthwith.

Respectfully submitted.

(Sgd.) ERIC G. TAYLOR,
Chairman.

(Sgd.) J. SEDGWICK,
Nominee of the Employer.

(Sgd.) MILLER STEWART,
Nominee of the Union.

Dated at Toronto, Ontario, 10th October 1953.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in three cases heard September 15, 1953. (Publication in the LABOUR GAZETTE of cases heard January 13, April 14 and June 9 was delayed until the October issue (p. 1494) as a result of a combination of factors over which the editors had no control.)

The three disputes concerned: an engineer's claim for payment on the basis of 20 miles per hour instead of 12½ miles per hour on a short passenger run; the severity of discipline awarded a conductor in connection with a derailment; and the opera-

tion of diesel locomotives in yard service without helpers.

The Board partially sustained the employees' claims in the second case but did not sustain them in the first and third.

The three disputes are summarized below.

Case No. 638—*Dispute between Canadian Pacific Railway (Prairie Region) and the Brotherhood of Locomotive Engineers concerning an engineer's claim for payment on the basis of 20 miles per hour on a passenger run.*

An engineer on an assigned passenger run claimed preparatory time, initial

terminal delay, final terminal delay and inspection time on the basis of 20 miles per hour. Payment was made on the basis of 12½ miles per hour.

The employees argued that an article in the Engineers' Schedule supports the engineer's claim for payment on the basis of 20 miles per hour.

The Company contended that the present method of payment in such cases, that is, on the basis of 12½ miles per hour, has been in effect since 1931 and has never before been questioned. Furthermore, the company asserted, it is consistent with the interpretation placed on the Schedule by the Canadian Railway Board of Adjustment No. 1 in Case No. 565.

After hearing further evidence from both parties, the Board declined to sustain the employees' claim.

Case No. 639—Dispute between the Algoma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen concerning the severity of discipline awarded a conductor in connection with a derailment.

A train consisting of 61 loads and seven empties, including caboose, derailed 26 cars down an embankment on a 12-degree curve. The curve is protected by a reflector type permanent slow sign reading "20 miles per hour" and is noted in the working Time Table. The conductor was suspended for two months and assessed 50 demerit marks for failing to take action to control excessive speed of the train.

The conductor stated that bad weather prevented him from estimating the speed of the train. He noted the application of the air brakes by the engineer and concluded everything was in order as the train approached the curve.

The employees argued the conductor could not have done any more than was being done by the engineer in applying the brakes from the engine. They requested that the Board consider the discipline and that the conductor be paid for time lost and the 50 demerits be removed from his record.

The Company argued that speed tape recorders in the three diesel units pulling the train showed a speed of 40 miles per hour on entering the slow zone. The conductor, seated in the cupola of the caboose, should have made use of the radio telephone between the caboose and the engine to check on the train's speed with the engineer. His failure to do this, considering his 36 years' experience, indicated negligence in his duty, the Company asserted.

After hearing further evidence from both parties, the Board decided that the discipline awarded the conductor was disproportionate to his failure. It ordered the removal of the 50 demerits assessed against his record.

Case No. 640—Dispute between the Canadian National Railways (Atlantic Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the Brotherhood's claim that the company was wrongfully operating two diesel locomotives in yard service at Charlottetown, Prince Edward Island, without firemen (helpers).

Two diesel locomotives were used in both road and yard service from early June until September, when they were modified for use in yard service alone. When they were used in yard service, a fireman was not employed.

The Brotherhood pointed out that, because both engines weighed more than 90,000 pounds before modification, a fireman had to be employed, in accordance with the collective bargaining agreement. The company then accepted and paid a claim for a minimum day's pay for a fireman covering the period the locomotives were used in yard service while exceeding a weight of 90,000 pounds. After the modification, neither locomotive weighed more than 90,000 pounds.

The Brotherhood contended that the company acted unfairly in stripping certain parts from the locomotives in order to reduce their weight below 90,000 pounds. It wanted the company to again employ firemen on the engines.

The railway replied that the locomotives originally had weighed less than 90,000 pounds, that the adding of certain equipment on the request of the Board of Transport Commissioners to strengthen them for road service had raised the weight above 90,000 pounds and that the parts removed during the modification were those added for road service and were unnecessary in yard service. None of the parts removed, the company emphasized, in any way affected the safe and proper operation of the locomotives in yard service.

The Board ruled that the company had not violated the contract but declared that it was not in a position to determine whether the company was unfair in making alterations to reduce weight to less than 90,000 pounds.

The Board declined to sustain the employees' claim.

Collective Agreements and Wage Schedules

Recent Collective Agreements

Manufacturing

Meat Processing—*Charlottetown, P.E.I., Montreal and Hull, Que., Toronto and Peterborough, Ont., Winnipeg, Man., Edmonton, Alta., and Vancouver, B.C.*
—*Canada Packers Limited and the United Packerhouse Workers of America, Locals 282, 357, 314, 114, 210, 216, 243 and 162, respectively.*

This agreement is effective August 1, 1953, and amends the agreement of August 1, 1952, as follows:—

Wage rates: present hourly and weekly wage rates at or above base rate shall be increased for males by 5 cents per hour, and for females by 4 cents per hour. Wage rates of hourly paid employees shall further be increased by $\frac{1}{2}$ cent for each full $2\frac{1}{2}$ cents that their present rate is above base rate. While working on piece work, 5 cents per hour for hours worked will be added to piece work earnings. At Charlottetown instead of this $\frac{1}{2}$ cent increase the wage rate shall be increased by 25 per cent of the difference between the base rate and the employees' present hourly rate. Present starting rates are unchanged, but rates shall be increased by 5 cents for males and 4 cents for females after 7 weeks employment; and by an additional 4 cents for males and females after a further 6 weeks, except at Toronto where the additional 4 cents for females is not given until after a further 19 weeks. At Vancouver present starting and base rates for females to be increased by an additional $\frac{1}{2}$ cent per hour.

Fruit and Vegetable Packing—*British Columbia—Okanagan Federated Shippers Association of Kelowna and the Federation of Fruit and Vegetable Workers' Unions (TLC).*

Agreement to be in effect from May 1, 1953, to April 30, 1954, and thereafter from year to year subject to notice at least 60 days before expiry date.

Union security: compulsory maintenance of membership for all members and preference to union members for continued employment, promotion, transfer and in hiring of new employees. No union member may be laid off and no non-members may be re-employed until all competent union members have been offered re-employment. This provision shall not apply to employees on the seniority list before May 1, 1949.

Check-off: compulsory for all employees with most of the provisions of the Rand Formula, which lays down penalties for unauthorized strikes and picketing and imposes certain other conditions.

Hours of work: from June 1 to November 30 of each year any 8 or 9 hours between

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized here. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

7 a.m. and 6 p.m. for a day shift and between 7 p.m. and 5 a.m. for a night shift. From December 1 to May 31 of each year 8 hours per day or 44 hours per week. **Overtime:** time and one-half for work in excess of 9 hours per day, and double time after 11 hours per day, from June 1 to November 30. From December 1 to May 31 inclusive time and one-half for work in excess of 8 hours per day or 44 hours per week; double time after 10 hours per day. Time and one-half for work on Sundays and on 7 recognized holidays.

Rest periods: 10 minutes in the morning and 10 minutes in the afternoon after $2\frac{1}{2}$ hours work, and after $2\frac{1}{2}$ hours overtime work.

Vacations with pay: by Provincial law, one week after one year's service. In addition the agreement provides for 2 weeks after 5 years' service of 225 days per year.

Wage rates per hour: receiving supervisor, supervising head carloader, head checker, grader foreman (male or female) \$1.20 to \$1.25; receiver, head carloader, warehouse shipper, head warehouseman, supervising engine operator \$1.15 to \$1.20; LCL and assistant shipper, head maintenance man \$1.11 to \$1.16; lift truck operator, grader supervisor (male or female) \$1.10 to \$1.15; wiring and stacking in cold storage, packing iced vegetables (male) \$1.09 to \$1.14; hand pressman and size stamping \$1.08 to \$1.13; nailer operator, hand pressman, head labeller, wiring and stacking, other help in cold storage, engine operator, maintenance man, truck drivers (less than 2 years' experience), dumpers (3 section grader), dispatchers, packing and washing vegetables (male) \$1.05 to \$1.10; labellers (male over 18 years), checkers, stampers and count stampers, stackers, car bracing, junior engine operator, maintenance helpers, truckers, skidmen, dumpers (2 section grader), swampers, night watchmen \$1 to \$1.05; employees 17 or 18 years of age 92 to 97 cents; truckers, stackers, skidmen (inexperienced, 2 week limit) 92 cents; sorters (head) 82 to 87 cents; labellers (over 18 female), checkers, stampers and count stampers (female) 81 to 86 cents; employees (under 16 years of age) 79 to 84 cents; sorters (experienced), skid girl, packers (female, experienced), packers

(other), vegetable trimmers or sorters (female) 75 to 80 cents; packers (female, inexperienced) 70 cents; labellers (under 18) 66 to 71 cents. Piecework rates are also given.

Shift premium: a 5 per cent premium for all workers on night shift.

Provision is made for *settlement of grievances and seniority rights*.

Bakeries—Calgary, Alta.—*Certain bakeries and the Bakery and Confectionery Workers' International Union of America, Local 252.*

Agreement to be in effect from August 25, 1953, to August 24, 1954, and thereafter subject to notice 60 days prior to expiration date. This agreement is similar to that in effect in 1951 (L.G., 1951, p. 1667) with certain changes, including the following:—

Hours: beginning August 25, 1953, 42 per week (formerly 43), in January 1954, 41 per week, in June 1954, 40 per week. *Overtime:* time and one-half for work in excess of weekly hours (formerly after regular daily or weekly hours).

Weekly wage rates: males—doughman, oven and cake bakers \$61.50; dividerman, moulder man and bench hands \$59; doughman's, ovenman's and moulderman's assistant \$55.50; bread rackers, shippers, bread wrapping machine operators, janitors, cleaners and pan washers \$51.50; shippers in charge \$54.50; receiver, machine pan greasers, maintenance man \$53.50; mechanic \$56.50; females—rackers and bread wrappers, cake machine wrappers, finishers, wrappers (hand machine), packers, liners and box makers \$39.25; checkers and packers \$40.75; bench work, cookie machine operator, doughnut machine operator \$42.25; cake depositor operator \$45.25 (most of the above rates are higher than the previous ones by \$3.50 for males and \$1.75 for females). Inexperienced males or females start at 10 per cent below regular rate, and reach regular rate in 6 months. Apprentices, from \$41.50 in first 6 months to \$55.50 in the eighth 6 months; thereafter \$59 (\$3.50 above previous rates).

Night shift differential of 15 cents (formerly 10 cents) per hour for work between 9 p.m. and 6 a.m.

Cotton Textiles—St. Hyacinthe, Que.—*Goodyear Cotton Company of Canada Ltd., and Le Syndicat National Catholique du Textile, Inc.*

Agreement to be in effect from June 1, 1953, to May 31, 1954, and thereafter from year to year subject to cancellation by notice from 60 to 30 days before expiry.

Check-off: voluntary, but irrevocable during the term of the agreement.

Hours of work: 10 per day Monday to Thursday inclusive, and 8 on Friday, a 48-hour week. *Overtime:* time and one-half for work in excess of 10 hours per day or 48 hours per week, or between noon Saturday and midnight on Sunday.

For work during the meal hour an allowance of 50 per cent of regular earnings shall be paid for the time worked, in addition to regular or overtime earnings. Double time for work on 8 *paid holidays*.

Vacations with pay: one week after one year's service, 2 weeks after 5 years' service, 3 weeks after 20 years' service.

Off-shift differential: for night work between 6 p.m. and 7 a.m., 10 cents per hour extra.

A *health insurance plan* is mentioned, and provision is made for *seniority rights*. A *grievance procedure* is outlined.

Wood Products—Vancouver and New Westminster, B.C.—*Certain sash, door and other millwork companies and British Columbia Woodworkers' Union, Local No. 2 (CCL).*

Agreement to be in effect from June 1, 1953, to May 31, 1954, and if no agreement is reached at its expiration, and negotiations are continued, to remain in force until subsequent agreement is reached.

Union security: maintenance of membership for all union members.

Check-off: compulsory for all employees after 30 days.

Hours: 8 per day, a 40-hour week. *Overtime:* time and one-half after 8 hours per day and for Saturday work. Double time for work on Sundays and on 9 *statutory holidays*. The number of these holidays which are paid for varies from 2 after 6 months' service to 9 after 9 years' service.

Hourly wage rates: benchman (lead hand) "A" \$1.74; benchman, benchman's machine-man, detail stickerman, metal worker "A" \$1.69, "B" \$1.57; benchman, metal worker "C" \$1.47; layout man (detail) "A" \$1.69; metal worker (lead hand) "A" \$1.77; painters or finishers "A" \$1.77, "B" \$1.65; machineman, shippers, sash and door man, "A" \$1.59, "B" \$1.49, "C" \$1.39; door patcher "A" \$1.34; glue man "A" \$1.49, "B" \$1.39; glaziers "A" \$1.54, "B" \$1.44; helpers "A" \$1.32, "B" \$1.22; boys "A" 97 cents, "B" 87 cents (the above rates are 7 cents per hour higher than the previous ones).

Off-shift differential: on second or third shifts 8 hours' pay for 7½ hours work.

Travelling time and expenses: time spent in travelling to and from off-the-premises jobs shall be considered as time worked, but not more than 8 hours travelling time in a 24-hour period shall be paid for on Saturday or Sunday. Cost of transportation to and from such jobs shall be borne by the company if the distance is greater than that from the employee's home to the factory premises.

Provision is made for *seniority rights* and for *settlement of disputes*.

Business Machines—Toronto, Ont.—*The National Cash Register Company of Canada Limited and the Canadian Business Machine Workers' Union (National Council of Canadian Labour).*

Agreement to be in effect from July 6, 1953, to July 6, 1954, and thereafter from year to year subject to notice by either party of a wish to amend, and to notice of termination 60 days prior to termination date.

This agreement is similar to that previously in effect (L.G., Jan. 1952, p. 50) except for an increase in wage rates of 8

cents per hour for some occupations and 10 cents per hour for others, compared with the rates prevailing in the previous contract period, a few rates being increased 13 cents.

Hourly wage rates for certain classifications: assembly departments—inspector-instructor \$1.85; assembler, final repairman, inspector \$1.42 to \$1.75; assembler-learner, inspector-learner \$1.27 to \$1.37; clerk, class A \$1.27 to \$1.60, class B \$1 to \$1.25; finishing department—carpenter (lead hand) \$1.85; carpenter, printer, electro maker, indicator and pay jobs \$1.42 to \$1.75; spray painter, metal and wood finisher, metal cabinet grinder, metal cleaner, assembler, indicator press operator, box maker (wood), paper slitting machine operator, paper packer, grainer \$1.42 to \$1.50; learners (various trades) \$1.27 to \$1.37; labourer \$1.27 to \$1.40; machining department—automatic screw machine lineman \$2; heat treating, draftsman, fuze repairman \$1.42 to \$1.75; machine operator, spot and projection welder \$1.42 to \$1.50; automatic screw machine operator, tool crib attendant \$1.42 to \$1.60; clerk class B \$1 to \$1.25; learners \$1.27 to \$1.37.

Automobiles—Windsor, Ont.—The Ford Motor Company of Canada Limited and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 200 (Hourly Rated Employees).

Agreement to be in effect from June 15, 1953. This agreement is supplementary to the current agreement which is in effect until February 1954 (L.G., Sept. 1952, p. 1218) and introduces the following changes:—

Wage rates and escalator clause: effective June 15, 1953, 13 cents per hour to be added to base rate, and 11 cents to be deducted from the cost-of-living allowance in effect on June 14, 1953, and thereafter the cost-of-living allowance to be computed according to a table based on the Dominion Bureau of Statistics Consumer Price Index (instead of the Cost-of-Living Index used under the previous agreement) with an adjustment of 1 cent per .7 point change in the index, made quarterly as before. No reduction shall be made in the wage scale in the event of a decline in the index below 109.7. (Under the previous clause the adjustment provided was 1 cent per 1.3 points change in the Cost-of-Living Index.)

Improvement factor: a further 4 cents per hour to be added to the base rate on June 15, 1953. (Under the previous clause it was provided that 3 cents per hour should be added on this date.)

Group Insurance Plan: the company will make arrangements for retired employees to participate in the surgical, and employee and dependent hospital insurance benefits of the present group Insurance Plan, as part of the group covered thereby. The cost of such coverage will be paid by the retired employee, and will be deducted from the monthly retirement benefits payable to him under the Retirement Pension Plan, if he elects this coverage. Withdrawal from the plan may be made at any time, but in that case the retired employee may not re-enter.

Automobiles—Windsor, Ont.—The Ford Motor Company of Canada Limited and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 240 (Office Employees).

Agreement to be in effect from June 16, 1953. This agreement is supplementary to the current agreement which is in effect until February 1954. (L.G., Jan. 1953, p. 93), and provides for the same changes as the agreement covering the hourly rated employees summarized above, except that for salaried employees the amount to be added to the *base salary* on June 16, 1953, is \$22.53, and the amount to be deducted on the same date from the cost-of-living allowance in effect on June 15, 1953, is \$19.06. The adjustment under the *escalator clause* is \$1.733 per month per .7 point change in the Consumer Price Index. (Under the former clause the adjustment was \$1.733 per month per 1.3 points change in Cost-of-Living Index.) The Improvement Factor is not mentioned, but a basic salary and wage increase is provided of \$6.93 per month or 4 cents per hour on June 15, 1953, instead of \$5.20 and 3 cents increase on that date provided under the former clause.

Construction

Labourers—Halifax, N.S.—The Halifax Construction Association and the International Hod Carriers, Building and Common Labourers of America, Local 615.

Agreement to be in effect from September 12, 1953, until April 30, 1954, and thereafter from year to year subject to notice not less than 60 days before April 1 in any year.

Hours of work: 8 per day, 48 per week. **Overtime:** time and one-half for work in excess of 8 hours per day or 48 per week, except that if labourers are normally required to work more than 8 hours per day overtime will be paid only if the excess exceeds one hour per day. Time and one-half for work on Sundays and on 10 named holidays.

Wage rates: labourers \$1.10 per hour (an increase of 4 cents per hour over previous rates).

Provision is made for *settlement of grievances*.

Communication

Telephones—Province of Alberta—The Alberta Government Telephones and the International Brotherhood of Electrical Workers, Local 348.

This agreement covers traffic employees at class "A" offices, and is to be in effect from May 1, 1953, to April 30, 1954, and thereafter from year to year subject to notice on or before March 31 of each year.

Check-off: voluntary and revocable at any time.

Hours: 8 per day for 5 days a week. **Overtime:** time and one-half. On Sunday for an 8-hour trick or 7-hour night trick

4 hours overtime in addition to regular pay; for a short trick (other than the 7-hour night one) time and one-half for time worked. On 9 *paid holidays* time and one-half in addition to regular pay. Special overtime provisions for Christmas Eve and New Year's Eve.

Rest periods: 15 minutes on 4-hour shifts and 10 minutes on 3-hour shifts.

Vacations with pay: one-half day per month of service during first year; after one year 3 weeks; after 35 years 4 weeks; senior employees to have preference in choice of times.

Sick leave: during first service year, none; second year, 2 weeks with full pay; third, fourth and fifth years, 4 weeks full pay, 9 weeks half pay; sixth to tenth years inclusive, 13 weeks full pay, 13 weeks half pay; eleventh to fifteenth years inclusive, 13 weeks full pay, 39 weeks half pay; sixteenth to twentieth years inclusive, 26 weeks full pay, 26 weeks half pay; twenty-first to twenty-fifth years inclusive, 39 weeks full pay, 13 weeks half pay; over twenty-five years, 52 weeks full pay.

Wage rates per day: operators, \$5.30 for first 3 months to \$8.35 after 5 years' service; operating room clerk (maximum) \$8.35; chief operator's clerk (maximum) \$8.59; supervisors, acting \$8.73, first year \$8.97, second year \$9.23, third year \$9.47. Seniority allowances of 23 cents per day in addition to above rates after 10 years' service and 46 cents per day after 20 years' service.

Escalator clause: in addition to the above rates a cost-of-living bonus will be paid. The bonus will be based on the Consumer Price Index, and will be at the rate of 25 cents per week or \$1 per month per point over the Index figure of 100, adjusted quarterly. Amount of bonus payable for April, May and June \$15.75 per month. The bonus will be paid semi-monthly on basic salary or wage only, not including overtime payments. Vacation pay will be computed on regular salary plus bonus. (The cost-of-living bonus was previously based on the Dominion Bureau of Statistics Cost-of-Living Index.)

Off-shift differential: evening shift 45 to 60 cents depending on salary, night trick 60 cents, night operator in charge 75 cents. Differentials will not be paid on days off duty, Sundays, holidays, or when an employee is paid on an overtime basis.

Provision is made for *seniority* and *settlement of disputes*.

Telephones—Province of Alberta—The Alberta Government Telephones and the International Brotherhood of Electrical Workers, Local 348.

This agreement applies to traffic employees at class "B", "C" and "D" offices, and is to be in effect from May 1, 1953, until April 30, 1954, and thereafter from year to year subject to notice on or before March 31 of each year. It is similar to the agreement for class "A" offices summarized above, but differences are found in the following provisions:—

Overtime: time and one-half for work immediately before or after a regular trick, and on Sunday. On 9 *paid holidays* the

same as for class "A" offices, but no special provision for Christmas Eve or New Year's Eve.

Wage rates per day: operators, class "B" offices \$5.07 for first 3 months to \$7.57 after 4 years' service, class "C" offices \$5.07 for first 3 months to \$7.33 after 3½ years' service, class "D" offices \$5.07 for first 3 months to \$7.04 after 3 years' service. Seniority allowances the same as for class "A" offices.

Off-shift differential: evening and night shifts 45 to 60 cents depending on salary. Differentials are not paid on days off duty, Sundays, holidays, or when an employee is paid on an overtime basis.

Trade

Department Store—Montreal, Que.—Dupuis Frères Ltée and the Syndicat National des Employés du Commerce de Détail (CTCC), section Dupuis.

Agreement to be in effect from July 28, 1953, until January 27, 1956, and thereafter for one year subject to notice of 60 to 30 days prior to termination date.

Check-off: compulsory for union members, and also for all who are not members after 3 months' service; but revocable at the end of the agreement period.

Hours: store, 7 per day, except on Friday, when the day will be 9½ hours, a 5 day week of 37½ hours (formerly 40 hours); mail order division, 8 per day Monday to Friday inclusive, a 5 day week of 40 hours.

Overtime: time in excess of the normal daily or weekly hours shall be paid at the rate of time and one-half. On Sundays double time except for those whose schedules call for work on Sundays, and double time also for work on 12 *paid holidays*.

Rest periods: 15 minutes in the morning or in the afternoon, time and place to be decided by the employer.

Vacations with pay: one week after one year of continuous service, 2 weeks after 2 years, after 5 but less than 10 years' service an additional 2 days, after 10 but less than 15 years' service 3 additional days, after 15 years one additional week, in the 25th anniversary year 2 additional weeks. A paid holiday falling on a work day during a vacation week is added to the vacation period. Beginning with the vacation period of 1955 each regular employee with 5 years' service shall be granted a vacation trip indemnity of \$25.

Sick leave: the following leave with full pay is allowed per year; 2 weeks after one year's service, 3 weeks after 10 years', 4 weeks after 15 years', 5 weeks after 25 years' service. All sick leave pay starts with the first day of absence. This leave accumulates up to a maximum of 180 days, and such accumulated leave will be paid for on the retirement of an employee.

Weekly wage rates: (store) sales personnel—special departments mentioned, from \$31 minimum to \$35 after 2 years' service; other departments from \$26 minimum to \$30 after 2 years. These are guaranteed rates, but the employees are paid on a commission basis at percentage rates which vary in different departments, being 4 to 5½ per cent in the special departments (furniture

and home appliances) and generally one per cent in the other departments. Rates for some of the other store employees are as follows; personnel employed in receiving, labelling, wrapping, stocking, shipping, etc.—general group, males \$30 minimum to \$34 after 2 years, females \$27 minimum to \$30 after 2 years—messengers (inside) \$23 minimum to \$27 after 2 years; drivers (outside delivery) \$40 minimum to \$44 after 2 years, helpers \$30 to \$34. Office clerks (entering) \$25 to \$29; typists \$29 to \$33; steno-typists \$31 to \$35; office machine operators \$31 to \$34; tube cashiers \$29 to \$32; telephone operators \$28 to \$32; elevator operators (freight) \$31 to \$35; (passenger) males \$29 to \$33, females \$27 to \$31.

In the mail order division, rates for some of the classifications are as follows: receiving, wrapping, order departments and offices, sorting, weighing, post offices, etc.—males under 18 and females \$22 to \$25, males over 18 \$24 to \$30; sales department and service assistants \$36 to \$42; sales department head clerks \$30 to \$33; switchboard operators \$24 to \$30; typing, forms, addresses, book-keeping, reading, etc. \$22 to \$25; office clerks, typists (correspondence), mail cashiers, etc. \$23 to \$27, steno-typists, general offices cashiers, etc. \$29 to \$33; group leaders in various services \$32 to \$38.

In addition to the above rates starting with the first pay period of August 1953, all service employees with 3 years' service, those in sales departments, with some exceptions, with 3 years' service, and all sales employees with 5 years' service shall receive an increase of \$1 per week. Employees with less than 5 years' service shall receive either the maximum of the minimum scale of their occupational groups or the general increase of \$1 mentioned above, whichever is the greater.

Starting with the first pay period of November 1953, service employees, and sales employees except those in special departments, with 5 years' service shall receive an increase of \$1 per week. Starting with the first period of August 1954, employees in the services and sales departments with 3 years' service shall receive an increase of \$1. A further increase of \$1 per week will be paid to these employees with 3 years' service starting with the first pay period of February 1955.

Leave with pay in periods varying from one to three days is allowed on such occasions as death in the family, weddings, etc. A *family allowance* of \$8 per month is granted to a regular employee in respect of each of his children over 16 years of age attending an educational institution.

Seniority is recognized in connection with promotions, layoffs and re-hiring, and the *settlement of grievances* is provided for.

Service

Municipal—Moose Jaw, Sask.—Corporation of the City of Moose Jaw and the Civic Employees' Federal Labour Union No. 9 (TLC).

Agreement to be in effect from February 1, 1953, to January 31, 1954, and thereafter from year to year, subject to notice between 60 and 30 days prior to expiry date.

Union security: maintenance of membership for all members; and all new employees engaged after January 1, 1953, must apply for membership within 30 days after engagement.

Check-off: voluntary.

Hours: 7½ and 8½ per day, 36½ and 42½ hours per week to April 30, 1953, inclusive. 7¼ and 8 per day, 36¼ and 40 hours per week on and after May 1, 1953. *Overtime:* for hourly and weekly employees, between 5 p.m. and midnight, where not part of a regular shift, regular rates up to 44 hours weekly, and time and one-half on any excess; prior to May 1, 1953, between midnight and 7.30 a.m., and on and after May 1, 1953, between midnight and 8 a.m., double time. For monthly employees, at employee's own option, either one hour and one-half off later for each hour worked in excess of regular work week, or to be paid for overtime at same rate as hourly and weekly employees. For work on Sundays, all employees double time; on 12 specified *paid holidays*, regular pay plus time and one-half, or a day and one-half off during the same pay period for each holiday worked (11 paid holidays were allowed under the previous agreement).

Vacations with pay: 14 consecutive days' vacation shall be granted to every employee after one full year's continuous employment. The period shall be extended by one day for each legal holiday occurring during it.

Sick leave: not to exceed three weeks per year with full pay, after one year's service which need not be continuous. A doctor's certificate is required for absence of more than three days. Sick Pay Credit of three weeks per year, less sick leave used, may be accumulated to a maximum of 26 weeks. A doctor's certificate is required for all time charged to Sick Pay Credit.

Hourly wage rates for certain classes: truck, utility men (operators of all small equipment), sub-foremen, foremen street cleaners \$1.14 to \$1.22; bulldozer operator, driver semi-trailer \$1.22 to \$1.32; assistant mechanic, dragline operator \$1.29 to \$1.42; gravel pit foreman, steam engineer \$1.29; chief mechanic \$1.42 to \$1.49; shop foreman \$1.51 to \$1.57; street cleaners, labourers \$1.08.

Salary rates for certain classes: weekly—meter installer, assistant meter mechanic \$53.51; meter mechanic \$57.77; sewage disposal operator \$51.29; nuisance ground attendant \$47.75. Monthly—storekeeper \$276.50, assistant \$210; meter reader \$221, assistant \$215; draftsman No. 1 \$220, No. 2 \$205; garbage inspector \$219; airport maintenance man \$230; senior janitor \$218, assistant \$208; accountant \$256 and \$283, assistant accountant, cashier \$256; assistant cashier, stenographers, clerks (female) \$158 to \$198.

The above hourly rates are from 5 to 12 cents higher, weekly rates are from 94 cents to \$1.13 higher, and monthly rates from \$5.50 to \$8.50 higher than those in effect under the former agreement. Monthly rates for the three classifications in the lowest range, however, are unchanged.

All the above rates are effective May 1, 1953.

Seniority in the branch concerned to apply in layoffs. In re-hirings the last man laid off in the vacant position to be given

preference. In promotions, seniority to apply, first, in the department concerned; and, secondly, in other departments. Choice to be subject to the departmental head's opinion as to the ability of applicants.

Grievance procedure is laid down.

A *pension plan* is in effect which all employees engaged on or after March 1, 1947, are required to join. For certain employees who do not come under the pension plan, or who do not elect to take advantage of the plan, a scale of retirement gratuities shall be paid, equivalent to 6 months' salary or wages for the first 20 years' service, with an additional gratuity

of one-half a month's salary or wages for each full year of service in excess of 20 years. The maximum gratuity is 12 months' salary or wages.

Upon the retirement of any employee a *Severance Gratuity* is also payable. This gratuity is calculated at 10 cents per day for each day of service in excess of 5 but not over 10 years, 15 cents per day for each day of service in excess of 10 but not exceeding 20 years, 20 cents per day for each day of service in excess of 20 but not over 25 years, and 25 cents per day for each day in excess of 25 years' service. The amount of this gratuity is not to exceed \$700 to any one employee.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the repeal of one agreement, the correction of two, and the amendment of six others.

In addition to those summarized below, they include the correction of the agreement for the building trades at Trois Rivières published in the *Quebec Official Gazette* of September 26, 1953; the correction of the agreement for the paint industry in the province, and the amendment of the agreements for trade and office employees at Jonquière and for barbers at Hull published October 3.

A request for the amendment of the agreement for the printing trades at Chicoutimi was gazetted September 26; requests for the amendment of the agreements for the building trades (elevator

section) and for truck drivers at Montreal, for the building trades at St. Hyacinthe, for barbers at Victoriaville and for the clock and watch repair industry in some eastern counties of the province were all gazetted October 11; another request for the amendment of the agreement for barbers at Chicoutimi was published October 17.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

Manufacturing

Food Products Manufacturing and Wholesale Food Trade, Quebec District.

An Order in Council dated September 24 and gazetted October 3 amends the previous Orders in Council for this industry (L.G., 1950, pp. 872 and 2066; 1951, p. 1250; Jan. 1952, p. 54; Feb. 1953, p. 281, and previous issues). Orders in Council correcting this agreement were published in the *Quebec Official Gazette* of December 20, 1952, and January 31, 1953. The terms of this agreement, as amended, are extended to May 1, 1954.

Part I (Wholesale Food Trade)

Hours and overtime: in Zone I, for stationary enginemen and firemen other than first class enginemen 54 hours per week (48 per week during January, February and March of each year); 53 per week all year round in establishments dealing in fruits, vegetables and fish, 54 per week all year round in establishments making meat mashes; 56 per week when there are two or more shifts, with the exception of packing-houses and pork-butcheries and mashes or "supplements" makers. In Zone I, for office employees (male and female), 43 per week. In all Zones, for labourers (male and

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June 1934.

female), watchmen and boiler (not stationary engines) firemen, personnel and administration employees and enginemen working as first class chief enginemen—no weekly limitation of hours. (The above weekly hours are unchanged from those previously in effect.) However, this amendment provides for a reduction from 48 to 47½ hours per week for all employees in Zone I other than those categories mentioned above. In Zones II and III, weekly hours are unchanged at 48 per week for office employees and 54 per week for other employees with the exception of labourers, etc.

Minimum wage rates effective from the first complete week of June 1953 are \$8.75 per week higher than those previously in effect in Zone I, \$4.44 to \$7.24 per week higher in Zone II and \$3.90 to \$6.25 higher in Zone III for weekly rated employees; minimum rates for employees on an hourly basis are 18 cents per hour higher in Zone I, 11 to 13 cents higher in Zone II and from 10 to 12 cents per hour higher in Zone III.

Cost of living escalator clause is deleted from the terms of this agreement.

Vacation: in Zone I only, every employee who in the course of each year commencing April 30, has 5 years of continuous service with the same employer or in the same establishment is entitled to an additional week (6 days) of vacation with pay.

Part II (Commercial Salesmen)

Minimum weekly wage rates for salesmen in Zone I are \$6.65 per week higher and now range from \$30.65 per week in first 6 months to \$45.65 during and after fourth year; in Zones II and III the above rates are 15 per cent less (previously less 10 per cent).

Cost-of-living escalator clause is deleted.

Uncorrugated Paper Box Industry, District of Quebec.

An Order in Council dated September 24 and gazetted October 3 amends the previous Orders in Council for this industry (L.G., 1951, p. 1376; Feb. 1952, p. 139, July, p. 930; Aug. 1953, p. 1166).

Printing Trades

Working conditions affecting employees engaged in the printing trades respecting wages, labour and apprenticeship conditions are those specified in the agreement, as amended, relating to the printing trades in the district of Quebec (L.G., 1951, p. 544; April 1952, p. 451; March 1953, p. 432, June, p. 885). Another minor amendment to this agreement was published in the *Quebec Official Gazette* of August 1, 1953.

Hours: however, this amendment provides that 45 hours will constitute a regular work week.

Construction

Plumbers and Roofers, Trois Rivières.

An Order in Council dated September 24 and gazetted October 3 amends the previous Orders in Council for this industry (L.G., 1948, p. 488; 1950, p. 876; 1951, p. 546; May 1952, p. 611; July 1953, p. 1044).

Industrial jurisdiction includes all operations carried out by skilled workers and apprentices of the plumbing, steamfitting and accessories, refrigeration, sprinkler fitting, oxygen and electric welding, tinsmith-roofer, asbestos insulation and gravel and composition (all kinds) roofing trades; it also includes work done by labourers engaged by employers governed by the present agreement.

Transportation and Public Utilities

Truck Drivers, Quebec.

