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VOLUME No. _____

REPORT No. _____

ROYAL COMMISSION
ON
VETERANS' QUALIFICATIONS

HON. WILFRID BOVEY, CHAIRMAN

COMMISSIONERS:

F. W. SMELTS, D. S. LYONS, S. R. ROSS, HECTOR DUPUIS, J. C. G. HERWIG

EXECUTIVE SECRETARY: A. E. FORTINGTON

REPORT OF PROCEEDINGS AND EVIDENCE

SITTING AT _____

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1945

WITNESSES:

SUBJECT:

THIRD REPORT
SECTION 1

EXHIBITS:

VOLUME
NO. 2



R. A. WHITMAN, B.S.E.
OFFICIAL REPORTER



1 THE ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

2 THIRD REPORT - SECTION I

3
4 132 St. James St. W.,
5 Montreal, P.Q.,
6 December 27th, 1945.

7 Hon. Humphrey Mitchell, M.P.,
8 Minister of Labour,
9 Ottawa, Canada.

10 Sir:

11 The undersigned have the honour to present
12 Section I, of the Third Report of the Royal Commis-
13 sion on Veterans' Qualifications, appointed pursuant
14 to the provisions of P.C.- 2486, dated at Ottawa,
15 April 18th, 1945, as amended by P.C.- 3342, dated at
16 Ottawa, May 8th, 1945.

17 1. During its December sessions at Quebec
18 the Commission learned of certain conditions directly
19 affecting the capacity of the community to avail itself
20 of the qualifications of veterans and the opportunities
21 for the latter to make use of and further develop those
22 qualifications.

23 The pressing nature of the problems and the
24 probability that the conditions are not merely temporary
25 makes it incumbent upon the Commission to submit the
26 present section of its report and the present recom-
27 endation.

28 2. The Commission feels it necessary to re-
29 call that in its Second Report it included in the intro-
30 duction the result of its examination of public author-
ities throughout the Dominion concerning plans which
might lead to suitable employment for qualified veterans
and stated that in general the results had been disappoint-
ing. The Commission further recalls that in SECTION
XIII of its report it repeated the above statement with



1 additional emphasis and more detail but at the same
2 time mentioned among the few projects which had been
3 adequately prepared the extensive scheme for the de-
4 velopment of the City of Quebec presented to the Com-
5 mission during its August sessions.

6 3. (a) The Commission also recalls that in
7 the introduction to its Second Report it emphasized
8 the great peace time value of the experience and train-
9 ing obtained in the Armed Services and the necessity
10 for turning these to account with the least possible
11 delay.

12 (b) The Commission further recalls that in
13 SECTION III, of its Second Report it recorded represen-
14 tations made by speakers for organized labour emphasiz-
15 ing the need for rapid development of peace time em-
16 ployments.

17 It was reported in that section that all wit-
18 nesses who had appeared insisted on the responsibility
19 of public authorities for ensuring employment and re-
20 ference was made to Resolution 71, of the 1944 Inter-
21 national Labour Conference which assumes an obligation
22 on the part of the employment service to find temporary
23 public or private employment for persons laid off by
24 reason of the stoppage of war contracts.

25 (c) In SECTION V, of its Second Report the
26 Commission stated its opinion that unless economic
27 conditions in Canada could be maintained so as to
28 make it possible for veterans to make the full use of
29 their experience and training such experience and
30 training would be valueless.

(d) In SECTION III, it was also stated that
while the Commission had no direct concern with dis-
placed civilian workers, their situation had of ne-
cessity a direct bearing on that of the veteran which



1 depended on the general welfare of the community.

2 4. The foregoing views expressed in the
3 Second Report are here cited as a necessary preamble
4 to the following account of observations during the
5 December sessions of the Commission at Quebec, and as
6 supporting the proposals now made. It may be observed
7 in parenthesis that the Commission, as the result of
8 the evidence offered at Quebec and of other developments
9 since the filing of the Second Report on September 24th,
10 holds these views if possible even more strongly.

11 5. (a) It was made quite clear to the
12 Commission during the December Quebec sessions that
13 the opportunities for employment and hence for learning
14 peace time trades were very limited owing to the general
15 employment situation.

16 (b) The Commission was informed by Mr. Stan-
17 islas Picard, Chairman of the Unemployment Commission
18 that on November 25th, 1945, the number of veterans
19 registered as seeking employment was 1,100, including:

20 Heavy Industry (non-specialized)	236
21 Light Industry (non-specialized)	123
22 Clerks	129
23 Transportation	105
24 Construction Trades	57

25 The total number of persons reported by Mr.
26 Picard as seeking employment at the same date was
27 12,000.

28 The total number of veterans discharged in the
29 Quebec area was given by Mr. J. H. Tousignant, of the
30 Employment Service, (in special charge of veterans'
need for employment) as 7,500, of whom about 3,000 had
remained in Quebec. He placed the number of those
without work as twelve hundred (1,200); i.e., rather
higher than did Mr. Picard.



1 Mr. Armand Viau, the Industrial Commissioner,
2 was of the opinion that this figure was low. It was
3 suggested, on the other hand, by a member of the Com-
4 mission, that some persons might have registered for
5 employment when temporarily employed; and by Brigadier
6 Edmond Blais, that only 600 veterans were out of work.
7 It was not however possible to establish any definite
8 correction of the Employment Service figures.

9 It is worth noting that in reply to a suggestion
10 that some veterans did not want to work, Mr. Tousignant
11 stated that he knew of very few. Suggestions of this
12 nature were made to the Commission in connection with
13 veterans who had been directed to the Q.R.L. & P. Co.,
14 and the Anglo Canadian Pulp & Paper Co. These stories
15 were all followed up by the Commission but it was im-
16 possible to find any actual case of the sort, or to
17 discover the name of any individual, except one case.

18 This exception was the case of a few men sent
19 to the Anglo Canadian for heavy work on lumber vessels,
20 and the representatives of the Company stated that they
21 were physically incapable of undertaking the job.

22 (o) A considerable number of those out of
23 work are skilled or semi-skilled, for example;

24 (i) Mr. Emile Gagnon, Chairman of the Construction
25 Trades Parity Committee for the Lake St. John-Saguenay
26 area reported, "two or three thousand" out of
27 work by reason of the closing down of certain acti-
28 vities of the Aluminum Company, and stated that
29 they could be used in construction work.

30 (ii) Mr. Larome, representing the Arsenal Workers
Syndicate, stated that of 11,000 workers only 1,200
now remain.

 (iii) Mr. A. Lucchesi, representing the C. C. L.
Local in the shipyards, stated that of 5,000 workers



1 only 350 remain.

2 (d) During the August sessions in Quebec
3 the Commission had learned of the appointment by the
4 City of Quebec of an Industrial Commissioner, charged
5 with the responsibility of attracting and/or promoting
6 the establishment of industries, and heard in consider-
7 able detail the plans of a free port.

8 It was however evident,

9 (i) that industrial growth in Quebec depended largely
10 on some preliminary public development such as the free
11 port;

12 (ii) that even with such a development industrial
13 growth would come about only after a comparatively
14 long period.

15 (e) During its December sessions the Com-
16 mission examined on several matters many employers and
17 employers' associations, all important locals of the
18 Trades and Labour Congress of Canada and the Canadian
19 Congress of Labour, all important Syndicates and Parity
20 Committees. On this particular point the opinion of
21 all witnesses was unanimous that the employment prospects
22 unless some special projects were developed, were very
23 poor.

24 One of the most important witnesses, Mr. J. L.
25 Drolet, pointed out that a difficulty in the way of
26 employing mechanics, etc., was caused by housing regu-
27 lations, which precluded enlargement of garages. He
28 could, he said, use fifty more men if he could get
29 space; he thought the trade as a whole could use "four
30 or five hundred more".

31 Mr. F. X. Lamontagne, a large general contractor,
32 stated that in his opinion the only employment outlet
33 for skilled personnel was in public works. He strongly
34 recommended veteran preference.



1 6. (a) The Commission came to the conclusion:

2 (i) That the employment situation in Quebec
3 is such that veterans have little or no oppor-
4 tunity to make use of or to improve their quali-
5 fications;

6 (ii) that this situation was caused by the
7 establishment of very large war industries, the
8 population of which was entirely out of propor-
9 tion to peace time needs, but has now very little
10 desire or intention to move away;

11 (iii) that the present conditions were therefore
12 a necessary result of the war, and must be dealt
13 with as recommended by the International Labour
14 Conferance; i.e., a combination of public with
15 private enterprise.

16 (b) The Commission heard the evidence of
17 Mayor Lucien Borne who presented a brief, a copy of which
18 is submitted as Attachment No-1 to this Section. A
19 copy of a document referred to in the brief is submitted
20 as Attachment No-2.

21 In this brief the Mayor recommends:

22 (1) The adoption of an extensive programme of
23 public works;

24 (ii) A combination of part time apprenticeship
25 and part time work on public projects;

26 (iii) A housing project;

27 (He pointed out that owing to shortages Project
28 (iii) was practically impossible).

29 (iv) Special training establishments;

30 (c) More than one witness among employers who
were in the garage business stated that such a programme
of public works would enable them to engage at once
"thousands" of mechanics and drivers.

7. The Commission heard and welcomed the
assurance by



1 (i) Mr. Abel Ratte, Chairman of the "Association
2 des Constructeurs de Quebec" given during the
3 second week of the sessions to the effect that
4 an apprenticeship and training centre similar
5 to that set up in Montreal would shortly be
6 established;

7 (ii) Colonel A. J. Lemay, (C.V.T.), also given
8 the second week to the effect that a number of
9 other apprenticeship centres would shortly be
10 open and would include training for automobile
11 and other mechanics.

12 The Commission considers that these centres
13 will be of the utmost value, not only in themselves
14 but as cushions against unemployment, and finds their
15 establishment in line with SECTION VI of the Recommen-
16 dation 71, of the International Labour Conference 1944,
17 quoted in SECTION III of its Second Report.

18 8. The Commission does not however consider
19 that any activities at present in progress in or near
20 Quebec or any private enterprise likely to be under-
21 taken for some considerable time will be adequate to
22 enable any large number of veterans to use or improve
23 the qualifications gained in the Armed Services, or to
24 ensure that the Quebec Region benefits from their
25 knowledge and experience. The Commission wishes to
26 emphasize that it is dealing with the City of Quebec
27 and neighboring areas only, and has at present no in-
28 formation as to other districts.

29 The Commission recommends:

30 RECOMMENDATION NQ-83

PUBLIC WORKS PROGRAMME FOR QUEBEC

(a) That the responsible authorities undertake



1 forthwith a programme of public works in
2 the Quebec District, either as recommended
3 by the Mayor of Quebec, or as may be other-
4 wise agreed by municipal, provincial and
5 federal authorities;

6 (b) that in such public works

7 (1) a reasonable number of veterans be employed,
8 and that veterans with overseas service have
9 a preference;

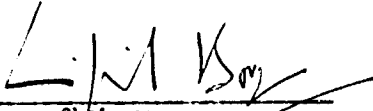
10 (ii) adequate facilities for training on the
11 job be provided wherever possible;

12 (iii) the provisions of P.C.-9597 be declared
13 applicable;

14 (iv) Recommendations of this Commission,
15 numbers 73, 74, 75 and 77 be followed.

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The foregoing Section I, of our Third Report, and
Recommendation NO-83, are respectfully submitted.



Chairman



Commissioner



Commissioner

Commissioner

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

THIRD REPORT - SECTION II

Montreal, P.Q.,

January 16th, 1946

THE ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

THIRD REPORT - SECTION II

Room 620, Transportation Bldg.,
132 St. James Street, West,
Montreal, Quebec.

January 16, 1946.

Hon. Humphroy Mitchell, M.P.,
Minister of Labour,
Ottawa, Canada.

Sir:

The undersigned have the honour to present Section II, of the Third Report of the Royal Commission on Veterans' Qualifications, appointed pursuant to the provisions of P.C. 2486, dated at Ottawa, April 19, 1945, as amended by P.C. 3342, dated at Ottawa, May 8, 1945.

Interprovincial Trades and Vocational
Standards and Tests

1. Prior to the opening of its December sessions in the City of Quebec the Commission was fortunate enough to obtain the services of Abbe Gerard Dion, a distinguished expert in the field of social relations and Director of Research in the Faculty of Social Science of Laval University. Abbe Dion sat with the Commission at all times; his wide knowledge and extensive training were of great advantage and the respect in which Laval University is held emphasized the importance of the Commission's task.

2. (a) Abbe Dion was requested to give special consideration to paragraph 7 of Section I of the Second Report, reading as follows:

"7. From the evidence submitted to the Commission two cardinal conclusions appear inescapable.

In the first place it is essential that in every way possible, without limiting his rights and privileges as a veteran, the ex-service man should be assimilated into civil life as quickly and completely as possible. He should be encouraged to join with others in Trade Unions and Co-operatives, and in the field of training and education a like aim should be fostered.

In the second place, there is crying need for common legislation and regulation by all provinces on the subjects of
Apprenticeship and training,
Stationary Engineers,
Land Surveyors,

Standards in mechanical and construction trades, and so far as practicable, in other fields of vocational and professional training and employment.

The situation at present is completely confused. A man may be 'skilled' or 'qualified' in one province and not in another, which is lamentable. The principle of mobility of labour, regarded as highly important by the International Labour Conference, cannot be made effective until such assimilation of laws and regulations is completed and not only veterans (and other individuals), but the country as a whole will suffer.

The Commission records its opinion on these two points in the hope that they may be studied by the Dominion-Provincial Conference.

Further remarks and recommendations on these matters are

contained in later sections."

He was also asked to examine Recommendations Nos. 69 and 72 of the Second Report which read as follows:

"RECOMMENDATION NO-69"

ESTABLISHING TRADE STANDARDS

That trade standards be set up as quickly as possible in respect to trades designated under Apprenticeship Acts, and that such standards be made applicable throughout Canada for the purpose of veteran rehabilitation.

RECOMMENDATION NO-72

STANDARDIZATION OF TRADE TESTS

That standard qualification and progress trade tests be prepared for use throughout Canada, thus ensuring uniformity. The examination should consist of a written and oral test and a practical test, the latter being given the greater value.

These examinations should be carried out under the authority and supervision of the Director of Apprenticeship or other responsible government representative, with an examining board consisting of an ex-service man, a qualified journeyman in the particular trade, and such other member or members considered necessary."

Abbe Dion was informed of the fact that these recommendations were based on the almost unanimous opinion of all the witnesses who had been examined during the previous enquiries of the Commission.

(b) It was apparent from the evidence tendered during the Quebec sessions that in the case of Quebec veterans as well as in that of laid-off civilian workers the handicap caused by variations in trade standards was very serious.

3. As a result of his study of the Second Report and of the evidence tendered at Quebec, Abbe Dion has submitted to the Commission a brief of which a translation is furnished as attachment I, hereto.

4. The Commission concurs with Abbe Dion's views.

5.

RECOMMENDATION NO-84

Establishment of Interprovincial Trade Standards and Trade Tests.

In view of the facts, (a) that Provincial governments have expressed themselves as being open to receive recommendations from the Commission; and (b) that the existence of varying standards and varying tests of trade competency in different provinces has been shown to be not only prejudicial to the re-establishment of veterans but also a serious hindrance to the mobility of labour and to the efficiency of Canada in meeting world problems; and (c) that in its Second Report the Commission pointed out the urgency of assimilating so far as possible all trade and vocational tests and standards in the various provinces, and (d) that in its sessions held in Quebec during December the Commission heard evidence which indicated that early action is essential if the great asset which Canada possesses in skilled ex-service personnel is to be used to the maximum benefit of the country and if re-integration of veterans into civil life is to be successfully completed,

The Commission recommends

(a) That the establishment of similar or identical trade standards and tests by the Provincial Governments be considered a matter of the highest priority;

(b) That the present section of the Third Report be submitted forthwith to the Provincial Governments and dealt with at the Dominion-Provincial Conference.

All of which is respectfully submitted.

(Sgd) W. H. Dorey
Chairman

(Sgd) C. H. Kerwin
Commissioner

(Sgd) S. R. Ross
Commissioner

(Sgd) A. L. Lyons
Commissioner

(Sgd) A. Dupuis
Commissioner

ATTACHMENT I

THIRD REPORT - SECTION II

FACULTY OF SOCIAL SCIENCES

DEPARTMENT OF INDUSTRIAL RELATIONS

(By Abbe Gerard Dion, Director
of Research, Department
of Industrial Relations,
Laval University, Quebec)

Remarks relating to Recommendation No. 72
of the Preliminary Report of the Royal Commission on Veterans' Qualifications.

In the course of its hearings in the various cities of Canada, the Royal Commission on Veterans' Qualifications has become aware of the great difficulty of giving guidance to persons who had served with the Canadian forces, and this, because of the lack of uniformity in Canada, in tests designed to determine qualifications and proficiency in trades. Therefore, the Commission made a special recommendation to this effect (Recommendation No. 72). Moreover, at the Commission's request and in order to help industrial counsellors in their guidance work, three manuals were prepared:

Employers' Guide
Occupational Outlines
Naval Rates

Before expressing an opinion on these three manuals it is necessary to say a few words about the importance of the problem raised. Only after a survey of these two points will we venture to make the suggestions we deem opportune.

IMPORTANCE OF THE PROBLEM

The problem of standardizing qualifications of workers in trade, industry and services is of paramount importance if labour relations are to be considered from a scientific point of view. This problem obviously exceeds the limits of the Royal Commission's subject of investigation; nevertheless, it is fortunate that, on this occasion, it has been brought up officially for the first time.

It is necessary to standardize the qualifications of veterans like those of any other worker in Canada, and this, for the following reasons:

- (a) To direct judiciously candidates towards jobs which are the best suited to their capabilities and aptitudes;
- (b) to place the worker where he will give the best output;
- (c) to make it possible to compare workers as to value;
- (d) to estimate the value of services rendered and to determine fairly an appropriate remuneration;
- (e) to avoid prejudice and discrimination among workers.

It is therefore evident that the standardization of qualifications is useful to workers, employers and society in general. But

this standardization of qualifications is a long and difficult task. Technical difficulties as well as many prejudices will have to be overcome.

Before standardization of qualifications can be attained, jobs, at least within each branch of industry, will necessarily have to be standardized. Different qualifications will be required if different jobs are to be done.

In the second place, and once and for all, it must be agreed upon that the same things should be designated by the same name. For instance, in the Province of Quebec, the different decrees issued under the Collective Agreement Law contain a series of definitions which vary from one decree to another. It has also been noted in the pulp and paper industry, that the expression 'first hand' does not have the same meaning in different mills.

Now would be the time, it seems, that an agreement be reached on the question of vocabulary. This phenomenon is not only Canadian in character. The same situation existed in the United States. That is why the United States Department of Labor rendered a very great service to employers and workers by publishing a glossary in which can be found a job-analysis of each of the different phases of the different trades: The Dictionary of Occupational Titles.

Here, in Canada, with the exception of a few large enterprises who have understood the necessity of such an analysis for the better specification and better evaluation of jobs, the majority of employers do not even suspect that such a problem exists. It is therefore not surprising that they do not see the necessity for this analysis.

Yet today, because of the interlocking of the labour market and production, it is essential that enterprises sustain no losses in their utilization of manpower if they want to be able to meet competition.

Without job-analysis, it is impossible to find a rational hiring system which does justice to the workers and to the enterprise which employs them.

The Royal Commission on Veterans' Qualifications has therefore rendered a very great service, not only to ex-servicemen, but also to the whole of Canada, by bringing up this question.

STUDY OF THE MANUALS

The manuals prepared by the Army, Navy and Air Force are not of equal value, both from a scientific and from a practical point of view.

EMPLOYERS' GUIDE gives a brief analysis of the different jobs in the Air Force. These analyses are too superficial and too incomplete to provide the employer who retains the services of an ex-Air Force man with a satisfactory idea of his qualifications. Moreover, there is no mention whatsoever of relations which may exist between Air Force trades and civilian jobs. Meanwhile it is the best publication turned out, from a typographical point of view.

OCCUPATIONAL OUTLINES is especially designed for vocational counsellors. Reproduced therein are certain job-analyses extracted from the publications of the American Government: Dictionary of Occupational Title; I, II. It must be noted, however, that those who compiled this manual were careful to add certain details which make their work more valuable. Thus, the following details are given: the name and address of labor Unions in most of the trades; the number of employees; the hourly and weekly rates of pay in the different regions of Canada. This manual was compiled in a short space of time and is of necessity incomplete. Meanwhile, it is to be hoped,

that the Department of Labour will complete this compilation and place it at the disposal of not only the Veterans' Vocational Counsellors, but also all employers and Labour Unions.

NAVAL RATES in the volume, which, at first sight, seems the most complicated and the hardest to understand by a person uninitiated in these questions. But, indeed, it is the best. It can surely be of service to employers, for, in addition to giving what seems to be quite a precise description of navy jobs and the qualifications required for these, it also gives the relations which exist between these trades and civilian jobs.

It is my unhappy duty to note that these three manuals were written in English only and that there is no French translation. Complaints are sometimes made about the lack of collaboration on the part of French-speaking employers, and they are freely accused of being averse to progress, but do people always give themselves the trouble of providing them with the same chances as are given their English-speaking compatriots.

SUGGESTIONS

As employers are not generally acquainted with the problem of job-analysis, their specification, their evaluation and their standardization, and as they do not see the necessity for this, the first thing that should be done is to attract their attention to these questions by publicity through pamphlets in which the reason, the usefulness and the methods would be explained. Of course these pamphlets, like all other publications of a similar nature should be published in the two official languages of our country.

In the second place, if we wish to be practical, the only way is to prepare scientific studies just as the American Government did with its Dictionary of Occupational Titles and its different monographs on each of the trades.

These large-scale works are of a general order, it is true, but they serve as a basis for more specialized studies and are indispensable for the creation of an atmosphere favourable to the standardization of jobs and the required qualifications as well. It is evident that only the Department of Labour is in a position to undertake such an educational work.

Only after that will it be possible to discuss the possibility of standardizing tests designed to determine qualifications in trades. This last task is one for the provincial departments of labour with the collaboration of employers and employees in their respective field. When this gap has been bridged in each of the provinces, then the departments of each of the provinces will have to agree with one another.

For certain classes of workers, whose trades are regulated by provincial laws, as is the case for Stationary Engineers, Plumbers, Electricians, etc., this standardization could be brought about without too much delay.

For other classes of workers, the difficulties are no doubt numerous, but time and education will probably help in solving many of them. All possible efforts must be made in this direction, for the very roots of the whole set-up of industrial relations are affected and the welfare of the worker, the employer and the whole of society is at stake.

The Royal Commission on Veterans' Qualifications must therefore be most heartily congratulated. It has singled out this important problem and did not shirk its responsibilities in bringing this question to the attention of the government and the general public.

(Sgd.) Gerard Dion.

Section III
THIRD REPORT

VOLUME No. _____

REPORT No. _____

**ROYAL COMMISSION
ON
VETERANS' QUALIFICATIONS**

HON. WILFRID BOVEY, CHAIRMAN

COMMISSIONERS:

F. W. SMELTS, D. S. LYONS, S. R. ROSS, HECTOR DUPUIS, J. C. G. HERWIG

EXECUTIVE SECRETARY: A. E. FORTINGTON

REPORT OF PROCEEDINGS AND EVIDENCE

SITTING AT Montreal

Jan. 30th 1945

WITNESSES:

SUBJECT:

**THIRD REPORT
SECTION III**

EXHIBITS:



R. A. WHITMAN, C.S.R.,
OFFICIAL REPORTER



ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

THIRD REPORT - SECTION III

Montreal, P.Q.

Jan. 30, 1946

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1 THE ROYAL COMMISSION ON VETERANS' QUALIFICATIONS
2 THIRD REPORT - SECTION III

3
4 Room 620, Transportation Bldg.
5 132 St. James St., West,
6 Montreal, P.Q.

7 January 30, 1946.

8 Hon. Humphrey Mitchell, M.P.,
9 Minister of Labour,
10 Ottawa, Canada.

11 Sir:

12 The undersigned have the honour to present Section
13 III of the Third Report of the Royal Commission on Vet-
14 erans' Qualifications, appointed pursuant to the provi-
15 sions of P.C. 2486, dated at Ottawa, April 19, 1945, as
16 amended by P.C. 3342, dated at Ottawa, May 8, 1945.

17 Subsection I -- Introductory

18 1. During November, 1945 the Commission was asked to
19 examine into the manner in which ex-service personnel
20 were obtaining competency cards in the Province of
21 Quebec. Apparently there had been a suggestion that
22 there had been some difficulties and delays. Before
23 undertaking any enquiries, the Commission endeavoured
24 to find the basis of this suggestion, but officers of
25 the Department were at that time unable to furnish
26 specific cases.

27 2. It was evident from the inception that if this in-
28 vestigation were to have any value at all, it must be
29 something more than a casual inquiry from a few people.

30 With this in mind, it was considered necessary to
engage or retain technical officers pursuant to the
Order in Council governing the activities of the Com-
mission. Group Captain J.C. Binnie, as a senior per-
sonnel staff officer in the R.C.A.F., is generally
familiar with the employment of tradesmen in the



1
2 services. Major Norman Capes, who is on loan from the
3 Directorate of Mechanical Engineering, Army Defence
4 Headquarters at Ottawa, is particularly well equipped to
5 deal with the automotive and allied trades. Captain
6 A.G. Phelan has both service and business experience in
7 personnel and has a special knowledge of the paper indus-
8 try.

9 The duties of these officers are to ascertain what
10 evidence is required and to ensure that witnesses are
11 available and are prepared to give adequate information
12 to the Commission.

13 3. A preliminary session was held in Montreal on
14 December 3, 1945 at which a number of officers of the
15 federal and provincial governments were present. The
16 Chairman apprised the witnesses of the terms of Recom-
17 mendation No. 45, dealing with apprenticeship in Quebec
18 province re-training centres, and of Recommendation No.
19 46, emphasizing the importance of federal authorities
20 maintaining touch with parity committees. An effort
21 was made to define the questions at issue and the
22 following explanation was given by Mr. Leonard Prefon-
23 taine, Regional Superintendent of Unemployment Insurance
24 Commission. (Evidence K-67, p.5).

25 "Mr. Prefontaine: The whole thing started, I think,
26 in the Montreal office at a meeting of the Advisory
27 Committee when the question of obtaining competency
28 cards for the veterans was discussed. It was then
29 revealed that certain unions and certain parity
30 committees did not feel that the equivalent granted,
or established by your Commission could be granted
to the veterans who were taking 'on the job' train-
ing or taking jobs in various trades.



1
2 For instance, the automobile trade does not
3 feel that the training which the veteran has had in
4 the army is sufficient to give him his competency
5 card immediately because they feel that the training
6 which the veteran has had in the Army has been such
7 that although it may include the principles of mech-
8 anics and knowledge of how to replace parts when
9 broken, yet such veteran has not learned how to re-
10 pair broken parts. They say, when a veteran comes
11 into a garage, that you not only have to replace
12 broken parts with new parts, but you must know how
13 to repair old parts. This the veterans cannot do.
14 Therefore it is felt that they should have train-
15 ing of six months or a year in a garage before they
16 can be granted full equivalent for their work in
17 the Army.

18 This morning, in conversation with Mr. Heffer-
19 nan, I find there are other cases similar, in the
20 construction industry, painters and other fields
21 as well. As a matter of fact, when I got a letter
22 from Ottawa, I was not very familiar with the thing
23 as I told you on the telephone.

24 CHAIRMAN:Can you tell me whether in
25 the cases you mention, the veterans have presented
26 cards showing the training they have received?

27 MR. PREFONTAINE: Mr. Heffernan will answer
28 that question."

29 Another slant was given by Colonel James Heffernan,
30 Assistant Manager, Unemployment Insurance Commission,
who said in part as follows: (Evidence K-67, p.7).

"In regard to the automobile people we had a
report from an employer here in Montreal, Diamond
T., 67 Prince St. This employer telephoned to us



1
2 to say that they needed first-class mechanics and
3 that they wanted to give preference to veterans;
4 that the veterans had always given the utmost satis-
5 faction except that the returning men had been
6 classified as Class 3 by the Board of Examiners.
7 This employer took them down to be classified and
8 that is where they were classified. He felt that
9 they should be graded much higher and that some-
10 thing should be done to grade them in accordance
11 with their ability. That was his feeling. He had
12 these men on the job and found them to be competent
according to his rating."

13 4. (i) It appeared that if there were any misunderstand-
14 ing as to the qualifications of veterans it would be
15 necessary to ascertain what arrangements existed for (a)
16 evaluating, (b) testing, and (c) completing the quali-
17 fications of veterans. In view of this, a comparative
18 statement of Canadian Vocational Training facilities
19 was obtained and is included in Exhibits K-1 and K-2,
which are attached as Appendices I and II hereof.

20 (ii) A special report was given by Mr. J.L.E. Price,
21 Chairman of the Montreal Building Trades Apprenticeship
22 Commission. He quoted the following statement which he
23 had prepared for publication. (Evidence, K-67, p.10).

24 "The building industry has always been counted
25 upon to function as the most important unemploy-
26 ment shock absorber available in the post-war re-
27 construction period. This expectation is justi-
28 fied, in that at least 90 cents of every dollar
29 invested in construction is ultimately paid out -
30 either directly or indirectly in salaries and
wages.



1 "More than on anything else in the years lying
2 immediately ahead, the level of employment in Canada
3 is going to depend on the volume of construction
4 work which it is possible to carry out.