An Order in Council dated September 24 and gazetted October 3 repeals the previous Orders in Council for this industry (L.G., 1949, pp. 178 and 1559; 1951, p. 1673; Nov. 1952, p. 1482) and another amendment published in the *Quebec Official Gazette* of January 10, 1953.

Trade

Retail Food Stores, Quebec District.

An Order in Council dated September 24 and gazetted October 3 amends the previous Orders in Council for this industry (L.G., 1950, p. 1680; 1951, p. 1253; May 1952, p. 668; Feb. 1953, p. 283, and previous issues). Another amendment was published in the *Quebec Official Gazette* of February 28, 1953.

Minimum wage rates for hourly rated temporary employees are from 20 to 40 cents per hour higher than those previously in effect and range from a low of 60 cents per hour for females to a high of \$1 for males in Zone I; 50 to 80 cents in Zone II; messengers' rates are 8 cents per hour higher in both Zones. Minimum weekly rates for other classes of employees are \$2 per week higher than those previously in effect (L.G., Feb. 1953, p. 283). (Regular weekly hours are unchanged at 53½.)

Food Products Manufacturing and Wholesale Food Trade, Quebec.

See above under "Manufacturing".

3,600 Canadian Concerns Controlled Elsewhere at End of 1951

At 1951's end, 3,623 Canadian concerns were controlled in other countries, the Dominion Bureau of Statistics has reported. Of these, 2,821 (78 per cent) were controlled in the United States, 641 (18 per cent) in the United Kingdom, and 161 (4 per cent) in other countries.

From 1939 to 1950 the proportion of Canadian business owned by residents of other countries dropped from 38 to 31 per cent. But the percentage owned by U.S. interests rose from 22 to 23 per cent.

Labour Legislation in Alberta, Newfoundland, Nova Scotia and Prince Edward Island in 1953

Compulsory arbitration for policemen and firemen is provided for in Alberta. Weekly hours regulated in shops in St. John's, Newfoundland. Important amendments are made to Prince Edward Island Trade Union Act

ALBERTA

The most important labour enactments of the 1953 session of the Alberta Legislature, which met on February 19 and prorogued on April 2, were the provisions for compulsory arbitration in disputes involving policemen and firemen, contained in a new Police Act and amendments to the Fire Departments Platoon Act. New social legislation was passed providing for pensions for disabled persons, hospital and treatment services for recipients of old age security and other government assistance, and financial aid to students.

Compulsory Arbitration

Firemen

New sections added to the Fire Departments Platoon Act provide for collective bargaining and compulsory arbitration of disputes. The provisions are modelled on legislation enacted in Ontario in 1947 and are similar to provisions enacted in Saskatchewan this year. Previously, relations between the municipalities and their employees have been subject to the Alberta Labour Act, under which there is no legal obligation to put into effect the recommendations of a conciliation board unless the parties have agreed in writing to accept the board's award. The amendments are effective from July 1, 1953.

The new sections of the Act provide that the municipal council, when requested in writing by a majority of the full-time firefighters, must bargain in good faith with a committee of the members to determine wages, pensions and other working conditions for all employees other than the fire chief. Where not less than half the fire department belongs to a trade union, the request for negotiation must be made by

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

the union. At all meetings held with the municipal council for the purpose of bargaining, the bargaining committee may be accompanied in an advisory capacity by one member of a provincial and one member of an international body with which the trade union is affiliated. In all cases members of the bargaining committee must be full-time members of the fire department.

Where the municipal council or the bargaining committee is satisfied that an agreement cannot be reached, it may, by written notice to the other party, require matters in dispute to be referred to an arbitration board of either three or five members, as the parties may agree upon, equally representative of the parties and with a chairman appointed by the other members. If within seven days after the notice has been received one of the parties has not named its representative or representatives on the board, the Minister of Industries and Labour, on written request of the other party, may appoint the member or members. The members are given five days following the last appointment to agree on a chairman. If they cannot agree, the Minister may make the appointment. If a majority of the board of arbitration fails to agree on any matter of procedure, the ruling of the chairman will be deemed to be the ruling of the board. Each party is to assume its own costs and to share equally in the expenses of the chairman.

The qualifications of members of a board of arbitration are the same as for members

of conciliation boards under the Alberta Labour Act except that "Canadian citizen" is substituted for "British subject". No person may be appointed if he is not a Canadian citizen. A member must have resided in the province for three years immediately preceding the date of his appointment, must have no pecuniary interest in the dispute and may not be the solicitor, counsel or paid agent of either party nor have acted as such within the previous six months.

Every agreement made under these provisions and every award of a majority of an arbitration board are binding upon the parties. An agreement or award must remain in effect until the end of the year in which it became effective or until a later date specified in the agreement and thereafter until replaced by a new agreement or award. Either party may proceed under the Act at any time for a new agreement or award.

Provision is made for municipal expenditures in connection with an agreement or award of an arbitration board. An agreement or award is to take effect on the first day of the fiscal period in respect of which provision for such expenditures is made in the estimates of the municipal council unless another date is named in the agreement or award. Where an earlier date is named, any provisions involving expenses are to have effect from the first day of such fiscal period.

Municipal Police

The consolidation of the Police Act contains practically the same procedure for collective bargaining and compulsory arbitration between full-time members of a municipal police force and the municipal council or Board of Police Commissioners as was provided for in the Fire Departments Platoon Act, described above.

One important difference, however, is that members of a municipal police force may not remain or become members of a trade union but may belong to their own police association. There is no such restriction on firefighters.

A further difference is that the Police Act makes provision for the withholding of a municipal grant if the municipal council fails to comply with the requirements of the collective bargaining section of the Act. Where a municipal council fails to bargain in good faith with a bargaining committee, on the written request of a majority of the full-time members of the police force, or of their association when not less than half the police force belongs to a police association,

the Lieutenant-Governor in Council may withhold any grant payable to the municipality out of provincial funds. When the municipal council provides for the making of the expenditures involved, the withholding order may be revoked, subject to any conditions deemed advisable.

Under the Police Act agreements and awards are to be in effect for one year only. This Act also became effective on July 1, 1953.

Hospitalization

A new Act, The Hospitalization and Treatment Services Act, authorizes the Minister of Health to provide for all or part of the cost of hospitalization and treatment for certain recipients of government assistance and their dependants. These now include recipients of old age security.

Provision for payment for hospitalization and treatment services to other groups of pensioners was previously made under the Bureau of Public Welfare Act. Sections of the latter Act, which were first enacted in 1947 and amended in 1952 (now repealed), gave authority for payment from the provincial treasury for hospitalization and treatment services for a recipient of old age assistance, a supplementary allowance, a mother's allowance or a widow's pension or for a person under 25 years suffering from rheumatoid arthritis.

In addition to the groups previously provided for, recipients of old age security and persons afflicted with cerebral palsy are eligible for hospitalization and treatment services under the new Act, provided that, for the purposes of health and welfare services, they are not the responsibility of the federal Government. To qualify for benefits under the Act a recipient of old age security must have resided in Alberta for three years before being awarded a pension and must have an annual income, including the pension, of not more than \$1,000, if single, or \$1,500 if married.

The Minister is authorized to enter into an agreement with the board or governing body of an approved hospital for the reception, care and treatment of persons eligible under the Act. In the agreement, provision may be made for payment according to the services and facilities available in the hospital. If a person receives hospital services in an approved hospital that has not entered into an agreement, the Minister may pay him, on receipt of the hospital account, the amount that the hospital would have been entitled to receive had an agreement been signed.

With the approval of the Lieutenant-Governor in Council, the Minister may enter into a reciprocal agreement with the Government of another province which provides hospital services to residents of Alberta who have moved to the other province.

The Minister is authorized to pay to a general hospital which operates a school of nursing a sum not exceeding \$300 for each graduate nurse or \$100 for each nurse who received approximately two years' general hospital training and graduated from a school of nursing of a provincial mental hospital.

The Minister may also pay a subsidy to an insurance company which provides for Alberta residents insurance covering all or part of the costs of special hospital services not provided under standard ward hospitalization as defined in the Hospitals Act.

Regulations may be made by the Lieutenant-Governor in Council governing such matters as application for benefits, investigation into the eligibility of an applicant, and the method of defining income, including income from any interest in real and personal property.

Pensions for the Disabled

Alberta is the second province to enact legislation providing for a pension for disabled persons, Ontario having passed a similar Act last year. The Disabled Persons' Pensions Act, which went into force on June 1, provides for financial assistance of up to \$40 a month, subject to a means test, to residents of Alberta over 21 years of age who, because of a chronic disability, are unfit for gainful employment. The only important difference from the Ontario Act is that in Ontario the pension may be paid at age 18.

In order to receive an allowance a person must have resided in Alberta for the 10 years immediately preceding the date on which he applies for an allowance. His income may not be more than \$720 a year, including the allowance, if he is single, or \$1,200 a year if he is married and living with his spouse.

A person is not eligible for a pension under this Act if he or she is receiving old age assistance, a blind person's pension, old age security, a mother's allowance or a widow's pension or if he is the responsibility of the Government of Canada for health and welfare services.

The Act is administered by the Pensions Board, which also administers the provincial legislation providing assistance to needy

widows and to aged and blind persons. The Board will receive applications and determine the eligibility of each applicant. Where it finds the applicant eligible, it must determine the amount of the allowance and direct payment. If the Board is of the opinion that a recipient is using or is likely to use an allowance otherwise than for his own benefit or is incapable of handling his own affairs, it may direct that the pension be paid to a trustee for the benefit of the recipient.

A penalty of up to \$50 or three months' imprisonment is provided for a person convicted of knowingly obtaining a pension to which he is not entitled or aiding another person to obtain a pension fraudulently.

Regulations under the Act were gazetted on April 30 and summarized at page 1180 of the August issue of the *LABOUR GAZETTE*.

Financial Assistance to Students

Financial assistance to university students and to teachers in training and student nurses may be provided under a new Act, the Students Assistance Act. This is the first provincial Act of its kind, although a federal-provincial scheme of providing assistance to university students and nurses in training has been in effect since 1939 under which costs are shared equally by the province and the federal Government.

The Act provides for two types of assistance, loans and grants. A Students Loan Fund is to be set up, out of which loans at three and one-half per cent interest may be made to students attending the University of Alberta or another university approved by the Board when the course being taken is not given by the University of Alberta.

Grants may be paid to teachers in training upon terms prescribed by the Minister of Education. Grants may also be made to student nurses provided money is contributed by the federal Government under the Vocational Training Agreement for the assistance of student nurses.

A Students Assistance Board of not more than five members is to administer the Act and may set up committees to consider applications for assistance and to make recommendations as to the nature and amount of assistance to be given.

Closing of Shops

Amendments to the City Act replaced the sections which regulated the closing of shops to give more discretion to municipal councils in this matter. Formerly, the Act required all shops, except garages and gasoline service stations, to be closed between 6 p.m. and 5 a.m. of the following

day from Monday to Friday. On Saturdays, except during the Christmas season, shops were required to remain closed between 10 p.m. and 5 a.m. On petition of three-quarters of the occupiers of any class of shops the council was authorized to pass a by-law fixing an earlier closing hour than that prescribed in the Act.

The new provisions state that a municipal council is authorized to provide, by by-law, for all matters relating to the closing of shops. A by-law, however, may not apply to certain classes of shops, including a fair or exhibition, a church bazaar, a railway book stall or refreshment room, and shops, or that part of a shop, where medicine and surgical appliances, refreshments for consumption on the premises, tobacco or newspapers are sold or where the business of a post office is carried on. "Shops" include garages and service stations. For breach of a by-law relating to the closing of shops a council may, by by-law, impose a penalty not exceeding \$100, exclusive of costs.

The Early Closing Act under which the council of a city, town, village or municipal district has authority to enact a closing by-law, provided that the hour fixed for closing is not earlier than 6 p.m., was amended with respect to its application to cities. The amendments state that the Early Closing Act will apply only where a city council passes a by-law declaring the Act to apply.

Boilers and Pressure Vessels

The administration of the Boilers Act was transferred from the Department of Public Works to the Department of Industries and Labour.

Mothers' Allowances

An amendment to the Mothers' Allowance Act provides for the payment of an allowance to a mother who had been an Alberta resident and moved out of the province but returned to Alberta after the death of her husband. An allowance may be paid under these circumstances provided the woman had lived in Alberta for at least 15 consecutive years and, after returning to the province on the death of her husband, remained in Alberta for at least one year as a self-supporting person.

NEWFOUNDLAND

By an amendment to the St. John's Shops Act, the Newfoundland Legislature, which was in session from March 11 to

May 20, established a five-day week for shops in St. John's and vicinity and fixed a weekly limit of 44 hours for shop employees. A few changes were made in the Workmen's Compensation Act and the Boiler and Pressure Vessel Act.

Hours of Shop Employees

The St. John's Shops Act was amended, effective June 1, 1953, to limit the hours of shop employees to 44 in a week and to provide for the closing of shops on one full day during the week besides Sunday.

This Act, which applies to retail and wholesale stores in St. John's and the offices connected with them, governs shop closing hours and the hours of work of shop employees. Some establishments, such as those whose principal business consists of the sale of perishable fruits and vegetables, confectionery, smokers' supplies and the like, are excluded from the shop-closing provisions.

Under the new provision no assistant may be employed in any shop for more than 44 hours in any week. Previously, there was no weekly limit as such set out in the Act, but the limits on daily hours meant that men working in shops in the main shopping area ("on Water Street") were limited to 49 hours in a week in which no public holiday occurred, and women to 46. Maximum hours were slightly longer in the shops "off Water Street". An exception may be made to both the daily and weekly limits in the Christmas period ("the twelve clear working days immediately preceding Christmas Day") and certain other busy seasons, and at any time the limits may be exceeded if an agreement between employer and employee provides for payment of compensation for overtime.

The schedule of hours on which shops may be open was amended to substitute for the regular weekly half day on which shops were to be closed a full day in each week. The Act provided that the day was to be fixed by proclamation of the Minister of Provincial Affairs upon the joint recommendation of the Importers and Employers' Association and the Retail Clerks International Association and in the absence of such recommendation, by proclamation of the Lieutenant-Governor in Council. On June 1, in the absence of a joint recommendation, Saturday was proclaimed the closing day, but this proclamation was revoked, effective September 1. The public holidays on which shops are to remain closed were not changed.

Another change made by the amendment is that the Act is now applicable to the municipality of St. John's and an area within six miles outside the limits of the municipality. Formerly, it applied only within a one-mile radius of the municipality.

The Shops (Barbers' and Hairdressers') Closing Hour Act, St. John's, which applies to barbering and hairdressing establishments in St. John's with the exception of shops which serve women and children only, was amended to provide for observance of the same public holidays as in other shops in St. John's and to define the Christmas period in the same terms. The area to which the Act applies was also extended to six miles outside the limits of the municipality. Hours of business for barbers' and hairdressers' shops are normally 8.30 a.m. to 7.30 p.m., extending to 8.30 p.m. on the day before a whole holiday, and to 10.30 p.m. on Saturday and during the Christmas period.

Workmen's Compensation

Minor amendments were made to the Workmen's Compensation Act.

The section which excluded from Part I of the Act members of the employer's family who reside with him, subject to the provision that they could be brought under the Act on application by the employer, was repealed. Henceforth, members of the family of the employer will be entitled to benefits under the Act automatically, provided they are paid employees and their names appear on the employer's payroll.

Another amendment gives the Workmen's Compensation Board discretion with respect to making payment for medical aid when an account is not presented within six months after the medical aid has been given. Formerly, the Act provided that no payment could be made after six months had elapsed.

A further amendment stipulated that the Board must have the approval of the Minister of Finance before investing the money under its control. The Board was also directed to place its funds in a bank approved by the Minister.

The section added in 1952 to provide for the setting up of a second injury fund was re-worded and is now similar to the corresponding section of the Alberta and Manitoba Acts.

Boilers and Pressure Vessels

The Boiler and Pressure Vessel Act was amended to extend its coverage to hoisting plants and traction plants. Boilers, pres-

sure vessels, steam plants, compressed gas plants and refrigeration plants were already covered.

Another amendment provided for the issuing of certificates of approval, without inspection, for boilers or pressure vessels of a registered design which are built and shop inspected outside Newfoundland, provided that the manufacturer's affidavit is submitted and the prescribed annual inspection fee is paid. The certificate of approval authorizes the operation of the boiler or pressure vessel until its annual inspection under the Act.

A further new subsection authorized a per diem charge, in addition to regular fees and expenses, to be made where the owner of a boiler or pressure vessel not subject to the Act requests a special inspection.

Mothers' Allowances

Mothers' allowances in Newfoundland are now payable on behalf of children up to 17 years of age rather than 16.

The 1953 amendments further provide for the payment of an allowance in cases where a father has to remain at home with his child or children because he cannot obtain the services of a suitable person to look after the home and his wife is deceased, an inmate of a sanatorium, gaol, penitentiary or hospital, has deserted the home, or is incapacitated. Provision for an allowance to the father in such circumstances because his wife is incapacitated is new. As before, an allowance is payable where, for any of the above reasons, there is no mother to care for the family and the father is incapacitated and living at home with the children.

Blind Persons Allowances and Old Age Assistance

The Blind Persons Allowances Act and the Old Age Assistance Act were amended to provide for the recovery of allowances obtained through misrepresentation or fraud.

NOVA SCOTIA

The Nova Scotia Legislature, which opened on February 3 and prorogued on March 21, amended the Workmen's Compensation Act to reduce the waiting period and to increase the benefits to dependent children. Collective bargaining between teachers and school boards and the establishment of a conciliation board when the parties fail to reach agreement were provided for. Minor amendments were

made to the Trade Union Act, the Engine Operators Act and the Coal Mines Regulation Act.

Workmen's Compensation

Amendments to the Workmen's Compensation Act reduced the length of the waiting period, increased the benefits payable in death cases to dependent children and to dependants other than widows and children and raised the minimum payable in temporary total disability cases.

In line with the trend in most provinces towards a shorter waiting period, the Nova Scotia Legislature reduced the waiting period from seven to five days. If the workman is disabled for five days or longer, compensation is payable from the date of the accident. For a disability that lasts less than five days he receives medical aid only. The waiting period is now the same as in Ontario. In the other provinces the waiting period varies from one to seven days.

The monthly payment in death cases in respect of dependent children under 16 years was increased from \$15 to \$20. The \$50 a month payable to a widow was left unchanged but the maximum compensation that may be paid to a widow and children, the amount in respect of a widow and four children, is now \$130 rather than \$110. Compensation to orphan children was raised from \$25 to \$30 a month each, with a maximum payment of \$120. Where the dependants are other than the widow and children, compensation is determined by the Board according to the pecuniary loss sustained but limits are placed by the Act on the amount which may be paid. These limits were increased from \$30 to \$45 for a parent or parents and from \$45 to \$60 for all dependants other than widow or children. The increases apply to dependants regardless of when the accident occurred but will not raise the compensation payable in respect of any period before May 1, 1953.

Where a workman suffers temporary total disability as the result of an industrial accident or disease, he receives compensation equivalent to 66 $\frac{2}{3}$ per cent of his average earnings for the duration of the disability. A limit of \$3,000 is set on the amount of annual earnings to be taken into account in computing compensation and a weekly minimum amount of compensation is fixed for the worker with a low income. The former minimum of \$12.50 per week or the weekly earnings if less than that amount was raised to \$15 per week or the total amount of weekly earnings if less than \$15.

Labour Relations

An amendment to the Trade Union Act alters the form of assignment by which an employee authorizes his employer to check off his union dues in order to eliminate the necessity of making a new authorization if the amount of dues is changed. The Act formerly authorized an assignment of the dues in effect at the time of the assignment. The amendment makes provision for the deduction of such other amount as is fixed from time to time as dues by or in accordance with the union constitution or by-laws.

Qualification of Engine Operators

An amendment to the Engine Operators Act provided that after December 31, 1953, the practice of granting a certificate of qualification to an engine operator on the basis of experience will be discontinued. A certificate of service was formerly granted to an engine operator who had sufficient practical operating experience on regular shift before March 31, 1947. Hereafter, certification will be granted by the Engine Operators Board by examination only, unless the applicant holds an equivalent certificate issued in another province.

Coal Mines

Further amendments were made to the Coal Mines Regulation Act to ensure greater safety precautions in the mines. An amendment last year following the disaster at the Stellarton mine required every underground manager and every overman to carry a locked flame safety lamp while underground in a mine. This is a type of lamp used for testing for gas. The amendment this year states that mine managers, underground managers and overmen must carry locked flame safety lamps *and no other type* when underground.

A further amendment is designed to maintain proper ventilation in the underground workings by reducing disturbances in the main air currents. It provides that, where a door is required on a main road in a mine, unless the inspector otherwise orders, two doors must be placed so that while cars or other haulage appliances are passing through one door the other door must remain closed. The former requirement was that two doors had to be provided only when they were ordered by the inspector.

Employment of Non-Residents

The Nova Scotia Labour Act, which gives preference in employment in the

province to Nova Scotia residents and which has been enacted annually since 1933, was again passed and is to be in effect until May 1, 1954.

The Act provides that no person or corporation employing 25 or more persons may hire a worker who has not resided in the province for at least a year, unless he produces a certificate from the government employment agent or clerk of the city, town or municipality where he is to be employed, stating that there are no unemployed residents available who would or could do the work. A fine of not more than \$500 may be imposed for violation of the Act.

Collective Bargaining for Teachers

The Nova Scotia Teachers' Union Act was amended to authorize collective bargaining between the Teachers' Union and school boards and to provide for the establishment of a conciliation board when the parties fail to agree on the question of salaries and other conditions of employment.

The Nova Scotia Teachers' Union was incorporated by Act of the Legislature in 1951 with the object of advancing the cause of education in the province and co-operating in raising the status of the teaching profession. Membership in the professional association is not compulsory and a provision in the 1953 Bill for automatic membership of all qualified teachers in the province was defeated.

New sections added this year declare the right of the Union to negotiate with a school board on behalf of all teachers employed by the board in respect of salaries and conditions of employment provided the majority of the teachers employed by the board are members of the Union.

If the Union and school board cannot reach an agreement, either party may, after the expiration of two months from the date on which negotiations began, by written notice request that the matter be referred to a three-man conciliation commission.

Each party is required to nominate one member and the two members together must nominate the third. If they are unable to agree on the third member, he will be named by a judge of the County Court. The members must select one of their number to act as chairman.

The commission must then inquire into the matters in dispute and endeavour to bring about agreement between the parties. A report of its findings and recommendations must be submitted to the Minister

of Education, the Teachers' Union and the school board within a month of the appointment of the chairman or within such longer period as may be agreed upon by the parties.

School Attendance

The new Education Act, which went into force on August 1, is a revision and consolidation of the former Act passed in 1918 and considerably amended since that date. In the revision a few minor changes were made in the sections regarding school attendance.

The Act continues to require every child between the ages of seven and 14 years in a rural or village school section and every child between six and 16 years in an urban section to attend school every day school is open. A rural or village school section may, however, by a majority vote of the resident ratepayers and their wives at an annual meeting, fix the age limits for school attendance at six years and either 15 or 16 years. If a child reaches the school-leaving age during a school year, he must continue to go to school until the end of the school year.

A child is excused from attending school if he is physically or mentally unfit to attend, if there is insufficient accommodation in the school, or if he is under 10 years of age and living more than 2½ miles from school in a section which is not a consolidated school district or a section in which a conveyance is provided. In such cases the child, if physically and mentally fit, must be receiving instruction equivalent to that which he would receive if attending school. A child is not required to attend school in the district in which he resides if it can be shown that he is being adequately taught in a private school, at home or elsewhere.

A child over the age of 12 may be granted a certificate of exemption and relieved from attendance at school for a period of not more than six weeks during the school year if his parent or guardian applies in writing to the school principal stating that the child's services are required temporarily in farming, urgent or necessary household duties or in other necessary employment.

A child over 13 years may be granted an employment certificate permitting him to be absent from school while actually engaged in remunerative employment if the school board is satisfied that the employment of the child is necessary for the maintenance of himself or his dependants. The certificate is valid only for employment with the employer whose

name appears on the certificate and only for the type of work specified. Should the board consider it advisable, the child may be required to have a medical examination and obtain a certificate of fitness for employment. Previously, a medical examination in such cases was compulsory. The former stipulation that an employment certificate would only be granted if the child attended night school is now repealed.

An employer is forbidden to employ a child under 16 years in an urban school section or under the age in which school attendance is required in a rural school section during school hours unless he has an employment certificate. Under the Employment of Children Act, 1951, the employment of children under 14 years is prohibited outright in manufacturing, construction, hotels and restaurants, amusements places and other specified employment and their hours are regulated in other occupations (L.G., 1951, p. 983).

Mothers' Allowances

The Mothers' Allowances Act was amended to provide for the continuation of an allowance after a child reaches 16 years of age if he is attending high school and the Director of Mothers' Allowances thinks it advisable that his education should be continued. The allowance, which formerly ceased when the child became 16, may now be continued until he reaches the age of 18 or until the end of the school year in which he reaches that age, whichever is later.

Rent Control

The Housing and Rentals Act, 1951, which was to have expired on April 30, 1953, is continued in effect to April 30, 1954. The Act empowers municipal councils to pass by-laws for the regulation of rentals for housing accommodation.

Bill Not Passed

An amendment to the Nova Scotia Railways Act which would have required wages of employees of provincial railways to be paid weekly instead of twice a month failed to pass. The Bill applied to the Sydney and Louisbourg Railway and the Cumberland Coal and Rail Company.

PRINCE EDWARD ISLAND

At a special two-day session of the Prince Edward Island Legislature on October 21 and 22, the Trade Union Act was amended to provide for the settlement of a dispute affecting telephone

services. At the spring session of the Legislature, which was held from March 3 to April 7, minor changes were made in the Workmen's Compensation Act and the Mothers' Allowances Act was amended.

Labour Relations

Amendments to the Trade Union Act passed at the special fall session of the Legislature and assented to October 22 enact new provisions for the settlement of disputes in public utilities and incorporate in the Act the provisions for certification of a bargaining agent, and for a government-supervised strike vote, formerly contained in regulations.

When the Trade Union Act was passed in 1945, it did not set up a procedure for determining the representative character of a union or for certification, but the Lieutenant-Governor in Council was empowered to make regulations "governing the recognition by employers of Trade Unions" and generally for the carrying out of the Act. Under this authority regulations were issued November 17, 1952 (L.G., Feb., p. 292) and amended May 7, 1953 (L.G., Sept., p. 1347), followed by regulations of September 21, 1953, dealing with a strike vote. The substance of all these regulations has now been incorporated in the Act, and these new provisions, together with the new sections governing public utility disputes, have all been made retroactive to November 17, 1952, the date of the first regulations.

The Act, which applies to employers of 15 or more employees, sets out the right of employees to join trade unions and to bargain collectively through a trade union and its duly chosen officers. It places an obligation on an employer to "recognize and bargain collectively with the members of a trade union representing the majority choice of the employees eligible for membership in said trade union", when requested to bargain by its officers. Refusal by an employer to bargain is an offence punishable on summary conviction by a fine of \$100. Interference with an employee's right to organize is also an offence.

The requirement to bargain is now limited by a provision which states that no employer shall be bound to recognize nor bargain collectively with a trade union unless it has filed with the Provincial Secretary a copy of its constitution, rules and by-laws or other documents containing a full statement of its objects and purposes, certified to be correct by its proper officers. The requirement to file this information was contained in the Act as

passed in 1945 but until the regulations were issued in 1952 it had no bearing on an employer's obligation to bargain. There is no change in the section requiring the treasurer of a trade union to be bonded and to have his accounts audited annually by a chartered accountant named by the members.

The procedure now set out in the Act for determining whether a union seeking to bargain on behalf of employees is properly representative of them may be set in motion by a request in writing from any five employees or the employer to the Provincial Secretary. On receiving such a request, the Provincial Secretary is to examine records and make such other inquiries as he deems necessary, including the holding of a hearing and the taking of a representation vote, to determine whether the union should be certified as bargaining agent. If he finds that the union has filed its constitution and by-laws, that the unit is appropriate for collective bargaining, and that the majority of the employees in the unit are members in good standing of the union, and have selected the trade union to bargain on their behalf, he may certify the trade union. Once an inquiry into the representative character of the union is started, the employer is not required to bargain with the union unless and until it is certified. The function assigned to the Provincial Secretary is thus much the same as the certification function of Labour Relations Boards in other provinces.

As before, the Act requires employers to grant a check-off of union dues under certain conditions but forbids closed shop clauses in agreements. If other wage deductions are being made by the employer, and if a majority of the employees in a government-supervised vote on the question of check-off have voted in favour, the employer is required to deduct union dues on the written assignment of an employee and remit the dues periodically to the union. A closed shop contract, which is forbidden, is defined as "a clause in any collective bargaining agreement whereby the employer agrees to employ only trade union members".

In regard to the settlement of disputes, the Act does not provide for conciliation by government officers or by conciliation boards, as the other provincial Acts do, but it forbids strikes and lockouts unless and until all differences between the employer and employees have been submitted to arbitration in conformity with the Arbitration Act. Subject to the terms of any existing collective agreement, when

a trade union files its constitution, "a submission, as defined in the Arbitration Act, shall be deemed to exist and to have been signed and made between such trade union and the employer of the members thereof". A submission as defined in the Arbitration Act is an agreement to submit all present or future differences to arbitration. An award under the Arbitration Act is enforceable. A trade union may sue and be sued by its name as filed with the Provincial Secretary, and, if not so filed, then by the name by which it is commonly known.

Nevertheless the Act contemplates an ultimate recourse to strike action, in that a procedure is set out for a government-supervised strike vote. The officers of a union that has been certified as the bargaining agent for a group of employees may apply to the Provincial Secretary for the taking of a vote to ascertain the wishes of the group in respect of strike action. Strike action is forbidden unless and until such an application has been made and "upon a vote taken by ballot at times and under conditions fixed by the Provincial Secretary" a majority of the members of the group vote in favour of strike action. The Provincial Secretary is required to notify the Lieutenant-Governor in Council of the result of any such vote within one week, and to send a copy of the notification to the officers of the union concerned.

Special provision was made for the settlement of disputes between public utilities and their employees. "Public utility" has the same meaning as in the Electric Power and Telephone Act, that is, any person or company owning or operating equipment for the conveyance of telephone messages or for the production, transmission or furnishing of electric energy for the public.

The amending Act provides for the setting up of a commission to hear and settle a dispute between a public utility and its employees. The commission will consist of the Public Utilities Commission, which is a three-member board appointed by the Lieutenant-Governor in Council to exercise general supervision over public utilities in the province, and two additional persons to be appointed each time such a dispute occurs.

When a dispute between a public utility and its employees has been submitted to arbitration and an award has been made, the arbitrator is required to send a copy of the award to the Provincial Secretary. If the parties do not accept the award and a strike vote has been taken, the Provincial Secretary must notify the com-

mission of the result of the vote and also send it a copy of the disputed award of the arbitrator. Within 15 days after receiving this notice, the commission must fix a date on which it will hold a public hearing of the dispute. Notice of the hearing must be given in at least one newspaper published in Prince Edward Island and having a general circulation in the area served by the public utility. After the hearing the commission must confirm, modify, reverse, extend or vary the previous award, deciding whether any additional expenses provided for in the award are reasonable and prudent and whether they may properly be charged to the operating account of the public utility.

The decision of the commission is final and binding on all parties to the dispute. If anything is done which is contrary to the decision, the aggrieved party may bring action in the Supreme Court for an injunction to restrain it. Strikes and lock-outs are prohibited until 15 clear days after the commission has given its ruling.

Any person who violates or attempts to violate the Act or the regulations or who fails to comply with a decision of the commission is guilty of an offence. The

penalty for such an offence is \$200 for an individual and \$500 for a corporation.

Workmen's Compensation

The Workmen's Compensation Act was amended to provide that the three members of the Workmen's Compensation Board are not to be deemed persons employed in the public service for the purposes of the Public Service Superannuation Act.

Mothers' Allowances

Amendments to the Mothers' Allowances Act permit a mother or foster mother caring for children whose father is a prisoner in a penal institution for a term of one year or longer to receive an allowance towards the maintenance of the children. Previously, an allowance was payable to a mother only if the child's father were dead or unable to support the child because of permanent total disability. Another amendment gives the Minister discretionary power to grant an allowance, on the recommendation of the Director, to a mother who is not strictly eligible under the Act in special cases where investigation has shown it to be advisable.

Legal Decisions Affecting Labour

Quebec appeal court upholds constitutionality of Quebec Collective Agreement Act; in another case holds decree under the Act applies to carpentry and painting done by refrigeration company not strictly incidental to installation of refrigeration equipment. Manitoba milk driver wins \$5,000 in damages for his unlawful expulsion from union

The appeal court in Quebec, affirming a Superior Court judgment, upheld the constitutionality of the Quebec Collective Agreement Act in a case where a hairdresser who had charged less than the minimum price fixed for hairdressing services by a decree under the Act claimed that the law was *ultra vires* and the decree invalid on the ground that price fixing was prohibited by the Criminal Code.

In another case the Quebec appeal court held that the decree under the Collective Agreement Act covering construction trades in Montreal did apply to carpentry and painting jobs performed by employees of a refrigeration company not strictly incidental to the installation of refrigeration equipment.

In Manitoba, a milk driver won \$5,000 in damages for expulsion from his union contrary to the provisions of its constitu-

tion. The Court also ordered the union secretary to give an accounting of funds.

Quebec Court of Queen's Bench, Appeal Side . . .

. . . upholds validity of decree under Collective Agreement Act fixing minimum hairdressing rates

The Quebec Court of Queen's Bench, Appeal Side, at Montreal on May 27, 1953, dismissed a hairdresser's appeal from a judgment rejecting her claim that the

Collective Agreement Act was *ultra vires* the provincial Legislature and that a decree which included a provision fixing minimum rates to be charged to the public was inoperative. The Court affirmed the ruling of the Superior Court that the law was constitutional and the decree valid.

The facts of the case were as follows. The appellant, who operated a hairdressing establishment in Montreal known as the Salon Rhéal, gave her customers permanent waves for \$2.50, lower than the minimum price of \$5 fixed by the decree under the Collective Agreement Act governing ladies' hairdressers in Montreal. A complaint was laid against her by a representative of the parity committee for the trade, and on October 28, 1949, she was summoned to appear before the Court of the Sessions of the Peace. Although she admitted the fact alleged, she claimed that the decree on which the complaint was based was inoperative on the ground that the Collective Agreement Act, which authorizes the fixing of a minimum price to be charged by barbers and hairdressers, was *ultra vires* and unconstitutional. The Court concluded that the law was *intra vires* and the decree operative, and that the defendant was guilty of the offence charged. She then asked in the Superior Court for a writ of prohibition against this judgment. Her application was refused, the Court holding that the law and the decree were valid. From this judgment she appealed to the Court of Queen's Bench.