5 "There is today a greater backlog of demand for
6 construction work than ever before in the history of
7 this country and the outlook would be bright indeed
8 were it not for the existence of one inescapable
9 fact -- the fact that extreme shortages of skilled
10 labour in some of the building trades are going to
11 reduce the annual construction turnover to a mere
12 fraction of what that turnover might be, unless
13 means can be found speedily to provide additional
14 craftsmen in these trades in which the extreme
15 shortages now exist. Just as the chain is only as
16 strong as its weakest link, so does the capacity
17 of the construction industry depend on the extent
18 to which progress is slowed down due to lack of
19 skilled workers in any one particular trade.

20 "With this in mind, it has always been the
21 primary object of the Montreal Building Trades
22 Apprenticeship Commission to devise ways and means
23 of overcoming these skilled labour shortages which
24 now threaten to have such a serious effect on the
25 employment providing capacity of the building
26 industry as a whole.

27 "The most serious shortage of skilled labour
28 is that in the bricklaying trade. It can be stated
29 without fear of contradiction that the bricklayers
30 now available in Montreal will be able to take
care of even half of the brickwork which will be
called for next year. And this, of course, means



1
2 that unless some fast-working remedy can be found,
3 progress in all other trades will be slowed down
4 accordingly and the total construction turnover next
5 year may conceivably be out down to less than 50 per
6 cent of what it might be.

7 "In the new Building Trades Training Centre at
8 2275 Laurier Avenue, East, in Montreal twenty men
9 (about 90 per cent of them veterans) are now re-
10 ceiving apprenticeship training in bricklaying on a
11 practical and efficient basis and - provided addi-
12 tional working space is made available - the number
13 of trainees can be stepped up to any desired level.

14 "With the cooperation of the federal, provin-
15 cial and municipal governments; the Montreal Build-
16 ers' Exchange; the Montreal Building Trades Joint
17 Committee; and the Labour Organizations concerned,
18 it is now the purpose of the Montreal Building
19 Trades Apprenticeship Commission to expand existing
20 training facilities so that a much larger number of
21 trainees can be given intensive training in brick-
22 laying through the coming winter months. The total
23 number to be so trained will be determined in
24 agreement with the labour organization concerned.

25 "The twenty bricklayer apprentices now in train-
26 ing are utilizing to capacity all of the space
27 available for this particular trade in the existing
28 training centre and no further trainees can be
29 accommodated until additional workshop space is
30 made available.

"To overcome this limitation, it has been
arranged that a number of temporary one-story
ex-army huts will shortly be erected on the vacant
land adjoining the present permanent training



1
2 centre.

3 "Given this extra workshop space, it will be the
4 object of the Commission to concentrate to the great-
5 est extent possible on the recruiting of trainees
6 who have already had some experience in bricklaying.
7 For instance, large numbers of men who served in
8 the Royal Canadian Engineers overseas gained consid-
9 erable experience in bricklaying, and there is good
10 reason to believe that many of these ex-sappers will
11 avail themselves of this opportunity to rapidly com-
12 plete their training.

13 "Trainees with previous experience in brick-
14 laying will naturally not be expected to serve the
15 regular period of apprenticeship. With the appro-
16 val and cooperation of all concerned, these train-
17 ees will be given time credit based on the skill
18 they are able to demonstrate when subjected to a
19 practical trade test conducted at the Training
20 Centre by duly appointed representatives of the
21 Labour Organizations, the Building Trades Joint
22 Committee and the Building Trades Apprenticeship
23 Commission.

24 "It is clearly understood in all this that the
25 labour organizations will not be expected to agree
26 to the cancellation of any of the existing rules
27 and regulations relating to the allowable ratio of
28 apprentices to mechanics. All that is expected of
29 the labour organizations in this respect is that
30 they will agree to temporarily shelve these rules
and regulations long enough to bring up to reason-
able strength those trades - like the trowel trades -
which are now so very much under strength, due to

Chart not included



1
2 the fact that - for years past - not nearly enough
3 new men have been trained to offset normal losses
4 attributable to such causes as retirement, injury or
5 death.

6 "Like bricklaying and masonry, plastering is
7 another trade where the number of mechanics now avail-
8 able represents only a small fraction of the number
9 actually needed for normal year to year business,
10 and it is the purpose of the Commission to forthwith
11 apply to this - the plastering trade - the same sys-
12 tem of accelerated apprenticeship training as above
13 outlined for the bricklaying trade.

14 "It is the belief of the Montreal Building
15 Trades Apprenticeship Commission that this plan for
16 increasing construction turnover, by concentrating
17 on the breaking of existing bottlenecks caused by
18 shortages of skilled labour in certain of the key
19 trades, presents the greatest single opportunity
20 available today for speedily raising the general
21 level of employment in the dominion as a whole, in
22 the years immediately ahead.

23 "There is every reason to believe that the plan
24 will be successfully demonstrated in Montreal in
25 the near future, and the hope is that the example
26 set in Montreal will be rapidly followed by all
27 other large centres throughout the country."

28 A statement of the constitution of the said Commis-
29 sion was filed by Mr. Price and is attached as Attach-
30 ment 1, hereto.

5. The Commission decided to make an exploratory in-
quiry in Quebec City as it was thought that this com-
paratively small area would furnish a cross-section



1
2 which would guide the Commission in Montreal and else-
3 where. It was found necessary to interview all parity
4 committees. These were found, as it will appear, to
5 depend almost entirely on employers for information
6 while the employer in turn seemed to depend on syndi-
7 cates and unions where apprenticeship agreements were
8 concerned. Each of these bodies has entirely different
9 views and regulations, - what is true of one is not
necessarily true of another.

10 It was found impossible to segregate the question
11 of competency cards from that of apprenticeship cen-
12 tres, schools, training on the job, and other methods
13 by which veterans are able to obtain such cards or sim-
14 ilar certificates. It may be added that investigations
15 of the Commission in the city of Quebec indicated that
16 the system of granting competency cards as practised in
17 that area has not been very satisfactory to anyone,
18 either employers or employees, or even to the parity
19 committees. It may be observed that the principle of
20 accepting veteran apprentices ex-quota as mentioned in
21 Recommendation No. 73 of the Second Report was appro-
22 ved by all concerned provided that sufficient work
23 were available.
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SUBSECTION II - SESSIONS IN QUEBEC CITY

The Commission sat in the City Hall in Quebec City on December 10th, 11th, 12th, 13th, 17th, 18th, and 19th. During this period a large number of witnesses were heard, the complete list being as follows:

		<u>Sittings indicated by Report Numbers</u>
8	ANDERSON, R. Quebec Power Employees	72
9	BARIBEAU Baribeau Const.Co. Que.	73
10	BEAR, Albert 96 St. David St. Que.	74
11	BEAULE, A.C. Pres- Local 601, Chaudronniers et aides	70
12	BEAULE, E.C. Pres. Conseil Federe du Travail	68
13	BELL, Harry Pres. Local 302, Typo Union, Que.	70
14	BELL, Joseph 105 Carillon, Que.	74
15	BELLEAU, E.P. Dist. V. Ch. Local 604, Ass. Int. des Machinistes	70
16	BERUBE, Eugene Pres. Local 152, Union Int. des Relieurs et regleurs	70
17	BILODEAU, Louis Sec. Parity Com. Hospitals E. Que.	69
18	BILODEAU, Louis Secty. joint Hospital Services Committee du Que.	74
19	BLAIS, Edmond Brigadier General, D.O.C. M.D. 5, Quebec City	68
20	BLANCHETTE, A. Anglo Can, Pulp & Paper Co. Que.	74
21	BORNE, Lucien Mayor, Quebec City	72
22	BOULET, M. Rep. Employees Q.L.H.P. Co. Local 22141 (also garage loc)	70
23	BOURGEOIS, A. Pres. Local 76, Union Int. des Trav. de Distilleries et de Brasseries	70
24	BROUSSEAU, Jos. Pres. U.N.C. des Ferblantiers et Couvreurs, 253 rue Kirouac	72
25	BURNS, E.M. Major General, Gen. Dir. of Rehabilitation D.V.A.	71



		<u>Report NUMBER</u>
1		
2	CANTIN, J.A.	Local 730, Carpenters Union 70
3	CAPIES, Norman	(witness at opening) 74
4	CHEVALIER, Omer	Pres. S.N.C. des platriers, 40 St. Agnes St. Que. 72
5	CLICHE, L.P.	Lt.Col. Regional Supervisor U.L. Ast. 71
6		
7	COTE, Edouard	Frat. des Plombiers & Elec- triciens, 81 rue St. Augustin 72
8	COTE, Henri	Pres. S.N.C. de la Metallur- giste, Que. 72
9	COULOMBE, Edouard	Pres. Assn. of Employees du Gov. 71
10	COULOMBE, J.H.	Dom. Machine Shop, Que. 74
11	COURCY, Gerard	Sec. U.M.C. des Manoeuvres, 82 Blvd. Langelier, Que. 72
12	CROTEAU, Rene	Que. 74
13	DARVEAU, H.	Comite Paritaire, M.D. auto- mobile, Que. Dist. 69
14	DARVEAU, Henri	Sec. Auto Parity Com. Que. 74
15	DESLAURIERS, Henri	Pres. "Bois ouvre et pre- fabrique, Que. 71
16		
17	DION, Armand	Synd. Cath. 154 Benoit, Que. 72
18	DORION, Jos.	Pres. U.M.C. des Peintures, 134 St. Olivier, Que. 72
19	DORION, Lucien	Pres. S. des E de Magasins de Que. 259 de la Reine, Que. 72
20	DROLET, Emile	Pres. F.X. Drolet & Sons, Metallurgiste, Que. 71
21	DROLET, J.E.	Pres. L.J. Drolet Ltee. 450 Blvd. Charest, Que. 73
22		
23	DUFRESNE, Louis	Sec. Local 235, Int. Union Workers 70
24	DUPUIS, H.	(As witness) 71
25	FOISY, Antonin	P. COL. Levis Employees 70
26	FRANCOEUR, G.A.	Brigadier, Reg. Adm. D.V.A. 118 Dalhousie, Que. 73
27	FRANCOEUR, G.A.	Brigadier, Reg. Adm. D.V.A. 74
28	GAGNE, J.	Vet's Affairs Committee, Jr. Chambre de Commerce, Que. 71
29	GAGNE, Jean	Sec. J.B. of Trade Vets Com. 74
30		



		Report NUMBER
1		
2	GAGNON, Emile	Pres. Chambre de Constructeurs Chambly, Que. 69
3	GENEST, A.	Quebec Light Heat & Power 73
4	GENEST, Raymond	Parity Committee, Graphic Art & Industry, Que. 69
5	GIGUERE, W.A.	Pres. Local 292, Int. Assn. of Plumbers 70
6		
7	GIROUX, Majella	Pres. Local B-1106, Fed. des employes de la Quebec Power 70
8	GOSSELIN, Emile	Pres. S.N.C. de l'I. de la Boulangerie et de la Patisserie et de la Biscuiterie, Que. 72
9		
10	GOSSELIN, M. Rosario	Pres. U.N.C. des charpentiers Menuisiers, 32-13 rue Que. 72
11	GOULE, Dr. H.A.	Des Goule & Deforest, 76 rue St. Joseph, Que. 74
12	HARDY, Charles	Organizer Clerk, Quebec City 70
13	HARDY, J.E.	Occupation Counsellor, D.V.A. Que. 70
14	LAMONTAGNE, Donat	Pres. Local 7, C.C.L.P.S. Emp. 70
15	LAMONTAGNE, F.X.	411 Blvd. Charest, Quebec 73
16	LAROCHELLE, Victor	111 Cote de la Montagne, Que. 74
17	LAROSE, Louis	Local 2354, Arsenal Employees 70
18	LEGANDRE, Roland	122 Parc Bellevue, Que 74
19	LEGARE, Joseph	Apprenticeship Committee Barbiers and Coiffeurs 69
20	LEGAULT, J.E.	53 St. Jean St. Que. 74
21	LEMAY, Lt. Col.	Quebec 74
22	LEMIRE, Roland	(Rep) Comite Paritaire Barbiers & Coiffeurs, Trois Rivières 69
23	LESSARD, L.P.	Local 779 Fraternite des Wagoneurs d'Amérique, Gifford, P.Q. 70
24	LESSARD, Philippe	Pres. Fed. Int. de Pulpes & Papier, Que. 72
25	LUGHEBIE, Alph.	Pres. Local 6, C.C.T. Boilers and Ships, 70
26		
27	MACCOL, W.	Lt. (R.C.N.R. Mtl. 28 75
28	MAHEUX, Alfred	Pres. Services Exterieurs de la cite de Quebec 72
29	MAROTTE, Donat	Pres. Local 104, Int. Union of Water Works 70
30	MATTE, Joseph	V.P. Prov. Fed. of Lab. (Que Alderman) 68

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NUMBER

1			
2	MAURENCY, Maurice	Rep. Comite paritaire des plombiers, Trois. Rivieres	69
3	MOREL, Charles	Sec. Treas. Parity Com. Retailers, Que.	69
4	MORENCY, Laurent	Pres. Gen. Board of Trade. Que.	73
5	MORNEAU, Albert	Pres. L. 91 Union Federale des travailleurs & du S.	70
6	O'REILLY, Joseph	Loc. 562, Frat. des Wag.	70
7	OUELLETTE, J. Medard	Joint Com. Parity Barbiers & Coiffeurs, Que. Dist. & Com. Paritaire-Commerce d'alimenta- tion en Gros.	69
9	OUELLETTE, J. Medard	Secty. l'Assoc. Patronnell du Commerce	71
10	OUELLETTE, J.M.	Sec. Com. Paritaire du Com. & Alimentation en Gros. Que.	74
11	PAQUETTE, Paul H	Local Rock City Tobaccos, Que.	70
12	PETIT, Henri	Pres. U. des Imprimeurs- Relieurs, Que.	72
13	PICARD, J.E.	Sed. Comite Conjoint de l'Industrie de la Const. de Que.	69
14	PICARD, J.E.	Secty. Que. Plumber Exch. Que.	71)
15			74)
16	PICARD, Stanislas	Manager, U.I.C.O. Que.	70
17	POULIOT, Omer	145 rue Marguerite, Que.	74
18	PRICE, J.L.E. Col.	608 Sherbrooke, St.W. Mtl.	69
19	RACINE, Romeo	Pres. J.R. Racine Inc. 27 Arago St. Que	73
20	RATTE, Abel	Pres. Assn. de Contracteurs (Que)	71
21	RICARD, Donat	Coiffeur-Membre Parity Com. (Three Rivers)	69
22	RICARD, Mme. Donat	Coiffeuse, Trois Rivieres	71
23	ROBITAILLE, Henri	Pres. S.N.C. des briqueteurs- Macons, 169 Magened, Que.	72
24	SCOTT, Maj. J.E.	Occupation Counsel, D.V.A. Que.	68
25	TELLIER, Emile	Parity Com. Bakers & Plumbers Three Rivers	69
26	THOMSON, J.S.	Capt. O.B.E. D.G.C. Park S.S. Co. Mtl.	75
27	TOUSIGNANT, J.H.	U. I. Com. Reg. Office	73
28			
29			
30			



		<u>REPORT NUMBER</u>
1		
2	TREMBLAY, J.G.	Pres. C.C.L. Emp.Chateau
3		Frontenac 70
4	TURCOTTE, E.	Pres. Local 217 Wagonneurs
5		Union Que. 70
6	VALLÉE, Jean	Pres. Vets. Committee, Board
7		of Trade Jr. Que. 74
8	VIAU, Armand	Indust. Comm. Quebec City
9		68
10	WALSH, J.J.	Pres. Local 283, Frat des
11		Wagonneurs 70

12 Mention has been made in the Second Section of the
13 Third Report of the assistance given by Abbe Gerard
14 Dion, Director of Research of the School of Social
15 Science at Laval. Abbe Dion's specialized knowledge
16 proved of great value during the Quebec sessions.

17 The Commission also records its appreciation of the
18 cooperation received from the municipal authorities,
19 particularly His Worship Mayor Lucien Borne and Mr.
20 Armand Viau, the Industrial Commissioner.

21 SUBSECTION III - FEDERAL-PROVINCIAL RELATIONS

22 The task of the Commission in Quebec was complica-
23 ted by several factors:

24 1. Professional and trade qualifications are a matter
25 for provincial governments.

26 2. The province has enacted laws and regulations cov-
27 ering certain trades. These are the following:

28 EXHIBIT K-3: An Act respecting Steam Boilers and
29 Pressure Vessels, R.S.Q. 1941, chapter
30 177 and 6 Geo. VI, chapter 51

EXHIBIT K3(a): Regulations for the carrying out of
the Pressure Vessels Act

EXHIBIT K-4 An Act & Regulations relating to
Stationary Enginemen. R.S.Q. 1941,
cap. 178 and 6 Geo VI, cap. 52.

EXHIBIT K-5: Electricians' and Electrical Instal-
lations Act. R.S.Q. 1941 cap.172
and amendments



1 EXHIBIT K-6: Regulations respecting Electricians
2 and Electrical Installations. Appro-
3 ved by Order in Council 2780 of the
4 20th July, 1940 modified by Orders in
Council Nos. 3153 of the 27th August,
1940, 708 of the 20th March, 1943 and
1914 of the 24th day of May, 1945.

5 EXHIBIT K-7: Laws and Regulations respecting Pipe-
6 Mechanic. Revised Statutes 1941,
Chapter 173, amended by cap. 49 and
7 Geo. VI, cap.31.

(Exhibits in dockst envelope attached)

8 Under the above mentioned Laws and Regulations,
9 provincial licenses are required prior to the practice
10 of any trade covered.

11 3. Apprenticeship is not regulated by any single Act
12 but several different systems exist, as indicated in
section VII of the Second Report.

The various systems are:

13 (1) DEPARTMENT OF LABOUR

14 (a) One group consists of the apprentices con-
15 trolled by parity committees under the provisions
16 of the Collective Agreement Act.

17 EXHIBIT K-8: Revised Statutes of Quebec, 1941,
18 cap. 153, amended by 7 Geo. VI,
19 cap. 29 and 8 Geo. VI, cap. 30,
sections 25-37.

20 (b) Another group of apprentices are those
21 attending Apprenticeship Centres established under:

22 EXHIBIT K-9: The Apprentice Assistance Act,
9 Geo. VI, chapter 41.

23 An example of Commissions provided for by this Act
24 is that which has been formed in Montreal by Mr.
25 J.L.E. Price and associates to which reference was
26 made in subsection I. (Evidence K-67, p. 35; K-69,
27 p. B3; and forming Attachment I, hereof).

28 (ii) DEPARTMENT OF PROVINCIAL SECRETARY

29 There is another class analogous to apprentices which
30 consists of veteran students in special establishments



1
2 set up to teach mechanical trades and other vocations
3 under the authority of the Provincial Secretary whose
4 department is responsible for technical education.
5 These students are to be clearly distinguished from
6 those in the "apprenticeship centres", although their
7 work may lead to the same competency cards or other
8 qualifications. (Evidence K-67, p.14).

9 Schools are carried on by other departments such
10 as Agriculture and Mining but the syllabus and cer-
11 tificates are likewise under the authority of the
12 Provincial Secretary.

13 (iii) Some businesses have their own apprentice systems
14 not regulated by parity committees. In these, train-
15 ing on the job can be carried on in accordance with
16 the provisions of 6 Geo. VI, chapter 31, P.O. 77,
17 5324; 6 Geo. VI, Chapter 34, P.O. 9597, 1471, 2311,
18 4882, 8 Geo. VI, Chapter 61.

19 Examples are the system by which the sixth, fifth
20 and third hands in papermills are classified as
21 apprentices (Evidence K-70, page A-14) and the appren-
22 ticeship systems for mechanics, millwrights, etc., in
23 similar establishments. (K-72, p. A-54).

24 (iv) RAILWAY TRADES

25 Another group of apprentices are those in the
26 "Railway Trades". This group is strictly regulated
27 by the Union Agreements with railroads and no prob-
28 lem arises since it is impossible under present cir-
29 cumstances to add substantially to the apprentices
30 already accepted who have returned or are returning
from the armed services (See Second Report).

Some administrative problems exist in Quebec by
reason of the fact that there is still no Provincial-



1 Federal Agreement under 6, Geo. VI, Chapter 34. The
2 reason may be that in Quebec while technical education
3 and schools in general come into the sphere of the
4 Provincial Secretary, the Apprenticeship Centres come
5 under the Provincial Minister of Labour. Whether this
6 be so or not, the fact remains that there is no single
7 provincial department with which federal representat-
8 ives can deal. It will be noted that in the evidence
9 taken in Montreal on December 3, 1945, Colonel Lemay,
10 Regional Director of C.V.T. was under the impression
11 that an agreement had been signed but careful investi-
12 gation and enquiry both at Ottawa and Quebec, indicated
13 that no such agreement was in existence.

14 An example of the problems which arise is given
15 in the evidence of Colonel Lemay, taken in Montreal,
16 January 28, 1945:

17 THE CHAIRMAN: Just a few questions arising out
18 of our hearings: In the first place, Colonel Lemay,
19 Mr. Mizgala has made the suggestion to us that we
20 might ask for the benefit of men training on the
21 job that they might for special cases recommend
22 jointly by the employers and yourself that author-
23 ity be granted to extend assistance even beyond the
24 period of the man's service.

25 WITNESS: That question was taken up with Ottawa
26 last week, and it is a matter for D.V.A. to recom-
27 mend.

28 CHAIRMAN: Quite, but it would appear to me that
29 in certain cases it might be a good thing.

30 WITNESS: Certainly, sir; most certainly.

BY THE CHAIRMAN:

Q. Now, I had some other questions: as I under-
stand it you are the Regional Director for C.V.T.,



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and the Youth Training Plan, with the concurrence of both the Provincial and Federal Governments about August of last year? A. Yes, sir.

Q. Were you not responsible for acquiring space for the organization of the rehabilitation centres through the province, and for establishing these centres for youth training and your C.V.T. schools?

A. I was not exactly responsible but I assisted on account of my past connections with the Army and knowing where space was available, I did acquire it for the provincial government.

Q. And in connection with these last mentioned schools the reestablishment credits of the veterans are not encroached on by tuition fees?

A. No, sir; not for tuition fees. They are C.V.T. schools.

Q. Except that the veteran has a subsistence fee of \$50 for a single man and \$80 if he is married?

A. Yes, sir; but that comes out of his credit.

Q. Yes. Where were these schools? I have a list here, perhaps you could confirm this for me? Clermont Barracks for pre-matriculation has a capacity of 800? A. Yes, sir.

Q. 9,400, St. Lawrence - commercial 400; 9,500, St. Lawrence technical and arts and crafts; Quebec - commercial, started in January, 60; and the Drill Hall, just starting; Sherbrooke, 30,000 square feet available and under negotiation for apprenticeship and arts and crafts?

A. Yes, sir.

Q. Chicoutimi, two huts available since early last December?

A. Yes, sir.



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Q. And the school at Three Rivers is opened?

A. Yes, sir.

Q. Well, Colonel, with all this space why is it that there has been so much delay in taking veterans in to train?

A. We have at the local schools, 9,400 at the commercial -- that is very satisfactory; and the 9,500 -- since the latter part of October of last year there have been only sixty-nine students over there; and I would suggest that the provincial authorities be asked the reason why."

The Commission felt that the problem raised by Colonel Lemay was not one for which the federal government could accept responsibility and, in view of the remarks of the Premier of Quebec during the previous visit of the Commission, the remarks of Colonel Lemay will be forwarded for his information.

Another problem was later raised by veteran students of watch-making in the Octave Cassegrain School. These veterans considered that they were being unduly retarded in their progress towards tradesmen's qualifications by regulations which had been made for youths. Since the veterans in question had been engaged in service trades which may be considered as leading to a watch-maker's qualifications, their representations seem worthy of consideration. A detailed investigation in this connection is being made and the matter will be dealt with in Section IV of the Report.

In view of the statement of the Premier of Quebec that he was in favour of shortening training periods for veteran students, the matter will also be referred to the provincial government.



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The Commission is not to be taken as expressing criticism of the provincial government. Certain suggestions which were offered were well received by the proper provincial authorities and, as above mentioned, steps were taken which eliminated the necessity of recommendations. The Commission took occasion while sitting at Quebec to suggest very close cooperation between the various departments and undertakings engaged in training or retraining veterans, and the following letter from Brig. George Francoeur, Quebec Regional Director of D.V.A., shows some progress which was made in that city:

(Translation)

"DEPARTMENT OF VETERANS' AFFAIRS"

15 des Capucins Blvd.,
QUEBEC CITY, January 26, 1946.

Colonel Wilfrid Bovey, Chairman,
Royal Commission on Veterans' Qualifications,
Room 620, Transportation Building,
132 St. James St. West,
Montreal.

My dear Colonel:

Further to our recent conversation, I take pleasure in outlining the relations which presently exist between the Department of Veterans' Affairs in Quebec and the various Parity Committees equally in Quebec.

These relations are rather on a social basis. As a matter of fact and when circumstances permit, we are pleased to establish all possible contacts with representatives of these committees so as to give them the opportunity to familiarize themselves that veterans with special qualifications are excellent potential.

As concerns amendment or broadening of regulations which govern parity committees in respect of



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2 competency this pertains to the officers of the
3 National Employment Office who maintain technical
4 relations with such committees.

5 You are no doubt aware that discharged service men
6 are referred to the National Employment Office for
7 registration and employment. Since the National
8 Employment Office has a first class mechanism to
9 classify labour and advise employers accordingly,
10 I believe that it will be well that officers of this
11 department see to it that the parity committees
12 accept ex-service men in the businesses or trades
13 that they control subject to certain privileged con-
14 ditions.

15 In the future, however, I intend to maintain
16 closer perhaps more intimate contacts with the parity
17 committees either by inviting them to sit amidst
18 the different civilian subcommittees to collaborate
19 with us or by delegating to them one of the officers
20 of my department who will set out with greater de-
21 tails the point of view of veterans.

22 Concerning the possibilities of qualifications,
23 I find in the minutes of the sittings Committee
24 of Quebec for the reestablishment of veterans, a
25 resolution that was addressed at the time to the
26 Provincial Minister of Labour, the Honourable
27 Antonio Barette, petitioning that the Parity Com-
28 mittees recognize the period of apprenticeship that
29 the veterans might have undergone in the Army.

30 I hope that this information will give you a
better picture of our situation towards the parity
committees, and I remain.

(signed

Yours very truly,
Georges Francoeur
Regional Administrator."



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Notwithstanding the foregoing problems and difficulties a considerable amount of cooperation has been attained.

Colonel Lemay, Regional Director of C.V.T. who is an official of the federal government, shares an office with the Provincial Youth Training officials in Montreal. While the C.V.T. supervisors are paid by the provincial government (the amount being reclaimed from the federal government) they report to Colonel Lemay. Colonel Lemay is in constant and close touch with the provincial departmental officials.

It was stated to the Chairman of the Commission by the Minister of Labour of Quebec that parity committees, although left so far as possible entirely autonomous, remained under the authority of the provincial government, the representative of the government being Mr. Cyprien Miron, Inspector General of Parity Committees. Mr. Miron, during his appearances before the Commission in Montreal and Quebec, expressed his entire willingness to cooperate with the Commission in every way and pointed out moreover section 33 of the Act above mentioned, reading as follows:

"33. An appeal from decision of a board of examiners shall lie to the committee, and thereafter to the Minister whose decision shall be final.
4 Geo. VI, c.38, s. 33."

RECOMMENDATION No. 84A

The Commission recommends:

That in all cases of complaints by veterans that they have received unjust treatment by parity committees coming to the notice of officials of



D.V.A.

C.V.T.

or Employment Service

full details be immediately addressed by the Federal official concerned to:

Inspector General of Parity Committees
Department of Labour,
Province of Quebec,
Montreal.

SUBSECTION IV - ATTITUDES OF UNIONS IN QUEBEC

(i) Witnesses were heard representing:

- (a) Unions affiliated with the American Federation of Labour (Trades and Labour Congress)
- (b) Unions affiliated with the C.I.O. (Canadian Congress of Labour)
- (c) National Syndicates.

(ii) ATTITUDES ON APPRENTICESHIP QUOTAS

The Labour representatives were informed of Recommendation Nos. 69 to 78 and particular reference was made to the necessity for placement of veteran apprentices ex quota during the next three years as proposed by Recommendation No. 73. No Labour representative took any exception to the proposal although all pointed out that in order to render it really valuable, arrangements would have to be made for the adoption of a system by which employment would be increased. Many representatives proposed a forty-hour week. Mr. Berthe, President of the International Brotherhood of Paper Makers suggested a six-hour day. (Evidence K-70, A-16). The representative of one paper making union, Philippe Lessard, President of the National Federation of Pulp and Paper Workers, proposed that certain large machines which had been stopped, should now be started and to establish a five and a half day week instead of a



1
2 six day week. (Evidence K-72, p. A-54).

3 Mr. Lessard also was very insistent on the neces-
4 sity of developing full annual employment in the
5 woods and aware of the plans to this end. (Evidence
6 K-72; p. A-52). In this connection, frequent ref-
7 erence was made throughout the sessions to the plan
8 of the Quebec government for the establishment of
9 forest colonies. (See Second Report, Section XIII,
10 REMARKS FROM THE POINT OF VIEW OF THE ARMED SER-
11 VICES; Section C (Plans for Reestablishment, para-
12 graph 2)).

13 The general impression was that veterans who
14 had been long away from home would never enter work
15 in the woods to any extent unless some plan were
16 developed by which they could take their families
17 with them and live a reasonably comfortable life.