Mr. Justice St. Jacques held that it was not necessary to determine whether or not the Court of the Sessions of the Peace had jurisdiction to deal with the constitutional question. He would consider only the question of the validity of the law and the decree. By a 1941 amendment to the Collective Agreement Act, the following clause was added to Section 10 of the Act:—

The decree may render obligatory minimum prices to be charged to the public for the services of barbers and hairdressers.

In His Lordship's opinion, the barbers and hairdressers had requested this addition to the Act as a result of a court case in 1940 (*Procureur général de la Province de Québec v. Lazarovitch et Comité paritaire des réparateurs de chausseurs du district de Montréal et Cour des Sessions de la paix* (L.G., 1940, p. 1095)), in which the appeal court held that a provision in a decree which fixed minimum prices for shoe repairing in Montreal was invalid because the Act did not authorize such a provision. After the Act was amended, Decree 1343,

applicable to barbers and hairdressers in Montreal, was adopted. Article 6 of this decree fixed a minimum price of \$5 for a permanent wave. The evidence showed that a good number of hairdressers had objected to this price, claiming that it was harmful to their business and higher than was necessary to enable them to pay their employees the minimum wage prescribed by the decree.

The appellant claimed that the decree and the law which authorized it encroached on the criminal jurisdiction of the federal Parliament. According to this argument the Collective Agreement Act was *ultra vires* because it authorized an action which was illegal under Sections 496 and 498 of the Criminal Code, i.e., an agreement to fix prices and so restrict trade. The Attorney-General of the province argued in defence of the law that it dealt with the contract between the hairdresser and his clients, which was essentially a civil matter. The crime which was prohibited in the Criminal Code was not the fixing of prices but a conspiracy to raise prices, in which conspiracy was the fundamental element. The Crown, in enacting the Collective Agreement Act, could not be accused of conspiracy.

Mr. Justice St. Jacques agreed that the provincial Legislature had jurisdiction to regulate the contract of services between an employer and a client. This was purely a matter of civil rights, not an interference with the domain of commerce dealt with by the Criminal Code. The Supreme Court had held in the case of *Home Oil Distributors Ltd. v. Attorney-General of British Columbia* [1940] SCR 444 that a provincial Legislature could establish a body which had power to fix maximum and minimum prices of coal and oil. Accordingly His Lordship held that a provincial Legislature had similar power with respect to minimum prices in a contract for services.

Chief Justice Galipeault held that the writ of prohibition was not a proper remedy under the circumstances and could not be upheld. He did not discuss the validity of the law and the decree.

Mr. Justice McDougall quoted Section 498 (2) of the Criminal Code which reads:—

Nothing in this section shall be construed to apply to combinations of workmen or employees for their own reasonable protection as such workmen or employees.

He considered that the fixing of minimum charges for hairdressing in this case was for the "reasonable protection" of the

employees concerned, for one reason because it would prevent a "rate war" which might be fatal to certain establishments.

Mr. Justice Casey noted that Section 498 of the Criminal Code referred to an agreement to "unreasonably enhance" the price of any "article or commodity". He did not see how the service rendered by a hairdresser could be regarded as an article or commodity and he stated that the decree did not unreasonably enhance the price of the service. He was also of the opinion that the prices were fixed for the "reasonable protection" of those engaged in the trade.

With Mr. Justice Rinfret concurring in the reasons of Mr. Justice McDougall, the Court unanimously dismissed the appeal. *Dame Lalond v. Commission Conjointe des Coiffeurs pour Dames et Cloutier et Cour des Sessions de la Paix et Procureur Général de Québec* [1953] BR Montreal 499.

Quebec Court of Queen's Bench, Appeal Side . . .

. . . finds refrigeration company must pay⁷ painters, carpenters rates set in construction trade decree

The Quebec Court of Queen's Bench, Appeal Side, at Montreal on May 27, 1953, dismissed an employer's appeal from a Superior Court judgment requiring him to pay his carpenters and painters the wages fixed by a decree under the Collective Agreement Act covering the construction trades in Montreal.

Mr. Justice Bissonnette delivered the unanimous judgment of the appeal court. Giving the facts of the case, he stated that the appellant company manufactured and installed refrigeration appliances. The equipment sometimes filled a whole room in an establishment and the cost of installation might be more than \$20,000. To accommodate the new equipment the purchaser frequently had alterations made to his premises by the company. A butcher named Pinsky had had the company erect a separate building for the refrigeration equipment and a short passage connecting it with the main building. For another customer named Hannon, the company built a floor above the refrigeration room to form an office and a staircase leading to it. Both carpentry and painting were performed in this case. For another customer the cost of the painting alone was \$1,300.

The joint committee for the construction trades in Montreal claimed that as soon as the defendant company performed carpentry and painting jobs outside its

own establishment it became subject to the decree covering these trades and must pay its carpenters and painters the wages fixed for them by the decree. The company maintained that such jobs were only incidental and occasional and did not come within the category of "construction, repair or improvement" and that therefore its employees were not covered by the decree.

Mr. Justice Bissonnette stated that the Court had found in earlier cases that it was the nature of the work performed and not the nature of the employer's business that determined whether or not employees were subject to a decree. In this case, since the painting and carpentry jobs performed were necessarily jobs of construction, repair or improvement, there was no doubt that the decree was applicable. His Lordship agreed with the view of the trial judge that, while certain alterations to woodwork and counters would necessarily be incidental to the work of installing refrigeration equipment and would not be work subject to the decree, jobs like the building of an office above the refrigeration room in Hannon's establishment or the erection of a separate building and passage for Pinsky certainly came under the decree.

The employer also claimed that since he was not an employer in the construction industry he should not be required to pay the \$80 fine authorized in the Act for employers who fail to comply with a decree. The Court held that where a type of work was governed by a decree any employer who failed to pay the minimum wages fixed by the decree was subject to the penalty set out in the Act.

The Court dismissed the appeal and affirmed the judgment requiring the company to pay its employees the difference between the wages paid and the wages fixed by the decree and the \$80 fine. *Canadian Super-Cold Limited v. Comité Conjoint des Métiers de la Construction de Montréal* [1953] BR Montreal 545.

Manitoba Court of Queen's Bench . . .

. . . awards damages to milkman unlawfully expelled from union, orders secretary to account for funds

The Manitoba Court of Queen's Bench on September 21, 1953, allowed the action of an employee against a local of the Teamsters' union for damages to compensate for his unlawful expulsion from the union in 1947 and for an injunction to prevent the union from interfering with his rights as a member. The Court also sustained the plaintiff's claim against the secretary of the local union for an accounting of union funds.

The action was brought against the seven members of the union's executive board on their own behalf and on behalf of all the other members of the local except the plaintiff. Chief Justice Williams delivered the judgment of the Court.

The plaintiff, Tunney, had been a member of Local 119 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America since April 1935, except for a five-year period during the war when he was serving in the navy. At the time of his expulsion from the union in 1947 he was employed by the Crescent Creamery Company Limited as a milk-wagon driver-salesman. The agreement between the company and the union, to be effective from April 1, 1947, to October 31, 1948, contained a union shop clause providing that the company would hire only union members unless no suitable union members were available, in which case the persons hired must become union members within 15 days.

On July 18, 1947, the defendant Houle, who was secretary-treasurer and business agent of the union, wrote to the general manager of the company that Tunney's membership in the union had been temporarily suspended and that under the terms of the collective agreement he could not be employed until the suspension was cancelled. At noon on July 21 the employer notified Tunney that his employment was suspended until he was again a union member in good standing. That evening Tunney received a letter signed by Orchard, the union president, notifying him that a charge had been made against him under the union constitution and that he would be tried on August 4. He was to be deprived of union membership until after the trial.

The letter stated:—

It is my duty to inform you that you have been charged under Article 18, Section 5, Clause 10 of the Constitution.

You passed a remark on several occasions that you have the goods on the Secretary, obtained by you through you making investigations. Insinuating that discrepancies exist in the affairs of the union. Statements of this sort are detrimental to the welfare of the union.

This was the first notification the plaintiff received from the union of his suspension.

The minute book of the union contained a report of the proceedings at his trial by the executive board on August 4. All members of the board were present, with the president in the chair. The charges against Tunney were read and he pleaded not guilty. Three witnesses were then

called, two of whom testified that Tunney had said to them that there would soon be changes because he "had the goods" on Houle and was going to expose him. They admitted that this was an insinuation that there was something wrong in the affairs of the union. The third witness testified he had not heard this direct from Tunney but that it was common talk around the plant that the Mounties had confiscated the union books. Two witnesses called by Tunney testified that they had never heard him make these statements.

The executive then retired to consider the testimony. They concluded unanimously that Tunney was guilty of the charge and found him largely responsible for the false rumours against Houle. On August 7, Tunney was notified by letter of the decision and of his expulsion from the union. On September 30 he received the balance of his wages from the company, with a letter informing him that he could no longer be employed since he was no longer a union member.

By a notice in writing dated August 12, 1947, the plaintiff appealed to the general executive board of the international union. His letter was mislaid and was not acknowledged until September 24. In the meantime he commenced the court action. On December 29 he was informed by the general secretary-treasurer of the international that his appeal was to be heard in Miami on February 3, 1948. Tunney did not go to Miami, and on February 11 he was informed that the executive of the international had decided not to hear his appeal because he had violated the constitution of the international by resorting to court action before exhausting the remedies provided for in the constitution.

In the meantime, on September 2, 1947, the plaintiff and some 38 other members of the local made written charges against Houle which were considered by the local executive board on September 19. Tunney was not allowed to attend the meeting or to be called as a witness, as the president ruled that only members could be called as witnesses. No decision was arrived at and all the complainants left the meeting. The Chief Justice referred to this proceeding as "a farce".

The plaintiff originally sued the company as well as the union officers on behalf of all other members of the local. Later the name of the company was struck out. The trial took place on five days in April and three days in October 1950. At the time of the trial the case of *Kuzych v. White*, which was similarly an action by a member of a union for alleged wrongful

expulsion, was before the courts. Two British Columbia courts held that Kuzych had been unlawfully expelled but the Privy Council ruled that Kuzych's action must fail because he had violated the union constitution by failing to follow the prescribed appeal procedure before resorting to court action. Chief Justice Williams explained that after this Privy Council judgment was handed down in June 1951, Kuzych had made various attempts to reopen the case, and that he had wanted to know the result before giving judgment in the case at bar. He understood that Kuzych's attempts were unsuccessful.

The international constitution of the Teamsters' union also forbids recourse to court action before the appeal procedure has been followed. For this reason the Chief Justice proceeded to determine whether the plaintiff was bound by this constitution or whether he was bound only by a local constitution. Tunney submitted as evidence two booklets, one as the constitution and by-laws of Local 119 for 1924 to 1936, and the other as the constitution in effect since 1936. The union officers, the defendants in the case, denied that there was any local constitution and claimed that the local operated solely under the constitution of the international.

His Lordship concluded from examining the minute books that the local did have its own constitution. The minutes showed that at a meeting in 1927 there was a motion to amend Section 9 of the by-laws by increasing the monthly dues from \$1.50 to \$2.50. This could only refer to the local constitution, His Lordship emphasized, as there was no suggestion that the local could amend the constitution of the international. On three occasions "the constitution" was suspended. The Chief Justice concluded that the first booklet produced by Tunney was the constitution of the local, approved by the president of the international, and that this constitution was the contract between the individual union member and the union. In his view, the constitution of the international was not part of the contract between the members of Local 119, in spite of the vague statement in the local constitution that these by-laws were to be enforced "conjunctional with the Constitutional Rules of the National Union".

The constitution of the international contained this provision in Article XVIII, Section 13: "Every member or officer of a Local Union against whom charges have been preferred and disciplinary action taken as a result thereof shall be obliged to exhaust all remedies provided for in this

Constitution and by the International before resorting to any other Court or tribunal."

The constitution of the local contained this provision: "All decisions of the Executive Board shall be concurred in at a regular meeting of the union before becoming effective. The accused shall have the right to appeal to the General Executive Board."

His Lordship concluded:—

The right that a member is given to appeal to the general executive board... is optional and the section does not compel the exercise of the appeal before a member can resort to the courts in a proper case. It would in my opinion require very inducing evidence to satisfy a court that a resident of Manitoba, who on joining a local union receives a constitution such as Ex. 73 [the constitution of the local submitted as evidence by Tunney], by which he is taken as agreeing to be bound, was at the same time entering into any contract with the International in the terms of Ex. 3 [the constitution of the International].

In his view, therefore, the Privy Council judgment in the Kuzych case had no application to the case at bar.

In case he was in error on this point the Chief Justice considered what had been done, first, as if only the local constitution were applicable and second, as if the local and the international constitutions both applied. On July 18 the executive board of the local "temporarily suspended" the plaintiff before trial. Neither constitution authorized this action, His Lordship stated. The international constitution gave the general president a power of suspension when charges were made but it was not claimed that the general president took any action.

On August 4 or 7 the plaintiff was "suspended from all rights and privileges of the union". The powers of suspension given by the local constitution did not apply to a case such as the plaintiff's. The international constitution did give powers of suspension after trial on certain specified charges. By subsection (10) of Article XVIII, Section 5 (a) a charge could be laid against a member for "activities which tend to bring the Local or the International into disrepute". The local constitution authorized the executive board to try all members against whom charges had been laid and to report the findings at the next regular meeting of the local. Charges signed by two or more members were to be submitted in writing to the board, specifying the grievance. The secretary-treasurer was then required to notify the

accused and witnesses to appear before the board, allowing reasonable time for the accused to prepare his defence. The accused member had the right to appeal to the general executive board of the international. Under the international constitution, before any member of a local could be tried, written charges against him laid by another member must be filed in duplicate with the secretary of the local, and a written copy of the charges specifying the nature of the offence must be served on him by the secretary.

His Lordship concluded that no member of the local ever made any charge in writing against Tunney or filed any charge with the secretary or with the executive board. The letter received by Tunney stated that a charge had been laid against him under Article XVIII, Section 5 (a) (10), but it did not contain the charge. The references in the letter to Tunney's offence were termed "innuendo" and "rhetoric" by Chief Justice Williams. No charge had been made in writing in accordance with the constitution.

He also considered that if Tunney had made the remarks referred to in the letter, this could not possibly be deemed an activity which tended to bring the local or the international into disrepute, whatever effect it might have on the secretary. He held that the statements alleged to have been made by the plaintiff were not a ground for a charge within the provisions of either constitution.

His Lordship then considered the trial given to Tunney. The international constitution provided that if the member making the charge were a member of the executive board, a disinterested member must be appointed as his substitute at the trial. The local constitution required a "fair and impartial" trial. In Tunney's case, Houle was undoubtedly the moving spirit but the other members of the executive willingly joined with him and in effect the charge against Tunney was made by them all. Yet only Houle was replaced at the trial. His Lordship considered that all the members of the board were disqualified for interest. He held that in any case there was no jurisdiction over the alleged charge and the proceedings were entirely *ultra vires*.

The local constitution stipulated that all decisions of the executive board must be approved at a regular meeting of the local before becoming effective. The Chief Justice quoted the minutes of the meeting on August 29 at which Tunney's suspension was reported, which gave no evidence that the board's decision was ever concurred in.

He held therefore that under the terms of the constitution the decision had never become effective. Since there was no effective decision of the executive board there was nothing from which to appeal, and the provision in the international constitution requiring an appeal to be made before a court action could be taken was not applicable. The Chief Justice stated that the union constitution considered in *Kuzych v. White* contained no such provision requiring the board's decision to be approved, and for this reason also he distinguished the case at bar from the *Kuzych* judgment.

Holding that the purported expulsion of the plaintiff was in bad faith, that the rules of the constitution had not been observed, and that the fundamental principles of justice were disregarded, the Court granted the injunction sought by the plaintiff and awarded him \$5,000 in damages from the defendants.

The Chief Justice then dealt with the charges made by the plaintiff against Houle. The plaintiff claimed "an accounting by the defendant Houle of all moneys paid to and received by him and all moneys disbursed and expended by him on behalf of the defendant local Union No. 119, during his tenure of the dual office of secretary-treasurer and business agent...", that is, for the period from September 23, 1940 to October 6, 1947, the date the statement of claim was issued. The first charge concerned the initiation stamps of \$1 each and the monthly dues stamps of 30 cents each which the local had purchased from the international as it was required to do. It was charged that Houle had given these stamps to members of the local and to members of other unions without receiving proper payment for them. He also destroyed large quantities of stamps each year. No proper accounting was kept of any of these transactions. Houle himself admitted that he had given stamps to members of other unions without charge and that he was burning "thousands of them" each year. The Chief Justice therefore held this charge proved. Since it was impossible to determine the amount lost from the local's funds in this way, His Lordship found Houle liable for \$5,000 on this charge, but stated that if either party desired a reference it could be had.

The second charge was that in many cases Houle had failed to collect the initiation fee set by the constitution. The Court found this charge proved, and fixed the amount for which Houle was liable at \$1,000, subject to a request from either party for a reference.

On the charge of permitting members not to pay the \$1 a month for the sick benefit fund required by the constitution and of arbitrarily transferring funds from the general funds of the local to the sick benefit fund when it showed a deficit, Houle was required by the Court to account for \$4,976.80. To determine the amount paid by Houle in death benefits not authorized by the constitution a reference to the Master of the Court was directed. Houle was also required to account for \$5,000 and \$300 of the local's funds which he had invested,

and for any loss incurred on a loan made by him without any authority out of the union funds.

The Chief Justice found that Houle had completely disregarded the constitution of the local and had done whatever seemed good in his own eyes. He stated that the sums to be accounted for by Houle would be the property of the local, and directed the money to be paid into the Court subject to the further order of the Court. The plaintiff was granted the costs of his action. *Tunney v. Orchard et al* [1953] 9 WWR (NS) 625.

Recent Regulations, Federal and Provincial

Minimum wage set for women in Nova Scotia fish-processing industry. Northern Saskatchewan 'exempt from Hours of Work Act; province's apprenticeship regulations revised, pipe-fitting now designated trade

A new minimum wage order for women in the fish-processing industry in Nova Scotia established a minimum rate of 35 cents an hour. The Saskatchewan Hours of Work Act has been declared not to apply to the northern part of the province. In Saskatchewan, in line with the Department of Labour program of regulation of the installation of gas equipment under the new Gas Inspection and Licensing Act, provision has been made under the Apprenticeship and Tradesmen's Qualification Act for the training of apprentices in pipe-fitting and gas-fitting. A new revision of the apprenticeship regulations made changes in wage rates in the barbering, beauty culture and electrical trades.

FEDERAL

Canada Shipping Act

Pilotage By-laws

District of Humber Arm, Newfoundland

New by-laws made by the Pilotage Commissioners of Humber Arm, Newfoundland, on June 8 were approved by P.C. 1953-1375 on September 9 and gazetted September 23. They are very similar to those recently approved for the port of Port aux Basques (L.G., Nov., p. 1653).

All pilots must be licensed by the Board of Pilotage Commissioners, which is

responsible for directing the operations of the pilotage service. Before obtaining a licence, an applicant must be examined by the Board or some qualified person appointed by it. Licences must be endorsed annually at the beginning of the shipping season by the chairman of the Board, and pilots may be required to have a complete medical examination before being engaged.

When on duty, a pilot must always carry his licence and a copy of the by-laws, and must be civil, courteous and strictly sober. Pilots must be available for duty at all times, except when on vacation, and unless all are engaged in piloting vessels, at least one must be on duty at the pilot station or on board the pilot boat whenever the pilotage limits are open to navigation. The chief pilot or his assistant pilot must report to a commissioner daily to ascertain expected arrivals and departures.

The pilot must hail a vessel which enters the pilotage limits, unless it is one exempted from dues under the by-laws, to determine whether or not a pilot is required and immediately notify the secretary-treasurer of the Board when a vessel has entered the limits and been offered pilotage services. Pilots must exercise the utmost care for the safe conduct of the vessel under their charge, and any damage to vessels or other property must be immediately reported in

writing to the chairman or secretary-treasurer. The pilot must also report any aids to navigation which are not operating, are out of position or missing.

It is the pilot's duty to keep himself informed and to verify from time to time the depths of water alongside all wharves, approaches to wharves and anchorages. Pilots must assist in maintaining the pilot house, and must supply their own food.

The boatman is required to keep the pilot boat in good order and constantly ready for service, and to report promptly to the chief pilot any defects of the engine or boat. He will receive running instructions from the chief pilot or assistant pilot.

A vacation of two weeks with pay must be granted to each pilot after one year of service. The salaries of pilots and boatman, payable semi-monthly, are to be determined by the Board at its annual meeting in January or February. At the end of each financial year any surplus of funds above a safe operating capital must be divided among the pilots and the boatman at the discretion of the Board.

The pilotage dues, which are appended to the by-laws, vary according to registered tonnage of the vessel. For moving a vessel within a harbour the charge is \$12 and for moving a vessel from one harbour to another the charge is \$20. The dues for subsidized mail steamers vary according to the horsepower of the vessel at the rate of ten cents for each horsepower. Ships entering the pilotage limits for refuge and hospital ships of the Government of Canada are required to pay only half the fixed pilotage dues. No ship will be compelled to accept the services of a pilot but dues must be paid whenever pilotage services are used or offered. Fishing vessels (except when on a voyage between the port and a place outside the province), coastal vessels, government ships, and small pleasure yachts are exempt from dues.

The by-laws are issued under the Newfoundland Act "Of Outport Pilots and Pilotage" which remains in force pending proclamation in Newfoundland of Part VI of the Canada Shipping Act. All former by-laws for the district are repealed.

Montreal District

A new By-law 11 for the Montreal Pilotage District changes certain provisions for the licensing of apprentice pilots.

To be granted a licence as an apprentice pilot, an applicant must be at least 18 and

not over 25 years of age. The age limit of 25 years was in effect until 1950 when it was lowered to 22 years.

A new section requires the applicant to be declared mentally and physically fit for his duties by a medical officer appointed by the Pilotage Authority. As before, he must pass an examination in reading, writing, arithmetic and dictation. The examination now includes dictation in both French and English.

Formerly, an applicant for a licence was required to produce a certificate showing he had served at least 12 months before the mast on an ocean-going vessel engaged in the foreign trade, or coasting trade south of Cape Hatteras. Under the new by-law, his 12 months on deck may have been served on a foreign-going, home trade or inland waters steamship.

The fee for a licence remains \$5.

The by-law was approved by P.C. 1953-1514 on September 29 and gazetted October 14.

British Columbia District

Some increases in moorage dues in the British Columbia Pilotage District were made in a revision of By-law 5 which was confirmed by P.C. 1953-1543 on October 7, gazetted October 28. For the most part, pilotage dues and detention rates are unchanged. The minimum charge for tonnage of any vessel is now \$25 instead of \$15 and the tonnage on which pilotage dues are paid is increased from 5,000 to 6,000 tons. The surcharge of 10 per cent continues in effect.

The same Order in Council amended By-law 15 to provide for a Pilots' Committee of five rather than three pilots. This Committee is appointed each April by the pilots in the district to represent them in all matters in which pilots are concerned.

PROVINCIAL

Nova Scotia Women's Minimum Wage Act

A minimum wage rate of 35 cents an hour is now established for experienced women workers in the Nova Scotia fish-processing industry. The industry, as defined in an order made under the Women's Minimum Wage Act, includes washing, preparing, preserving, drying, curing, smoking, packing or otherwise adapting any kind of fish for sale, shipment or use.

The rates set for an inexperienced female employee are 29 cents an hour for the first month, 31 cents an hour for the second and 33 cents an hour for the third month, after which she is classed as an experienced employee. Not more than 25 per cent of the employees in any establishment may be classed as inexperienced. No employee may receive less than three hours' pay in any one day.

The rates fixed are for a maximum of 48 hours a week or for the normal number of weekly hours if they are less than 48. Overtime at the rate of time and one-half must be paid for time worked in excess of these hours. Time during which an employee is on call on the premises is to be considered as time worked.

If an employer furnishes board and lodging, he may deduct from the minimum rates up to \$2 a week for lodging and up to \$5 a week for board. Deductions for single meals may not exceed 25 cents a meal. Part-time workers may not be charged for more than one meal in any four-hour working period. No deductions from the minimum rates may be made for the use, purchase or laundering of uniforms or any other special wearing apparel required by the employer.

The order was made March 25, approved by Order in Council on August 7, and gazetted September 9.

Ontario Mothers' Allowances Act

Amendments to the general regulations under the Ontario Mothers' Allowances Act were approved by O.Reg. 173/53 on September 17 and gazetted October 3. They deal with the allowance to be granted for fuel, the evidence to be furnished under certain circumstances of a birth, marriage or death which occurred outside Ontario, and the time and method of paying allowances.

The maximum fuel allowance is now fixed at \$24 a month, which may be granted to a needy mother from September 1 to March 31 each year where the Director considers it necessary. Previously, the allowance to be paid for fuel was based on the cost of coke and the number of rooms to be heated.

As before, if a mother applying for an allowance was married outside Ontario, or if her husband died outside Ontario, or if one of her children was born outside Ontario, she must furnish proof of the birth, marriage, or death by a certificate issued in the province, state or country in which the birth, marriage or death occurred.

A foster mother must furnish such evidence if any foster child was born outside the province, if the parents of any foster child were married outside the province or if either of the parents died outside the province. It is now provided that the Director may accept other evidence of the birth, marriage or death if he is satisfied that the applicant is unable to produce the proper certificate. The applicant may submit either one item of Class A evidence of birth, marriage or death or two items of Class B evidence, as prescribed in the vital statistics regulations. An example of Class A evidence of birth is a copy of the hospital record of the birth certified by a competent hospital official, and an example of Class B evidence of birth is a letter or telegram addressed to either or both parents setting out the date of the birth and dated not more than one month later.

If the Director is satisfied that it is not practicable to obtain proof by any of these methods, he may require the Advisory Board to make an investigation into the facts by taking evidence on oath and receiving such documentary evidence as may be available, and may accept its findings as proof.

As before, allowances are to be paid by cheque, monthly in arrears, from the first day of the month following the month in which the allowance is granted. The Director may now permit payments to begin on an earlier date where an allowance is not granted until after the month in which the application was received, due to circumstances beyond the control of the applicant. He may fix the date, but it may not be before the date the application was received or more than three months before the date on which he makes the grant, whichever is later.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

The growth of the Saskatchewan oil and gas industries has led to changes in the apprenticeship program. The schedule of designated trades under the Apprenticeship and Tradesmen's Qualification Act was amended to add the trade of pipe-fitting, which is defined to include gas-fitting. At the same time the existing definition of the plumbing trade was widened to include gas-fitting. Thus provision is made for both apprentice pipe-fitters and apprentice plumbers to receive training in gas-fitting.

The new trade of "pipe-fitting" is defined as the installing, maintaining, altering or repairing of any system of piping or part

of a system, excluding any work designated as the "plumbing" trade, and, as noted above, including the installing, maintaining, altering or repairing of any gas installation or equipment to which the Gas Inspection and Licensing Act applies.

As before, "plumbing" covers the installation, fitting, altering or repairing of water or soil pipes, rain water leaders, baths, water closets and other sanitary and fire protection apparatus, including the junctions to the mains and sewers and the connecting of tanks to mains and sewers. To this definition has been added "the installing, maintaining, altering or repairing of any gas installation or equipment to which the Gas Inspection and Licensing Act applies".

Further amendments to the schedule of designated trades made by proclamation of October 16, gazetted October 24 and effective November 14, substituted the term "gas welding" for "oxyacetylene welding" and changed the definitions of this trade and the electric arc welding trade so that they no longer exclude welding on any boiler, pressure vessel or pressure piping which is subject to inspection under the Boiler and Pressure Vessel Act or regulations.

The general regulations, trade regulations and forms under the Act were replaced by new regulations approved by O.C. 2120/53 on October 16, also effective November 14. Trade rules are laid down for the newly-designated pipe-fitting trade and provision is made for training in gas-fitting in the plumbing trade.

Registration is now obligatory for any employer who engages tradesmen in most designated trades, whether or not the employer himself is engaged in the trade. Previously, only employers engaged in the trades were required to register annually.

Trade Rules

The trade regulations issued for the pipe-fitting trade follow the pattern of regulations for the other trades. The trade is considered a branch of the Plumbing and Pipe-fitting Trade. The fee for any examination is \$5 plus the cost of material. Before obtaining a certificate of journeyman's status, a person must work a minimum of 10,000 hours, including time credits for appropriate trade training.

Fees for the renewal of certificates of status in the trade are to be paid September 1 in the year in which they fall due.

The ratio of registered apprentices to journeymen is one to three, but where an employer employs either one or two journeymen one apprentice may be

employed. The ratio is one to three in all the designated trades except the electrical trade, where the ratio is one apprentice to each journeyman, the sheet metal trade, where it is one to two, and the barbering and beauty culture trades where the ratio, previously one to three, is now one to one.

Amendments to the regulations for both the beauty culture and barbering trades raise apprentice wages to the level of the current minimum wage applicable in the area where the apprentice is employed. An apprentice in the beauty culture trade may not receive less than the minimum wage. An apprentice barber may not receive less than the minimum wage or 60 per cent of gross earnings, whichever is the greater. The present minimum wage rate is \$26 a week in cities and the nine larger towns and \$24.50 in the rest of the province. The former rates in the barbering trade for four six-month periods of apprenticeship were as follows: \$18 a week for the first six months; \$18 a week or 50 per cent of the apprentice's gross earnings, if greater, for the second; \$21 or 55 per cent of gross earnings, if greater, for the third; and \$25 or 60 per cent of gross earnings, if greater, for the fourth. Former rates in the beauty culture trade were: \$18 a week for the first six months; \$18 or 40 per cent of the apprentice's gross earnings for work on permanent waves and 60 per cent of his gross earnings for all other work for the second six months; \$21 or the above percentage rates, for the third; and the current minimum wage or the above percentage rates for the fourth.

Another amendment with respect to wages in the electrical trade sets the regular rate of wages of an apprentice in the last 2,000 hours of his apprenticeship period at 70 per cent of the journeyman's prevailing rate rather than 75 per cent, as previously.

Fees for examinations in several trades were changed slightly. In both branches of the welding trades, the fee to be charged in addition to the \$5 examination fee is \$1 for each test weld rather than "the cost of any material supplied to the candidate for such examination". A practical test is now specifically included in examinations in the motor vehicle body repair trade. The fee for an examination in this trade remains \$10. In the bricklaying trade, the \$5 examination fee now applies to either a written or a practical examination.

As previously, every tradesman in, or within a five-mile radius of, any city or the towns of Estevan and Melville who is engaged in barbering, beauty culture, carpentry, plumbing or motor vehicle

mechanics repair must hold a certificate of his status in the trade, and may not work at his trade unless he holds the required certificate.

General Regulations

A few changes were made in the general regulations. The regulations specify that contracts of apprenticeship existing before the new regulations came into force continue in effect, subject to the new regulations. It is now provided that, when the Director has approved and registered a contract, the apprentice shall receive a certificate of apprenticeship valid during the term of the contract. When he has obtained a certificate of journeyman's status in his trade, he is to receive a certificate indicating that he has successfully completed his apprenticeship.

No fee is required for any trade test or examination during the apprenticeship period, but an apprentice must pay the required fee for a trade examination for a certificate of status. If no fee is specified in the general or trade regulations for any examination, a fee of \$5 is to be paid.

As before, a person required to hold a certificate of status who has not had opportunity to take an examination or satisfies the inspector that he has good reason for not taking the examination may be granted a permit or temporary certificate of status. This temporary certificate will remain in effect until the date of any examination the person is notified to take. Previously, it expired 30 days after the person was notified of the examination.

The period during which a person may file an appeal protesting against the status granted to him has been lengthened from five days after receiving the certificate to 60 days. The notice of appeal and the required fee must be sent to the Director, who will refer the appeal to an examining board. The fee for the appeal remains \$25 and a fee must be paid for any examination taken in connection with an appeal. The latter fee as well as the former may now be refunded to an appellant if he is granted a higher certificate as a result of the appeal.

As before, a certificate of status must be posted in the holder's place of business. Both the employer and the employee are now held responsible for its posting.

Previously, an employer in any designated trade except the electrical trade was required to register each year during the month of January and to pay a registration fee of \$2 plus an additional \$2 for each of the average number of tradesmen employed by him in the preceding year. This requirement has now been extended to any employer who engages tradesmen in any one of the designated trades, excluding the painting, plastering or electrical trades, whether or not he himself is engaged in the trade. The same fee is payable where an employer ceases to employ tradesmen after employing them for less than a year.

A tradesman's annual licence issued under any other Act in the province authorizing the holder to work at a designated trade is considered a valid certificate for the purpose of these regulations. Formerly, this provision applied only to journeymen's licences under the Electrical Inspection and Licensing Act.

Saskatchewan Hours of Work Act

The Saskatchewan Hours of Work Act, which earlier this year was extended to apply to the entire province (L.G., Aug., p. 1191), has now been declared not to apply to any occupation engaged in in the portion of Saskatchewan north of Township 62, with the exception of the village of Creighton, the hamlet of Lac la Ronge, and in each case a five-mile radius. The main occupations in this region, which lies in the northern third of the province, starting somewhat north of 54° latitude, are fishing, hunting and mining.

The Act limits working hours to eight in a day and 44 in a week unless overtime at the rate of time and one-half is paid for any longer time worked. These restrictions on hours have been relaxed to some extent, however, by regulation permitting a 48-hour week to be worked in smaller centres.

The order was approved by O.C. 2050/53 on October 2 and gazetted October 9.

Canadian manufacturers employed a record 1,273,187 persons last year, compared with 1,258,375 in 1951. And, the Dominion Bureau of Statistics reports, for the sixth straight year the value of products manufactured in Canada rose to a new high level, climbing to \$16,915,215,000, a sum of \$523,028,000 greater than 1951's peak of \$16,392,187,000.

Unemployment Insurance

Report of Unemployment Insurance Advisory Committee for 1952-53

Special review of cases that remain on unemployment insurance benefit for several months is recommended to ascertain whether counselling, training or retraining would help them find suitable employment. Fund is adequate to meet any foreseeable conditions, Committee reports

The problem of claimants who remain on unemployment insurance benefit for long periods was discussed by the Unemployment Insurance Advisory Committee at its last meeting. The members felt that further studies should be made of the employment and claim records of long-term claimants, with a view to determining more accurately what their particular problems are and to better assist in their rehabilitation.

The Committee called attention to the desirability of extending the Commission's counselling facilities to this end.

The Committee was of the opinion that the Unemployment Insurance Fund is adequate to meet any foreseeable condition.

Established under the provisions of the Unemployment Insurance Act, the Advisory Committee's chief function is to keep a close watch on the financial condition of the Unemployment Insurance Fund and to report its findings each year. If the fund is found to be either insufficient or more than sufficient to discharge its obligations the Committee may make such remedial recommendations as it may deem necessary.