18 A number of parity committees which included
19 representatives of workers were asked as to their
20 reaction to a proposal made by the Provincial
21 Department of Labour. This was to the effect that,
22 where collective agreements provided for apprentice-
23 ship quotas or age limits, there should be consid-
24 erable tolerance in the case of veterans. It was
25 found that no committee which had considered the
26 matter had any objection to such tolerance. Where
27 a committee had not considered the matter, it was
28 asked to do so at once.

29 (iii) ATTITUDE TOWARDS TRAINING

30 The attitude of the unions towards training



1
2 depended largely on the business concerned, but may be
3 said that there was general acceptance of Recommenda-
4 tion No. 74, providing for special supplementary train-
5 ing in all cases in which this was possible. Several
6 witnesses were in favour of such training not only for
7 ex-service trainees but for others. Approval was ex-
8 pressed by Mr. Lessard above mentioned for the estab-
9 lishment of paper-making schools in the Lake St. John
10 area and in the Eastern Townships (Evidence, K-72, page
11 A-56. The representatives of the building trades were
12 in favour of establishing an apprenticeship centre in
13 Quebec similar to that existing in Montreal. (Evidence
14 K-72, pp. A-66, A-68.

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(iv) ATTITUDES TOWARDS VETERANS IN GENERAL

Every union examined was in favour of the provisions by which veterans who had left their employment to enter the Armed Services return with full company and union seniority. Union members had been credited with their dues. As regards new veterans, the unions all stated that the veterans were very welcome and would be charged either no entrance fee or a minimum entrance fee. All who discussed it welcomed the declaration that the Commission had recommended the veterans to join the unions and unions to welcome them. Only one witness, Mr. Louis Larose, representing the Arsenal Employees (Evidence K-70, Page C-20), complained that veterans of the previous war had left the unions, stating that they were protected "par la Legion canadienne ou les Veterans unis." The witness was informed of the recommendation of the Commission that veterans should become union members.

SUBSECTION V - ATTITUDES OF GOVERNMENTAL AUTHORITIES

Representatives of the Department of Veterans' Affairs, of Canadian Vocational Training and of the Employment Service were in constant attendance at the meetings of the Commission. On December 13th, the Commission heard the testimony of General E.L.M. Burns, Director General of Rehabilitation, Department of Veterans' Affairs (Evidence K-71, page B-1). General Burns' address was most useful, emphasizing the various problems and the machinery existing to meet the needs. The most important part of his statement to the mind of the Commission was:

"We feel that what should be done is first to create the understanding of the problem and the machinery that exists to solve it, and then to



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get the employers to feel that they are doing a good thing for themselves as well as for the country and the veterans in employing veterans, and to place their orders, when they have any jobs which a veteran can fill, or any jobs at all to give first crack to the veteran, through the National Employment Service. If everybody works in the same direction towards that end, we feel that that will provide the best solution to the problem."

Brigadier Francoeur who had been recently appointed Regional Administrator for the Department of Veterans' Affairs had attended all possible sessions and materially assisted the work of the Commission.

Colonel Lemay, Regional Director, CVT, had been of the greatest assistance to the Commission in this inquiry. Indeed it would have been impossible to have completed it without his help. All Provincial authorities other than those mentioned above, who were called upon were at all times willing to assist in the solution of problems. The Commission was especially pleased to learn of the progress made in the Provincial Forest Settlement Plan referred to in the Second Report. It was unfortunately impossible, owing to bad weather and transport difficulties, to visit the school at Duchesnay.

SUBSECTION VI - ATTITUDES OF EMPLOYERS

The attitude of employers is of very great importance due to the fact that in Quebec the employment of a veteran is mainly a matter for the employer concerned.

SUBSECTION VII - ATTITUDES OF OTHER GROUPS

The Junior Chamber of Commerce through Mr. Jean



1
2 Gagné, Chairman of its Veterans' Affairs Committee,
3 prepared and submitted a memorandum on a project developed
4 by that body. (Evidence K-71, page C-37). In this
5 memorandum, the following paragraph is of importance:

6 "It appears to us that by proper publicity
7 the population should be better informed on all the
8 stages through which the veteran passes, all the
9 counselling and advice which he received during
10 the period of his demobilization. It would be
11 necessary also, we believe, to publish all the
12 methods of classifications and the various benefits
13 available to veterans after their demobilization
14 when they come under the control of D.V.A. and the
15 other bodies responsible for assisting them towards
16 civil re-establishment.

17 We also think of promoting and encouraging
18 the establishment on lands near Quebec of veterans
19 who might go in for poultry, farming, and specialized
20 and diversified agriculture designed to provide
21 Quebec consumers with agricultural products of
22 which the sale would be thus assured.

23 We believe, Mr. Chairman, that in the
24 immediate environs of large cities, there should
25 be established model farms which would be easily
26 accessible not only to veterans but also to the
27 population in general so that young people may
28 develop an agricultural mentality."

29 Afterwards Mr. Gagné, suggested the formation
30 of a local committee including all those interested,
Brigadier Francoeur, Regional Administrator of D.V.A.,
undertook to help in this so far as possible.

Mr. Joseph Dorion, representing la Confederation



1
2 des Travailleurs Catholiques du Canada, Inc., presented
3 a brief (Evidence K-72, A-42) in which was proposed:

4 "The formation in each locality of a
5 committee of key persons acting in an honorary
6 capacity to whom veterans apply. The Committee,
7 taking account of the aptitudes of each one will
8 be able to advise veterans, find them work and
9 direct them towards the Regional Director of D.V.A.
10 Thus the readaption of veterans to civil life can
11 be made quickly allowing them to benefit with the
12 least possible delay from the pecuniary advantages
13 of such importance that the Canadian Government
14 offers them."

15 It is to be noted that this proposal is in effect
16 identical with that of the Junior Chamber of Commerce.

17 It may be observed here that the question of
18 providing the necessary training for veterans wishing
19 to engage in agriculture but not at present qualified
20 under V.L.A. was raised during the session. The
21 Commission decided to study the matter further and has
22 asked Major Stephan Bolly, Regional Director of V.L.A.
23 also to study it with a view to appearing before the
24 Commission at St. Hyacinthe. Any necessary recommenda-
25 tion will be included in Section IV.

26 SUBSECTION VIII

27 HOURS OF LABOUR

28 Much has already been made of the evidence given
29 by various union members to the effect that a reduction
30 of hours of labour was essential to the absorption of
veterans in trades. The following statement (translated)
has been prepared, as a result of this evidence and further
consideration, by Abbe Dion.

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During its sessions at Quebec the Royal Commission on Veterans' Qualifications heard some witnesses propose a reduction in hours of labour as an efficient method of aiding the re-establishment of veterans.

1. It is first important to note:

(a) An international tendency toward the diminution of the hours of labour per week has already existed for some time. After its first session of 1919, held in Washington, the International Labour Conference adopted an agreement, which came into force in 1931, directed towards limiting to eight hours per day and to 48 hours per week the number of hours of labour in industrial establishments.

(b) This convention was first ratified by the Government of Canada in 1935, but in 1938 the judicial committee of the Privy Council declared that this ratification was ultra vires of the Federal Government and that the matter was one for the provinces.

(c) Generally speaking the hours of labour per week are longer in Canada than in the United States and in other European countries (Annual of Labour Statistics, 1943-44, International Labour Office, page 76.)

(d) In the province of Quebec in certain industries the labour week is longer than in Ontario ("Wages and Hours of Labour in Canada" 1943.)

(e) In time of war this movement towards reducing the labour hours per week remained stationary by reason of the shortage of personnel.



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2 Today, however, this condition has changed.

3 2. The workers will certainly object to a reduction of
4 hours of labour if this is accompanied by a reduction of
5 weekly rates because the wage level is still below the
6 cost of living. On the other hand certain employers will
7 object because they fear an increase in the cost of
8 production. Nevertheless experience has so far shown
9 that this theory is ill-founded (Lesler Economics of
Labour, page 352 sq; Monthly Labour Review, June, 1944).

10 In any case, in any particular industry when most under-
11 takings have reduced their hours of labour it is hard
12 to find economic reasons for others not doing the same
13 thing.

14 3. This reduction of hours of labour would certainly
15 offer certain advantages in the direction of solving
the problem of veterans' re-establishment.

16 (a) It would allow up to a certain point an increase
17 in the number of available openings.

18 (b) By increasing leisure time it would provide for
19 those who wish to take advantage of it the
20 opportunity of devoting some hours per day to
21 the completion of their professional knowledge.

22 (Note: On this point nevertheless we must be
23 realistic, for the desire for professional
24 competence is far from general. The Canadian
25 Legion has already begun an excellent effort
26 among demobilized personnel. It could place
27 at their disposal professional correspondence
courses.)

28 4. A recommendation to this effect would therefore be
29 likely to assist in solving the problem of veteran re-
30 habilitation and might well be made as follows:

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- (a) A reduction in hours of labour at least in establishments where the length of the labour week is longer than that in the remainder of the same industry.
- (b) A reduction in hours of labour such as to put into practice the international agreement of 1919.
- (c) This recommendation cannot however be made to the Federal Government but only to the provincial governments or else to employers and to employers affected.

It was suggested by one of the witnesses that in addition to reducing the hours of labour in paper mills this should be accompanied by the return to the land of a number of young farmers who had found employment in mills during the war. This proposal came from Mr. Philippe Lessard, President of the National Federation of Pulp and Paper Workers (Evidence K-72-A-57), and it was suggested by him that they might be sent to agricultural schools.

As there seems to be a number of veterans who would be better placed in mills than on the land or elsewhere Mr. Lessard's proposal seems worthy of consideration.

In view of the great importance of the matter of hours of labour the Commission decided that the inquiry on these points should be continued in Montreal and elsewhere.

SUBSECTION IX
TRAINING FACILITIES IN QUEBEC REGION

Considerable study was devoted to facilities for training and for employment and training combined.

- (1) Section I of the Third Report includes recommendations for the provision of training for persons employed



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II

on public works.

(2) Section II deals with the desirability of inter-provincial trade standards, not only for obvious economic reasons, but as a guide to training.

(3) The Commission heard two important witnesses who made proposals regarding the necessity of obtaining tool kits. In the course of the evidence of Mr. Henri Darveau, (Evidence, K-69-C-15), he said:

"The Government has already taken the necessary steps to help the veteran but in our business it is said to be a journeyman, to be a specialized worker, and to obtain the Class A salary these people must possess all their tools. I understand that the Government gives the veterans money to buy their tools but is there any way for a mechanic to obtain these tools. He might perhaps obtain a competency card, for one judges to a certain extent by the man. We might be able to give him some directions but this man has no tools. He says, 'I can buy tools, I have the necessary money, but it is impossible for me to find them.' How much time must pass before this man can have his tools and work. The man might be out of work for a certain time and an employer will not employ him."

Mr. J.A. Cantin, representing the United Brotherhood of Carpenters and Joiners said:

"Each worker is supposed to supply his tools. As regards the difficulty of getting tools, since the second year of the war it has been impossible to get them. Most of them are not worth buying."

Commenting on this proposal, Mr. J.L.E. Price,



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Chairman of the Montreal Apprenticeship Commission, had some pertinent observations to make. (Evidence K-69, C-14).

"THE CHAIRMAN: I would like to explain this point to Mr. Price. We have just heard from this witness, Mr. Price, that there are many cases in which automobile mechanics are precluded from employment because there is no way in which they can get tools.

We did make a recommendation concerning the provision of tools for men who wanted to go into their own business, but this is a new proposal. Mr. Dupuis suggests that we make a new recommendation. Have you met with any problems of that kind?

MR. PRICE: No, sir, not as yet; but I can see where we will. Surely if the veteran's rehabilitation grant is available for the purchase of furniture, it should be a very simple matter to make a part of that money available for the purchase of tools.

The CHAIRMAN: It is available, Mr. Price. The money is available, but the tools are not, unless we can get them from War Assets.

MR. PRICE: My own experience with War Assets is that it is an extremely difficult matter to secure woodworking machinery for our apprenticeship centres in Montreal. I learned that there was much of this needed machinery stored in warehouses right across the country; that it had never been uncrated, but yet it couldn't be secured because it had not been declared surplus by those who held it; and that the reason was the possibility of their receiving further war orders. There is an awful lot of tools and machinery all across the country in the same



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2 COMMISSIONER DUPUIS: Yes. Take plumbing supplies,
3 for instance. There are lots of them lying around
4 which have not yet been declared surplus with the
5 result that some very essential construction is being
6 held up.

7 MR. PRICE: We had occasion to go into the
8 Bouchard plant where we discovered three hundred
9 w.c. bowls in storage while ~~were~~ at our wits end
10 to try to find some to enable us to put people
11 into houses."

12 As a result of this evidence the Commission made
13 Recommendation No. 85 reading as follows:

14 Recommendation No. 85

15 During its sessions in the province of Quebec
16 the Commission heard many representations to the effect
17 that the progress of veterans being trained for the
18 automobile and construction industries, either in
19 schools or on the job, was seriously hindered by reason
20 of the fact that sufficient tools were not available.
21 The commission has since learned:

22 1. That there were a very large number of fitters
23 kits M.V. and other tradesmen's kits fabricated and
24 set up;

25 2. That there were very recently in Britain;

26 (a) some 700 of fitters kits M.V. suitable
27 for apprentices or mechanics in the automobile
28 trades;

29 (b) a very large quantity of miscellaneous hand
30 tools suitable for apprentices or tradesmen in
the construction industry, such tools having
formed sets which were broken up to meet overseas
practice and are now in unclassified lots, but
could be easily reclassified;



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2 (c) a large number of empty tool-boxes which
3 could be used for kits.

4 THE COMMISSION RECOMMENDS:

- 5 1. That all surplus fitters kits M.V., be ear-
6 marked for disposal to veterans tradesmen and/or
7 apprentices;
- 8 2. That all kits and tool-boxes overseas no
9 longer necessary owing to the exigencies of
10 the service be returned to Canada;
- 11 3. That Canadian Vocational Training procure lists
12 of tools which should be placed in kits for
13 each branch of the construction industry;
- 14 4. That the Master General of the Ordnance be
15 requested to arrange for the distribution
16 of the tools above mentioned as suitable for
17 the construction industry into kits so far as
18 possible according to such lists;
- 19 5. That C.V.T. receive an allocation of sufficient
20 of such kits to provide so far as possible
21 for veterans now in training or likely to be
22 in training so that they may be disposed of in
23 accordance with the provisions of P.C. 4882,
24 of 10th July, 1945;
- 25 6. That the cost to the veterans be fixed at the
26 lowest possible figure;
- 27 7. That this recommendation be given the highest
28 priority.

29 (4) It also appeared from the hearings in Quebec
30 that further schools should be established by the co-
operation of C.V.T. and provincial authorities. In the
evidence of representatives of the barbering, baking
retail and construction businesses reference was made



1 to the advantages which would accrue from the
2 establishment of such schools.