The Advisory Committee consists of a chairman, four members appointed after consultation with organizations representative of employers and an equal number after consultation with organizations representative of employed persons.

The Committee's report for the fiscal year 1952-53 was tabled in the House of Commons at the opening of the present session of Parliament. Following is the text of the report:—

To His Excellency

The Governor General in Council:

1. Section 84(1) of the Unemployment Insurance Act requires the Unemployment Insurance Advisory Committee to report not later than July 31 each year on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

2. The Committee met on July 14 and 15 and received from the Unemployment Insurance Commission financial and statistical

statements for the year ending March 31, 1953. These reports were supplemented by further information and explanations, by a report from the Actuarial Adviser, Department of Insurance, and by statistical data from the Dominion Bureau of Statistics.

3. The Committee noted with appreciation that the amendment to the Act continuing the payment of benefit to those who became ill, injured or quarantined during periods of unemployment had been approved by Parliament and had been proclaimed effective August 3 next. It draws attention to the recommendation contained in its letter to the Minister of Labour, dated April 28, 1953, as follows:—

“The Committee is aware of the fact that demands have been made for a much more extensive plan of coverage for periods of incapacity. For the time being, and for the purpose of gaining experience in the administration of an income maintenance scheme during periods of incapacity, it is recommended that the above amendment be adopted.

“The Committee further recommends to the Government: That the Unemployment Insurance Commission investigate various plans for income maintenance during incapacity and report on the feasibility of such plans forming part of the unemployment insurance scheme, showing in particular the costs thereof, which would in turn depend upon establishment of waiting periods, the duration of benefits, types of incapacity to be covered.”

The Unemployment Insurance Commission advised the Committee that, as far as practicable, careful records would be maintained in order that the effect of the amendment will be known and such records will be given careful scrutiny by the Committee at later meetings.

4. The balance at the credit of the Unemployment Insurance Fund at March 31, 1953, was \$851,585,164.66, an increase of \$73,386,000 in the twelve-month period. This compares with an increase of \$113,000,000 in the fiscal year 1951-52 and \$82,000,000 in the fiscal year 1950-51.

5. The whole fund, except for immediate cash requirements, is invested in obligations of or guaranteed by the Government of Canada. These investments are carried on the balance sheet at cost (less amortization of premium and discount), which is approximately \$33,519,000 greater than the market value at March 31. The average investment yield is 2.92 per cent compared with 2.75 per cent for the previous year.

6. The total revenue for the year was \$209,207,051.84 made up of:—	
Employer and Employee Contributions	\$153,287,744.14
Department of Veterans Affairs for Veterans of World War II, Special and Regular Forces	1,896,850.89
Government Contribution ...	31,035,633.43
Income from Investments and Fines	22,986,823.38
	\$209,207,051.84

This represents an increase in total revenue of \$5,424,000 over the previous year.

The Committee call special attention to the very satisfactory income from investments.

7. The total benefit payments in 1952-53 were \$135,821,000, an increase of \$45,657,000 over the previous year. Of this increase \$43,254,000 was in regular benefits and \$2,403,000 in supplementary benefit. The number of benefit days paid per insured person increased from 10.9 to 13.7; the average daily rate increased from \$2.58 to \$2.95, and unemployment increased from 4.93 per cent of insured population to 5.76 per cent.

It is of special interest to note that almost 50 per cent of the benefit payments were required during the months of January, February and March. The total payments during these three months of 1953 amounted to \$63 million. Undoubtedly the payment of benefits during the seasonal unemployment period greatly eased the payments of municipalities for assistance.

8. The ratio of benefit payments to ordinary contributions in the last four years is as follows:—

1949-50.....	71.2
1950-51.....	65.7
1951-52.....	53.4
1952-53.....	79.9

While this ratio is high in a year of comparatively good employment conditions, the Committee is of the opinion that the fund is adequate to meet any foreseeable conditions.

9. The Committee heard special representations made on behalf of the Canadian Congress of Labour. The Committee dealt with the recommendations of the Canadian Congress of Labour by:—

(a) deciding to advise the Congress that Item 12 of the recommendations proposing that special arrangements be made for immigrants was a matter which did not come within the competence of the Committee; and

(b) by accepting the assurance by the Unemployment Insurance Commission that the proposals would be studied and reported upon at a later meeting of the Committee.

10. Special attention might be called to paragraph 7 of the Canadian Congress of Labour submission asking that coverage be extended to excepted employments. This, of course, is a matter which is under continuous study by the Commission with the object of extending coverage whenever administratively feasible. In this connection I was directed by the Committee to respectfully call attention to the previous recommendations proposing that certain

hospital employees be brought within the terms of the Act with the request that the recommendations in this connection be again reviewed.

11. The actuarial adviser, Mr. A. D. Watson, brought to the attention of the Committee the matter of the increase in the percentage of claimants who remained on unemployment insurance benefits for many weeks. Out of the discussion on this point a recommendation developed proposing that the Unemployment Insurance Commission make a special review of cases which remain on unemployment insurance benefits for several months, while general employment is relatively high, so that the claimant's problem of obtaining suitable employment be studied with a view, where necessary, to possible rehabilitation through the counselling services of the Commission or by vocational training or re-training. The Commission assured the Committee that it was developing procedures along this line as far as its appropriation permitted. The Committee respectfully calls attention to the desirability of providing means for carrying out counselling.

12. The Commission proposes to submit to you recommendations to amend present benefit regulations dealing with moneys received by insured workers at or subsequent to termination of employment, and with holiday pay.

Under the proposed regulations the following types of payment would be considered as applying to periods *prior to* termination of employment and would be ignored for purposes of benefit moneys received:—

(a) under a retirement, superannuation, or pension fund or plan;

(b) augmenting, or in substitution of, a pension (e.g. where employee too old when pension plan put into effect);

(c) for the payment of overtime worked prior to termination;

(d) for statutory holidays and Sundays on which the employee worked;

(e) under a profit-sharing plan;

(f) incentive bonus where payment was contingent upon the worker, or his shift, making a certain production quota, e.g. an addition to the hourly rate, or, as in the case of lake seamen, so much additional for each trip completed, or bonus for completing the season, paid at the end of the season;

(g) severance pay received in a lump sum;

(h) a bonus or a gratuity with or without a relationship to wages paid in a lump sum on termination of employment;

(i) holiday pay received at termination for holidays not taken.

The following types of payment would be considered as applying to a period *subsequent to* termination and benefit would be withheld for the period concerned:—

(a) retention bonus paid in consideration of the employee resuming employment with the paying employer at the commencement of the next season;

(b) full salary continued after separation, whether under a contract of service or the gratuitous act of the employer;

(c) payments continued after separation at a lower rate than previous wages or

salary, provided that they amount to 75 per cent or more of salary. If less, such payments would be ignored, but where taken into account they might or might not be prorated;

(d) payments made under a guaranteed wage plan;

(e) retirement leave credits, such as paid by the federal Civil Service;

(f) payments in lieu of notice.

The present regulations governing holiday pay would be changed so that the Commission *would pay no benefits* during the first week of a holiday shutdown and would disregard both holiday pay received on termination and holiday pay credited in a number of provinces by means of vacation

stamps. Benefit would still be paid for a general holiday in excess of one week for which no holiday pay is received.

The Committee joins the Commission in recommending that the above changes be made.*

Respectfully submitted.

A. MACNAMARA,
Chairman.

July 15, 1953.

Members of Committee

S. D. C. Chutter

James Hunter

F. G. H. Leverman

H. Shoobridge

Percy Bengough

J. L. D. Ives

Jean Marchand

Sam Wolstein

*The Regulations have been amended along these lines (L.G., Nov. 1953, p. 1660).

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance higher in September. Statistics* show claims during month, 85,623, were 11,571 more than during August

Initial and renewal claims for unemployment insurance benefit were higher in September. The Dominion Bureau of Statistics monthly report on the operation of the Unemployment Insurance Act shows that claims filed in local offices across Canada during the month totalled 85,623, compared with 74,052 for August and 64,703 for September 1952.

Ordinary claimants on the live unemployment register on September 30 numbered 119,381 (85,089 males and 34,292 females), compared with 111,287 (78,491 males and 32,796 females) on August 31 and 92,627 (62,324 males and 30,303 females) on September 30, 1952. On September 30, 1953, short-time and temporary lay-off claimants numbered 16,535 and 6,692 respectively.

During September adjudicating officers disposed of initial and renewal claims on behalf of 84,185 claimants, of whom 64,981 were entitled to benefit and 19,204 were not entitled. Chief reasons for non-entitlement to benefit were: "benefit year not established" 7,443 cases; and the following disqualifications (including 4,297 on revised claims) "voluntarily left employment without just cause" 4,891 cases; "not unemployed" 4,640 cases (in 69 per cent of these cases, the duration of the disqualification period was six days or less); and "not capable of and not available for work" 1,505 cases.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

During September, 55,802 persons began receiving benefit payments, compared with 49,268 during August and 43,167 during September 1952.

Benefit payments amounted to \$6,739,427 in respect of 2,230,702 compensated days (including 22,827 disability days) during September, compared with \$6,408,827 in respect of 2,138,224 days (including 6,452 disability days) during August and \$5,710,886 and 1,933,547 days during September 1952.

For the week September 26-October 2, a total of 92,535 beneficiaries received \$1,560,169 in compensation for 513,560 unemployed days (of which 6,325 were disability days), in comparison with 87,367 beneficiaries who received \$1,483,305 in compensation for 496,690 days (of which 3,685 were disability days) during the week August 29-September 4. For the week September 27-October 3, 1952, a total of \$1,242,698 was paid to 74,309 beneficiaries in respect of 420,113 days of unemployment.

The average daily rate of benefit for the last week of September was \$3.04 com-

*See Tables E-1 to E-6 at end of book.

pared with \$2.99 for the last week of August and \$2.96 for the corresponding week last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month show that insurance books

or contribution cards have been issued to 4,241,978 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1953.

At September 30, employers registered numbered 251,468, an increase of 1,174 during the month.

Decisions of the Umpire under the Unemployment Insurance Act

Digest of two selected decisions rendered by the Umpire

Decision CU-B 900, February 17, 1953

Held: *That a married woman had not established good cause within the meaning of Section 40 of the Act for having failed to accept an offer of employment in her usual occupation at a rate of pay higher than that which prevailed in the district on the ground that "wanting to have a family" she could not promise to remain in the prospective employment for a reasonable period of time.*

Material Facts of Case—The claimant, married, 27 years of age, filed an initial application for benefit on July 2, 1952, and stated that she had worked for a large oil company as a comptometer operator from August 1947 to June 30, 1952, when she voluntarily left because she could not get along with her supervisor. Her rate of pay was \$225 a month. The employer reported that the claimant resigned of her own accord. The insurance officer disqualified her from the receipt of benefit for a period of six weeks on the ground that she had voluntarily left her employment without just cause (Section 41(1) of the Act).

On September 2, 1952, the local office notified her of permanent employment as a comptometer operator with a large manufacturer of safety razors at a wage of \$40 a week. According to the submissions the prevailing rate of pay in the district for that type of work was \$35 a week. The hours of work were from 8:30 a.m. to 4:45 p.m., five days a week. She refused to accept the employment because she wanted temporary work only.

The insurance officer disqualified the claimant from the receipt of benefit for a

period of six weeks because she had, without good cause, failed to accept a situation in suitable employment within the meaning of Section 40(1) (a) of the Act.

In her appeal to a court of referees, the claimant stated that when she applied for the job, the employer informed her that if she would not agree to accept the employment for at least six months or a year he would not hire her. She told him that being a married woman and intending to raise a family she could not promise to work that long.

The court of referees which heard the case unanimously allowed the appeal on the ground that the claimant had acted in good faith inasmuch as she had since accepted work at the same wage offered, viz: \$40 a week.

The insurance officer appealed to the Umpire.

Conclusions—I cannot agree with the stand taken by the court of referees in this case.

The Unemployment Insurance Act was not enacted with a view to providing benefit to claimants who show an indifferent attitude towards the labour field and are only ready to accept employment on their own terms.

If under the Act a claimant has a right to refuse any offer of employment which is not suitable, an employer has the correlative right to require a prospective employee to give him some assurance that he will stay in his employ for a reasonable period of time.

In the present case the claimant threw herself out of a job and two months later refused to accept an offer of employment in

her usual occupation at a higher rate of pay than that which prevailed in the district, on the ground that being a married woman and wanting to have "a family" she could not promise to remain in the prospective employment for a reasonable period of time. Such excuse does not come within the purview of "good cause" within the meaning of Section 40 of the Act.

For those reasons the appeal is allowed and the disqualification previously imposed by the insurance officer is hereby reinstated as from the date that this decision is communicated to the claimant.

Decision CU-B 904, February 18, 1953

Held: *That the claimant, a resident of Canada for the past two years, had shown good cause for having delayed in filing her claim for benefit inasmuch as there was some doubt that, upon registering for employment, she had received all the necessary information pertaining to her benefit rights and there were good reasons to believe that she had proved that she was unemployed and available for work during the period for which she had requested her claim to be antedated.*

Material Facts of Case—The claimant, widowed, 45 years of age, was employed by a retail silk shop as a sales clerk at a wage of \$35 a week from December 18, 1951 to March 29, 1952.

On August 5, 1952, she filed an initial application for benefit and stated that she had to leave the said employment because of illness; that she had been hospitalized from March 30, 1952 to May 19, 1952, and that she had been available for work since July 9, 1952. On August 5, 1952, also, she applied to have her claim antedated to July 9, 1952, on the grounds that having come to Canada from England two years ago she was under the impression that the Canadian Act in respect to unemployment insurance was the same as the British Act whereby she had to have "two full years stamps" and that although she had been reporting to the local office since July 9, nobody had acquainted her with her benefit rights under the Canadian Act. The local office commented that she should have shown more interest in the matter of her rights under the Act inasmuch as unemployment insurance deductions had been made from her earnings.

The insurance officer did not approve the application to antedate because the claimant had not shown good cause for having delayed in filing her claim for benefit (Benefit Regulation 13 and Section 36(6) of the Act).

The claimant appealed to a court of referees, which, after having heard her, reversed the decision of the insurance officer by a majority finding which reads:—

While it is recognized that she has signed UIC 701, Application for Employment, November 8, 1950 (on which appears the statement; "I have been informed of my Unemployment Insurance Benefit rights"), the majority members are inclined to agree with her emphatic statement that she did not receive a pamphlet. The majority members are of the further opinion the responsibility of seeing that each applicant receives this proper information and believe that the onus of the responsibility rests on the employees of this Commission to see that this proper information is given. The employer representative wishes at this time to give the following recommendation:— Having served on the court of referees for a number of years there has often been some doubt in my mind whether the employee has had all the information necessary pertaining to their benefit rights under the Unemployment Insurance Act. While at times they have signed as to having received information on card UIC 701, there is nothing definite as to what information was given. I would therefore recommend that clause 42 of the Employment card which reads as follows: "I have been informed of my Unemployment Insurance Benefit Rights" be changed to read as follows: "I have been given printed information pertaining to my Benefit Rights as well as having been informed verbally". I feel that if the employee signs their card printed in this manner then there should be no doubt with what has been placed in their hands of the information necessary and that there would be no reason for them to be ignorant of the regulations.

The insurance officer appealed to the Umpire on the ground that ignorance of the provisions of the Act was not good cause for delay in making a claim for benefit.

Conclusions—It is true that it has been stated in many decisions that ignorance of the provisions of the Act is not "good cause" for delay in making a claim for benefit, the reason being that the Act has been in effect for several years and, as it has had a good deal of publicity, insured persons should be aware of their rights and of the procedure to be followed when they are unemployed. However, exceptions can be made to that rule the same as to any other rule when exceptional circumstances warrant it (see CU-B 499).

This case is different to the usual run of cases which have to do with requests for antedating claims.

The claimant came to Canada in the summer or fall of 1950 and registered for work on November 8, 1950. It would appear that shortly thereafter she obtained

employment and worked up to March 1952, when she had to leave her job because of illness. On July 9, 1952, she reported to the local office and again registered for employment. According to form UIC 701C, she was interviewed at the local office on July 25, 1952, at which time an entry was made on the aforementioned form to the effect that she had "put her name in at.... and at the" and that she was trying to obtain employment through her own efforts. On August 5, 1952, she apparently became aware of her rights under the Act and filed a claim for benefit.

In decisions dealing with cases of antedating of claims for benefit my predecessor and I have always implied that the questions of a claimant's unemployment and availability for work during the period for which he requests an antedate are of primary importance.

In the light of the evidence on file there are good reasons to believe that this claimant has proved that she was unem-

ployed and available for work during the period for which she is requesting her claim to be antedated.

Furthermore, there is some doubt in my mind as to whether or not the fact that, upon registering for employment in 1950, she attached her signature underneath the printed statement on Form UIC 701C "I have been informed of my Unemployment Insurance Benefit Rights" is conclusive proof that she received all the necessary information pertaining to her benefit rights. It may be that the suggestion made by the employers' representative on the court could be of valuable assistance in determining cases of this kind and no doubt the Commission will give to it due consideration.

In any event I feel that the circumstances of this case are such that they warrant a finding that the claimant has shown good cause for delay in making her claim for benefit within the meaning of Section 36(6) of the Act.

The appeal is dismissed.

U.S. Advisory Council Recommends Study of Adequacy of Unemployment Insurance Benefits

A national study of how unemployment insurance beneficiaries in the United States are faring on the present scale of benefits is being made by the Bureau of Employment Security, U.S. Department of Labor, it has been announced by Secretary of Labor James P. Mitchell.

The study was recommended by the Federal Advisory Council at meetings October 26 and 27. (The report of Canada's Unemployment Insurance Advisory Committee, tabled in the House of Commons at the opening of the present session, is printed above, p. 1819.)

According to Secretary Mitchell's announcement, the purpose of the study will be to obtain the factual information required to evaluate unemployment insurance payments in terms of their adequacy to meet the basic objectives of the program.

The study, in which state employment security agencies are co-operating, will try to ascertain whether the benefits paid unemployed workers are adequate to tide them over temporary periods of unemployment.

"As a first step, the Bureau, in co-operation with state employment security agencies and with the assistance of technicians from a number of other federal agencies, is arranging a pilot study in one or more labour market areas," the announcement said.

"Upon completion of the pilot study, arrangements will be made to conduct the national survey."

Mr. Mitchell's announcement explained that when the unemployment insurance program began, it was assumed that weekly payments amounting to 50 per cent of the worker's wages would cover the costs of basic necessities without requiring him to draw upon other resources. In 1939, weekly benefits amounted to about 40.8 per cent of average weekly wages. In 1952 they averaged 33 per cent of average weekly wages.

The Advisory Council also:

Appointed a committee to conduct a study of the unemployment problems of older workers and measures that can be taken to meet them.

Adopted a report recommending certain principles that should govern the penalties imposed for disqualifying actions by unemployment insurance claimants.

Recommended that the federal unemployment tax be amended to permit the states to assign reduced tax rates to new or newly-covered employers after one year of experience, instead of after three years, as at present.

Labour, management and the public are represented on the Advisory Council.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during October

Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 141 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 142 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded for the manufacture of supplies and equipment during October are set out below:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.:		
(Building and Maintenance).....	2	\$ 89,457.00
Defence Production:		
(August Report)	131	1,160,983.00
(September Report)	138	872,761.00
Post Office	11	229,308.95
Public Works	5	58,967.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no employee shall be discriminated against because of his race, national origin, colour or religion, nor because the employee has made a complaint with respect to such discrimination.)

Wage Claims Received and Payments Made during October

During October the sum of \$534.03 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 41 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Halifax N S: Blunden's Supplies, alterations to CMHC office bldg. *Saint John N B:* Bruce E Lawson Construction Ltd, covering & waterproofing rear stairways, Rifle Range. *Ajax Ont:* Marino Construction Co, construction of watermain. *Deep River Ont:* H J McFarland Construction Co Ltd, construction of ground services; Hill-Clark-Francis Ltd, construction of houses. *Fergus Ont:* Mayfarm Nurseries, *supply & planting of trees & shrubs. *Fort William Ont:* W Jones, landscaping. *Galt Ont:* Mayfarm Nurseries, *supply & planting of trees & shrubs. *Guelph Ont:* Mayfarm Nurseries, *supply & planting of trees & shrubs. *Hespeler Ont:* Mayfarm Nurseries, *supply & planting of trees & shrubs.

Kitchener Ont: Mayfarm Nurseries, *supply & planting of trees & shrubs. *North Bay Ont:* Peerless Construction Ltd, paving of roads, parking areas & driveways; Peerless Construction Ltd, paving of roads, parking areas & driveways. *Waterloo Ont:* Mayfarm Nurseries, *supply & planting of trees & shrubs. *Winnipeg Man:* Ted Dallman, *resurfacing concrete basement floors. *Penhold Alta:* Borger Bros Ltd, installation of sewer & water services; Glencoe Engineering & Construction Co Ltd, construction of houses. *Vancouver B C:* Pyke & White Construction Co Ltd, construction of apartment bldgs, boiler house, etc.

Defence Construction (1951) Limited

Greenwood N S: Cameron Contracting Ltd, supply & installation of underground steam distribution system. *Halifax N S:* Standard Construction Co Ltd, installation of refrigeration, Central Victualling Depot; Standard Construction Co Ltd, dismantling of Westmount drill hall & re-erection as a boathouse storage bldg. *Bagotville P Q:* R E Stewart Construction Corporation, construction of telecommunication bldg. *Parent P Q:* Pentagon Construction Co, completion of residual construction & related work. *Quebec P Q:* Provincial Engineering Ltd, installation of converter rooms & steam supply system, The Citadel. *St Hubert P Q:* Frank Lapan Ltd, extensions to water & sewer services. *Senneville P Q:* Atlas Construction Co Ltd, completion of residual construction & related work. *Valcartier P Q:* Cartier Construction Ltd, clearing training areas, military camp. *Val D'Or P Q:* Hill-Clark-Francis (Quebec) Ltd, erection of central

heating plant & installation of steam distribution system. *Ville La Salle P Q:* Quebec Excavators Co Ltd, supply & installation of concrete pipe; Beaver Construction Co Ltd, construction of concrete retaining wall. *Barriefield Ont:* McGinnis & O'Connor Ltd, construction of roads, grading & site finishing. *Foymount Ont:* Angus Robertson Ltd, construction of guard house, gatehouse, etc. *Kingston Ont:* Olmstead & Parker Construction Co Ltd, erection of training bldg, CASC. *London Ont:* Provincial Engineering Ltd, construction of outdoor sub-station & electrical distribution system, No 27 COD. *Petawawa Ont:* H J McFarland Construction Co Ltd, improvements to roads & drainage system. *Ramore Ont:* Steel Co of Canada Ltd, construction of security fencing at operations area. *Stratford Ont:* J V McDonnell Electrical Construction Co Ltd, replacement of existing electrical system. *Trenton Ont:* W H Yates Con-

struction Co Ltd, construction of photographic bldg. *Uplands Ont*: Dickson Larkey Welding & Steel Construction Co Ltd, installation of remaining component parts of bulk fuel storage, RCAF Station. *Winona Ont*: Detroit River Construction Co Ltd, construction of permeable groynes. *Shilo Man*: Pearson Construction Co Ltd, construction of chapel. *Edmonton Alta*:

Wilson & Wilson Ltd, installation of storm sewer system & appurtenances. *Namao Alta*: P W Graham & Sons Ltd, construction of fire hall; P W Graham & Sons Ltd, construction of garage. *Holberg B C*: Marwell Construction Co Ltd, completion of residual construction & related work. *Kamloops B C*: Biltmore Construction Co Ltd, construction of fire hall.

Building and Maintenance

Chatham N B: Caldwell Construction Co Ltd, renovations & conversion of barrack block No 9, RCAF Station. *Fredrickton N B*: Stirling Electric Ltd, dismantling of existing electric power pole line & replacing same with new system, St Anne's Point Barracks. *Lachine P Q*: Shore & Horwitz Construction Co Ltd, rehabilitation of ablution areas, RCAF Station. *Montreal P Q*: John Colford Contracting Co Ltd, removal of boilers, & supply & installation of upright steel fire box boilers, 4185 Cote des Neiges Road. *Quebec P Q*: Frs Jobin Inc, repairing & waterproofing of fortification walls, The Citadel. *Ottawa Ont*: Dominion Steel &

Coal Corporation Ltd, supply & erection of security fence, No 26 Central Ordnance Depot, Plouffe Park. *Rockcliffe Ont*: W O Pickthorne & Son Ltd, alterations & additions to fire alarm system, RCAF Station. *Trenton Ont*: Hugh Murray Ltd, extension to bldg, RCAF Station. *Rivers Man*: Ideal Decorating Co, interior painting of hangars & exterior painting of married quarters, RCAF Station. *Prince Albert Sask*: P W Graham & Sons Ltd, construction of sub-ceiling in drill hall, Armoury. *Vancouver B C*: Vancouver Pile Driving & Contracting Co Ltd, repairs to dock, No 2 Supply Depot.

National Harbours Board

Halifax Harbour N S: Butler Bros Ltd, construction of longshoremen's canteen; Gunite & Waterproofing Ltd, repairs to concrete cope wall, Pier B. *Saint John*

Harbour N B: Standard Dredging Co Ltd, maintenance dredging at deep water berths. *Three Rivers Harbour P Q*: Cap Construction Ltd, reconstruction of shed.

Department of Public Works

St John's Nfld: Newfoundland Engineering & Construction Co Ltd, supply & installation of cabinets, counters, shelves, etc, Gateacre Bldg; Newfoundland Engineering & Construction Co Ltd, repairs, painting, etc, to brickwork, General Post Office. *St Lawrence Nfld*: Mannix Ltd, *dredging. *Stephenville Nfld*: Byers Construction Co Ltd, erection of public bldg. *Alberton P E I*: M F Schurman Co Ltd, construction of RCMP Detachment Bldg. *Bayfield N S*: Lincoln Construction Co Ltd, wharf repairs. *Chegoggin Dyke N S*: Kenney Construction Co Ltd, breakwater repairs. *Glace Bay N S*: Stephens Construction Ltd, construction of RCMP Detachment Bldg. *Halifax N S*: Foundation Maritime Ltd, alterations & improvements, federal bldg; Salsman & Sons Ltd, interior painting, Old Post Office Bldg. *Havre au Bouche N S*: R A Douglas Ltd, wharf repairs. *Lower Sandy Point N S*: Atlantic Bridge Co Ltd, breakwater-wharf repairs. *Malagash N S*: J P Porter Co Ltd, *dredging. *Clair N B*: Gagnon Bros, construction of customs & immigration bldg & site development. *Bonaventure P Q*: Bert Dimock, wharf improvements. *Grind-*

stone (Cap aux Meules) P Q: Capt Borromee Verreault, erection of public bldg. *Lachute P Q*: Paul Lafleur, alterations & addition, public bldg. *Montreal P Q*: Richard & B A Ryan Ltd, improvements to bldg—170 Jean Talon & Waverley Sts for UIC Offices; J J Shea Co Ltd, repairs to stonework, etc, Dept of Public Works Bldg, 150 St Paul St West; C J Dryden Co Ltd, supply & installation of duplicate system to maintain water pressure on upper floors of Postal Station "B". *New Carlisle P Q*: Bert Dimock & Herbert McLellan, *dredging. *Oka P Q*: Theode Robidoux, *dredging. *Phillipsburg P Q*: Elzear Cournoyer, wharf repairs. *Pointe au Pic P Q*: Rosario Lapointe, wharf repairs. *Quebec P Q*: Louis Frenette, pipe tunnel installations—Marine Stores bldg. *Roberval P Q*: Roland Cote, erection of public bldg. *Sts-Martyrs (Lac Nicolet) P Q*: Geo H Roberge & Fils Inc, construction of wharf. *Sept Iles P Q*: J E Richard & J Vigneault, wharf repairs. *Sorel P Q*: Lucien Lachapelle, *dredging; Gerard Lagimoniere, replacement of roofing on sheds Nos 1 & 2 (Dock No 2); Lucien Lachapelle, construction of steel sheet

piling retaining walls. *Amherstburg Ont*: McQueen Marine Ltd, construction of steel pile retaining wall at inner end of marine slip. *Arnprior Ont*: M Sullivan & Son Ltd, alterations, improvements & new bldgs for Civil Defence College. *Burlington Ont*: Intrusion-Prepakt Ltd, repairs to breakwater. *Hudson Ont*: E L Austin, wharf repairs. *Huntsville Ont*: M Sullivan & Son, erection of public bldg. *Kempensfeldt Bay Ont*: A F Simpson Construction, reconstruction of wharf. *Kingston Ont*: Bermingham Construction Ltd, wharf reconstruction & extension (Crawford Dock). *Longlac Ont*: D H Dowell, shore protection work (Indian Reserve No 58). *Ottawa Ont*: Automatic Sprinkler Co of Canada Ltd, supply & installation of automatic sprinkler system with central station supervisory & fire alarm system, RCMP Barracks, "A" Division; B Perini & Sons Canada Ltd, construction of food & drug laboratory; A Lancton Construction Co, alterations to 2nd floor for Central Pay Office Superannuation Branch, Tunney's Pasture Storage Bldg; Wm D'Aoust Construction Ltd, alterations to Victoria Museum for Dept of Resources & Development; Otis Elevator Co Ltd, modernization of 2 passenger elevators, Parliament Bldgs, Centre Block; Wm D'Aoust Construction Ltd, alterations, National Defence Bldg "C"; E F Burgener, alterations to telephone cables, National Research Council, Sussex St; George C Graves Construction Co Ltd, alterations to 3rd floor, Confederation Bldg; Montflex Inc,

limoleum work, Victoria Museum Bldg; Smith Marble & Construction Co Ltd, *supply & delivery of marble, Parliament Bldgs. *Pointe au Baril Ont*: William Ellis, construction of floating wharf. *Silver Islet Ont*: E L Austin, wharf improvements. *Winnipeg Man*: James Beaton & Sons, replacing & enlarging present concrete paving of parking area, public bldg. *Meadow Lake Sask*: Olaf Tidfors, alterations & addition, public bldg. *Moose Jaw Sask*: Mackay Bros, interior painting, public bldg. *North Battleford Sask*: Winslow Bros, foundation repairs, Indian Hospital. *Regina Sask*: Commercial Painters & Decorators Ltd, interior painting, Federal Bldg. *Uranium City Sask*: Burns & Dutton Concrete & Construction Co Ltd, construction of two bldgs, RCMP Detachment Quarters. *Calgary Alta*: Hornstrom Bros, alterations in the basement, 102-11th Ave East. *Carway Alta*: Remington Construction Co Ltd, construction of Customs & Immigration bldg & site development. *McAdam Road B C*: Fraser River Pile Driving Co Ltd, wharf construction. *Nanaimo B C*: D Robinson Construction Ltd, alterations to Pygmy Dance Hall Bldg & Coach Lines Bldg. *Osoyoos B C*: Topping & Son, construction of RCMP Detachment Bldg. *Vancouver B C*: Allied Builders Ltd, *construction & delivery of one 12" portable suction dredge. *Victoria B C*: O Pedersen, general repairs, roadways, painting, etc, Astrophysical Observatory, Saanich Mountain.

Department of Resources and Development

Jasper National Park Alta: C Mameczasz, removal of existing bridge structure & construction of reinforced concrete bridge over the Miette River, Banff-Jasper Highway.

Department of Transport

Gander Nfld: Concrete Products (Nfld) Ltd, construction of roads in townsite area. *Dartmouth N S*: Dickie's Radio & Electrical Co Ltd, construction of airport lighting facilities. *Fredericton N B*: Bedard-Girard Ltd, installation of airport lighting facilities. *Lachine P Q*: Construction Borings Ltd, *test borings, St. Lawrence Seaway. *Cornwall Ont*: Racey, MacCallum & Associates Ltd, *test borings, St Lawrence Seaway. *Thorold Ont*: Quinte Machine & Repair Co Ltd, replacement of stairways on centre wall of flight locks, Welland Ship Canal; McNamara Construction Co Ltd, lowering & flattening slopes of west bank between Stations 927 ÷ 00 & 940 ÷ 00 & between Stations 1100 ÷ 00 & 1109 ÷ 00, Welland Ship Canal. *Welland Ont*: McNamara Construction Co Ltd, widening channel westerly & lowering

& flattening slopes of west bank of Welland Ship Canal between Stations 512 ÷ 00 and 528 ÷ 50. *Moose Jaw Sask*: North West Electric Co Ltd, construction of airport lighting facilities. *Yorkton Sask*: Hjalmarson & Einarson Ltd, construction of dwellings. *Clareholm Alta*: North West Electric Co Ltd, installation of field lighting system. *Grande Prairie Alta*: L A Frantzen & F T Johnson, construction of dwellings & related work. *Patricia Bay B C*: Premier Construction Co Ltd, runway drainage & duct installation. *Prince George B C*: City Construction Co Ltd, recapping & strengthening parking area. *Terrace B C*: Smithers Plumbing & Heating Ltd, replacement of wood stave water main; Fraser Valley Builders Ltd, construction of dwellings & radio range bldg.

Prices and the Cost of Living*

Consumer Price Index, November 2, 1953

The Dominion Bureau of Statistics' consumer price index decreased 0.4 per cent from 116.7 to 116.2 between October 1 and November 2, offsetting an increase of the same amount during the previous month.

The latest change resulted almost entirely from a decline in the food index, which moved down 1.8 per cent from 115.5 to 113.4 under the influence of a sharp drop in the price of eggs and materially lower prices for practically all meats. Prices of most other food items were about the same, the only notable changes being a decrease for grapefruit and an increase for fresh tomatoes.

These changes in food prices were in combination with normal seasonal shifts in consumption, which increased the quantities for some fresh vegetables, oranges and a few cuts of meat and decreased the quantities for fresh tomatoes, lettuce and some fresh fruits.

The clothing index remained unchanged at 110.3 as advances in men's suits and overcoats were counterbalanced by declines in women's and children's wear. The household operations component moved from 117.5 to 117.4 as scattered increases and decreases almost offset each other.

An advance of 0.3 per cent from 116.0 to 116.3 in the index of other commodities and services was mostly attributable to an increase in theatre admission fees. Higher levels for both rent and home-ownership indexes served to increase the shelter component from 124.5 to 125.0.

The index one year earlier (November 1, 1952) was 116.1; group indexes were: food 115.7, shelter 121.4, clothing 109.8, household operation 115.9 and other commodities and services 116.6.

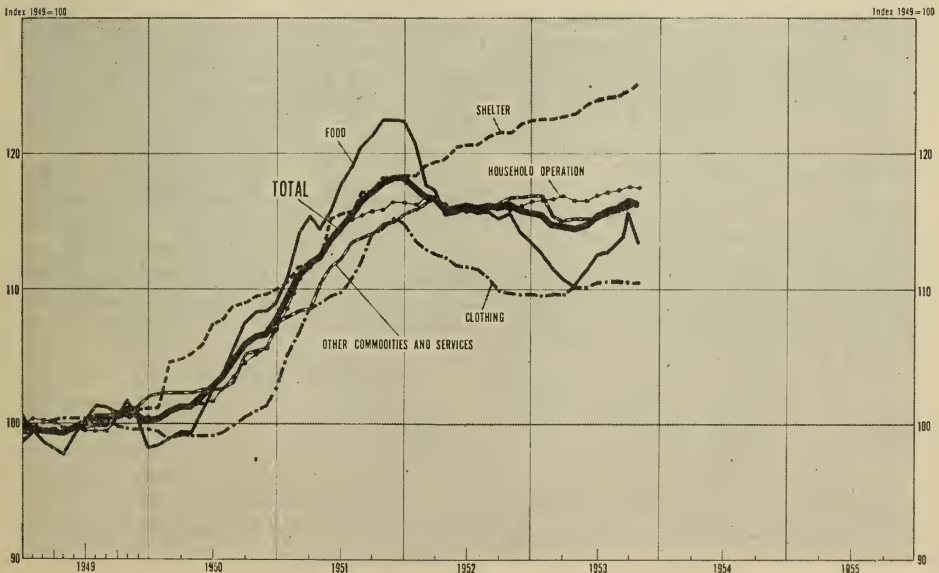
City Consumer Price Indexes, October 1, 1953

(Consumer price indexes on the base 1949=100 were released for the first time by the Dominion Bureau of Statistics for the following nine cities or city combinations: Halifax, Saint John, Montreal, Ottawa, Toronto, Winnipeg, Saskatoon-Regina, Edmonton-Calgary, and Vancouver. These indexes replace cost-of-living series covering eight cities which were discontinued with the release of the September figures. Ottawa is added in the new series and the combinations Saskatoon-Regina and Edmonton-Calgary replace Saskatoon and Edmonton, respectively.

(The index for St. John's, Nfld., remains on the base June 1951=100. Only two minor changes were made in the St. John's series, a change in name and the combination of the fuel and lighting and the home furnishings and services groups under the heading household operation.

*See Tables F-1 to F-6 at end of book.

CONSUMER PRICE INDEX FROM JANUARY 1949



(Details concerning the construction of the new indexes, as well as total and group figures by months from January 1949 to date, will be published in the October 1953 issue of *Prices and Price Indexes*.)

Eight of the ten regional consumer price indexes registered advances between September 1 and October 1. Indexes for St. John's, Nfld., and Saint John, N.B., remained unchanged, reflecting marked stability in all component groups.

Advances were concentrated mainly in foods and shelter as indexes for these two groups moved higher in all but the Maritime cities. Among foods, increases were fairly general for bacon, butter, lard, eggs, canned fruits, oranges, tomatoes and lettuce, while decreases were noted for beef, lamb, chicken and potatoes.

Changes in clothing were mixed, with indexes remaining unchanged in four cities, moving lower in four and higher in two. Fur coats moved down in all except two cities. Other coats were generally slightly higher. Further reductions in the price of nylon stockings were reported in all cities.

The household operation series was unchanged in five cities, higher in three and lower in two.

Among other commodities and services, an increase in health care was general. Only four cities, however, registered an over-all increase for the group, indexes for the remaining six cities being unchanged.

Regional consumer price index point changes between September 1 and October 1 were as follows: Montreal +0.9 to 117.4, Ottawa +0.9 to 116.4, Toronto +0.8 to 118.4, Saskatoon-Regina +0.5 to 114.3, Vancouver +0.5 to 116.7, Winnipeg +0.3 to 115.0, Halifax +0.2 to 114.0, Edmonton-Calgary +0.2 to 115.3. The indexes at St. John's and Saint John remained unchanged at 102.8 and 116.1 respectively.

Wholesale Prices, October 1953

Wholesale prices declined narrowly between September and October but showed a small rise compared with a year earlier, according to the Dominion Bureau of Statistics. This year's October index stood at 220.7 compared with 221.5 in September and 220.2 in October 1952.

Among group indexes, greatest weakness was registered by vegetable products, which dropped 1.4 per cent between September and October to 196.7 as decreases for potatoes, most grains, fresh fruits, raw rubber, sugar, and milled feeds outweighed increases in vegetable oils, cocoa beans, rye and hay.

The chemicals and allied products index declined 0.9 per cent to 173.7.

In the non-ferrous metals group, an easier price tone for copper and its products, lead, zinc, tin and silver, was reflected in an 0.4-per-cent decrease in the index to 116.5. In the non-metallic minerals group, a drop in the price of anthracite coal overbalanced strength in plate glass and sulphur and was reflected in a loss in the group index of 0.2 per cent to 178.7.

The index for wood, wood products and paper receded 0.3 per cent to 286.8 as quotations were lowered for eastern spruce and western cedar. Woodpulp and newsprint were slightly firmer in this group.

Fibres, textiles and textile products move down from 240.4 to 239.8 when losses in cotton fabrics and worsted yarn overbalanced an advance in imported raw wool.

Two groups moved higher. Animal products advanced 0.4 per cent to 246.5 as increases in fresh milk, bacon, fowl and fishery products were more than sufficient to outweigh losses in fresh meats, livestock, hides and skins, lard and eggs. Iron and its products advanced 0.4 per cent to 222.0 because of firmer prices for hardware.

Canadian farm product prices at terminal markets moved slightly lower in October to 208.5 for a loss of 0.2 per cent. Field products were primarily responsible and an index for this group declined 1.5 per cent to 151.7 because of lower quotations for eastern potatoes and grains which overbalanced slight advances in prices for western potatoes. Animal product prices, on the other hand, gained slightly as increases occurred for fluid milk, butterfat and western eggs. These outweighed general weakness in livestock coupled with lower quotations for eggs in eastern Canada and raw wool in western Canada.

The index for residential building material prices weakened from 281.0 to 280.4 between September and October, reflecting lower quotations for lumber and shellac. In the electrical equipment and fixtures sub-group, copper wire was firmer while in the other materials section, an increase occurred for wire cloth.

On the base 1949=100, the index for non-residential building materials moved up slightly in October to 123.9 from 123.8 in September. Firmer prices were recorded for electrical wire, plate glass, wire cloth and metal lath which outweighed lower quotations in the plumbing and heating and lumber sections.

Strikes and Lockouts

Canada, October 1953*

A greater number of industrial disputes resulting in work stoppages were in existence during October than in any month in 1953, about half of them having been carried over from September. The resulting time loss was the highest of the year. However, the idleness during the first 10 months of 1953 was little more than one-quarter of the man-days lost in the same period in 1952.

Work stoppages in the gold and copper mining industry in northern Ontario and Quebec were responsible for more than 60 per cent of the total idleness in October 1953. Other disputes of importance were: lumber mill workers in British Columbia; paper mill workers at Beauharnois and Crabtree Mills, Que.; steel mill workers at Winnipeg, Man.; unlicensed personnel on deep-sea Canadian ships; and carpenters at Fort William and Port Arthur, Ont., and at Windsor, Ont.

Wages and related questions were the central issues in 35 of the 44 stoppages in October 1953, causing nearly all the time loss. Of the other disputes, three arose over dismissals, suspensions and demotions; three over causes affecting working conditions; two over union questions; and one over reduced hours.

Preliminary figures for October 1953 show 44 strikes and lockouts, involving 16,367 workers, with a time loss of 268,053 man-working days, compared with 37 strikes and lockouts in September 1953, with 16,445 workers involved and a loss of

126,131 days. In October 1952 there were 37 strikes and lockouts, 13,634 workers involved and a loss of 165,539 days.

For the first 10 months of 1953 preliminary figures show 152 strikes and lockouts, involving 46,918 workers, with a loss of 770,868 days. In the same period in 1952 there were 204 strikes and lockouts, with 117,213 workers involved and a loss of 2,787,200 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in October 1953 was 0.32 per cent of the estimated working time; in September 1953, 0.15 per cent; in October 1952, 0.20 per cent; in the first 10 months of 1953, 0.09 per cent; and in the first 10 months of 1952, 0.34 per cent.

Of the 44 stoppages in October 1953, five were settled in favour of the employers; eight were compromise settlements and three were indefinite in result, work being resumed pending final settlement. At the end of the month 28 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; and garage workers at Saint John, N.B., on February 9, 1953. The strike of jewellery workers at Vancouver, B.C., which began on December 8, 1952, was terminated on September 11, 1953.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the *International Labour Office Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes resulting in stoppages of work and gives some details of the more important ones.

*See Tables G-1 and G-2 at end of book.

The number of work stoppages beginning in August 1953 was 122 and 10 were still in progress from the previous month, making a total of 132 during the month. In all stoppages of work in progress, 19,600 workers were involved and a time loss of 56,000 working days caused.

Of the 122 disputes leading to stoppages of work which began in August, six, directly involving 2,900 workers, arose over demands for advances in wages, and 47, directly involving 4,400 workers, over other wage questions; four, directly involving

1,100 workers, over questions as to working hours; 13, directly involving 2,200 workers, over questions respecting the employment of particular classes or persons; 50, directly involving 6,900 workers, over other questions respecting working arrangements; and two, directly involving 100 workers, over questions of trade union principle.

Australia

There were 341 industrial disputes resulting in stoppages of work for the quarter

ending June 30, 1953, involving 122,788 workpeople and causing a loss of 332,670 days.

United States

Preliminary figures for September 1953 show 375 work stoppages resulting from labour-management disputes beginning in the month; 110,000 workers were involved. The time loss for all work stoppages in progress during the month was 1,550,000 days. Corresponding figures for August 1953 are 450 stoppages, 230,000 workers and a loss of 2,800,000 days.

Publications Recently Received in Labour Department Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making applications to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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Labour Statistics

	PAGE
A—Labour Force	
<i>D.B.S. Labour Force Survey</i>	
Table A-1—Estimated Distribution of Canadian Manpower.....	1836
Table A-2—Persons Looking for Work in Canada.....	1836
Table A-3—Regional Distributions, Week Ended September 19, 1953.....	1837
<i>Immigration Branch, Department of Citizenship and Immigration</i>	
Table A-4—Distribution of All Immigrants by Region.....	1837
Table A-5—Distribution of Workers Entering Canada by Occupations.....	1838
B—Labour Income	
<i>Dominion Bureau of Statistics Monthly Estimates of Labour Income</i>	
Table B-1—Estimates of Labour Income.....	1838
C—Employment, Hours and Earnings	
<i>Dominion Bureau of Statistics: Employment and Payrolls</i>	
Table C-1—Employment Index Numbers by Provinces.....	1839
Table C-2—Employment, Payrolls, and Weekly Wages and Salaries.....	1840
Table C-3—Summary of Employment, Payrolls and Average Weekly Wages and Salaries.....	1841
<i>Dominion Bureau of Statistics: Man-Hours and Hourly Earnings</i>	
Table C-4—Hours and Earnings in Manufacturing.....	1842
Table C-5—Hours and Earnings in Manufacturing by Provinces and Cities.....	1842
Table C-6—Hours and Earnings by Industry.....	1843
<i>Economics and Research Branch, Department of Labour</i>	
Table C-7—Real Earnings in Manufacturing.....	1844
D—Employment Service Statistics	
<i>Dominion Bureau of Statistics</i>	
Table D-1—Unfilled Vacancies and Unplaced Applicants as at First of Month.....	1845
Table D-2—Unfilled Vacancies by Industry and by Sex.....	1846
Table D-3—Unfilled Vacancies and Unplaced Applicants by Occupation and by Sex.....	1847
Table D-4—Activities of National Employment Service Offices.....	1848
Table D-5—Applications and Placements Since 1943.....	1853
Table D-6—Vacancies and Placements by National Employment Service Offices (Quarterly)...	1854
E—Unemployment Insurance	
<i>Unemployment Insurance Commission and Dominion Bureau of Statistics Report on the Operation of the Unemployment Insurance Act</i>	
Table E-1—Number Receiving Benefit with Amount Paid.....	1858
Table E-2—Persons Signing the Live Unemployment Register by Number of Days Continuously on the Register.....	1859
Table E-3—Claims for Benefit by Provinces and Disposal of Claims.....	1860
Table E-4—Claimants Not Entitled to Benefit with Reasons for Non-Entitlement.....	1860
Table E-5—Estimates of the Insured Population.....	1860
Table E-6—Unemployment Insurance Fund.....	1861
F—Prices	
<i>Dominion Bureau of Statistics</i>	
Table F-1—Consumer Price Index Numbers, Canada.....	1862
Table F-2—Consumer Price Indexes for Regional Cities of Canada.....	1863
Table F-3—Index Numbers of Staple Food Items.....	1863
Table F-4—Retail Prices of Staple Foods and Coal by Cities.....	1864
Table F-5—Index Numbers of Consumer Prices in Canada and Other Specified Countries.....	1868
Table F-6—Index Numbers of Wholesale Prices in Canada.....	1869
G—Strikes and Lockouts	
<i>Economics and Research Branch, Department of Labour</i>	
Table G-1—Strikes and Lockouts in Canada by Month.....	1870
Table G-2—Strikes and Lockouts in Canada During October.....	1871

A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN [MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week ended September 19, 1953			Week ended August 22, 1953		
	Total	Males	Females	Total	Males	Females
Total civilian noninstitutional population.....	10,080	5,034	5,046	10,057	5,022	5,035
A. Civilian labour force.....	5,398	4,204	1,194	5,507	4,304	1,203
Persons at work.....	5,175	4,026	1,149	5,093	4,000	1,093
35 hours or more.....	4,896	3,887	1,009	4,820	3,867	953
Less than 35 hours.....	279	139	140	273	133	140
Usually work 35 hours or more.....	110	81	29	105	74	31
(a) laid off for part of the week.....	10	*	*	*	*	*
(b) on short time.....	25	16	*	25	15	10
(c) lost job during the week.....	*	*	*	*	*	*
(d) found job during the week.....	*	*	*	*	*	*
(e) bad weather.....	11	11	*	*	*	*
(f) illness.....	24	17	*	16	12	*
(g) industrial dispute.....	*	*	*	*	*	*
(h) vacation.....	*	*	*	18	13	*
(i) other.....	19	13	*	25	17	*
Usually work less than 35 hours.....	169	58	111	168	59	109
Persons with jobs not at work.....	139	107	32	322	228	94
Usually work 35 hours or more.....	135	105	30	313	225	88
(a) laid off for full week.....	13	12	*	17	15	*
(b) bad weather.....	*	*	*	*	*	*
(c) illness.....	54	43	11	53	42	11
(d) industrial dispute.....	*	*	*	*	*	*
(e) vacation.....	59	42	17	231	157	74
(f) other.....	*	*	*	*	*	*
Usually work less than 35 hours.....	*	*	*	*	*	*
Persons without jobs and seeking work (1).....	84	71	13	92	76	16
B. Persons not in the labour force.....	4,682	830	3,852	4,550	718	3,832
(a) permanently unable or too old to work.....	173	112	61	170	109	61
(b) keeping house.....	3,358	*	3,356	3,430	*	3,427
(c) going to school.....	601	310	291	*	*	*
(d) retired or voluntarily idle.....	536	400	136	895	580	315
(e) other.....	14	*	*	54	25	29

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended September 19, 1953			Week Ended August 22, 1953		
	Total	Seeking Full Time Work	Seeking Part Time Work	Total	Seeking Full Time Work	Seeking Part Time Work
Total looking for work.....	98	90	*	104	95	*
Without jobs.....	84	79	*	92	85	*
Under 1 month.....	37	—	—	44	—	—
1—3 months.....	32	—	—	31	—	—
4—6 months.....	*	—	—	*	—	—
7—12 months.....	*	—	—	*	—	—
13—18 Months.....	*	—	—	*	—	—
19—and over.....	*	—	—	*	—	—
Worked.....	14	11	*	12	10	*
1—14 Hours.....	*	*	*	*	*	*
15—34 Hours.....	10	*	*	*	*	*

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTIONS, WEEK ENDED SEPTEMBER 19, 1953

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
THE LABOUR FORCE							
Both Sexes.....	5,398	108	414	1,560	1,928	959	429
Agricultural.....	899	*	60	197	230	393	18
Non-Agricultural.....	4,499	107	354	1,363	1,698	566	411
Males.....	4,204	92	327	1,201	1,465	786	336
Agricultural.....	841	*	54	191	207	372	13
Non-Agricultural.....	3,363	91	273	1,010	1,258	414	317
Females.....	1,194	16	87	359	463	173	96
Agricultural.....	58	*	*	*	23	21	*
Non-Agricultural.....	1,136	16	81	353	440	152	94
All ages.....	5,398	108	414	1,560	1,928	959	429
14-19 years.....	539	15	42	204	157	93	28
20-24 years.....	730	15	54	241	246	125	49
25-44 years.....	2,487	50	185	714	897	432	209
45-64 years.....	1,420	24	111	355	540	263	127
65 years and over.....	222	*	22	46	88	46	16
PERSONS WITH JOBS							
All status groups.....	5,314	107	402	1,527	1,903	954	421
Males.....	4,133	91	316	1,172	1,444	782	328
Females.....	1,181	16	86	355	459	172	93
Agricultural.....	898	*	60	197	229	393	18
Non-Agricultural.....	4,416	106	342	1,330	1,674	561	403
Paid Workers.....	4,080	92	300	1,222	1,563	547	356
Males.....	3,012	77	227	895	1,141	399	273
Females.....	1,068	15	73	327	422	148	83
PERSONS WITHOUT JOBS AND SEEKING WORK							
Both sexes.....	84	*	12	33	25	*	*
PERSONS NOT IN THE LABOUR FORCE							
Both sexes.....	4,682	133	433	1,280	1,543	854	439
Males.....	830	33	88	203	255	148	103
Females.....	3,852	100	345	1,077	1,288	706	336

* Less than 10,000.

TABLE A-4.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1952—Jan.—Sept.....	3,699	28,874	70,931	19,642	12,150	135,296	57,811
1953—Jan.—Sept.....	3,186	24,979	64,850	21,944	10,139	125,098	52,410

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agricultural	Fishing, Trapping and Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total.....	4,001	5,317				25,890				5,402	114,786
1952—Total.....	7,054	6,900				16,971				1,526	85,029
1952—Jan.—Sept.....	5,326	5,492				16,003				1,241	72,407
1953—Jan.—Sept.....	7,624	4,660	1,384	2,391	9,418	15,370	671	19,419	6,870	757	68,564

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average.....	32	168	21	86	78	14	399
1944—Average.....	33	171	17	95	83	13	412
1945—Average.....	35	156	19	100	90	13	413
1946—Average.....	41	147	25	114	103	14	444
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
*1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	70	270	52	208	178	28	806
1952—Average.....	76	299	62	230	197	31	895
1951—February.....	63	252	41	190	162	25	733
March.....	60	257	39	193	175	26	750
April.....	60	263	45	199	171	27	765
May.....	66	266	52	205	177	28	794
June.....	72	273	55	211	179	28	818
July.....	71	273	55	212	179	30	820
August.....	72	277	60	214	180	29	832
September.....	76	282	61	217	182	29	847
October.....	81	280	60	219	188	30	858
November.....	83	280	60	223	191	30	867
December.....	81	286	52	222	188	29	858
1952—January.....	79	279	49	215	188	29	839
February.....	80	284	47	216	193	29	849
March.....	74	290	48	218	193	29	852
April.....	63	291	53	222	193	30	852
May.....	69	292	60	227	197	30	875
June.....	71	292	61	231	200	30	885
July.....	71	294	70	234	201	31	901
August.....	78	304	75	234	197	31	919
September.....	80	312	74	236	198	31	931
October.....	82	314	77	239	202	32	946
November.....	83	318	75	242	202	32	952
December.....	76	322	62	245	205	32	942
1953—January.....	71	317	58	247 ¹	203	32	928
February.....	69	322	56	235	207	31	920
March.....	61	325	57	236	213	32	924
April.....	61	326	63	253 ¹	213	33	949
May.....	69	328	72	249	219	32	969
June.....	75	328	72	253	218	33	979
July.....	77	325	76	255	219	34	986
August.....	80	328	81	256	215	33	993

* Includes Newfoundland, since 1949. ¹Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At September 1, employers in the principal non-agricultural industries reported a total employment of 2,556,755.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
1951—Average.....	180.2	176.8	149.4	180.5	168.5	191.0	173.2	148.1	202.6	190.3
1952—Average.....	184.7	193.4	155.0	181.3	175.0	193.8	176.7	155.7	217.9	191.3
Jan. 1, 1952.....	181.0	175.2	149.2	190.7	171.7	190.3	173.0	152.1	206.0	186.4
Feb. 1, 1952.....	177.8	183.4	150.9	186.3	169.0	187.6	169.1	142.4	201.7	179.9
Mar. 1, 1952.....	178.0	160.6	146.7	185.3	169.6	187.5	167.8	141.7	201.8	183.9
Apr. 1, 1952.....	177.9	213.4	148.9	192.4	166.4	187.6	168.8	142.0	201.6	188.6
May 1, 1952.....	177.4	175.6	146.2	167.4	164.2	188.3	170.9	147.3	207.0	192.7
June 1, 1952.....	182.5	191.7	151.5	174.6	170.9	191.6	176.6	158.5	214.1	195.1
July 1, 1952.....	185.5	199.4	160.6	178.6	177.3	196.5	179.2	162.3	222.4	171.2
Aug. 1, 1952.....	188.8	207.9	160.4	172.3	183.5	195.9	182.7	166.1	231.5	183.9
Sept. 1, 1952.....	190.6	209.2	163.8	183.5	179.3	198.3	182.7	164.2	235.3	201.9
Oct. 1, 1952.....	192.6	205.4	163.6	186.0	182.1	200.7	183.0	162.4	230.7	206.3
Nov. 1, 1952.....	192.3	199.8	160.2	177.1	182.8	200.4	182.6	164.2	231.3	205.2
Dec. 1, 1952.....	192.2	199.0	158.0	180.9	183.1	200.7	183.9	164.7	231.6	200.8
Jan. 1, 1953.....	187.0	184.4	154.5	178.9	175.6	198.2	177.9	158.5	226.6	190.7
Feb. 1, 1953.....	182.5	176.5	151.1	167.3	171.3	195.7	173.3	148.4	219.3	181.1
Mar. 1, 1953.....	182.0	167.6	146.7	164.3	170.6	195.4	170.9	147.6	221.3	183.1
Apr. 1, 1953.....	182.0	168.0	145.5	161.3	169.1	196.0	171.5	147.7	219.3	187.5
May 1, 1953.....	183.5	176.2	146.6	158.6	171.1	196.3	174.7	152.5	222.9	190.9
June 1, 1953.....	187.5	194.2	151.5	166.7	175.2	198.7	179.2	161.9	230.3	195.6
July 1, 1953.....	191.2	195.5	156.3	168.0	177.8	202.0	183.6	168.3	240.1	201.5
Aug. 1, 1953.....	192.4	203.6	156.9	176.3	178.4	201.5	185.7	173.3	247.2	206.2
Sept. 1, 1953.....	193.5	203.8	155.3	178.2	180.1	202.7	186.4	173.6	247.5	206.9
Percentage Distribution of Employees of Reporting Establishments at September 1, 1953.	100.0	.2	3.5	2.5	28.9	42.7	5.2	2.5	5.2	9.3

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939 = 100) (The latest figures are subject to revision.)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average weekly Wages and Salaries	Index Numbers			Average weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average.....	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
1951—Average.....	180.2	381.3	211.6	49.61	190.0	427.6	224.9	51.25
1952—Average.....	184.7	426.1	230.9	54.13	192.4	474.0	246.2	56.11
Jan. 1, 1952.....	181.0	388.8	215.1	50.42	183.6	417.8	227.4	51.82
Feb. 1, 1952.....	177.8	402.9	226.9	53.19	185.2	449.9	242.9	55.36
Mar. 1, 1952.....	178.0	409.0	230.2	53.95	187.3	458.0	244.5	55.73
Apr. 1, 1952.....	177.9	411.5	231.7	54.32	188.3	467.2	248.1	56.55
May 1, 1952.....	177.4	410.6	231.8	54.34	188.7	468.4	248.1	56.55
June 1, 1952.....	182.5	420.2	230.7	54.08	190.9	470.1	246.2	56.10
July 1, 1952.....	185.5	426.3	230.2	53.96	191.4	470.1	245.5	55.95
Aug. 1, 1952.....	188.8	433.3	229.9	53.89	194.1	474.6	244.4	55.71
Sept. 1, 1952.....	190.6	442.7	232.7	54.55	198.5	490.9	247.3	56.36
Oct. 1, 1952.....	192.6	452.2	235.2	55.12	200.8	503.0	250.5	57.09
Nov. 1, 1952.....	192.3	455.8	237.4	55.65	199.8	505.7	253.0	57.66
Dec. 1, 1952.....	192.2	459.5	239.4	56.12	199.6	512.2	256.5	58.46
Jan. 1, 1953.....	187.0	428.7	229.6	53.81	196.3	473.2	241.0	54.93
Feb. 1, 1953.....	182.5	441.1	242.0	56.72	197.6	510.3	258.1	58.83
Mar. 1, 1953.....	182.0	445.0	244.9	57.40	199.5	518.7	260.0	59.25
Apr. 1, 1953.....	182.0	444.4	244.6	57.33	200.1	522.2	260.8	59.44
May 1, 1953.....	183.5	450.0	245.4	57.52	200.8	523.9	260.8	59.44
June 1, 1953.....	187.5	460.9	246.2	57.71	201.6	526.2	260.8	59.44
July 1, 1953.....	191.2	468.9	245.6	57.57	203.5	528.8	259.6	59.16
Aug. 1, 1953.....	192.4	471.4	245.4	57.52	203.0	525.4	258.6	58.93
Sept. 1, 1953.....	193.5	475.3	245.9	57.65	204.4	529.3	258.6	58.94

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

Area and Industry	Index Numbers (1939 = 100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			Sept. 1, 1953	Aug. 1, 1953	Sept. 1, 1952
	Sept. 1, 1953	Aug. 1, 1953	Sept. 1, 1952	Sept. 1, 1953	Aug. 1, 1953	Sept. 1, 1952			
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	203.8	203.6	209.2	457.7	450.8	431.3	44.64	44.02	41.04
Nova Scotia.....	155.3	156.9	163.8	351.8	353.2	352.2	48.55	48.26	46.07
New Brunswick.....	178.2	176.3	183.5	432.2	421.8	409.8	49.31	48.65	45.44
Quebec.....	180.1	178.4	179.3	462.9	456.3	436.5	54.68	54.43	51.83
Ontario.....	202.7	201.5	198.3	492.9	490.8	459.2	59.55	59.66	56.74
Manitoba.....	186.4	185.7	182.7	404.4	399.7	373.2	55.74	55.30	52.54
Saskatchewan.....	173.6	173.3	164.2	399.5	397.5	351.9	55.68	55.49	51.91
Alberta.....	247.5	247.2	235.3	585.8	581.2	516.4	60.23	59.84	55.81
British Columbia.....	206.9	206.2	201.9	510.1	505.9	469.8	64.15	63.83	60.50
CANADA.....	193.5	192.4	190.6	475.3	471.4	442.7	57.65	57.52	54.55
(b) METROPOLITAN AREAS									
Sydney.....	103.2	104.1	114.8	277.8	285.3	299.5	60.17	61.27	58.33
Halifax.....	213.9	212.5	219.8	422.6	417.8	415.8	46.27	46.05	44.31
Saint John.....	172.0	172.3	179.5	365.8	359.5	358.5	45.55	44.69	42.79
Quebec.....	172.4	171.2	157.6	441.2	434.5	375.6	47.59	47.19	44.42
Sherbrooke.....	164.6	165.4	173.2	389.1	397.0	400.9	45.94	46.65	44.93
Three Rivers.....	173.3	176.7	176.7	466.7	472.1	455.4	53.88	53.45	51.57
Drummondville.....	168.5	165.9	173.3	450.8	446.1	442.1	51.21	51.50	48.84
Montreal.....	190.5	188.4	184.0	463.6	455.4	424.4	55.57	55.21	52.73
Ottawa—Hull.....	194.5	193.1	192.7	442.2	435.7	408.9	52.57	52.17	49.15
Peterborough.....	202.9	197.4	196.6	587.8	556.6	537.3	61.17	59.57	57.66
Oshawa.....	296.4	297.9	274.1	795.7	827.6	779.5	63.36	65.58	67.24
Niagara Falls.....	336.2	313.9	313.2	922.9	865.0	842.5	66.32	66.56	63.85
St. Catharines.....	237.5	241.7	250.7	624.2	648.6	648.8	64.38	65.75	63.49
Toronto.....	213.4	211.2	202.0	511.6	504.9	456.1	60.53	60.37	57.05
Hamilton.....	208.9	209.1	203.0	523.1	530.2	497.4	60.48	61.24	59.26
Brantford.....	170.3	180.7	212.7	464.3	494.0	570.6	56.66	56.82	55.71
Galt.....	164.2	161.1	158.0	428.2	413.6	403.3	53.59	53.38	52.37
Kitchener.....	187.4	183.5	176.1	488.3	471.2	442.9	55.46	54.66	53.33
Sudbury.....	184.1	185.1	184.0	460.2	458.0	417.7	75.06	74.27	68.18
London.....	204.4	204.0	199.6	474.4	472.5	443.2	54.96	54.84	52.55
Sarnia.....	324.5	326.0	328.4	858.7	839.1	807.3	73.25	71.24	68.15
Windsor.....	232.6	243.6	232.8	548.0	589.9	537.6	65.59	67.42	64.37
Sault Ste. Marie.....	262.4	263.7	248.5	661.1	682.0	589.0	66.80	68.58	62.88
Ft. William—Pt. Arthur.....	252.4	250.9	236.4	589.8	589.4	528.0	59.74	60.06	56.91
Winnipeg.....	183.1	181.9	178.0	392.7	386.6	361.8	52.34	51.87	49.59
Regina.....	190.3	187.6	176.8	430.2	425.9	386.8	51.52	51.74	49.55
Saskatoon.....	220.9	222.8	206.2	509.6	508.8	443.0	50.97	50.45	47.60
Edmonton.....	322.7	326.7	301.1	813.5	829.4	698.6	59.42	59.85	54.55
Calgary.....	246.5	245.0	236.2	543.1	533.5	492.5	56.81	56.15	53.67
Vancouver.....	210.0	208.5	205.8	501.5	496.0	463.4	59.85	59.64	56.45
Victoria.....	228.6	226.8	221.0	547.6	547.4	497.5	57.43	57.85	53.97
(c) INDUSTRIES									
Forestry (chiefly logging).....	138.2	136.1	151.1	470.9	466.6	491.4	59.29	59.62	56.31
Mining.....	121.3	124.0	127.2	290.8	294.1	292.0	69.20	68.46	66.22
Manufacturing.....	204.4	203.0	198.5	529.3	525.4	490.9	58.94	58.93	56.36
Durable Goods ¹	262.9	263.7	251.2	688.9	690.4	631.9	63.63	63.56	61.11
Non-Durable Goods.....	166.8	163.3	164.5	414.8	406.9	389.7	54.17	54.13	51.67
Construction.....	220.5	215.0	224.7	717.4	691.3	670.0	61.28	60.55	56.05
Transportation, storage, communi- cation.....	194.7	194.2	192.5	420.7	417.6	384.7	61.79	61.49	57.15
Public utility operation.....	213.2	211.7	204.7	469.5	469.3	429.6	64.82	65.27	61.80
Trade.....	183.2	183.2	177.5	412.6	413.0	378.6	49.23	49.29	46.61
Finance, insurance and real estate.....	180.4	180.4	180.5	322.8	322.9	307.2	52.10	52.12	49.51
Service ²	204.3	204.0	197.8	445.4	446.0	401.3	36.71	36.82	33.92
Industrial composite.....	193.5	192.4	190.6	475.3	471.4	442.7	57.65	57.52	54.55

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING
(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	\$	No.	cts.	\$	No.	cts.	\$
1945—Average.....	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.82	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
*Jan. 1, 1952.....	38.1	127.1	48.43	38.3	136.4	52.24	37.9	116.8	44.27
Feb. 1, 1952.....	41.6	127.1	52.87	41.9	137.5	57.61	41.2	115.7	47.67
Mar. 1, 1952.....	41.7	127.8	53.29	41.8	138.4	57.85	41.5	116.0	48.14
Apr. 1, 1952.....	42.1	129.0	54.31	42.3	139.6	59.05	41.8	116.9	48.86
May 1, 1952.....	41.9	129.4	54.22	42.1	139.5	58.73	41.6	117.8	49.00
June 1, 1952.....	41.3	129.7	53.57	41.4	139.6	57.79	41.3	118.4	48.90
July 1, 1952.....	41.3	128.6	53.11	41.4	138.3	57.26	41.2	117.9	48.57
Aug. 1, 1952.....	41.1	128.9	52.98	41.1	139.4	57.29	41.1	117.5	48.29
Sept. 1, 1952.....	41.6	129.5	53.87	41.8	141.2	59.02	41.4	116.8	48.36
Oct. 1, 1952.....	42.1	129.9	54.69	42.2	141.8	59.84	42.0	117.0	49.14
Nov. 1, 1952.....	42.1	131.0	55.15	42.1	142.6	60.03	42.1	118.4	49.85
Dec. 1, 1952.....	42.5	132.1	56.14	42.6	143.6	61.17	42.2	119.3	50.34
*Jan. 1, 1953.....	38.3	134.0	51.32	38.5	144.5	55.63	38.2	121.8	46.53
Feb. 1, 1953.....	41.9	134.2	56.23	41.9	145.7	61.05	41.8	120.8	50.49
Mar. 1, 1953.....	42.1	134.4	56.58	42.4	146.3	62.03	41.7	120.7	50.33
Apr. 1, 1953.....	42.1	134.9	56.79	42.3	146.7	62.05	41.8	121.3	50.70
May 1, 1953.....	41.8	135.5	56.64	42.2	146.8	61.95	41.5	122.4	50.80
June 1, 1953.....	41.7	135.9	56.67	42.1	146.8	61.80	41.3	123.1	50.84
July 1, 1953.....	41.3	136.2	56.25	41.9	147.0	61.59	40.8	123.5	50.39
Aug. 1, 1953.....	41.0	136.0	55.76	41.4	147.1	60.90	40.8	123.4	50.10
Sept. 1, 1953.....	41.1	135.8	55.81	41.4	147.2	60.94	40.7	123.1	50.10