3
4 RECOMMENDATION NO-86

5 New School facilities

6 The Commission recommends:

7 That the officials of D.V.A. and C.V.T. in-
8 vestigate the possibility of establishing in Quebec:

9 (a) an apprenticeship centre in the City of Quebec
10 for the construction trades parallel to the centre
11 already established at Montreal;

12 (b) a school for bakers in the City of Quebec;

13 (c) a school for barbers in the City of Quebec;

14 (d) a school for counter salesmen in the City of
15 Quebec;

16 (e) paper-making schools in the Eastern Townships
17 and on the Saguenay.

18 RECOMMENDATION NO-87

19 Adjustment of School curricula to
20 trade examination requirements

21 The Commission has found that D.V.A. and
22 C.V.T. officials are well apprised of the need for
23 maintaining close contact with Parity Committees as
24 proposed in Recommendation No.46.

25 Neverthe less there does not yet appear to
26 be a sufficiently close liaison between Boards of
27 Examiners of Parity Committees and other Boards which
28 are under the Provincial Department of Labour on the
29 one hand, and training establishments and/or industrial
30 establishments where veterans may be trained on the
other, therefore,

THE COMMISSION RECOMMENDS:

That prior to arranging for the training of a



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2 veteran either in a school or on the job,
3 it shall be the duty of the C.V.T. official
4 responsible to satisfy himself that the training
5 given will be an adequate preparation for the
6 trade which the veteran desires to enter and
7 for the requirements of the Board of Examiners
8 concerned and,

9 That in any case of doubt where Parity Committees
10 are concerned reference be made to the Inspector
11 General of Parity Committees.

12 SUBSECTION X

13 FOREST EMPLOYMENT AND FOREST INDUSTRIES

14 Considerable time was devoted to questions
15 affecting veterans' employment other than those mentioned
16 in Subsection VI above dealing with Hours of Labour.
17 In especial the Commission of necessity, considered
18 the matter of continuous employment in forests and forest
19 industries. The Commission had in mind Subsection C2
20 of Section XIII of the Second Report.

21 It was found that a group of veterans was
22 already receiving preliminary training in the
23 Provincial Forestry School at Duchesnay and would
24 have their basic qualifications before undertaking
25 forestry work. In view of the great importance
26 which had been attributed to this question by all
27 Federal and Provincial Committees which have studied
28 it, there seems to be no necessity to make any further
29 reference as to the urgency of providing continuous
30 employment and, as above-mentioned, a decently comfortable existence for all workers in forests as well as for those engaged in the production of forest products.

In the task of instructing forest workers in



1
2 particular, ample evidence was received by the Commission
3 during its previous, as well as during its present,
4 sessions regarding the value of the Canadian Legion
5 manuals.

6 Recommendation No. 88

7 The Commission recommends:

8 That whether or not Canadian Legion Educational
9 Services are continued, arrangements be made to
10 make the C.L.C.S. Forestry manuals available
11 for all veterans through D.V.A., and/or C.V.T.

12 CONCLUSION

13 The foregoing remarks and recommendations con-
14 stituting Section 111 of the Third Report of the
15 Commission are offered as the result of sessions in the
16 Cities of Montreal and Quebec during the month of
17 December, 1945.

18 In order to complete the subsection on Dominion
19 Provincial relations certain information received during
20 1946 has of necessity been included.

21 It will be noted that Recommendations 83, 84, 85
22 and 88 apply generally and not only to Quebec,

23 Section 111 is self-contained and is forwarded
24 by the Commission in the hope of immediate action
25 especially on Recommendations 85 and 87.

26 Reports of Proceedings and Evidence Volume K,
27 numbers 67, 68, 70, 71, 72, 73, 74 and 75 are sub-
28 mitted herewith.
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All of which is respectfully submitted.

L. M. Hovey
Chairman

B. S. Leonard
Commissioner

W. C. Quinn
Commissioner

S. R. Ross
Commissioner

J. C. Murray
Commissioner



ATTACHMENT 1

APPRENTICESHIP COMMISSION

CONSTITUTION

THE BUILDING AND ENGINEERING CONSTRUCTION TRADES
OF THE CITY AND DISTRICT OF MONTREAL

PETITIONERS

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6 Mr. J.L.E. Price, General Contractor, 680 Sherbrooke St.,
7 W., Montreal.
8 Mr. J.A. Lapres, District Sales' Manager, Canada Cement
9 Co., Ltd., Canada Cement Building.
10 Mr. Aime Collet, General Contractor, 1978 Parthenais St.,
11 Mr. Charles Watson, Plumbing Contractor, 1359 Greene Ave.
12 Westmount.
13 Mr. C. Howard Gordon, General Contractor, 679 Belmont St.
14 Montreal.
15 Mr. J.H. Hebert, General Contractor, 3425 Walkley Ave.,
16 Montreal.
17 Mr. J.H. Holden, Manager, Geo. W. Reed & Co., Ltd.,
18 4107 Richelieu St., Montreal.
19 Mr. P. McCuaig, Electrical Contractor, 1253 McGill
20 College Ave.
21 Mr. T. Bibeau, Plastering Contractor, 7368 De Gaspe Ave.
22 Montreal.
23 Mr. J.A.E. Montminy, President, Corkotile Linoleum Co.,
24 Ltd., representing EMPLOYERS, and,
25 Mr. Horace Laverdure, 4535 Des Erables, Montreal.
26 Mr. Joseph Arcand, 3540 Dorion, Montreal.
27 Mr. Edouard Lamoureux, 4603 Colonial Ave., Montreal.
28 Mr. Carlo Peressi, 8039 Drolet Ave., Montreal.
29 Mr. Alederic Gosselin, 8056a De Gaspe Ave., Montreal.
30 Mr. Leopold Francoeur, 1182 St. Lawrence Blvd.
Mr. Onesime Renard, 909 St. Lawrence Blvd.
Mr. Oscar Boyer, 909 St. Lawrence Blvd.
Mr. J. Morel, 1331a St. Catherine St., W.



1 Mr. Louis Guerard, 1440 Bleury St., Montreal.

2 All Business Agents and representing EMPLOYEES.

3 NAME:

4 The Commission shall be known in English as the
5 "Apprenticeship Commission of the Building and
6 Engineering Construction Trades of Montreal" and in
7 French as "La Commission d'Apprentissage des Metiers
8 de la Construction de Montreal" and is hereinafter
9 designated as "the Commission".

9 HEAD OFFICE:

10 The Head Office of the Commission shall be
11 located in the city of Montreal.

12 PURPOSE:

13 The Commission shall be formed and appointed to
14 advise and assist in the application of the Apprenticeship
15 Assistance Act of the Province of Quebec and
16 generally to administer the said Act in the interest
17 of employees and employers falling within its
18 jurisdiction.

18 RECOGNITION BY THE

19 LIEUTENANT-GOVERNOR-IN-COUNCIL:

20 It is declared by the petitioners that the
21 Lieutenant-Governor-in-Council by Order-in-Council
22 No. 2192 dated 8th June, 1945, has recognized Montreal
23 as apprenticeship centre for the building and
24 engineering construction trades of the Island of
25 Montreal and that area comprised within a distance of
26 fifteen (15) miles from its limited.

26 URGENCY:

27 It is urgent to set up an efficient and active
28 organization to train workers for the Building and
29 Engineering Construction Trades in said district.

29 DECLARATION:

30 The petitioners declare that they are in a



1 position to set up a stable organization and to give
2 effective assistance in the training of apprentices
3 and in the adaptation and readaptation of the injured,
4 the wounded and the infirm for the building and
5 engineering construction trades.

6 The Plans and Methods Proposed for the Development of
7 Apprenticeship.

8 Wherever practicable and permissible, it is pro-
9 posed generally to follow the recommendations embodied
10 in the brief on "Building Trades Apprenticeship" which
11 was submitted to Honourable Antonio Barrette, Minister
12 of Labour, at Quebec, on October 16th, 1944, by a
13 delegation representing the Builders' Exchange Inc., of
14 Montreal, Le Conseil des Syndicates de Metiers de la
15 Construction de Montreal, and the Building and Construc-
16 tion Trades Council of Montreal and vicinity.

16 The recommendations cover the establishment of an
17 Apprenticeship Training Centre where training will be
18 provided principally for the following classifications:-

- 18 1. Complete apprenticeship Training for either -
19 (a) Selected youths recruited from schools throughout
20 the province, or
21 (b) Ex-servicemen - with no previous construction
22 experience - who desire to start life anew in
23 the Construction Industry.
24 2. Part training or re-training for -
25 (a) Ex-servicemen, with some construction experience,
26 who desire to complete their training.
27 (b) Ex-construction men who drifted away from the
28 Industry and who now desire to qualify for
29 re-instatement in their respective trades.
30 (c) Construction men now classed as mechanics who
 have never served any proper apprenticeship and



1 who desire to regularize their position by qualifying
2 for competency rating.

3 (d) Refresher courses for men already engaged in
4 construction work.

5 (3) Short Term courses of Instruction for Clerical
6 Men

7 like Paymasters, Timekeepers, Coat Clerks,
8 Material Checkers, etc. This for the special
9 benefit of partly disabled ex-servicemen.

10 In addition, provision will be made for special
11 training leading to the adaptation and re-
12 adaptation of the injured, the wounded and
13 infirm.

14 (4) Collaboration with others

15 It will be the constant objective of this
16 Apprenticeship Commission to investigate all
17 of the possibilities of maintaining the
18 closest possible co-operation in all matters
19 relating to the Specialized Schools Act
20 (Revised Statutes, 1941, Chapter 64.)

21 BY LAWS OF THE APPRENTICESHIP COMMISSION OF THE
22 BUILDING AND ENGINEERING CONSTRUCTION TRADES OF
23 MONTREAL.

24 COMMISSION

25 MEMBERSHIP

26 Membership in the Commission shall be constituted
27 as follows: Ten members shall be nominated by the
28 "Builders" Exchange Inc., of Montreal, to represent
29 employers and a further ten members shall be nominated
30 to represent labour, the latter consisting of five
members nominated by "Le Conseil des Syndicats des
Metiers de la Construction de Montreal" and five members
by the "Building and Construction Trades Council of
Montreal and vicinity."



1 When any vacancy shall occur in the membership
2 of the Commission hereby constituted, by retirement,
3 illness or otherwise, such vacancy shall be filled by
4 the appointment of another representative or repre-
5 sentatives, as the case may be, by the Association
6 which nominated the retiring member or members.

6 EXPULSION

7 Any members contravening any of the provisions of
8 these by-laws, or who has been declared by a majority
9 of the Commission, at a meeting regularly convened, to
10 have acted in violation of his duty, or against the
11 best interests of the Commission may be expelled.
12 Such expulsion shall become effective fifteen days
13 after the corporation or association represented by
14 such member, shall have been notified of his expulsion
15 and of the reason therefor, and duly called upon to
16 nominate a successor who shall be appointed as here-
17 inabove provided. Should such nomination not be made
18 within the said delay, other nominations may be called
19 for from employers or employees, as the case may be,
20 as herein provided.

20 POWERS OF COMMISSION

21 The Commission shall have all the powers of a
22 civil Corporation with the exception of the power to
23 acquire by purchase land, buildings, tenements, or other
24 immoveables by nature, but it shall have the power to
25 hold immoveable property upon lease, and to sub-let the
26 same in whole or in part. Nothing in the foregoing
27 shall be interpreted as prohibiting the Commission from
28 acquiring in full ownership any moveable or immoveable
29 property by way of donation inter vives or otherwise,
30 or by way of testamentary disposition in its favour.

 In particular, subject to the foregoing, the
Commission shall be empowered, but without limiting



1 the generality of these provisions:

2 (a) To purchase, take or lease, or in exchange or
3 otherwise acquire any moveable property, and in
4 particular machinery, tools, plant and materials,
5 which the commission may consider necessary for the
6 proper attainment of its objects, and to sell, lease
7 or otherwise dispose of same.

8 (b) To purchase, lease or otherwise acquire such
9 licenses, patents, franchises or other rights and
10 privileges, as the Commission may consider necessary
11 for the proper attainment of its objects.

12 (c) To establish and support or aid in the establishment
13 and support of any association, institution, fund, trust
14 or convenience calculated to benefit employees or ex-
15 employees of the Commission, or the dependents or
16 connections of such persons, and to grant pensions and
17 allowances and to make payments toward insurance for
18 the benefit of such employees or ex-employees.

19 (d) To enter into all such contracts, subject to
20 the foregoing, as may be necessary to attain the
21 objects of the Commission, and in particular to
22 enter into contracts with apprentices or their
23 parents or legal guardians and with employers or
24 others relating to the employment and training of
25 trainees.

26 (e) To borrow money on the credit of the commission.

27 (f) To draw, make, accept, execute, issue discount
28 promissory notes, bills of exchange and other negotiable
29 or transferable instruments.

30 (g) To invest funds of the Commission in bonds of the
Province of Quebec or of the Dominion of Canada.



1 (h) To raise money for the purposes of the Commission
2 by way of subscriptions from the general public or
3 from individuals and to solicit such subscriptions
4 by way of advertising, circulars, canvassing, or such
5 other means as may, to the Commission, see advisable.

6 (i) To grant suitable diplomas or certificates to
7 all trainees who satisfactorily complete their training.

8 (j) In general, subject to the foregoing, to deal with
9 all such matters and things, and transact all such
10 business, as may be necessary in the opinion of the
11 Commission to attain its objects as defined herein,
12 and as defined in any enabling Statute or Statutes,
13 or Orders-in-Council of the Province of Quebec relating
14 hereto.

14 REMUNERATION

15 The remuneration of its members shall be of such
16 amounts as may be determined by the Commission, subject
17 to the approval of the Honourable Minister of Labour.

18 CHAIRMAN AND VICE-CHAIRMAN

19 The Commission shall elect a Chairman and a Vice-
20 Chairman. The Chairman shall have a casting vote,
21 in the event of an equal division of votes.

21 QUORUM OF THE COMMISSION

22 Eleven members of the Commission shall constitute
23 a quorum.

24 REGULAR MEETINGS

25 The Commission shall hold a regular meeting at
26 least once every three months, in January, April, July
27 and October of each year. Such regular meetings may be
28 convened by the Board of Management hereinafter
29 described. Ten clear days notice of such meeting shall
30 be given to each member of the Commission by registered
mail.



1
2 ANNUAL MEETING

3 The April meeting shall be called the annual meet-
4 ing and the Board of Management shall present its annual
5 report at this meeting.

6 AUDITOR

7 At the annual meeting a chartered accountant shall
8 be appointed for a period not in excess of two years and
9 the accountant so appointed shall not be eligible for
10 re-appointment for the next period of offices.

11 SPECIAL MEETING

12 A special meeting of the Commission may be called
13 by the Chairman or Vice-Chairman thereof, or by any five
14 members upon six clear days notice similarly given. The
15 notice convening such meeting shall specify the business
16 to be transacted thereat.