*The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Sept. 1, 1953	Aug. 1, 1953	Sept. 1, 1952	Sept. 1, 1953	Aug. 1, 1953	Sept. 1, 1952
	Newfoundland.....	41.8	40.9	43.4	129.0	129.6	121.2
Nova Scotia.....	41.9	41.2	42.4	119.3	119.8	113.9
New Brunswick.....	42.7	42.8	43.1	117.4	116.3	111.1
Quebec.....	42.6	42.3	43.2	122.5	121.9	115.9
Ontario.....	40.5	40.6	41.0	143.3	144.2	137.0
Manitoba.....	40.4	40.0	41.0	131.7	131.7	123.9
Saskatchewan.....	40.3	40.3	41.0	137.8	136.8	131.5
Alberta.....	40.3	40.3	40.6	139.5	140.1	130.9
British Columbia.....	38.2	38.3	38.7	162.2	161.3	157.3
Montreal.....	41.5	41.1	42.0	129.0	128.6	122.0
Toronto.....	40.5	40.4	40.5	144.3	144.4	136.3
Hamilton.....	38.7	39.5	40.5	155.2	156.2	149.7
Windsor.....	39.0	39.7	40.1	164.1	168.5	160.5
Winnipeg.....	40.1	39.6	40.4	130.5	130.3	122.4
Vancouver.....	38.1	37.8	38.1	162.5	161.1	156.2

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1 1953	Aug. 1 1953	Sept. 1 1952	Sept. 1 1953	Aug. 1 1953	Sept. 1 1952	Sept. 1 1953	Aug. 1 1953	Sept. 1 1952
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	43.0	42.8	42.7	153.4	152.7	148.7	65.96	65.36	63.49
Metal mining.....	44.5	44.1	44.2	156.8	155.5	150.0	69.78	68.58	66.30
Gold.....	45.9	46.0	45.4	132.6	132.2	130.8	60.86	60.81	59.38
Other metal.....	43.7	43.0	43.4	171.9	170.3	162.7	75.12	73.23	70.61
Fuels.....	39.6	39.7	39.6	152.9	153.7	152.3	60.55	61.02	60.31
Coal.....	38.1	38.5	38.6	148.1	149.8	150.0	56.43	57.67	57.90
Oil and natural gas.....	44.5	43.5	43.1	165.6	164.6	159.8	73.69	71.60	68.87
Non-metal.....	43.4	43.5	42.9	141.1	140.3	136.8	61.24	61.03	58.69
Manufacturing	41.1	41.0	41.6	135.8	136.0	129.5	55.81	55.76	53.87
Food and beverages.....	41.1	41.5	41.9	112.9	114.3	107.6	46.40	47.43	45.08
Meat products.....	39.5	40.4	40.7	141.9	142.0	137.5	56.05	57.37	55.96
Canned and preserved fruits and vegetables.....	36.8	37.7	39.2	91.4	93.3	86.6	33.64	35.17	33.95
Grain mill products.....	42.1	41.6	44.6	128.5	129.3	122.3	54.10	53.79	54.55
Bread and other bakery products.....	44.1	44.3	45.3	105.4	105.3	99.3	46.48	46.65	44.98
Distilled and malt liquors.....	41.8	43.4	42.4	145.8	145.6	140.7	60.94	63.19	59.66
Tobacco and tobacco products.....	39.8	39.4	40.3	135.9	137.2	128.9	54.09	54.06	51.95
Rubber products.....	40.0	39.8	41.6	140.3	142.3	130.9	56.12	56.64	54.45
Leather products.....	39.8	39.1	41.0	97.2	96.6	92.4	38.69	37.77	37.88
Boots and shoes (except rubber).....	39.1	38.4	40.7	93.5	93.2	89.0	36.56	35.79	36.22
Textile products (except clothing).....	40.8	40.3	41.2	107.1	107.4	104.4	43.70	43.28	43.01
Cotton yarn and broad woven goods.....	37.9	37.3	38.2	109.8	109.6	105.7	41.61	40.88	40.38
Woolen goods.....	43.0	42.8	43.4	102.3	101.7	98.8	43.99	43.53	42.88
Synthetic textiles and silk.....	43.6	43.5	43.7	109.3	110.3	107.9	47.65	47.98	47.15
Clothing (textile and fur).....	38.2	37.4	38.7	96.8	95.4	92.1	36.98	35.68	35.64
Men's clothing.....	38.0	36.5	38.6	94.3	92.8	89.5	35.83	33.87	34.55
Women's clothing.....	36.3	35.7	36.7	104.5	103.4	97.5	37.93	36.91	35.78
Knit goods.....	39.7	39.4	39.8	96.2	94.7	93.2	38.19	37.31	37.09
*Wood products.....	42.2	42.3	43.0	121.5	119.7	116.2	51.27	50.63	50.57
Saw and planing mills.....	41.7	41.9	42.6	128.5	126.1	125.7	53.58	52.84	53.55
Furniture.....	43.3	42.8	43.6	111.1	110.2	105.2	48.11	47.17	45.87
Other wood products.....	42.7	43.7	43.9	106.5	105.3	100.9	45.48	46.02	44.30
Paper products.....	43.5	43.5	44.7	152.2	151.8	141.8	66.21	66.03	63.38
Pulp and paper mills.....	44.1	43.9	45.6	162.0	161.6	149.9	71.44	70.94	68.35
Other paper products.....	41.7	42.4	42.1	121.5	121.3	114.7	50.67	51.43	48.29
Printing, publishing and allied industries.....	39.8	39.6	39.6	159.4	158.0	150.4	63.44	62.57	59.56
*Iron and steel products.....	41.4	41.3	41.8	154.0	153.6	146.3	63.76	63.44	61.15
Agricultural implements.....	38.8	38.8	39.4	161.3	160.1	160.6	62.58	62.12	63.28
Fabricated and structural steel.....	40.4	40.7	42.0	162.5	163.5	156.7	65.65	66.54	65.81
Hardware and tools.....	40.9	40.6	41.7	138.6	137.8	131.0	56.69	55.95	54.63
Heating and cooking appliances.....	41.6	41.4	42.3	133.5	132.1	127.8	55.54	54.69	54.06
Iron castings.....	42.1	41.8	42.3	151.2	150.5	143.0	63.66	62.91	60.49
Machinery manufacturing.....	42.4	42.3	42.0	146.6	145.4	136.1	62.16	61.50	57.16
Primary iron and steel.....	40.8	40.7	41.8	170.3	169.8	158.6	69.48	69.11	66.29
Sheet metal products.....	41.9	41.6	42.0	147.6	146.1	140.5	61.84	60.78	59.01
*Transportation equipment.....	40.7	40.9	41.4	156.8	157.4	149.6	63.82	64.38	61.93
Aircraft and parts.....	43.0	43.0	44.7	158.8	157.3	148.7	68.28	67.64	66.47
Motor vehicles.....	39.7	40.6	41.6	168.4	171.9	166.8	66.85	69.79	69.39
Motor vehicle parts and accessories.....	37.5	39.7	39.3	156.1	157.1	152.0	58.54	62.37	59.74
Railroad and rolling stock equipment.....	39.8	39.1	40.0	158.0	157.5	142.1	62.88	61.58	56.84
Shipbuilding and repairing.....	42.9	42.9	41.5	144.4	144.4	142.0	61.95	61.95	58.93
*Non-ferrous metal products.....	42.2	41.9	41.3	152.6	152.2	149.4	64.40	63.77	61.70
Aluminum products.....	41.8	41.9	43.0	141.2	140.8	138.5	59.02	59.00	59.56
Brass and copper products.....	41.9	41.2	42.3	144.0	143.3	136.0	60.34	59.04	57.53
Smelting and refining.....	42.9	42.8	40.8	165.4	164.7	163.6	70.96	70.49	66.75
*Electrical apparatus and supplies.....	40.3	40.4	40.8	143.4	143.8	140.4	57.79	58.10	57.28
Heavy electrical machinery and equipment.....	40.9	40.9	41.3	157.7	157.4	155.7	64.50	64.38	64.30
*Non-metallic mineral products.....	43.5	43.5	44.1	136.1	136.1	128.6	59.20	59.20	56.71
Clay products.....	44.8	44.9	44.5	123.3	123.1	121.7	55.24	55.27	54.16
Glass and glass products.....	44.0	43.6	44.6	132.9	132.2	124.7	58.48	57.64	55.52
Products of petroleum and coal.....	41.4	41.0	41.7	180.9	177.7	173.9	74.89	72.86	72.52
Chemical products.....	41.2	41.9	41.5	138.7	139.4	132.0	57.14	58.41	54.78
Medicinal and pharmaceutical preparations.....	40.9	41.2	41.1	114.6	114.3	107.6	46.87	47.09	44.22
Acids, alkalis and salts.....	41.3	41.9	41.3	157.9	157.6	150.0	65.21	66.03	61.95
Miscellaneous manufacturing industries.....	41.6	41.1	40.7	111.6	111.7	103.7	46.43	45.91	42.21
*Durable goods.....	41.4	41.4	41.8	147.2	147.1	141.2	60.94	60.90	59.02
Non-durable goods.....	40.7	40.6	41.4	123.1	123.4	116.8	50.10	50.10	48.36
Construction.....	43.5	43.0	42.9	142.0	142.5	130.2	61.77	61.28	55.86
Buildings and structures.....	42.2	41.9	42.0	156.8	156.0	143.6	66.17	65.36	60.31
Highways, bridges and streets.....	42.8	42.3	43.4	111.9	112.1	102.6	47.89	47.42	44.53
Electric and motor transportation.....	44.3	43.6	46.0	137.0	136.5	131.3	60.69	59.51	60.40
Service.....	41.8	42.0	42.9	77.3	77.0	72.7	32.31	32.34	31.19
Hotels and restaurants.....	42.4	42.8	43.9	76.6	76.1	71.4	32.48	32.57	31.34
Laundries and dry cleaning plants.....	41.2	41.3	41.2	74.9	74.8	71.8	30.86	30.89	29.58

*Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings (W.E.)	Index Numbers (Av. 1949-100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.74	73.7	75.0	98.3
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Week Preceding:						
September 1, 1952.....	41.6	129.5	53.87	129.2	116.1	111.3
October 1, 1952.....	42.1	129.9	54.69	131.1	116.0	113.0
November 1, 1952.....	42.1	131.0	55.15	132.2	116.1	113.9
December 1, 1952.....	42.5	132.1	56.14	134.5	115.8	116.1
January 1, 1953.....	42.2*	134.0	56.55	135.6	115.7	117.2
February 1, 1953.....	41.9	134.2	56.23	134.8	115.5	116.7
March 1, 1953.....	42.1	134.4	56.58	135.7	114.8	118.2
April 1, 1953.....	42.1	134.9	56.79	136.2	114.6	118.8
May 1, 1953.....	41.8	135.5	56.64	135.8	114.4	118.7
June 1, 1953.....	41.7	135.9	56.67	135.9	114.9	118.3
July 1, 1953.....	41.3	136.2	56.25	134.9	115.4	116.9
August 1, 1953.....	41.0	136.0	55.76	133.7	115.7	115.6
September 1, 1953 (1).....	41.1	135.8	55.81	133.8	116.2	115.1

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949-100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures are: January 1, 1953, 38.3 hours, \$51.32.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be already employed, those known to be regis-

tered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
November 1, 1947.....	65,184	27,740	92,924	64,730	31,099	95,829
November 1, 1948.....	31,856	18,595	50,451	67,569	34,280	101,849
November 1, 1949.....	14,535	15,200	29,735	122,664	49,702	172,366
November 1, 1950.....	41,144	13,085	54,229	89,690	57,313	147,003
November 1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
November 1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
December 1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
January 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
February 1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
March 1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
April 1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
May 1, 1953.....	24,982	19,142	44,124	241,990	57,397	299,387
June 1, 1953.....	24,564	21,143	45,707	152,488	49,614	202,102
July 1, 1953.....	21,229	20,088	41,317	124,396	55,918	180,314
August 1, 1953.....	19,382	17,772	37,154	111,524	52,357	163,881
September 1, 1953.....	24,203	20,321	44,524	113,191	48,634	161,825
October 1, 1953(?).....	24,025	17,806	41,831	117,827	53,453	171,280
November 1, 1953(?).....	15,282	13,058	28,340	144,520	60,997	205,517

*—Current vacancies only. Deferred vacancies are excluded.

(?)—Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
SEPTEMBER 30, 1953⁽¹⁾

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				Aug. 31/53	Sept. 30/52		
Agriculture, Fishing, Trapping	1,246	272	1,518	—	391	—	645
Forestry	4,958	58	5,016	+	1,102	+	1,146
Mining, Quarrying and Oil Wells:	670	32	702	+	110	—	431
Metal Mining.....	264	14	278	—	45		
Fuels.....	293	5	298	+	151		
Non-Metal Mining.....	42	1	43	—	21		
Quarrying, Clay and Sand Pits.....	34		34	+	15		
Prospecting.....	37	12	49	+	10		
Manufacturing:	4,974	4,246	9,220	—	1,765	—	2,777
Foods and Beverages.....	357	371	728	—	1,045		
Tobacco and Tobacco Products.....	1	21	22	—	24		
Rubber Products.....	61	19	80	—	30		
Leather Products.....	183	254	437	—	57		
Textile Products (except clothing).....	98	271	369	—	79		
Clothing (textile and fur).....	364	1,944	2,308	—	620		
Wood Products.....	439	132	571	—	153		
Paper Products.....	261	78	339	+	102		
Printing, Publishing and Allied Industries.....	283	184	467	+	97		
Iron and Steel Products.....	712	160	872	—	123		
Transportation Equipment.....	956	102	1,058	+	151		
Non-Ferrous Metal Products.....	247	115	362	+	52		
Electrical Apparatus and Supplies.....	253	196	449	—	31		
Non-Metallic Mineral Products.....	162	34	196	+	2		
Products of Petroleum and Coal.....	21	19	40	—	11		
Chemical Products.....	345	136	481	+	5		
Miscellaneous Manufacturing Industries.....	231	210	441	—	1		
Construction:	3,860	106	3,966	—	263	—	2,927
General Contractors.....	2,653	62	2,715	—	399		
Special Trade Contractors.....	1,207	44	1,251	+	136		
Transportation, Storage and Communication:	1,191	287	1,478	—	137		
Transportation.....	844	103	947	—	220		See Foot
Storage.....	86	18	104	+	19		Note (2)
Communication.....	261	166	427	+	64		
Public Utility Operation	123	69	192	—	16		
Trade:	2,973	3,327	6,300	—	63	—	701
Wholesale.....	940	714	1,654	—	62		
Retail.....	2,033	2,613	4,646	—	1		
Finance, Insurance and Real Estate	1,038	743	1,781	—	174	+	183
Service:	4,319	8,783	13,102	+	263	—	204
Community or Public Service.....	333	1,254	1,587	—	429		
Government Service.....	2,447	491	2,938	+	1,165		
Recreation Service.....	260	144	404	+	30		
Business Service.....	479	403	882	—	84		
Personal Service.....	800	6,491	7,291	—	419		
GRAND TOTAL	25,352	17,923	43,275	—	1,334	—	6,530

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

(2) Commencing January 2, 1953, the Standard Industrial Classification Manual of the Dominion Bureau of Statistics replaced the Industrial Classification Manual of the Department of Labour. Since there is a difference in the grouping of the two industry divisions—Transportation, Storage and Communication, and Public Utility Operation, the change in these divisions can only be recorded in the Grand Total.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT OCTOBER 1, 1953⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	(²) Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,197	637	1,834	3,769	1,359	5,128
Clerical workers.....	2,280	3,867	6,147	6,619	15,277	21,896
Sales workers.....	1,673	1,777	3,450	2,876	6,594	9,470
Personal and domestic service workers..	994	7,434	8,428	15,538	9,208	24,746
Seamen.....	7	.....	7	614	3	617
Agriculture and fishing.....	1,198	56	1,254	938	131	1,069
Skilled and semiskilled workers.....	12,232	2,606	14,838	46,101	11,636	57,837
Food and kindred products (inc. tobacco).....	73	30	103	673	449	1,122
Textiles, clothing, etc.....	192	1,933	2,125	2,234	7,470	9,704
Lumber and wood products.....	5,583	7	5,590	5,305	124	5,429
Pulp, paper (inc. printing).....	82	16	98	526	307	833
Leather and leather products.....	78	130	208	695	742	1,437
Stone, clay and glass products.....	38	7	45	122	37	159
Metalworking.....	943	64	1,007	6,907	512	7,419
Electrical.....	294	78	372	725	281	1,006
Transportation equipment.....	36	.....	36	444	56	500
Mining.....	246	.....	246	1,228	1	1,229
Construction.....	1,791	2	1,793	8,306	.....	8,306
Transportation (except seamen).....	915	17	932	7,003	62	7,065
Communications and public utility..	67	.....	67	231	8	239
Trade and service.....	292	234	526	1,254	854	2,108
Other skilled and semiskilled.....	1,391	67	1,458	7,804	586	8,390
Foremen.....	41	10	51	1,262	192	1,454
Apprentices.....	170	11	181	1,382	55	1,437
Unskilled workers.....	4,444	1,429	5,873	41,372	9,145	50,517
Food and tobacco.....	110	287	397	912	1,559	2,471
Lumber and lumber products.....	247	24	271	3,643	192	3,835
Metalworking.....	115	33	148	3,578	372	3,950
Construction.....	2,147	.....	2,147	10,000	3	10,003
Other unskilled workers.....	1,825	1,085	2,910	23,239	7,019	30,258
GRAND TOTAL.....	24,025	17,806	41,831	117,827	53,453	171,280

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES SEPTEMBER, 1953—LIVE APPLICATIONS AT OCTOBER 29, 1953

Office	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Placements		Unplaced at end of period	Source: U.I.C. 757 (2) Live Applications at October 29, 1953
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies	Regular	Casual	Transfers out		
Newfoundland												
Corner Brook.....	115	123	96	4	3,121	1,388	120	102	9		2,904	3,499
Grand Falls.....	4	12	2	1	697	195	6	3			618	696
St. John's.....	114	103	94	3	151	112	8	8			167	306
					2,273	1,081	106	91	9		2,119	2,497
Prince Edward Island												
Charlottetown.....	165	899	442	49	662	929	661	229	219	46	702	1,024
Summerside.....	105	398	139	6	406	586	186	186	100	25	458	668
	60	501	303	43	256	343	251	43	119	21	244	356
	1,163	2,967	1,238	50	9,556	7,045	3,433	1,721	544	125	10,130	11,326
Nova Scotia												
Amherst.....	47	175	2		244	244	9	201	262	324	324	445
Bridgewater.....	933	65	55		372	193	60	28	5	3	372	445
Halifax.....	10	1,541	939	4	2,717	2,436	1,714	846	282	20	2,881	3,039
Inverness.....	57	32	69		269	77	35	31			305	304
Kentville.....	10	168	11	41	500	357	161	53	3		581	763
Liverpool.....	8	39	11		153	180	40	31			195	332
New Glasgow.....	33	277	41	2	1,040	345	209	209	31	17	1,369	1,290
Springhill.....	2	44	0		614	277	30	34			466	697
Sydney.....	21	501	62		2,609	1,411	698	225	212	0	2,606	2,750
Yuroo.....	23	82	17		402	466	117	63	8		522	616
Yarmouth-Sheburne.....	12	43	17		446	334	110	33			371	866
	1,682	3,779	1,289	596	10,293	8,656	6,026	1,982	707	2,133	9,238	10,550
New Brunswick												
Bathurst.....	17	57	7		531	298	68	49	6	4	542	792
Campbellton.....	59	59	48		495	535	223	31	8	129	579	644
Edmundston.....	12	13	108		1,764	1,226	1,922	55	12	1,702	217	409
Frederton.....	107	262	109		1,474	792	406	137	47	41	1,710	1,228
Minto.....	10	25	97		1,474	792	192	130	20	80	528	600
Moncton.....	1,013	1,254	677	388	1,538	1,863	1,162	624	259	2	1,616	2,447
Newcastle.....	12	32	3		824	1,167	147	31			2,185	2,806
Saint John.....	395	940	302	72	2,308	1,716	970	723	66	6	2,257	2,436
St. Stephen.....	22	397	4	5	391	524	415	74	294		429	546
Sussex.....	10	37	9		218	130	25	23			267	237
Woodstock.....	13	573	94	131	316	420	477	194			235	315
	12,232	36,562	14,589	1,157	57,117	60,181	37,523	19,235	3,558	4,856	56,529	63,141
Quebec												
Asbestos.....	23	95	37	6	235	188	58	52	20	7	438	478
Beauharnois.....	15	311	5	1	311	234	87	58			377	488
Buckingham.....	27	175	18	14	378	439	194	133	29	30	377	488
Causapsac.....	16	26	6	1	463	268	124	32	1	79	375	390

Chandler.....	4	12	7	236	258	155	5	2	55	248	300
Chicoutimi.....	595	980	694	776	786	472	284	17	10	548	548
Dolbeau.....	41	196	176	340	350	61	35	3	7	737	325
Drummondville.....	65	225	43	1,247	307	302	142	7	33	1,113	1,264
Farnham.....	26	57	12	416	161	36	14	.....	.....	422	512
Forestville.....	8	101	1	461	129	75	75	.....	.....	494	366
Gaspé.....	31	168	1	49	132	57	14	.....	.....	169	171
Granby.....	20	294	14	905	604	223	177	13	6	768	780
Hampton.....	102	429	6	1,111	800	306	146	14	95	1,119	1,325
Jonction.....	184	400	73	1,053	1,006	848	349	3	2	1,588	1,784
Jonquière.....	62	108	13	976	1,041	821	281	5	103	969	986
Lac Beauport.....	92	118	.....	353	288	190	82	8	60	278	386
La Malbaie.....	1,330	1,140	.....	263	127	150	21	.....	.....	298	299
La Motte.....	1,291	1,273	483	368	351	144	100	.....	.....	411	411
La Tuque.....	298	163	2	964	757	314	211	10	13	441	377
Lévesque.....	16	31	13	117	126	52	13	.....	.....	216	216
Louisville.....	117	122	13	117	208	174	190	.....	.....	307	192
Maniwaki.....	19	584	5	383	297	150	77	.....	.....	331	347
Matane.....	11	196	19	382	408	306	291	.....	.....	307	477
Mégantic.....	31	206	6	307	488	306	291	.....	.....	306	217
Mont-Laurier.....	9	151	8	307	151	139	103	.....	.....	306	217
Montmagny.....	19	166	17	401	660	272	107	.....	.....	569	614
Montréal.....	6,180	19,258	6,933	21,351	25,282	16,330	10,120	2,372	153	20,598	23,776
New Richmond.....	4	282	33	308	352	300	131	71	48	288	263
Port Alfred.....	11	251	20	284	161	108	158	.....	.....	304	232
Quebec.....	17	170	36	4,908	5,169	3,109	1,260	283	6	5,590	5,680
Rivière du Loup.....	37	192	16	754	3,418	3,509	176	.....	.....	733	706
Roberval.....	12	340	295	1,413	3,118	3,569	20	1	147	2,867	2,923
Rouyn.....	69	243	38	659	659	326	20	.....	.....	971	969
Ste. Agathe.....	41	219	28	239	262	231	138	34	159	227	231
Ste. Anne de Bellevue.....	18	138	14	181	246	151	108	11	.....	221	295
Ste. Therese.....	88	197	55	505	492	194	141	4	.....	453	573
St. Georges Est.....	480	900	614	703	492	892	729	7	36	596	756
St. Hyacinthe.....	215	326	178	1,011	1,011	885	330	22	1	982	1,024
St. Jean.....	175	357	173	855	809	544	170	66	.....	877	877
St. Jerome.....	64	290	66	474	629	544	170	38	.....	611	611
St. Joseph d'Alma.....	149	404	158	766	729	697	426	7	22	686	686
Sept. Iles.....	42	514	33	143	410	414	343	42	.....	531	531
Shawinigan Falls.....	21	295	39	1,781	1,117	350	238	.....	.....	1,897	1,897
Shawbrooke.....	308	804	234	2,160	1,842	1,027	494	231	50	2,284	2,508
Sorel.....	73	182	63	874	477	195	75	44	6	844	929
Theftord Mines.....	40	257	35	626	554	338	224	5	49	539	616
Three Rivers.....	194	285	166	1,619	1,619	964	332	131	6	1,937	2,088
Val d'Or.....	96	325	121	1,780	1,525	293	94	8	54	1,937	2,088
Valleyfield.....	64	312	74	1,030	914	504	246	14	30	1,267	1,267
Victoriaville.....	87	335	65	780	738	381	250	11	1	758	758
Ontario.....	16,025	49,322	14,014	53,376	78,458	51,741	27,899	9,549	1,932	56,965	67,632
Amnripior.....	160	160	19	74	231	194	156	9	5	116	116
Barrie.....	291	498	212	407	652	682	342	26	30	384	441
Belleville.....	74	315	60	340	545	337	233	52	8	391	427
Bracebridge.....	162	173	92	86	242	225	156	.....	.....	263	263
Brampton.....	61	179	61	130	211	184	131	8	.....	140	161
Brantford.....	101	634	82	2,351	2,321	738	477	79	40	2,366	2,695

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES SEPTEMBER, 1953—LIVE APPLICATIONS AT OCTOBER 29, 1953

Office	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Placements		Unplaced at end of period	SOURCE: U.I.C. 757 (2) Live Applications at end of October 29, 1953
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies	Regular	Casual	Transfers out		
Ontario—Con.												
Brockville.....	51	171	36	2	151	336	237	151	9	15	191	279
Carleton Place.....	8	58	7		152	130	66	47	6		159	157
Chatham.....	618	380	156	7	647	884	410	284	21		794	1,044
Cobourg.....	23	206	33	1	161	255	248	188	7	8	173	231
Collingwood.....	18	198	39		235	269	163	126	32		220	257
Cornwall.....	61	673	55		1,348	2,035	800	487	162	68	1,947	1,331
Fort Erie.....	55	37	20	3	190	143	35	24			236	272
Fort Frances.....	32	70	26	1	89	101	69	43	4	5	75	118
Fort William.....	245	823	191	147	474	929	692	417	90	69	513	417
Galt.....	113	331	97	3	412	581	339	217	20	3	413	470
Gananoque.....	14	64	7		104	173	79	41	15	8	120	162
Guelph.....	37	97	44		95	202	96	56	8	23	139	169
Hamilton.....	155	377	170	1	437	684	514	255	4	9	484	486
Hawkesbury.....	628	3,330	571	5	4,848	6,254	4,036	1,768	1,071		4,883	5,574
Ingersoll.....	34	65	19		247	192	94	44	5	33	208	247
Kanuskasing.....	20	166	32		90	214	137	137	12	1	122	280
Kenora.....	69	173	62	2	234	274	221	108	1	85	152	305
Kingston.....	50	172	69	53	136	142	75	74	5		136	171
Kirkland Lake.....	194	838	179	3	781	1,318	1,003	604	98	18	855	915
Kitchener-Waterloo.....	57	192	52	2	366	411	238	111	17	41	517	518
Leamington.....	324	814	245		504	1,140	935	632	36	10	369	818
Lindsay.....	183	256	33		268	668	305	147	43	2	317	731
Listowel.....	60	113	58		175	297	97	33	19	8	267	317
London.....	44	27	26	1	134	88	69	16			108	119
Midland.....	1,072	815	276	3	1,521	3,254	3,078	1,363	807	12	1,037	1,776
Napanee.....	38	103	24		188	276	147	97	3	11	215	406
New Toronto.....	37	27	10		147	120	35	11			151	248
Niagara Falls.....	437	824	280	20	1,319	771	771	549	3	62	745	844
North Bay.....	152	823	115		435	1,186	774	564	56		579	679
Oakville.....	108	769	58		379	1,118	778	511	189	6	505	876
Orillia.....	297	567	413	5	373	389	249	243	3	5	212	212
Oshawa.....	75	285	39	2	248	612	416	243	51	4	292	348
Owen Sound.....	222	850	120	18	1,638	2,013	1,030	668	103	13	1,666	3,300
Perry Sound.....	1,240	2,091	1,190	1	2,166	3,012	2,163	1,130	314	4	2,234	2,234
Peterborough.....	17	229	2		450	460	460	110	24	60	424	495
Peterborough.....	17	63	2		48	86	43	42			68	147
Peterborough.....	113	562	76	42	513	1,018	637	335	104		465	600
Peterborough.....	30	67	37		232	161	84	35	13	86	191	211
Peterborough.....	111	419	94	12	1,071	1,101	507	318	10	11	1,177	1,216

Pictou.....	11	99	12	64	129	113	80	5	2	67	158
Port Arthur.....	1,372	1,024	562	561	1,432	965	684	64	127	701	974
Port Colborne.....	12	184	33	271	139	130	103	15	272	291	276
Prescott.....	15	139	38	103	355	139	92	13	23	209	284
Renfrew.....	3	146	21	102	286	172	76	27	61	138	138
St. Catharines.....	285	1,102	143	1,359	1,975	1,205	736	140	1	1,351	1,663
St. Thomas.....	105	337	78	240	486	418	288	26	1	331	331
Sarnia.....	82	297	72	580	679	440	222	22	.....	599	787
Sault Ste. Marie.....	160	498	168	461	928	683	683	56	.....	626	724
Simcoe.....	103	576	26	257	663	649	331	138	.....	279	548
Sioux Lookout.....	28	85	12	58	121	89	54	9	0	48	95
Smiths Falls.....	26	98	21	273	370	103	393	6	35	393	389
Strafford.....	79	187	47	339	365	382	308	63	20	382	389
Sturgeon Falls.....	50	221	5	314	472	264	198	16	9	240	433
Sudbury.....	152	993	178	742	1,303	1,067	809	59	12	679	1,059
Timmins.....	88	454	105	620	1,014	567	239	38	38	831	979
Toronto.....	4,872	17,603	5,752	11,870	21,563	15,451	7,514	4,352	557	12,940	13,066
Trenton.....	68	352	52	331	599	450	318	5	11	352	554
Wakarusa.....	36	146	39	410	289	211	103	8	22	460	480
Wallaceburg.....	11	287	12	282	560	311	127	145	8	425	200
Welland.....	29	501	29	313	683	313	882	174	23	882	1,122
Weston.....	291	648	259	349	866	708	560	.....	16	321	402
Windsor.....	240	1,585	149	7,188	4,167	1,976	767	580	3	7,149	9,017
Woodstock.....	102	233	73	182	485	226	150	15	16	267	251
Manitoba	3,948	8,857	3,433	7,644	11,592	8,178	4,132	2,232	57	7,451	9,638
Brandon.....	458	772	52	256	772	543	427	35	1	315	495
Dauphin.....	59	100	31	175	258	119	76	15	8	195	281
Flin Flon.....	116	171	104	133	252	150	75	27	.....	151	263
Portage la Prairie.....	221	296	200	237	348	300	236	7	.....	189	306
The Pas.....	6	80	32	30	55	31	22	1	.....	32	48
Winnipeg.....	3,088	7,438	2,724	6,813	9,907	7,035	3,296	2,147	48	6,569	8,245
Saskatchewan	3,168	6,375	2,998	2,452	6,819	5,759	3,457	734	447	2,324	3,034
Estevan.....	79	271	51	40	263	354	167	4	20	354	43
Moose Jaw.....	375	586	173	248	734	554	408	14	18	475	342
North Battleford.....	202	248	124	148	216	197	143	1	42	134	199
Prince Albert.....	163	414	106	486	532	423	264	42	.....	264	419
Regina.....	932	2,203	842	1,117	524	2,091	1,152	459	141	1,152	726
Saskatoon.....	771	1,570	447	667	2,031	1,468	831	190	177	707	856
Swift Current.....	233	301	92	110	242	260	202	8	29	92	107
Weyburn.....	82	217	97	58	173	143	87	8	17	44	61
Yorkton.....	331	565	166	189	302	269	197	8	3	142	281
Alberta	3,083	11,712	3,262	6,019	14,507	11,305	6,602	1,932	275	6,305	7,736
Blairmore.....	69	75	57	202	31	55	51	.....	117	129	128
Calgary.....	1,060	4,126	1,083	2,180	5,874	4,114	2,473	701	.....	2,619	3,044
Drumheller.....	37	240	51	67	123	158	154	.....	.....	97	125
Edmonton.....	1,141	5,415	1,319	2,326	6,233	5,561	2,995	1,187	132	2,477	3,146
Edson.....	77	102	60	268	440	71	51	.....	.....	184	97
Lethbridge.....	272	852	376	506	888	652	483	25	26	377	651
Medicine Hat.....	145	361	132	229	459	401	260	14	.....	260	308
Red Deer.....	518	1,488	448	1,174	383	290	159	5	.....	139	187
Yellowknife.....	52	23	36	14	20	3	1	.....	.....	23	50

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES SEPTEMBER, 1953—LIVE APPLICATIONS AT OCTOBER 29, 1953

Office	(1) Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Source: U.I.C. 757			
	Unfilled beginning period	Reported during period	Unfilled end of period	Filled by transfers in	Unplaced beginning period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Live Applications October 29, 1953	
								Regular	Casual			Transfers out
British Columbia	3,542	16,343	2,833	408	21,931	3,1276	18,061	10,148	3,359	390	23,329	27,937
Chilliwack.....	89	555	35	1	503	746	552	410	53	07	410	515
Courtenay.....	37	192	48	4	523	211	211	192	31	18	530	580
Cranbrook.....	14	91	31	2	114	240	104	136	.....	3	185	281
Duncan.....	45	140	24	12	746	154	130	154	.....	.....	414	274
Duncan.....	51	567	68	12	746	533	438	355	.....	.....	414	280
Kamloops.....	113	302	153	1	200	361	359	223	.....	.....	180	273
Kelowna.....	454	1,025	21	52	535	1,238	1,277	1,069	.....	.....	136	256
Mission City.....	33	402	41	6	337	687	438	351	.....	.....	336	393
Nanaimo.....	37	310	40	.....	1,456	730	258	216	.....	.....	1,490	799
Nelson.....	39	172	38	1	313	305	172	720	.....	.....	393	527
New Westminster.....	160	2,043	148	8	2,933	4,187	2,404	1,779	.....	.....	2,923	3,562
Penticton.....	24	396	30	2	139	524	495	344	.....	.....	17	969
Port Alberni.....	63	212	68	16	447	402	229	189	.....	.....	292	336
Prince George.....	83	455	55	12	397	1,252	563	430	.....	.....	262	366
Prince Rupert.....	57	375	52	4	250	658	352	130	.....	.....	328	1,331
Princeton.....	1	53	5	.....	60	83	50	161	.....	.....	436	614
Trail.....	25	175	21	.....	242	429	234	132	.....	.....	32	62
Vancouver.....	1,515	6,915	1,431	216	10,680	14,068	7,331	3,790	.....	.....	17	310
Vernon.....	87	740	41	18	190	739	661	638	.....	.....	32	555
Victoria.....	458	912	310	3	1,837	2,159	1,076	532	.....	.....	12,009	14,334
Whitehorse.....	157	221	153	48	62	198	147	130	.....	.....	2,111	2,472
Canada	45,146	137,509	43,314	4,409	172,081	220,551	142,810	75,507	22,813	10,263	175,877	205,517
Males	24,892	91,585	25,373	4,270	120,212	151,549	93,299	53,177	12,536	9,224	120,778	144,520
Females	20,254	45,914	17,941	139	51,869	69,002	49,511	22,330	10,277	1,039	55,099	60,977

(1) Includes current and deferred vacancies.
(2) Latest figures subject to revision.

TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)
1943—1953

	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	1,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	5,49376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952.....	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953 (9 months).....	1,347,218	541,596	1,888,814	527,432	257,600	785,032

TABLE D-6.—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JULY 1, 1953 TO SEPT. 30, 1953

(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fer out	Placements		Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fer out	Placements		Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fer out	Placements		Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fer out
	Reg- ular	Cas- ual					Reg- ular	Cas- ual					Reg- ular	Cas- ual					Reg- ular	Cas- ual				
Agriculture	1	1	131	731	228	2	1	156	74	127	2,236	346	1,510	2,198	1,006	656	34	3,860	16,610	6,047	8,816	1,632		
Forestry				1				168	104	2	28	138	80		27	11,972	4,908	39	1,066	3,715	1,327	50	313	
Fishing and Trapping								6	3		15	14			14	2	1		34	20	1			
Mining								203	192	5	99	84	4			884	380	2	126	754	532	21	109	
Oil Wells.....	31	27						37	34		37	34				644	217	2	124	578	420	3	100	
Metal Mining.....	31	27						193	191		39	37				132	97			13	5	1	8	
Fuels.....																								
Non-Metal Mining.....								10	1	5	2					54	33	1		128	82	17		
Quarrying, Clay and Sand Pits.....													21	13	4	54	33			22	17			
Prospecting.....																54	33			22	17			
Manufacturing	36	34	1	821	591	73	1	1,535	1,270	87	4	819	514	162	1	26,331	17,708	424	143	35,452	21,752	2,747	578	
Foods and Beverages.....	13	10	1	712	554	6		265	219	24	1	245	171	14	1	2,826	2,119	156	7	6,548	3,817	408	62	
Tobacco and Tobacco Products.....																119	70			141	70	11	1	
Rubber Products.....																498	415	2		518	298	12	3	
Leather Products.....								22	16	4		8				1,403	888	1		688	446	9	3	
Textile Products (except clothing).....	6	11		5	3			23	15	2	14	10	3			2,057	1,437	28	12	1,455	1,044	68	9	
Clothing (textile and fur).....								102	96	2	8	8				7,272	3,763	4	24	2,368	1,444	38	26	
Wood Products.....	2	2		24	23			62	41	3	119	84				1,650	1,487	42	6	2,345	1,865	145	13	
Paper Products.....	4	2		5	4			5	4	1	177	49	117			1,008	688	66	6	1,791	841	505	41	
Printing, Publishing and Allied Industries.....	2	2		4	4			55	42	7	26	14	8			661	435	27	10	1,493	820	291	2	
Iron and Steel Products.....	1	1		4	3			473	432	16	2	52	36	6		2,669	2,110	26	30	5,985	3,732	399	92	
Transportation Equip-ment.....	6	4		4	3			440	327	16	1	54	49	3		1,777	1,285	44	29	3,305	1,803	78	164	
Non-Ferrous Metal Prod-ucts.....								2	2		57	52				854	572	2	2	1,631	1,013	128	15	
Electrical Apparatus and Supplies.....								31	16	1						618	456	5		2,543	1,690	140	52	
Non-Metallic Mineral Products.....								35	17	9		18				395	280	3	6	1,067	681	105	15	
Products of Petroleum and Coal.....																112	33	3		236	180	11	3	
Chemical Products.....	2	2		66	1	65		20	13	4	14	5	8			1,298	1,013	4	6	1,842	1,017	350	67	
Miscellaneous Manufac-turing Industries.....				2		2					17	10	3			1,134	700	1	1	1,897	1,231	119	10	

Construction	473	145	330	218	188	10	60	1,663	1,294	93	543	4,295	2,282	101	232	15,750	12,304	459	1,330	22,531	16,386	1,433	1,438
General Contractors.....	159	132	330	201	157	7	59	1,345	1,126	56	531	3,978	2,122	65	232	11,502	9,167	381	1,220	16,637	12,405	706	1,275
Special Trade Contractors.....	14	13	.....	17	11	3	1	318	168	37	12	227	160	36	.....	4,248	3,137	78	110	5,894	3,981	427	163
Transportation Storage and Communications	5	23	1	25	17	3	.....	354	150	141	6	370	235	44	6	4,200	2,272	667	23	6,742	3,794	1,373	90
Transportation.....	4	22	1	23	17	1	.....	285	107	127	6	311	212	19	6	3,601	2,071	642	16	5,938	3,423	1,199	88
Storage.....	.....	.....	.....	.....	.....	.....	.....	41	22	12	.....	29	4	25	.....	118	64	3	.....	529	233	147	1
Communication.....	1	1	.....	2	.....	2	.....	28	21	2	.....	30	19	.....	.....	481	137	22	7	275	138	27	1
Public Utility Operation.....	.....	.....	.....	.....	.....	.....	.....	43	22	2	.....	32	32	.....	.....	546	217	23	2	678	455	60	26
Trade	80	65	2	335	151	206	1	1,514	976	233	5	1,225	799	163	4	8,997	5,661	500	29	18,418	9,806	2,994	53
Wholesale.....	21	17	2	60	30	22	.....	411	218	123	.....	462	290	81	.....	3,396	2,199	182	6	6,209	3,082	1,522	14
Retail.....	59	48	.....	275	121	184	1	1,103	758	130	5	763	509	82	4	5,601	3,462	318	23	12,209	6,724	1,472	39
Finances Insurance and Real Estate	6	4	1	13	10	.....	2	122	72	7	4	120	83	15	.....	1,276	792	43	2	2,163	1,245	68	11
Service	184	76	9	580	297	299	4	3,634	1,464	1,423	22	2,473	1,070	658	45	28,103	12,489	7,636	268	34,176	16,088	8,409	312
Community or Public Service.....	14	10	.....	68	49	11	.....	264	164	17	.....	235	138	40	2	1,541	948	97	6	2,864	1,647	213	34
Government Service.....	124	37	.....	76	51	12	2	559	491	10	14	365	297	44	.....	3,231	1,438	13	30	4,263	2,997	98	34
Recreation Service.....	2	1	.....	23	6	16	.....	191	31	139	.....	230	85	84	.....	1,169	235	568	5	2,414	668	1,174	14
Business Service.....	8	8	.....	102	8	76	.....	80	52	14	.....	69	56	6	.....	2,446	1,424	265	3	1,917	1,016	252	13
Personal Service.....	36	20	8	311	183	94	2	1,940	726	943	8	1,574	494	484	43	19,716	8,444	6,713	224	22,718	9,760	6,672	217
Totals	516	375	14	2,724	1,462	503	69	8,798	5,621	1,713	789	11,732	5,548	2,637	2,313	99,079	57,389	9,848	6,849	141,274	77,432	23,672	4,562
Men.....	407	296	14	461	1,327	252	63	5,616	3,822	862	731	8,724	4,404	1,587	2,143	66,000	42,440	3,326	6,199	94,323	54,572	16,295	4,330
Women.....	109	79	.....	1,397	908	251	6	3,182	1,799	851	8	3,008	1,144	1,070	370	33,079	14,949	6,522	650	46,951	22,880	9,377	232

(1) Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JULY 1, 1953 TO SEPT. 30, 1953

(Source: U.I.C. 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada								
	Placements			Placements			Placements			Placements			Placements								
	Va-can-cies Noti-fied	Reg-ular	Cas-ual	Trans-fer out	Va-can-cies Noti-fied	Reg-ular	Cas-ual	Trans-fer out	Va-can-cies Noti-fied	Reg-ular	Cas-ual	Trans-fer out	Va-can-cies Noti-fied	Reg-ular	Cas-ual	Trans-fer out					
Agriculture	1,836	1,378	20	35	5,249	2,804	48	625	3,864	2,859	27	345	12,797	3,079	9,298	558	44,486	17,472	19,753	9,312	
Forestry.....	26	7		58	36	6		2	276	191	2	47	2,195	1,761	16	49	18,527	8,393	109	1,590	
Fishing and Trapping	16	14			5	3			1			11	22	16			113	72	2	11	
Mining and Oil Wells	396	184	6	30	168	114	5	41	1,523	798	25	233	1,233	815	40	37	5,201	3,126	108	576	
Metal Mining.....	289	174	6	30	168	114	5	17	246	140	2	26	84	650	422	30	24	2,478	1,375	41	379
Fuels.....	3	1			92	68	5	9	984	558	14	24	121	482	4	11	1,331	864	20	30	
Non-Metal Mining.....	3	2			44	26		2	36	23			17	16			634	433	1	140	
Quarrying, Clay and Sand Pits.....	10	7			25	16		23	255	168	10	2	77	47	9	1	294	183	23	1	
Prospecting.....	4,194	2,180	598	4	988	606	143	27	3,109	2,004	319	20	9,304	6,940	584	42	82,590	53,599	5,138	820	
Manufacturing	766	399	113		351	264	43	1	669	401	100		2,758	2,220	237		15,156	10,234	1,102	74	
Foods and Beverages.....	70	30	8		7	5											1,026	719	14	3	
Tobacco and Tobacco Products.....	70	30	8		7	5											2,271	1,441	19	6	
Rubber Products.....	96	41	20		20	10		1	32	25			51	35	2		3,792	2,644	134	21	
Textile Products (except clothing)	890	491	60		31	16	1		127	101			294	175	4	1	11,092	6,094	119	52	
Clothing (textile and fur).....	393	175	107		73	44	17		358	232	51	16	3,636	2,725	150	23	8,642	6,368	515	61	
Wood Products.....	157	82	23						20	10			440	282	22		3,604	1,966	735	47	
Paper, Printing and Allied Industries.....	200	124	19		61	29	14		72	42	8		223	122	12		2,797	1,624	316	13	
Iron and Steel Products.....	501	250	132		172	93	56	3	310	219	25	2	764	538	62	6	10,531	7,423	722	136	
Transportation Equipment.....	292	139	17		130	72	3		412	249	37	1	371	288	22		6,791	4,189	220	196	
Non-ferrous Metal Products.....	95	51	10						11	7	2		258	268	10		2,908	1,965	152	19	
Electrical Apparatus and Supplies.....	144	66	15						10	11	7		89	65	2		3,437	2,329	153	62	
Non-Metallic Mineral Products.....	271	132	48		42	27	5		487	370	23		60	34	16	9	2,409	1,581	208	30	
Products of Petroleum and Coal.....	440	231	81		61	28	2	9	57	30	9		101	62	13	1	4,028	2,470	539	75	
Chemical Products.....	169	69	32		21	10	2		495	278	61		101	62	13	1	4,028	2,470	539	75	
Miscellaneous Manufacturing Industries.....	100	52	9		10	6			34	25	2		86	58	2		3,280	2,082	138	11	
Construction	4,432	3,122	108		3,416	2,348	130		33	7,636	4,737	748	5,077	3,479	402	89	64,521	46,265	3,154	4,336	
General Contractors.....	3,701	2,645	84		3,220	1,919	80		32	5,743	3,924	578	4,110	2,873	208	85	50,102	36,470	2,165	4,042	
Special Trade Contractors.....	745	477	24		696	429	50		1,293	813	170		967	606	194	4	14,419	9,795	1,019	294	
Transportation, Storage and Communication	1,430	543	242		933	531	127		98	1,926	1,221	383	34	2,301	1,222	602	3	18,286	10,088	3,583	261
Transportation.....	1,046	448	111		677	400	53		97	1,479	1,050	178	32	1,923	1,041	531	3	15,287	8,701	2,862	249
Storage.....	226	129	51		154	61	51		330	87	203	2	223	110	64	3	1,650	632	634	1	
Communication.....	158	44	2		102	70	23		117	84	2		155	101	7		1,348	615	87	11	

Public Utility Operation	92	57	.....	57	43	3	5	193	104	4	33	117	101	4	1	1,758	1,631	96	67
Trade	4,909	1,703	1,945	4	3,302	1,597	1,004	9	4,715	2,383	1,221	7,664	4,449	1,812	17	51,159	27,590	10,100	127
Wholesale.....	2,288	739	1,074	.....	1,104	518	40	8	2,206	1,888	521	3,004	2,083	817	13	20,103	10,501	4,945	41
Retail.....	2,621	967	871	4	2,198	1,079	603	1	2,509	1,295	500	3,660	1,766	995	4	30,998	16,729	5,155	86
Finance Insurance and Real Estate	604	339	30	.....	265	175	7	.....	574	413	18	602	398	17	1	5,745	3,531	206	21
Service	7,369	2,100	3,477	27	5,533	1,917	2,030	100	10,361	4,192	3,757	10,505	6,107	1,767	39	102,309	45,800	29,095	879
Community or Public Service.....	709	285	130	.....	750	262	18	49	4,702	1,493	40	7,883	542	70	2	1,190	4,558	645	100
Government Service.....	777	503	12	6	790	514	13	45	1,092	763	21	1,981	1,653	106	13	13,267	8,783	296	173
Recreation Service.....	244	93	8	.....	288	48	172	.....	2,375	1,231	1,086	1,243	1,106	56	.....	7,177	2,504	3,383	16
Business Service.....	314	165	32	.....	898	95	747	6	2,435	223	80	1,064	879	60	.....	7,333	3,026	1,532	25
Personal Service.....	5,316	1,014	3,213	21	2,798	978	1,080	.....	5,669	1,483	2,530	6,334	2,927	1,502	23	66,412	26,029	23,239	563
Totals	25,225	11,627	6,426	243	19,952	10,144	3,497	940	33,578	18,902	6,502	51,817	28,327	14,542	636	324,635	216,917	71,374	18,000
Men.....	15,027	8,247	2,333	240	15,081	7,910	2,641	874	29,658	14,308	4,121	46,787	17,959	4,998	533	258,050	154,512	36,429	10,520
Women.....	10,198	3,380	4,093	3	4,871	2,234	856	66	3,920	4,594	2,381	23,930	10,438	9,544	103	136,645	62,405	34,945	1,480

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of September, 1953		
		Number Commencing Benefit	Days Benefit Paid (Disability days in Brackets)	Amount of Benefit Paid
Newfoundland.....	1,374	762	42,227 (253)	137,897
Prince Edward Island.....	375	172	11,099 (39)	31,013
Nova Scotia.....	6,639	2,469	140,675 (1,141)	451,496
New Brunswick.....	4,573	2,090	103,792 (1,085)	321,763
Quebec.....	32,053	20,993	845,902 (7,735)	2,455,236
Ontario.....	28,967	19,625	652,030 (6,889)	2,010,344
Manitoba.....	3,519	1,249	86,040 (1,088)	240,124
Saskatchewan.....	982	403	24,615 (410)	69,127
Alberta.....	3,250	1,523	72,051 (843)	226,374
British Columbia.....	10,803	6,516	252,271 (3,344)	796,053
Total, Canada, Sept., 1953.....	92,535	55,802	2,230,702 (22,827)	6,739,427
Total, Canada, Aug., 1953.....	87,367	49,268	2,138,224 (6,452)	6,408,827
Total, Canada, Sept., 1952.....	74,309	43,167	1,933,547	5,710,886

* Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT SEPTEMBER 30, 1953, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES (*) INCLUDED IN TOTAL

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S

Province and Sex	Total	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over	Total Sept. 30 1952
Newfoundland.....	2,431 (4)	486	168	353	541	427	456	1,571
Male.....	2,184 (4)	450	158	319	477	406	374	1,436
Female.....	247 (-)	36	10	34	64	21	82	135
Prince Edward Island.....	615 (3)	127	63	64	109	104	148	398
Male.....	442 (1)	90	56	54	74	66	102	281
Female.....	173 (2)	37	7	10	35	38	46	117
Nova Scotia.....	7,950 (49)	1,812	770	1,061	1,486	805	2,016	5,544
Male.....	6,766 (40)	1,578	654	889	1,249	676	1,720	4,677
Female.....	1,184 (9)	234	116	172	237	129	296	867
New Brunswick.....	6,190 (52)	1,432	668	941	1,168	682	1,299	5,188
Male.....	5,119 (42)	1,199	573	825	981	569	972	4,250
Female.....	1,071 (10)	233	95	116	187	113	327	938
Quebec.....	42,348 (396)	10,450	4,587	6,443	7,097	4,638	9,133	30,590
Male.....	28,970 (253)	7,691	3,325	4,654	4,766	2,945	5,589	18,912
Female.....	13,378 (143)	2,759	1,262	1,789	2,331	1,693	3,544	11,678
Ontario.....	35,973 (332)	11,210	3,719	4,253	5,688	3,022	8,081	27,039
Male.....	25,434 (242)	8,433	2,674	3,033	3,905	1,919	5,470	17,373
Female.....	10,539 (90)	2,777	1,045	1,220	1,783	1,103	2,611	9,666
Manitoba.....	4,499 (40)	1,196	342	494	675	440	1,352	4,084
Male.....	2,338 (21)	584	168	243	312	210	821	2,250
Female.....	2,161 (19)	612	174	251	363	230	531	1,834
Saskatchewan.....	1,235 (15)	231	121	170	220	142	351	1,135
Male.....	647 (13)	109	58	82	103	64	231	582
Female.....	588 (2)	122	63	88	117	78	120	553
Alberta.....	3,244 (30)	821	299	516	490	319	799	2,370
Male.....	2,020 (29)	462	171	334	286	194	573	1,482
Female.....	1,224 (1)	359	128	182	204	125	226	888
British Columbia.....	14,896 (110)	4,929	1,543	1,962	2,263	1,144	3,055	14,708
Male.....	11,169 (85)	3,960	1,194	1,445	1,611	766	2,193	11,081
Female.....	3,727 (25)	969	349	517	652	378	862	3,627
TOTAL.....	119,381 (1,031)	32,694	12,280	16,257	19,737	11,723	26,690	92,627
MALE.....	85,089 (730)	24,556	9,031	11,878	13,764	7,815	18,045	62,324
FEMALE.....	34,292 (301)	8,138	3,249	4,379	5,973	3,908	8,645	30,303

* These data are shown in brackets and include short-time and temporary lay-off claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES
SEPTEMBER, 1953**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,147	821	326	1,241	859	382	373
Prince Edward Island.....	306	207	99	309	213	96	50
Nova Scotia.....	4,995	2,737	2,258	4,740	3,805	935	1,278
New Brunswick.....	3,613	2,175	1,438	3,460	2,736	724	820
Quebec.....	28,805	17,078	11,727	29,403	22,463	6,940	6,839
Ontario.....	29,189	16,993	12,196	28,696	22,843	5,853	6,960
Manitoba.....	2,463	1,590	873	2,380	1,686	694	384
Saskatchewan.....	675	474	201	641	421	220	145
Alberta.....	2,541	1,577	964	2,366	1,755	611	552
British Columbia.....	11,889	6,126	5,763	10,949	8,200	2,749	3,043
Total Canada, September, 1953.....	85,623*	49,778	35,845	84,185†	64,981	19,204	20,444
Total Canada, August, 1953.....	74,052	44,689	29,363	74,262	53,163	21,099	19,006
Total Canada, September, 1952.....	64,703	36,720	27,983	63,062	48,920	14,142	15,255

* In addition, revised claims received numbered 11,863. † In addition, 12,018 revised claims were disposed of. Of these, 882 were special requests not granted, and 720 were appeals by claimants. There were 1,384 revised claims pending at the end of the month.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of September, 1953	Month of August, 1953	Month of September, 1952
Benefit year not established.....	7,443	7,179	5,527
Claimants Disqualified*			
Not unemployed.....	4,640	9,754	2,048
Not capable of and not available for work.....	1,505	1,555	1,761
Loss of work due to a labour dispute.....	446	78	903
Refused offer of work and neglected opportunity to work.....	858	996	1,356
Discharged for misconduct.....	738	646	551
Voluntarily left employment without just cause.....	4,891	4,285	4,476
Failure to fulfill additional conditions imposed upon certain married women.....	1,169	1,009	1,021
Other reasons†.....	1,811	1,311	1,108
Total.....	23,501	26,813	18,751

* Data for September, 1953, include 4,297 on revised claims.

† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month	Total	Employed	Claimants*
1953—August.....	3,190,000	3,079,100	110,900
July.....	3,185,000	3,065,200	119,800
June.....	3,153,000	3,009,900	143,100
May.....	3,166,000	2,950,800	215,200
April.....	3,278,000	2,917,900	360,100†
March.....	3,280,000	2,916,800	363,200†
February.....	3,283,000	2,928,300	354,700†
January.....	3,286,000	3,007,400	278,600†
1952—December.....	3,241,000	3,079,100	161,900
November.....	3,186,000	3,074,500	111,500
October.....	3,171,000	3,078,400	92,600
September.....	3,151,000	3,049,000	102,000
August.....	3,132,000	3,019,400	112,600

* Ordinary claimants on the live unemployment register on the last working day of the preceding month.

† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO OCTOBER 31, 1953

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				Interest on Investments and Profit on Sale of Securities	Total Revenue	DISBURSEMENTS			Balance in Fund
	CONTRIBUTIONS (Gross less refunds)		Fines	Total			BENEFIT PAYMENTS		Total	
	Employer and Employee	Government					Ordinary	Supplementary		
To 1948.....	\$ 441,772,355.96	\$ 87,948,417.69	\$ 15,449.49	\$ 35,485,221.38	\$ 565,221,444.52	117,486,505.31	.....	117,486,505.31	447,734,939.21
1949.....	98,581,559.98	20,924,013.71	8,359.08	12,113,317.56	131,627,250.83	49,826,752.16	.....	49,826,752.16	526,535,437.38
1950.....	104,433,415.94	20,094,332.20	17,731.42	14,391,257.71	138,935,737.27	85,006,136.24	.....	85,006,136.24	582,646,972.82
1951.....	128,744,248.84	27,536,193.16	34,656.50	15,630,847.06	171,945,945.56	83,082,101.75	818,065.89	83,897,167.64	664,850,376.70	
1952.....	158,887,858.49	30,815,284.37	33,344.00	19,046,503.98	203,782,990.84	85,659,677.68	6,930,439.54	92,590,117.22	778,199,351.43	
1953.....	158,184,895.03	31,035,633.43	36,085.94	22,950,737.44	209,207,051.84	128,814,174.79	7,007,063.82	135,821,238.61	851,585,164.66	
To 1953.....	1,082,603,034.24	218,353,874.56	145,626.43	119,617,865.13	1,420,720,420.36	549,775,347.93	19,359,907.77	569,135,255.70	851,585,164.66	
April.....	13,247,472.35	2,649,979.50	2,186.29	2,002,394.23	17,902,032.37	16,381,132.37	2,801,309.74	19,182,442.11	850,304,754.92	
May.....	13,369,793.82	2,676,051.96	6,625.00	2,065,494.36	18,111,965.14	12,188,755.09	196,987.95	12,385,743.04	850,030,977.02	
June.....	12,418,746.38	2,484,024.75	3,195.50	2,022,231.63	26,928,198.26	8,398,564.65	cr. 7,868.25	8,390,696.40	864,568,478.88	
July.....	13,194,627.63	2,636,424.22	5,064.82	2,119,370.71	17,955,456.78	7,139,851.79	8,205.64	7,148,057.43	875,375,908.23	
August.....	13,905,701.60	2,780,380.97	3,593.10	2,157,977.61	18,547,453.28	6,400,262.22	1,917.80	6,402,180.02	887,321,381.49	
September.....	13,402,103.70	2,685,145.23	3,009.80	2,133,540.21	18,223,798.94	6,729,953.93	402.50	6,730,356.43	899,314,324.90	
October.....	*13,498,551.90	2,696,174.86	4,530.50	2,238,467.95	18,437,725.21	7,592,476.56	cr. 6,472.50	7,586,004.06	910,166,545.15	
Sub-Total.....	93,036,997.38	18,608,181.49	22,205.01	14,739,476.10	126,406,859.98	64,830,996.61	2,994,482.88	67,825,479.49	910,166,545.15	
Total.....	1,175,640,031.02	+236,962,056.05	167,831.44	134,357,361.28	1,547,127,280.34	614,606,344.54	22,354,590.65	636,960,735.19	910,166,545.15	

*Stamps \$6,101,733.41 Meter \$1,715,745.78 Bulk \$5,588,959.19 D. V. A. \$92,113.52 Total \$13,498,551.90

+ Government Refunds re Supplementary Benefit classes 3 and 4; July 3, 1950 to date \$1,827,834.25.

F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO NOVEMBER 1953**

(1949 = 100.0)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
1949—January	99.8	100.8	99.2	99.7	99.9	98.9
February	99.7	99.7	99.3	99.7	100.2	99.4
March	99.4	98.7	99.2	100.0	100.1	99.5
April	99.3	98.1	99.6	100.2	100.1	99.5
May	99.2	97.9	99.7	100.3	99.8	99.8
June	99.6	99.2	99.7	100.3	99.7	99.8
July	100.0	100.2	100.3	100.3	99.7	99.8
August	100.4	101.3	100.2	100.1	99.6	99.9
September	100.4	101.2	100.5	100.2	99.6	99.9
October	100.6	100.8	100.5	99.8	100.6	100.9
November	101.0	101.9	100.5	99.7	100.5	101.0
December	100.5	100.3	101.0	99.7	100.4	101.1
Year	100.0	100.0	100.0	100.0	100.0	100.0
1950—January	100.1	98.1	101.1	99.6	100.6	102.0
February	100.2	98.4	101.1	99.5	100.6	102.2
March	100.9	98.8	104.7	98.9	100.8	102.2
April	101.2	99.3	104.9	99.2	101.2	102.2
May	101.2	99.3	105.1	99.1	101.1	102.2
June	101.9	100.9	105.9	99.1	101.5	102.3
July	102.7	102.6	107.4	99.1	101.6	102.4
August	103.3	103.8	107.8	99.3	102.6	102.5
September	104.3	105.4	108.7	99.9	103.4	103.0
October	105.9	107.6	109.0	100.6	104.6	105.2
November	106.4	108.4	109.5	101.0	105.1	105.4
December	106.6	108.4	109.6	101.3	105.5	105.7
Year	102.9	102.6	106.2	99.7	102.4	103.1
1951—January	107.7	109.0	110.0	102.6	107.1	107.4
February	109.1	111.0	110.4	105.1	108.6	108.0
March	110.8	114.1	111.5	106.7	110.5	108.3
April	111.7	115.5	111.8	108.5	111.4	108.6
May	112.2	114.3	112.4	109.0	112.7	110.4
June	113.7	115.8	115.2	109.5	113.8	111.8
July	114.6	117.9	115.5	109.7	114.3	112.2
August	115.5	119.0	114.8	110.7	115.1	113.4
September	116.5	120.5	117.2	111.9	115.5	113.6
October	117.1	121.3	117.2	114.1	115.8	114.1
November	117.9	122.5	118.2	114.5	115.9	114.8
December	118.1	122.5	118.2	115.2	116.4	115.9
Year	113.7	117.0	114.4	109.8	113.1	111.5
1952—January	118.2	122.4	118.3	114.9	116.4	115.5
February	117.6	120.8	118.3	113.5	116.3	115.8
March	116.9	117.6	119.1	112.9	116.9	116.4
April	116.8	117.2	119.4	112.5	116.8	116.6
May	115.9	115.5	119.6	112.3	116.2	115.6
June	116.0	115.7	120.4	111.8	115.9	115.7
July	116.1	116.0	120.6	111.7	115.9	115.6
August	116.0	115.7	120.6	111.6	115.8	115.8
September	116.1	115.8	121.2	110.9	116.0	115.8
October	116.0	115.1	121.5	109.9	116.2	116.4
November	116.1	115.7	121.4	109.8	115.9	116.6
December	115.8	114.1	122.2	109.7	116.1	116.6
1953—January	115.7	113.5	122.3	109.7	116.5	116.7
February	115.5	112.7	122.5	109.6	116.6	116.7
March	114.8	111.6	122.5	109.7	116.7	115.2
April	114.6	110.9	122.7	109.7	116.9	115.0
May	114.4	110.1	122.9	110.1	116.6	115.1
June	114.9	111.4	123.6	110.1	116.6	115.1
July	115.4	112.7	123.9	110.3	117.0	115.2
August	115.7	112.8	124.1	110.4	117.2	115.8
September	116.2	114.0	124.2	110.4	117.4	115.9
October	116.7	115.5	124.5	110.3	117.5	116.0
November	116.2	113.4	125.0	110.3	117.4	116.3

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER, 1953

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Oct. 1st, 1952	Sept. 1st, 1953	Oct. 1st, 1953					
St. John's, Nfld. (1).....	103.0	102.8	102.8	101.4	107.3	101.9	104.4	101.5
Halifax.....	113.1	113.8	114.0	108.6	118.7	116.4	119.0	115.4
Saint John.....	115.3	116.1	116.1	113.1	116.3	119.7	117.2	119.3
Montreal.....	115.8	116.5	117.4	117.4	131.2	110.9	116.5	115.1
Ottawa.....	114.5	115.5	116.4	115.5	124.2	113.6	115.7	116.8
Toronto.....	116.2	117.6	118.4	114.1	136.0	113.1	117.6	116.9
Winnipeg.....	114.3	114.7	115.0	112.8	119.4	116.2	113.5	116.2
Saskatoon-Regina.....	111.7	113.8	114.3	114.6	111.5	116.3	117.7	110.8
Edmonton-Calgary.....	113.5	115.1	115.3	113.6	118.3	114.3	115.2	117.1
Vancouver.....	115.6	116.2	116.7	112.7	123.2	112.6	123.2	117.5

N.B.—Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June, 1951 = 100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: 1949=100)

Dominion Average Retail Price Relatives with Dominion Averages of Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Oct. 1949	Oct. 1950	Oct. 1951	Oct. 1952	Sept. 1953	Oct. 1953	Price Oct. 1953
Beef, sirloin steak.....	lb.	100.5	128.1	151.6	123.1	113.8	112.2	79.0
Beef, round steak.....	lb.	100.5	128.2	151.0	122.8	112.6	110.0	73.7
Beef, blade.....	lb.	99.3	131.3	159.0	119.7	100.9	100.3	48.5
Beef, stewing, boneless.....	lb.	100.4	133.0	164.9	129.3	111.1	109.4	51.0
Lamb, leg roast.....	lb.	96.1	112.0	133.6	113.7	114.0	104.7	75.4
Pork, fresh loin, centre cut.....	lb.	104.7	103.7	125.4	102.3	119.9	121.6	77.6
Pork, fresh shoulders, hock off.....	lb.	101.6	110.5	116.5	101.7	112.4	111.8	54.2
Bacon, side, fancy, sliced, rind off.....	½ lb.	101.3	94.0	102.9	73.9	118.0	127.2	53.9
Lard, pure, package.....	lb.	99.9	117.0	119.1	62.2	103.1	115.5	27.1
Shortening, package.....	lb.	95.8	103.4	110.6	87.7	88.0	88.6	28.6
Eggs, grade "A" large, carton.....	doz.	117.0	110.5	133.6	114.8	130.7	134.3	82.6
Milk.....	qt.	100.4	106.1	110.6	118.5	118.5	118.5	21.1
Butter, creamery, prints.....	lb.	97.1	91.6	105.7	97.8	97.2	100.8	65.1
Cheese, plain, mild, ½ lb.....	pkg.	99.2	100.9	114.8	114.4	111.7	111.7	32.6
Bread, plain, white, wrapped, sliced.....	lb.	102.2	109.4	119.7	118.7	124.8	124.8	12.3
Flour, all purpose.....	lb.	104.7	104.7	107.6	104.7	111.9	111.9	7.8
Corn Flakes, 8 oz.....	pkg.	100.1	105.7	116.9	123.2	123.2	123.2	17.4
Tomatoes, canned 2½'s.....	tin	95.0	86.7	123.0	135.6	119.6	116.6	23.4
Peas, 20 oz.....	tin	99.9	99.2	112.2	119.5	120.1	120.1	21.1
Corn, cream, choice, 20 oz.....	tin	98.2	89.9	97.0	103.6	95.2	94.7	18.1
Onions, cooking.....	lb.	106.7	86.5	102.9	129.0	104.6	92.4	6.8
Potatoes, No. 1, table.....	10 lbs.	96.3	81.8	100.8	157.3	93.6	89.3	31.1
Raisins, seedless, bulk or in bag.....	lb.	100.8	105.2	141.7	136.0	136.0	136.0	24.0
Oranges, California.....	doz.	91.7	111.6	112.3	105.1	89.5	93.7	33.0
Jam, strawberry, 16 oz.....	jar	99.5	110.5	114.9	106.9	105.6	105.6	24.5
Peaches, 15 oz.....	tin	99.2	99.0	106.0	102.6	96.8	96.8	20.0
Sugar, granulated, bulk or in bag.....	lb.	100.0	125.6	134.1	112.7	106.2	106.2	9.8
Coffee, medium, quality in bag.....	lb.	100.0	157.3	165.3	161.1	165.7	166.8	103.8
Tea, black, ½ lb.....	pkg.	100.3	102.5	105.1	104.5	97.3	97.3	47.7

* Descriptions and Units of Sale apply to October, 1953 Prices.