17 BOARD OF MANAGEMENT

18 There shall be a Board of Management, hereinafter
19 referred to as the Board, consisting of eight members
20 of the Commission, four representing employers, and four
21 representing employees. The Chairman and Vice-Chairman
22 thereof. The remaining six members of the Board shall
23 be elected by the Commission at large from their members.

24 CHAIRMAN AND VICE-CHAIRMAN

25 The Chairman of the Board shall have a casting
26 vote in the event of an equal division of votes.

27 QUORUM OF THE BOARD

28 Five members shall constitute a quorum of the
29 Board of Management.

30 MEETINGS OF THE BOARD

The Board shall meet at least once a month and
meetings may be convened by the Chairman or Vice-Chairman
upon three clear days notice.



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TERMS OF OFFICE

The Board of Management and all officials shall serve until their successors are duly elected and installed as hereinafter provided.

POWERS OF THE BOARD

The Board shall have authority to hire or dispense with the services of all employees whose salaries and expenses if any, shall be defrayed from the general fund of the Commission.

The Board shall determine the functions of the employees.

The Board shall have the power to name the members of all the committees, except as hereinafter provided.

The Board shall have the power to transact business in the name of the Commission as a whole.

The Board may delegate any part of its power to any committee.

It shall be ^{the} responsibility of the Board to see that all by-laws and all orders and regulations are carried out and enforced.

PROCEDURE AT MEETINGS

The procedure at meetings of the Commission, the Board or any committee shall be as prescribed by "Robert."

The order of the day of meetings shall be as follows:

For the Commission:

1. Roll call of members.
2. Reading of minutes of previous meetings.
3. Deferred or unfinished business arising out of minutes.
4. Correspondence.
5. Report of the Board for the previous period.



1

2 6. New business.

3 7. Adjournment.

4 For the Board:

5 1. Roll call of members.

6 2. Reading of minutes of previous meetings.

7 3. Deferred or unfinished business arising out of
8 minutes.

9 4. Correspondence.

10 5. Reports of committees.

11 6. Report of secretary-treasurer.

12 7. New Business

13 8. Adjournment.

14 For the Committees:

15 1. Roll call of members.

16 2. Reading of minutes of previous meeting.

17 3. Deferred or unfinished business arising out of
18 minutes.

19 4. Correspondence.

20 5. New business.

21 6. Adjournment.

22 DUTIES AND POWERS OF OFFICERS23 CHAIRMAN:

24 The Chairman of the Commission shall be the chief
25 executive officer. He shall preside at all meetings
26 of the Commission and the Board and shall perform
27 such duties as are incidental to his office and shall
28 be ex-officio a member of all committees, except as
29 hereinafter provided.

30 He shall have the power to call special meetings
of the Commission and the Board.

31 VICE-CHAIRMAN:

In the absence of the Chairman, the Vice-Chairman

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shall perform the duties of the Chairman.

NECESSARY STAFF

The staff shall be composed of all those employed to execute the orders of the Board and more especially of the following:

PRINCIPAL

A principal responsible to the Board shall be named. He will have charge of all employees and trainees. He shall supervise the trainees at the centre and keep records of progress, etc.

He shall advise the Board or committees named by the Board on any question concerning the guidance or training of trainees.

He shall, with the help of instructors, committees or sub-committees, prepare syllabi, programs, tests, etc., necessary for the training of trainees or for the testing of their skill or knowledge.

SECRETARY TREASURER

The Board shall have the right to engage a Secretary-Treasurer who shall be the custodian of all funds of the Commission, and who shall be required to furnish a surety bond at the expense of the Commission of such amount as the Commission shall determine. He shall cause all monies received to be deposited in a chartered bank daily to the credit of the Commission. No account shall be paid without a signed voucher from the Chairman of the Board or the Vice-Chairman. All orders for withdrawal of funds shall be signed by the Secretary-Treasurer, or, in his absence, by the Chairman, and countersigned by one of two members appointed by the Board.

It shall be the duty of the Secretary-Treasurer to keep the archives of the Commission and he shall



1
2 perform all duties given to him by the Board, or the
3 Commission as a whole.

4 He shall prepare monthly financial statements and
5 submit same to the Board during the following month.

6 OTHER OFFICERS

7 The Board shall name all officers, chief
8 instructors and instructors, assistant instructors,
9 counsellors, inspectors, clerks and others necessary
10 to administer the Act within its jurisdiction.

11 COMMITTEES

12 Committees whose function shall in general be
13 advisory shall be constituted in the following manner:

14 (a) The Chairman and Vice-Chairman of the Commission
15 shall be ex-officio members of all committees, except
16 in the case of the Committee on finance, unless
17 appointed by the Board

18 (b) There shall be a Committee on Vocational
19 Orientation the members of which shall be chosen by the
20 Board of Management in its discretion the said Committee
21 to have power to add to its number. It shall be the
22 right of this Committee to question apprentice
23 candidates, apprentices, their parents, employers, or
24 prospective employers, or any other person, union or
25 association interested in their welfare and to make
26 recommendations to the Board of Management.

27 (c) There shall be a Committee on Placing and
28 Employment of Apprentices, to be chosen by the Board
29 of Management consisting of two members with power to
30 add to their number.

(d) There shall be a Committee on Technical Education
to be chosen by the Board of Management, consisting of
two members, with power to add to their number.



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(e) There shall be a Committee on Finance, consisting of four members of the Board of Management, to be selected by the Board as a whole. The Chairman of the Committee on Finance shall have a casting vote in the event of equal division of votes.

(f) Such other committees as may be constituted by the Board to inquire and advise into matters submitted to them, shall consist of two members, with power to add to their number.

COMMITTEE PROVEDURE

Each Committee, except as hereinabove provided, shall select a Chairman who shall have power to call meetings at his discretion.

FINANCIAL AND ACADEMIC YEAR

The financial and academic year shall start on the first of April and end on the thirty-first of March of the next calendar year.

BANK

All funds of the Commission shall be kept in a chartered bank.

ELECTION

At the annual meeting, the Commission shall name three members to proceed with the homination of new officers, who shall be installed in office immediately upon election by the Commission.

INTERNAL

All by-laws for the internal government and the exercise of the general powers of the Commission shall be prepared by the Board and submitted to the Commission for approval or otherwise at regular or special meetings.

The Foregoing Constitution is hereby approved and signed at the City of Montreal, P.Q., this thirteenth day of June, 1945, as follows:



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(signed) J.L.E. Price,
G.H. Gordon,
Theo Bibeau,
H. Laverdure,
A Cosselin,
Oscar Boyer,
P. McCuaig,
Carlo Peressi,
Jos. Aroand,
O Renaud,
L. Guerard,
J.L. Morel,
J.A. Lapres,
J.A.E. Montminy,
J.H. Hebert
L. Francoeur,
J.E. Lamouroux,
Charles Watson,
J.H. Holdeh,
Aime Collet.

(Organization Chart Proposed Quebec Apprenticeship
Commission Exhibit No. 97.)

THURSDAY JUN 27 1946

VOLUME No. _____

REPORT No. _____

ROYAL COMMISSION
ON
VETERANS' QUALIFICATIONS

HON. WILFRID BOVEY, CHAIRMAN

COMMISSIONERS:

F. W. SMELTS, D. S. LYONS, S. R. ROSS, HECTOR DUPUIS, J. C. G. HERWIG

EXECUTIVE SECRETARY: A. E. FORTINGTON

REPORT OF PROCEEDINGS AND EVIDENCE

SITTING AT Montreal

February 28th 1946

NOTE
THIS FILE MUST BE RETURNED
TO THE CHIEF CLERK OF
PARLIAMENTARY PAPERS
Room 187, House of Commons.

WITNESSES:

SUBJECT:

EXHIBITS:

SECTION IV
THIRD REPORT



VOLUME
NO. 3

R. A. WHITMAN, C.S.P.
OFFICIAL REPORTER

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

SECTION IV - THIRD REPORT

MONTREAL, P. Q.,

FEBRUARY 28th, 1946



ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

SECTION IV - WILLED REPORT

Montreal, P. Q.

February 28th 1946

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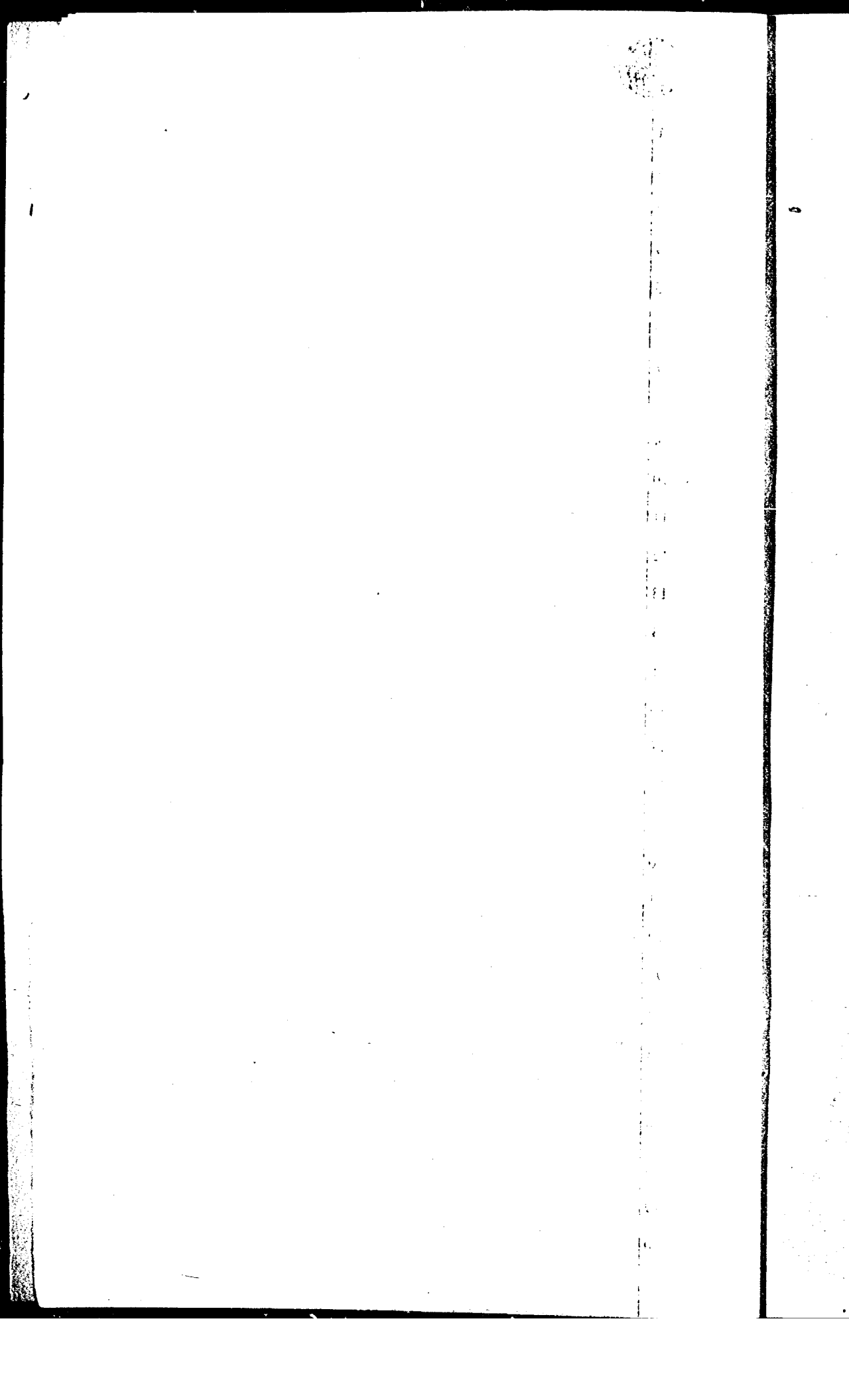
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EXHIBIT A (In docket envelope attached - 1 copy)
Photographs of veterans in training





1 THE ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

2 THIRD REPORT -- SECTION IV

3
4 132 St. James St. West,
Montreal, P.Q.
5 February 26, 1946.

6 Hon. Humphrey Mitchell, M.P.
Minister of Labour,
Ottawa, Canada.

7 Sir:

8 The undersigned have the honour to present Sec-
9 tion IV of the Third Report of the Royal Commission on
10 Veterans' Qualifications, appointed pursuant to the pro-
11 visions of P.O. 2486, dated at Ottawa, April 19, 1945
12 as amended by P.O. 3342, dated at Ottawa, May 8, 1945.

13 In submitting this section of the Third Report
14 which deals mainly with the situation in the Province
15 of Quebec the Commission submits press reports of a
16 near riot in Montreal, copies of which are attached as
Appendix I hereto.

17 The Commission respectfully observes that in its
18 Second Report it noted that training and education were
19 essential as a cushion against unemployment and that no
20 housing facilities were available for more students in
21 Montreal.

22 The Committee sincerely trusts that its recom-
23 mendation as to increase of D.V.A. staffs contained in
24 its Second Report and its present recommendation as to
25 the immediate development of training on the job may be
implemented at once.

26 SUBSECTION I - Introductory

27 (1) The present section will complete the findings
28 and recommendations of the Commission during its ses-
29 sions in the Province of Quebec in the months of
30 December, 1945, and January and February, 1946.





1 Sections I, II and III have already been forwarded.
2 These included the following Recommendations 83, 84, 85,
3 86, 87 and 88.

4 In the preparation of Section IV, the material con-
5 tained in the preceding sections has been considered as
6 well as the evidence given during the months of January
7 and February.

8 (ii) Section IV consists of the following subsec-
9 tions:

10	<u>SUBSECTION I</u>	Introduction
11	<u>SUBSECTION II</u>	Coordination and Information
12	<u>SUBSECTION III</u>	Qualifications and Records
13	<u>SUBSECTION IV</u>	Automotive and Mechanical Trades
14	<u>SUBSECTION V</u>	Mining Areas
15	<u>SUBSECTION VI</u>	Personnel Relations
16	<u>SUBSECTION VII</u>	Further Possible Economic Activities. Conclusion.

17 (iii) During its sessions in the Province of Quebec,
18 the Commission sought indications of any injustice or
19 lack of consideration to veterans either in the matter
20 of granting competency cards or otherwise. The follow-
21 ing are the only complaints which have been laid before
22 it except for those mentioned as being heard at Sher-
23 brooke:

24 (a) The complaint of veteran students of watch-
25 making mentioned in Section III and referred to the
26 provincial government.

27 (b) The lack of necessary schools also referred
28 to the provincial government.

29 (c) A complaint made by Mr. S. J. Smith, Assist-
30 ant Chief, Employment Section, A.F.R.U. and reading as
follows:



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1 "M. Maurice Dubrule,
2 Head, A.F.R.U.,
3 Local Office,
4 Unemployment Insurance Commission,
5 Montreal.