NOTE.—The above price averages and price relatives on the base 1949=100 pertain to chain and independent stores while previously-published price averages and price relatives on the base August 1949 = 100 pertain to independent stores only. The above figures are not strictly comparable to those published previously in this table.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per 3 lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed) per lb.	Stewing boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hook-off, per lb.		
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	103.0		^a 68.8	^a 51.3	63.7	82.2	74.3	^e 51.9	60.2
P.E.I.—			^a	^a					^m
2—Charlottetown.....	77.2	70.8	54.8	49.0	45.8	74.2	59.8	46.4	47.8
Nova Scotia—			^a				^c		
3—Halifax.....	83.1	73.4	47.7	48.5	45.0	79.2	55.5	58.7	56.6
4—Sydney.....	77.2	71.1	^a 52.4	56.2	51.5	78.0	59.2	50.8	50.3
New Brunswick—									
5—Moncton.....	74.6	66.9	49.0	46.3	41.1	77.2	56.2	53.7	54.4
6—Saint John.....	81.6	73.8	53.5	52.5	47.1	79.2	55.6	55.9	49.7
Quebec—									
7—Chicoutimi.....	95.0	92.2	62.4	50.2	50.7	74.8	68.8	44.8	49.8
8—Hull.....	72.9	72.6	48.7	49.5	41.5	76.1	55.8	52.6	55.2
9—Montreal.....	91.0	85.8	^a 49.9	52.8	42.3	75.4	55.2	53.0	59.8
10—Quebec.....	87.1	80.9	^a 43.3	42.9	47.7	66.4	54.3	49.1	55.6
11—Sherbrooke.....	82.9	77.4	^a 51.5	54.2	40.1	73.6	57.0	50.5	45.8
12—Sorel.....	87.0	78.1	^a 56.0	45.9	45.0	68.6	49.3	51.2	60.0
13—Three Rivers.....	91.8	81.3	43.9	42.3	40.3	71.9	55.4	50.1	60.5
Ontario—									
14—Brantford.....	74.9	71.4	55.9	52.8	41.9	79.2	55.6	55.8	51.3
15—Cornwall.....	74.3	71.5	^a 44.1	49.6	39.9	75.0	55.8	53.3	57.3
16—Fort William.....	75.6	73.4	^a 50.5	54.6	46.9	75.8	.....	53.6	58.5
17—Hamilton.....	80.7	75.1	^a 51.5	53.7	43.7	83.1	49.6	56.2	53.1
18—Kirkland Lake.....	75.5	72.0	^a 50.5	48.2	40.7	78.7	^d 61.8	56.8	58.7
19—London.....	76.9	73.9	47.7	49.2	43.4	77.9	52.4	55.6	55.2
20—North Bay.....	71.0	67.7	48.2	47.3	43.3	77.0	49.5	53.4	55.9
21—Oshawa.....	73.6	73.6	45.5	47.7	42.0	77.1	46.1	53.7	50.0
22—Ottawa.....	75.9	70.6	49.4	51.1	37.2	79.1	52.1	55.7	56.2
23—Sault Ste. Marie.....	76.1	73.8	^a 50.9	57.1	51.0	78.7	63.1	53.4	57.2
24—Sudbury.....	70.5	68.7	^a 49.3	50.2	40.9	72.7	^d 57.3	50.9	50.8
25—Toronto.....	81.2	77.2	^a 54.2	50.8	42.9	78.9	49.7	55.2	48.4
26—Windsor.....	73.0	69.1	^a 48.1	54.6	43.3	79.6	^d 54.0	55.7	55.9
Manitoba—							^d		
27—Winnipeg.....	76.6	70.5	52.5	51.5	46.5	74.1	59.3	52.6	52.5
Saskatchewan—			^a						
28—Regina.....	75.7	68.9	52.0	53.6	42.9	71.3	56.1	49.2	54.1
29—Saskatoon.....	74.1	72.3	^a 53.9	59.6	46.7	67.0	^d 58.5	48.6	50.9
Alberta—							^d		
30—Calgary.....	75.7	69.3	60.7	55.3	41.0	68.4	59.0	46.2	52.9
31—Edmonton.....	72.4	67.9	^a 46.3	52.5	45.0	63.6	49.7	46.6	46.6
British Columbia—			^a						
32—Prince Rupert.....	85.0	77.5	60.0	60.0	46.7	75.0	68.3	49.9	64.7
33—Trail.....	84.5	78.2	^a 59.2	63.2	.....	70.7	63.3	45.8	63.3
34—Vancouver.....	89.6	78.2	59.1	56.9	48.2	81.0	^d 64.4	49.7	55.4
35—Victoria.....	91.6	81.2	59.5	58.7	53.2	81.8	59.5	49.4	54.2

FOODS AND COAL BY CITIES, OCTOBER, 1953

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose, per lb.	Bread, plain, white, wrapped, sliced, per lb.	Corn flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar.	Eggs, fresh, Grade "A", large, carton, per doz.	Milk, fresh, per quart.	Butter, creamery, first grade per 1 lb. print.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....		8-8	12-7	20-8	11-1	59-6	98-4	32-0	75-5
P.E.I.—									
2—Charlottetown.....	69-5	9-0	14-4	19-2	10-3	52-4	75-3	17-0	65-9
Nova Scotia—									
3—Halifax.....	68-8	8-8	12-8	18-4	9-4	50-6	82-7	20-5	65-6
4—Sydney.....	66-6	9-0	14-0	19-4	10-5	49-6	86-9	22-0	66-9
New Brunswick—									
5—Moncton.....	66-4	9-1	15-6	18-5	10-0	52-0	84-4	20-0	65-4
6—Saint John.....	73-0	8-8	13-3	18-9	9-9	49-1	86-6	21-0	67-2
Quebec—									
7—Chicoutimi.....	100-0	8-3	16-0	19-3	10-1	55-3	83-0	20-0	61-6
8—Hull.....		8-0	12-7	17-5	9-7	47-9	86-9	22-0	63-8
9—Montreal.....	77-6	8-0	12-7	17-3	9-4	50-1	85-7	20-0	63-8
10—Quebec.....	76-9	7-8	12-5	17-9	9-5	51-1	88-3	20-0	63-7
11—Sherbrooke.....	76-2	8-0	13-1	17-4	9-3	51-3	85-4	20-0	61-8
12—Sorel.....	89-3	7-7	12-7	17-8	9-5	46-9	76-4	19-0	62-3
13—Three Rivers.....	78-0	7-9	11-7	17-4	9-9	50-7	85-1	19-0	62-1
Ontario—									
14—Brantford.....	76-8	8-1	12-7	17-5	9-8	44-6	84-6	21-0	65-2
15—Cornwall.....		8-0	12-7	18-2	10-0	46-7	84-8	20-0	62-5
16—Fort William.....		7-9	14-0	19-0	10-4	52-8	76-8	23-0	66-1
17—Hamilton.....	83-7	8-2	12-7	17-6	9-9	46-0	87-8	22-0	65-5
18—Kirkland Lake.....		8-7	12-0	18-9	11-2	53-0	90-6	25-0	65-4
19—London.....	79-8	7-9	12-7	17-4	9-9	45-2	82-0	21-0	66-0
20—North Bay.....	80-6	8-3	13-0	19-4	11-2	49-2	88-8	22-0	67-0
21—Oshawa.....	76-3	7-8	12-7	17-4	9-7	45-8	85-2	21-0	65-1
22—Ottawa.....	75-4	8-1	12-7	17-5	9-9	48-7	89-2	21-8	65-4
23—Sault Ste. Marie.....		8-3	13-3	19-3	10-7	49-4	82-5	23-0	66-3
24—Sudbury.....	76-3	8-6	13-3	18-4	11-0	49-0	88-0	23-0	64-8
25—Toronto.....	73-1	7-9	12-7	17-4	9-4	44-1	85-8	22-0	65-4
26—Windsor.....	72-2	8-3	12-7	17-9	9-9	48-2	86-2	22-0	66-7
Manitoba—									
27—Winnipeg.....	75-7	7-7	15-0	17-7	11-5	67-6	77-2	20-0	65-5
Saskatchewan—									
28—Regina.....	78-0	8-0	14-4	18-6	12-7	64-8	74-6	19-0	64-0
29—Saskatoon.....	69-3	7-9	13-6	17-7	13-9	61-7	73-2	20-5	64-9
Alberta—									
30—Calgary.....	76-9	7-8	14-4	18-2	11-8	60-0	78-4	21-0	66-0
31—Edmonton.....	71-5	7-9	14-4	17-9	11-6	63-6	75-6	20-0	66-9
British Columbia—									
32—Prince Rupert.....	90-7	8-8	15-0	18-6	11-1	62-8	80-9	31-0	66-8
33—Trail.....	96-0	7-9	17-0	18-3	11-7	63-3	82-7	25-0	64-2
34—Vancouver.....	77-4	7-9	16-0	17-7	9-6	56-9	74-2	21-8	67-9
35—Victoria.....	83-9	8-0	16-0	18-0	9-9	58-4	78-9	24-0	68-1

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed, per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's.....	36.0	33.0	.....	34.4	.....	19.5	49.2	31.5	25.5	23.5
P.E.I.—										
2—Charlottetown.....	37.0	.....	27.8	30.2	28.4	19.3	20.1	28.6	22.4	21.6
Noval Scotia—										
3—Halifax.....	35.1	39.5	26.8	29.4	24.9	18.1	21.1	27.2	23.9	19.7
4—Sydney.....	36.7	37.6	26.1	29.2	26.1	20.4	23.1	26.2	23.0	20.1
New Brunswick—										
5—Moncton.....	34.7	38.1	27.3	30.3	25.8	18.5	22.1	25.2	23.8	19.6
6—Saint John.....	35.7	39.1	29.2	29.2	25.6	17.5	20.8	23.8	23.6	19.1
Quebec—										
7—Chicoutimi.....	36.3	.....	24.9	34.4	27.1	18.8	24.0	24.1	23.2	20.0
8—Hull.....	32.6	.....	26.0	28.6	25.3	17.3	20.2	20.6	20.7	17.1
9—Montreal.....	33.7	.....	26.4	29.2	25.8	17.4	19.7	19.4	21.6	18.4
10—Quebec.....	34.3	.....	27.9	30.0	26.1	17.9	20.4	22.4	21.1	17.8
11—Sherbrooke.....	34.4	.....	25.0	30.4	24.8	17.4	20.2	20.6	21.6	20.2
12—Sorel.....	33.3	.....	27.0	29.4	26.1	17.5	22.7	20.1	19.6	17.6
13—Three Rivers.....	34.2	.....	22.2	28.7	25.2	18.3	22.3	20.3	21.0	20.0
Ontario—										
14—Brantford.....	32.3	39.5	27.0	28.5	24.6	17.4	21.0	24.5	21.0	17.6
15—Cornwall.....	33.7	33.4	26.1	28.4	25.4	16.9	19.9	21.9	19.6	18.4
16—Fort William.....	35.1	39.8	28.5	29.9	24.4	19.4	20.8	24.6	22.3	19.3
17—Hamilton.....	33.7	39.4	28.4	29.3	24.6	18.1	20.5	24.1	21.7	16.8
18—Kirkland Lake.....	33.4	39.0	30.4	31.4	26.4	19.8	22.1	24.3	.....	19.0
19—London.....	32.6	39.0	28.3	28.6	25.5	18.0	19.7	24.6	21.4	16.7
20—North Bay.....	35.0	39.8	27.0	29.2	32.8	18.4	.....	23.5	22.7	18.8
21—Oshawa.....	33.1	39.9	28.5	28.9	24.0	17.8	20.0	23.6	20.8	16.9
22—Ottawa.....	33.4	39.3	27.6	29.6	25.2	17.8	21.3	22.0	22.1	17.0
23—Sault Ste. Marie.....	34.8	39.8	30.2	30.1	26.3	17.7	.....	24.2	22.5	18.0
24—Sudbury.....	33.8	38.2	27.2	29.0	25.8	18.8	.....	22.7	22.5	17.5
25—Toronto.....	32.9	39.3	29.3	29.2	23.9	18.1	20.2	23.2	21.1	16.7
26—Windsor.....	33.9	39.5	28.6	29.6	25.4	19.3	21.3	22.5	m 16.8	17.6
Manitoba—										
27—Winnipeg.....	34.3	41.2	27.6	28.5	24.7	18.2	22.2	25.6	m 18.3	19.4
Saskatchewan—										
28—Regina.....	35.2	40.8	25.1	30.6	25.5	19.5	23.7	27.3	22.7	20.6
29—Saskatoon.....	34.1	40.4	25.3	28.8	24.8	19.5	23.1	27.1	23.1	20.8
Alberta—										
30—Calgary.....	33.2	40.5	23.3	30.4	24.4	18.7	22.3	29.6	21.5	21.5
31—Edmonton.....	34.3	41.7	25.5	31.4	24.4	18.4	21.6	28.5	22.3	22.1
British Columbia—										
32—Prince Rupert.....	37.0	40.4	25.9	33.0	26.5	21.7	24.1	30.8	m 20.9	m 19.3
33—Trail.....	36.5	39.8	27.5	31.7	.....	21.4	24.4	30.4	m 20.7	m 21.3
34—Vancouver.....	35.1	39.8	26.1	28.4	23.9	18.0	22.0	28.4	m 15.7	m 15.6
35—Victoria.....	35.6	39.6	27.6	29.8	23.0	17.2	20.3	29.0	m 18.8	m 17.4

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed

FOODS AND COAL BY CITIES, OCTOBER, 1953

Bureau of Statistics

Locality	Oranges, California, 288 s, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per 'b.	Prunes, medium size, per lb. pag.	Raisins, seedless, Australian, per lb.	Tea, black, medium quality per ½ lb. pag.	Coffee, medium quality, in bags, per lb.	Coal	
									Anthracite, per ton	Bituminous, per ton
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	43.5	32.6	44.7	10.4	34.2	26.3	61.8	125.1	.....	22.75
P.E.I.—						n	v			
2—Charlottetown.....	37.8	23.3	24.7	8.3	28.3	27.9	47.7	115.3	.....	17.62
Nova Scotia—						n	v			
3—Halifax.....	34.8	21.4	27.9	5.6	28.8	23.9	48.2	113.7	.....	19.50
4—Sydney.....	36.3	25.7	28.2	6.7	29.6	25.6	47.9	120.2	.....	13.60
New Brunswick—						n	v			
5—Moncton.....	35.1	22.2	23.6	5.7	29.3	25.6	48.1	111.1	.....	18.75
6—Saint John.....	37.2	21.7	22.3	6.9	30.1	26.4	49.2	115.2	.....	19.69
Quebec—						n	v			
7—Chicoutimi.....	36.3	18.6	32.9	10.8	31.7	28.0	55.5	109.4	30.00	.....
8—Hull.....	30.3	19.0	29.3	9.3	27.8	25.3	52.8	110.8	27.50	.....
9—Montreal.....	34.2	17.7	27.6	9.5	29.4	24.5	48.3	109.0	27.37	.....
10—Quebec.....	33.0	18.1	26.3	8.9	28.4	26.7	50.5	111.0	29.19	.....
11—Sherbrooke.....	33.3	17.8	25.2	8.5	29.6	25.0	53.4	110.2	27.75	.....
12—Sorel.....	36.0	18.1	28.3	10.2	26.7	24.0	52.4	110.1	26.75	.....
13—Three Rivers.....	32.4	18.4	26.6	9.5	27.7	25.8	54.0	110.9	27.00	.....
Ontario—						n	v			
14—Brantford.....	32.4	18.8	30.6	5.6	30.0	23.4	51.5	105.1	26.90	.....
15—Cornwall.....	31.5	19.0	29.2	8.2	29.0	24.2	52.0	108.3	29.75	.....
16—Fort William.....	36.9	20.0	37.4	7.2	26.7	25.7	50.9	107.4	26.62	.....
17—Hamilton.....	34.2	19.2	33.3	6.7	28.8	23.7	49.5	106.2	26.06	.....
18—Kirkland Lake.....	36.0	19.6	38.2	7.7	29.8	26.2	55.2	101.2	33.25	.....
19—London.....	32.1	19.1	31.3	7.3	28.5	22.8	48.7	105.8	27.00	.....
20—North Bay.....	32.4	20.3	30.2	7.0	.....	k 23.2	52.7	116.4	29.75	.....
21—Oshawa.....	32.4	19.4	29.1	6.2	27.3	22.9	54.9	104.4	28.00	.....
22—Ottawa.....	30.3	18.9	30.7	8.5	28.6	25.7	50.4	107.4	27.50	.....
23—Sault Ste. Marie.....	33.9	20.0	39.0	8.8	29.7	23.5	54.9	107.1	27.25	.....
24—Sudbury.....	34.2	19.2	32.8	7.6	26.2	k 24.6	50.6	101.8	29.70	.....
25—Toronto.....	27.9	19.0	30.3	6.2	28.1	n 24.6	48.3	103.8	24.57	.....
26—Windsor.....	32.4	19.0	29.0	6.5	31.7	n 24.8	* 49.0	107.0	26.00	.....
Manitoba—						n	v			
27—Winnipeg.....	36.9	19.9	25.0	6.1	28.1	26.9	47.2	101.9	.....	21.15
Saskatchewan—						n	v			
28—Regina.....	36.3	22.3	44.1	9.1	28.1	27.1	48.4	105.4	.....	18.50
29—Saskatoon.....	39.0	22.1	48.0	10.5	30.9	27.0	47.4	104.1	.....	18.00
Alberta—						n	v			
30—Calgary.....	35.4	23.4	42.8	8.1	28.8	25.7	47.9	104.3	.....	.....
31—Edmonton.....	37.2	23.3	47.5	9.9	29.7	n 25.6	48.4	107.2	.....	8,58d
British Columbia—						n	v			
32—Prince Rupert.....	39.3	25.1	43.1	8.7	28.2	26.5	50.4	105.6	.....	22.90
33—Trail.....	33.6	25.3	46.0	8.8	28.7	n 26.6	50.2	100.1	.....	19.75
34—Vancouver.....	30.3	19.9	34.8	8.0	25.6	n 23.6	47.2	100.5	.....	21.02
35—Victoria.....	31.2	20.4	34.6	8.3	27.5	n 24.2	46.4	103.3	.....	22.25

carton and loose. (h) Evaporated milk, 17-0 ¢ per 16 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—
 Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. * Revised price.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted.)
Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Consumer Price Index Dominion Bureau of Statistics	Consumer Price Index Bureau of Labour Statistics	Cost of Living	Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Generale	Cost of Living	Consumption Price Index	Cost of Federal Labour Department	Cost of Living	Cost of Living and Census Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City			Paris				Cairo	9 Towns	6 Capital Cities	21 Towns
Base Period	1949	1947-49	1939	January 1952	August 1947	1949	1938	1935	August 1939	June-Aug. 1939	1938	1936-39 = 1000	1st quarter 1949 = 1000
1933.....	(a) 58.8	(b) 55.3	.....	(i) 140	(h) 151	.....	.....	.....	(e) 131	99	83.2	.....	.....
1939.....	63.2	59.4	100.0	(j) 158	(h) 178	(m) 108	.....	107.5	(e) 138	103	99.9	1029	600
1940.....	65.7	59.9	100.7	(i) 184	(h) 205	(m) 129	.....	122.5	(e) 151	113	103.4	1051	742
1941.....	69.6	62.9	104.4	(i) 199	(h) 226	(m) 150	.....	141.7	(e) 174	138	108.2	1111	810
1944.....	74.6	75.2	199.1	(i) 201	(h) 285	(m) 285	.....	158.2	(e) 207	279	128.8	1270	872
1945.....	75.0	76.9	213.5	(i) 203	(h) 285	(m) 285	.....	157.5	(e) 209	283	132.2	1270	884
1946.....	77.5	83.4	266.7	(i) 203	(h) 291	(m) 645	.....	160.3	(e) 208	287	134.1	1278	891
1947.....	84.8	95.5	300.3	(i) 203	(h) 303	(m) 645	.....	162.1	(e) 217	279	139.7	1309	919
1948.....	97.0	102.8	318.9	(i) 108	(L) 99	(m) 1632	4575	162.4	(e) 224	281	147.8	1392	992
1949.....	100.0	101.8	336.0	(j) 111	(L) 100	(m) 1818	4847	172.4	(e) 224	281	147.8	1528	1009
1950.....	102.9	102.8	356.2	(j) 114	(L) 101	(m) 1945	4915	175.9	(e) 222	319	153.2	1669	1066
1951.....	113.7	111.0	401.0	(j) 124	(L) 109	(m) 130.1	5320	207.5	(e) 222	319	171.0	1906	1183
1952.....	116.5	113.5	455.7	(j) 102.6	(L) 118	145.4	5546	230.3	(e) 222	319	185.8	2337	1275
1957 March.....	116.9	112.4	448.8	100.6	.....	148.1	5475	223.1	(e) 222	319	185.8	2366	1253
April.....	116.8	112.9	451.3	102.2	.....	146.6	5501	223.1	(e) 222	319	185.8	.....	.....
May.....	115.9	113.0	457.8	103.9	115	144.5	5522	223.6	(e) 222	319	185.8	.....	.....
June.....	116.1	114.1	464.8	103.8	.....	143.1	5559	225.1	(e) 222	319	185.8	.....	.....
July.....	116.0	113.4	466.6	103.2	.....	142.8	5572	224.8	(e) 222	319	185.8	.....	.....
August.....	116.1	114.3	467.6	103.8	.....	144.8	5575	225.2	(e) 222	319	185.8	.....	.....
September.....	116.1	114.3	469.4	103.0	.....	145.7	5615	224.9	(e) 222	319	185.8	.....	.....
October.....	116.0	114.2	465.0	103.0	.....	145.7	5615	224.9	(e) 222	319	185.8	.....	.....
November.....	116.1	114.2	467.6	103.8	.....	144.4	5626	224.3	(e) 222	319	185.8	.....	.....
December.....	115.8	114.3	462.4	104.5	.....	145.4	5632	224.2	(e) 222	319	185.8	.....	.....
1959 January.....	115.7	113.9	462.4	104.4	.....	145.4	5632	224.2	(e) 222	319	185.8	.....	.....
February.....	115.5	113.8	457.2	104.7	.....	145.6	5603	224.3	(e) 222	319	185.8	.....	.....
March.....	114.8	113.5	449.9	105.4	.....	145.2	5613	224.4	(e) 222	319	185.8	.....	.....
April.....	114.6	113.7	449.1	106.4	.....	145.2	5668	224.4	(e) 222	319	185.8	.....	.....
May.....	114.9	114.0	448.6	106.4	.....	145.5	5702	224.1	(e) 222	319	185.8	.....	.....
June.....	114.9	114.5	448.6	106.6	.....	145.4	5718	224.1	(e) 222	319	185.8	.....	.....
July.....	115.4	114.7	448.6	106.6*	.....	145.4	5633	223.3	(e) 222	319	185.8	.....	.....
August.....	115.7	115.0	448.6	106.9	.....	141.0	.....	.....	(e) 222	319	185.8	.....	.....
September.....	115.2	115.0	448.6	106.9	.....	.....	.....	.....	(e) 222	319	185.8	.....	.....
October.....	116.7	116.7	448.6	106.9	.....	.....	.....	.....	(e) 222	319	185.8	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914 = 100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-46 are on base July, 1914 = 100. (i) Years 1914-47 on base July, 1914 = 100. (j) Years 1914-47 on base July, 1914 = 100. (k) Average June-December. (l) Average of quarterly indexes. (m) Annual averages 1938-1950 are on base 1938 = 100. (n) Revised. (o) Corrected.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1951	1952	Sept. 1952	Aug. 1953	Sept. 1953
All Commodities	83.4	166.0	124.6	87.4	99.2	240.2	226.0	221.9	222.4	221.5
Classified According to Chief Component Material.....										
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	218.6	210.3	204.2	201.7	199.5
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	297.7	248.2	238.5	247.5	245.6
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	295.9	251.5	246.4	240.3	240.4
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	295.5	291.0	290.9	288.4	287.6
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	208.7	219.0	218.2	220.6	221.9
*VI. Non-ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	180.6	172.9	170.0	168.2	167.1
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	169.8	173.9	173.7	178.9	179.0
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	187.3	180.1	177.1	176.0	175.3
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	237.9	218.7	212.4	210.0	207.0
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	242.4	230.7	227.6	230.1	230.2
Non-Residential Building Materials (1949 = 100).....										
Residential Building Materials.....			112.4	89.0	60.3	118.6	123.2	123.0	124.5	123.8
Canadian Farm Products Total.....			140.8	69.3	92.6	268.6	247.2	235.6r	213.6	208.9
Field.....			137.2	69.3	83.7	200.4	216.9	202.0r	157.2	154.0
Animal.....			144.4	69.2	101.5	336.9	277.5	269.1	269.9	263.7

* Gold is included from 1935 to date.
 The indexes for 1953 are subject to revision.
 r—Revised to incorporate 12 cent payment made for western wheat.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-OCTOBER, 1952-1953†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1953*						
January.....	14†	14	2,136†	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
March.....	13	21	4,524	5,450	33,018	0.04
April.....	14	21	2,790	3,562	29,120	0.03
May.....	17	30	2,740	4,748	36,127	0.04
June.....	16	31	4,809	6,452	57,346	0.07
July.....	14	30	4,650	7,396	73,486	0.09
August.....	6	17	4,408	8,598	92,760	0.11
September.....	26	37	12,958	16,445	126,131	0.15
October.....	21	44	5,455	16,367	268,053	0.32
Cumulative totals.....	152		46,918		770,868	0.09
1952						
January.....	13†	13	5,374†	5,374	71,145	0.09
February.....	12	22	12,394	13,048	47,603	0.06
March.....	16	25	2,877	5,186	65,272	0.08
April.....	22	37	8,418	12,121	178,713	0.21
May.....	30	44	14,853	23,360	248,575	0.30
June.....	28	42	44,704	59,706	717,845	0.87
July.....	29	54	8,941	56,263	888,243	1.07
August.....	20	42	8,166	15,039	202,395	0.24
September.....	16	39	5,303	15,144	201,870	0.24
October.....	18	37	6,183	13,634	165,539	0.20
Cumulative totals.....	204		117,213		2,787,200	0.34

* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to October 1953				
MINING—				
Silver and lead miners, Alice Arm, B.C.	1	100	1,500	Commenced May 15; for a new agreement providing for increased wages and union security, following reference to conciliation board; terminated by October 23; negotiations; compromise.
Gold miners, mill and smelter workers, Pamour, South Porcupine and Timmins, Ont.	4	1,010	25,000	Commenced July 11; for new agreements providing for increased wages, reduced hours from 48 to 40 per week, pay for six statutory holidays, check-off and extension of vacation plan, following reference to conciliation board; un-terminated.
Gold and copper miners and smelter workers, Noranda, Que.	1	1,600	41,600	Commenced August 22; for a new agreement providing for check-off, increased wages and reduced hours from 48 to 40 per week, following reference to arbitration board; un-terminated.
Gold miners and mill workers, Schumacher, Ont.	1	1,201	31,000	Commenced September 22; for a new agreement providing for increased wages, check-off, reduced hours from 48 to 40 per week, pay for eight statutory holidays instead of four, two weeks' vacations with pay after two years and three weeks after 15 years, following reference to conciliation board; un-terminated.
Gold and silver miners, mill and smelter workers, Timmins, Ont.	1	1,356	35,000	Commenced September 24; for a new agreement providing for increased wages, check-off, reduced hours from 48 to 40 per week and extension of vacation plan; un-terminated.
MANUFACTURING—				
<i>Rubber and Its Products—</i>				
Tire and rubber factory workers, Toronto, Ont.	1	1,115	1,115	Commenced September 29; dissatisfaction with piece-work rates for two workers; terminated October 1; return of workers; in favour of employer.
<i>Boots and Shoes (Leather)—</i>				
Shoe factory workers, Preston, Ont.	2	258	5,000	Commenced May 26; for a union agreement providing for increased wages and reduced hours from 45 to 40 per week, following reference to conciliation board; partial return of workers; un-terminated.
<i>Textiles, Clothing, etc.—</i>				
Knitting factory workers, Plessisville, Que.	1	30	700	Commenced May 19; for a new agreement incorporating cost-of-living bonus in basic rate, seniority, etc., following reference to arbitration board; partial return of workers; un-terminated.
Women's and children's clothing factory workers, Saskatoon, Sask.	1	32	80	Commenced September 9; for a union agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, seniority and job classification; terminated October 3; conciliation; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER 1953 (1)—

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to October 1953—Continued				
Hosiery factory workers, Hanover, Ont.	1	22	450	Commenced September 25; for a new agreement providing for increased wages and other changes, following reference to conciliation board; un-terminated.
<i>Pulp, Paper and Paper Products—</i> Paper mill workers, Beauharnois and Crabtree Mills, Que.	(3) 2	461	10,000	Commenced September 23 and 27; for new agreements providing for reduced hours from 48-50 to 40 per week with same take-home pay and night shift differential, following reference to arbitration board; un-terminated.
<i>Miscellaneous Wood Products—</i> Sawmill workers, Penticton, B.C.	1	41	960	Commenced September 12; for a new agreement providing for increased wages, following reference to conciliation board; un-terminated.
Lumber mill workers, St. John's, Nfld.	4	140	775	Commenced September 21; for new agreement providing for increased wages retroactive to July 1, closed shop and check-off, following reference to conciliation board; terminated October 7; negotiations; compromise.
Saw and lumber mill workers, Northern Interior British Columbia	44	1,830	40,000	Commenced September 28; for new agreements providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, pay for three statutory holidays and closed shop, following reference to conciliation board; un-terminated.
<i>Metal Products—</i> Zinc alloy die casting factory workers, Wallaceburg, Ont.	1	39	800	Commenced April 22; for a union agreement providing for increased wages retroactive to October 30, 1952, and other changes, following reference to conciliation board; terminated October 30; negotiations; compromise.
Skate factory workers, Kitchener, Ont.	1	44	900	Commenced May 14; for a union agreement providing for increased wages, union shop, check-off, etc., following reference to conciliation board; un-terminated.
Spring factory workers, Hamilton, Ont.	1	240	2,500	Commenced June 24; for a new agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, check-off, etc., following reference to conciliation board; partial return of workers; un-terminated.
Steel mill workers, Winnipeg, Man.	2	703	14,700	Commenced September 29 and 30; for new agreements providing for increased wages and reduced hours from 42½ to 40 per week with same take-home pay, following reference to conciliation board; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to October 1953—Concluded				
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters, Moncton, N.B.	.....	(4) 260	650	Commenced September 23; for new agreements providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay and protest against employment of improvers, following reference to conciliation board; terminated October 3; negotiations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Water Transport—</i> Seamen, Canadian Ports.	16	375	7,500	Commenced September 29; for new agreements providing for increased wages, reduced hours from 56 to 40 per week and other changes, following reference to conciliation board; terminated October 23; conciliation, federal; compromise.
TRADE— Wholesale produce warehouse workers, Vancouver, B.C.	1	50	800	Commenced June 15; for a union agreement providing for increased wages, following reference to conciliation board; terminated October 31; negotiations; compromise.
Wholesale grocery warehouse workers, Penticton, B.C.	1	.....	.....	Commenced August 3; for a union agreement providing for increased wages, closed shop, grievance committee, etc., following reference to conciliation board; later information indicates terminated August 13; return of workers; in favour of employer.
SERVICE— <i>Business and Personal—</i> Hotel and beverage room employees, Bellevue, Blairmore and Coleman, Alta.	7	5	5	Commenced September 25; for new agreements providing for increased wages for all, and reduced hours for maids and waitresses from 43 to 44 per week, following reference to arbitration board; terminated at six hotels on September 30 and at one on October 1; negotiations; compromise.
Strikes and Lockouts Commencing During October 1953				
MINING— Gold and copper miners, mill and smelter workers, Noranda, Que.	1	572	14,300	Commenced October 2; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to arbitration board; untermiated.
Gold miners and mill workers, Timmins, Ont.	1	354	6,000	Commenced October 13; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of four, shift differential and extension of vacation plan, following reference to conciliation board; untermiated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER 1953 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During October 1953—Continued				
Copper miners and mill workers, Normetal, Que.	1	425	5,500	Commenced October 17; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to arbitration board; un-terminated.
Copper miners and mill workers, Noranda, Que.	1	347	3,470	Commenced October 21; for a new agreement providing for increased wages retroactive to Feb. 20, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays, shift differential and welfare and pension plans, following reference to arbitration board; un-terminated.
Gold miners and mill workers, Schumacher, Ont.	1	190	1,140	Commenced October 26; for a new agreement providing for increased wages, reduced hours from 48 to 44 per week, check-off, pay for six statutory holidays instead of five, shift differential and welfare and pension plans, following reference to conciliation board; un-terminated.
MANUFACTURING— <i>Animal Foods—</i> Meat packing plant workers, Vancouver, B.C.	1	(5) 27	80	Commenced October 28; protesting demotion of a truck driver; un-terminated.
<i>Rubber and Its Products—</i> Rubber and plastic products factory workers, Welland, Ont.	1	450	400	Commenced October 28; alleged discrimination in suspension of nine workers, following attendance at union meeting called during working hours; un-terminated.
<i>Textiles, Clothing, etc.—</i> Cotton factory workers, Welland, Ont.	1	(6) 96	500	Commenced October 2; protesting reduced earnings for weavers on piece-work rates and work assignments under time study; terminated October 9; return of workers pending reference to arbitration; indefinite.
<i>Miscellaneous Wood Products—</i> Lumber mill workers, Interior British Columbia.	12	856	5,500	Commenced October 16; for new agreements providing for increased wages and other changes, following reference to conciliation board; partial return of workers; un-terminated.
Saw and planing mill workers, Lumby, B.C.	1	76	200	Commenced October 19; for a new agreement providing for increased wages, pay for nine statutory holidays, check-off, etc.; terminated October 21; return of workers; in favour of employer.
Sawmill workers, Stellarton, N.S.	1	35	420	Commenced October 19; for a union agreement providing for increased wages, reduced hours and other changes; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER 1953 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts Commencing During October 1953				
<i>Metal Products—</i>				
Automotive stamping factory workers, Windsor, Ont.	1	10	175	Commenced October 6; for implementation of award of conciliation board for increased wages and other changes in new agreement under negotiations; un-terminated.
Steel tank factory workers, Brandon, Man.	1	32	600	Commenced October 7; for a new agreement providing for increased wages retroactive to May 15, following reference to conciliation board; un-terminated.
Motor vehicle factory workers, Windsor, Ont.	1	(7) 13	25	Commenced October 7; dispute re quota of men assigned to door fitting department; terminated October 8; return of workers pending report on job assessment; indefinite.
Structural steel fabricators, New Glasgow, N.S.	1	123	1,780	Commenced October 14; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week and other changes; un-terminated.
Stove and refrigerator factory workers, Weston, Ont.	1	600	300	Commenced October 19; for time-and-one-half for Saturdays and Sundays for workers on maintenance staff; terminated October 19; return of workers; in favour of employer.
<i>CONSTRUCTION—</i>				
<i>Buildings and Structures—</i>				
Carpenters, Fort William and Port Arthur, Ont.	.....	450	4,000	Commenced October 20; for new agreements providing for increased wages retroactive to April 1, and other changes, following reference to conciliation board; un-terminated.
Carpenters, Windsor, Ont.	.....	750	2,250	Commenced October 28; for new agreements providing for increased wages and other changes, following reference to conciliation board; un-terminated.
<i>TRADE—</i>				
Truck drivers and construction equipment warehouse workers, Chatham, Ont.	1	27	175	Commenced October 2; for reinstatement of a dismissed truck driver; terminated October 13; return of workers pending reference to arbitration; indefinite.
Mining and construction equipment warehouse workers, Port Arthur, Ont.	1	12	168	Commenced October 13; for a union agreement providing for job classification and welfare and insurance plans, following reference to conciliation board; un-terminated.
<i>SERVICE—</i>				
<i>Public Administration—</i>				
Hydro workers, Forest Hill, Ont.	1	10	35	Commenced October 22; for closed shop clause in union agreement under negotiations; terminated October 27; negotiations; in favour of employer.

(1) Preliminary data based where possible on reports from parties concerned, in some cases in complete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 54 indirectly affected; (4) 450 indirectly affected; (5) 57 indirectly affected; (6) 224 indirectly affected; (7) 3,000 indirectly affected.

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