6 Re: Veterans obtaining Competence Cards

7 Dear Sir:

8 In the last several months as more veterans have
9 applied for Competency Cards, there seems to have been
10 a definite stand taken in regards to assisting these
11 veterans in rehabilitating themselves. Unfortunately
12 this stand has not been favourable to the veteran.

13 In support of my contention of unfairness to the
14 veteran, I would refer you to a report I submitted to
15 the Canadian Legion, B.E.S.L., Branch 109, citing 21
16 cases, quoting figures, names and fact which confirm
17 my allegations of discrimination.

18 As these 21 cases and other individual reports are
19 to be submitted to the proper authorities, I will merely
20 give a brief summary of Competency Cards, and their
21 effects generally.

22 Veterans seem to have an unlimited amount of dif-
23 ficulty in obtaining electricians' card over that of
24 apprentice card, no matter what experience or length
25 of time spent in the trade.

26 Barbers who have worked for years at their trade,
27 now on discharge find that courses have been instituted
28 that prevent them from being reinstated or rehabil-
29 itated in their occupation.

30 Watchmakers require five years experience before
they are considered as junior watchmakers and ten
years experience as senior watchmakers. Yet, no watch-
maker will allow a veteran with a few years experience
to qualify because they claim they have not time to
teach 'new men.'

This will give a general idea of what rehabilitation



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1 organs, competency card bodies, Comite Paritaire
2 etc., can do to deteriorate the chances of the vet-
3 eran. Whether the detrimental work is done uninten-
4 tionally or otherwise would be a good subject for de-
5 bate.

6 (sgd) S. J. Smith
7 Asst. Chief,
8 Employment Section, A.F.R.U."

9 All cases to which reference was made have been
10 investigated and the complete report is included in
11 another subsection. It is sufficient for the present
12 moment that the specific allegations have not been sub-
13 stantiated.

14 (d) Complaint made by a branch of the Canadian
15 Legion of which a copy follows:

16 "479 Ash Avenue,
17 Montreal 28, Que.
18 January 26, 1946.

19 Mr. K. Woolley,
20 Secretary, Quebec Provincial Command,
21 Canadian Legion B.E.S.L.
22 1117 St. Catherine St. W.,
23 Montreal, Que.

24 Dear Mr. Woolley:

25 At our last general meeting, various items of
26 vital importance were discussed, such as unemployment,
27 housing shortage, etc., but one which we wish to bring
28 to your attention for immediate action, as we feel it
29 is a common case amongst ex-service men of all the
30 various branches of the Canadian Legion throughout
this city, is in connection with the 'Educational
Courses' which were offered to personnel of the Navy,
Army and Air Force while in service.

At various times during our service we were in-
formed by Army examiners, educational officers, etc.,
that on our return to civilian life we would be
afforded the opportunity of taking up any course we
so desired in order to help us reestablish ourselves



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1 with our various trades that were put to one side in
2 order to enter the services.

3 In our Branch we find that several members applied
4 for these courses on discharge from the services and
5 were told at that time that notification would be sent
6 them if they were accepted for their respective course.
7 This was all handled, of course, by the Department of
8 Veterans Affairs.

9 We would like to put before you one particular
10 case which was related to our meeting by one of our
11 members. He applied for an electrical course some
12 months ago and was advised by the D.V.A. about a month
13 ago that he was to report to a certain school on Mon-
14 day, January 21st, to start his four year course.
15 Due to this being a day course, he would naturally
16 have to give up his present employment. With this in
17 mind, he handed in his resignation advising his em-
18 ployers that he would be leaving their employ on
19 January 19th.

20 On arriving home for lunch on January 19th, a
21 letter was awaiting him from the school in question
22 advising him that they were only able to accommodate
23 twenty-five on this electrical course and that, there-
24 fore, his application was now turned down. In other
25 words, this chap in particular has no job - and no
26 course!

27 We understand from this party that at least
28 twenty other chaps are in the same position and all
29 reported back to the D.V.A. on Monday the 21st to see
30 what could be done about it. The D.V.A. informed
them that it was now out of their hands and beyond
their control to do anything in this connection.

This, we understand, is happening to a number of
ex-service men in the armed forces.





1 We would like the Provincial Command to look into
2 this matter and see just what can be done about it as
3 it certainly doesn't seem right that such promises and
4 enrolment should be made and then when the chaps have
5 resigned from their jobs, be advised that they are not
6 accepted for the course.

7 As this Branch is holding its next general meeting
8 on Monday, February 4th, we would appreciate hearing
9 from you as to any action you may deem it necessary
10 for you to take, in order that we may relay same to
11 our members.

12 Sincer yours,

13 J. M. Brazier, Secretary
14 Pointe St. Charles (No. 127) Branch,
15 Canadian Legion, B.E.S.L."

16 A special session was held to investigate the com-
17 plaint.

18 (e) Complaints by veterans at Montreal and Sher-
19 brooke that they were unable to acquire necessary equip-
20 ment of trade from the War Assets Corporation. As the
21 Commission has already dealt with this subject, no new
22 recommendation is necessary.

23 In spite of the paucity of these complaints, the
24 Commission trusts that the investigation which has been
25 made has resulted in an improvement in the conditions
26 under which veterans are preparing and obtaining qualifi-
27 cations. If the coordination and cooperation which the
28 Commission has endeavoured to bring about are attained
29 and if effect is given to the Recommendation which the
30 Commission believes essential to ensure such a policy,
a further improvement will be manifest.

(iv) In order to ensure that the enquiries of the Com-
mission were made with a background of information as to
what was being done elsewhere, meetings were arranged



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1 in Toronto on January 3rd, 4th and 5th at which Commis-
2 sioner Ross with Group Captain Binnie and Major Capes
3 met various employers and government representatives in
4 that city. The opinions expressed in these meetings
5 were such that the Commission was forced to question the
6 possibility of accepting trade qualifications given in
7 the services at the level indicated by service certifi-
8 cates. The logical consequence was some doubt of the
9 reliability of the guides prepared by the armed services
and entitled:

10 "Naval Rates"

11 "Army Employment - Civilian Jobs"

12 "Employers Guide"

13 It seemed that in a very large number of cases men
14 possessing nominally similar qualifications might actu-
15 ally be of very different value to employers by reason
16 of the fact that their true qualifications were quite
17 dissimilar. A full report of these Toronto investiga-
tions is included in other subsections.

18 It might also be said here that the Commission
19 decided that a thorough investigation must be made in
20 the region which it has been asked to consider. It
21 goes without saying that if the conditions which were
22 said to exist in Ontario actually existed in Quebec, the
23 boards of examiners in that province were bound to accord
24 varying qualifications to persons holding the same ser-
25 vice grades. The result would be varying awards of
26 service grades and complaints which while they might
be unjustified, would be quite natural.

27 One of the problems which faces those responsible
28 for ensuring that the country makes the best use of
29 veterans' qualifications and enables veterans themsel-
30 ves to benefit from what they have learned in the
armed services is the provision of sufficient employ-





1 ment. The Commission has heard during its past and pres-
2 ent sessions many suggestions as to how employment for
3 veterans may be assured.

4 (a) Mention was made in the Third Section of this
5 Report of the general feeling on the part of organized
6 labour that the labour week should be reduced to forty
7 hours and the view expressed by labour officials that
8 without such reduction, veterans could not be completely
9 absorbed. This matter was further followed up during
10 the January and February sessions.

11 While there was general accord among labour repre-
12 sentatives on the desirability of the 40-hour week, it
13 was pointed out by one of them that it was impossible
14 in the paper business, owing to the shift system and the
15 week must be either 36 or 48 hours. In the report re-
16 ceived at the city of Sherbrooke, of which mention is
17 made in subsection 8, the Committee concerned recommend-
18 ed a 40-hour week as essential. The employers in gen-
19 eral favoured the 48-hour week and the Chairman of the
20 Sherbrooke Chamber of Commerce pointed out that the sub-
21 committee which had dealt with labour hours was actually
22 a labour subcommittee. It would appear, therefore, that
23 there is a division of opinion on this subject. It
24 does not appear to the Commission that it can add or
25 deduct from its previous statements, except in one
26 case - a submission from the Canadian Federation of
27 Navigators was made at the request of the Commission,
28 following evidence received at Montreal. This evidence
29 indicated that it was impossible to absorb veterans
30 as long as those now in the inland waters trade were
called upon to work very long hours. The following
recommendation was received from them:

"The following is a memorandum as requested
concerning working hours for Navigation
Personnel"





1 "Coastal Navigation

2 At present on a ship having two officers besides
3 the captain these officers work 84 hours a week; on the
4 same ship there are three qualified engineers but most
5 frequently only two stokers work 56 hours per week and
6 the remainder of the crew 84 hours per week, including
7 certificated engineer officers and deck hands. In the
8 case of a cargo ship these men work from 40 to 50 hours
9 overtime.

10 We recommend three certificated officers besides
11 the captain - 56 hours per week, and the same for en-
12 gineers and deck hands. The number of deck hands on
13 most of these ships is insufficient.

14 Inland Waters

15 On many ships the captain and one officer are
16 certificated. The one whose duty it is to act as
17 second officer frequently does not possess a certifi-
18 cate, hence these two men are required to work 84
19 hours per week.

20 When a ship is moving and the second officer is on
21 duty, and if he has no certificate the ship is oper-
22 ated by three men who are unqualified by law; there-
23 fore, we recommend three certificated officers in
24 addition to the captain. In the engineer's department
25 where there are two certificated men as chief and
26 second engineer a man acting as third engineer with-
27 out a certificate is on duty from six o'clock to six
28 o'clock with the second engineer under the supervis-
29 ion of the chief engineer. We recommend three cer-
30 tificated engineers on each of these ships so that
each officer will work 56 hours per week.

The two wheelmen, two men on watch and four deck
hands work 84 hours per week. The deck hands on
these ships operating on inland waters, particularly



1 in the canals, are often required to be on duty from
2 30 to 36 hours in order that the ship can maintain its
3 course for the 24 hours.

4 These deck hands being bound by signed articles
5 are required to run along the tow paths of the canal
6 to handle hawsers and tie up the ships to them. In
7 the boiler room stokers work 36 hours and in many
8 cases deck hands are required to carry coal to them.

9 "River Waters"

10 Tug boats operating in such ports as Quebec,
11 Montreal and Toronto, have one shift working 24 hours
12 per day. We recommend that these vessels have three
13 shifts.

14 Ferry Boats

15 On these boats the crew work 24 hours per week -
16 12 hours on and 12 hours off. In many cases the chief
17 officer serves as wheelman and in so doing is forced
18 to neglect his duty as chief officer involving the
19 protection of his ship. We recommend shifts of 8
20 hours and also that the chief officer in charge shall
21 not be required to act as wheelman.

22 The Engineer's department and the rest of the crew
23 are in the same category.

24 Montreal Pilotage - Kingston - Inland Waters

25 The chief officer who has a pilot's certificate
26 is required to do pilotage over and above his duty as
27 first officer. We recommend that the officer on duty
28 be not required to do pilotage in a district where
29 there are licensed pilots.

30 In all of the above recommendations we suggest
that they should also be made to apply to vessels
belonging to the Department of Transport.

If you wish to obtain any further information
please consider me at your service.



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(signed) J. O. Gauthier,
President
Canadian Federation of Navigators."

(b) Further attention was given to the proposal made at Quebec that young farmers who have obtained establishment in mills should be so far as possible returned to the land. It is quite obvious that an important social problem is involved as well as an economic problem, since if these young men were returned to their parents' farms, they would be leaving a remunerative for a much less remunerative employment. It does appear, however, that a solution might lie in sending them to agricultural schools.

(c) The most essential need is the extension of our internal economy in such a way as to employ a great many more people. This involves a combination of public and private effort to which thought had already been given by government departments in the province of Quebec and it has been thought well to include as subsection VII some further mention of these efforts.

(vi) (a) The Commission sat in the places and on the dates and examined the witnesses as follows:

LIST OF WITNESSES

(Place indicated by Report Number)
Key at end of list

Sittings at Montreal, Sherbrooke, St. Hyacinthe, Quebec, Rimouski and Val D'or.

Aubry, G.	Plumber	76
Amory, David	Vice-President, Chevrolet Sales	78
Arcand, M.J.	Syndicat des Pointrees	77
Alix, D.	United Hatters - Cap & Millinery Union	79
Appleby, Capt. R.	Army (Mech)	84
Armstrong, D.	Dyson & Armstrong, Richmond	87
Armitage, F.L.	Belding-Cortiselli, Coaticook	88
Allen, J.G.	Victoriaville Furniture (also for veterans)	89



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(Witnesses cont'd)

1	Brock, J.R.	Autobus Maintenance - Montreal Tramways	78
2	BOWMAN, S.	Mechanical Supt. Provincial Transport Company,	78
3	Bibeau, T.	Carpenter	77
4	Boyer, Oscar	Int. Brotherhood Electrical Workers	77
5	Bogetto, J.	Syndicat des Posers	77
6	Bourne, J.	Personnel Manager, Molsons Brewery Employees Association	79
7	Belanger, W.	General Organizer, Upholsterers International Union	79
8	Barette, L.	International Union Tobacco Workers	79
9	Beaudoin, L.P.	Principal Ecole des Arts Graphique	80
10	Baker, L.	School of Graphic Arts	80
11	Brown, R.W.	Fairchild Aircraft & Fairchild Prefabricated Houses	81
12	Blakealy, T.H.	Dominion Oilcloth & Linoleum	81
13	Baker, W.M.	Dominion Engineering Co. Asst. Manager of Manufacturing	82
14	Birks, Maj. V.	Henry Birks & Sons	83
15	Beaulieu, R.	Canadian Ingersoll-Rand	87
16	Beaulieu, L.	Garage Operator, Magog	87
17	Beaudoin, J.	La Tribune, Sherbrooke	87
18	Belanger, J.W.	Sherbrooke Auto Electric	87
19	Bolduc, R.	Syndicat Catholique	87
20	Bassett, J.	Sherbrooke Record	88
21	Blais, J.	Asbestos Corporation	89
22	Brillant, Jon.J.	Quebec	92
23	Brown, J.G.	Gotham Hosiery Co. of Canada	90
24	Bigold, N.	La Providence, St. Hyacinthe	90
25	Blain, J.A.H.	with J.D. Desrosiers	90
26	Beauchemin, M.M.	Yamaska Auto Engineering	90
27	Bouthellier, M.M.	Empire Clothing	90
28	Birton, R.	Penmans Ltd,	91
29	Bergeron, M.	Medical Officer, Sanitary Unit	91
30	Borly, Maj.S.	Prov. Supervisor, V.L.A.	91 94
	Baumeau, G.	Road Engineer	91



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1	Borduas, L.	Accountant, Dairy School	91
2	Bernatchez, J.	(R.C.N.V.R.) Rimouski	93
3	Brazier, J.M.	Secretary Point St. Charles Legion	94
4	Brownman, J.J.	Veteran	94
5	Berard, Major J.E.	Val D'Or	95
6	Billargeon, J.L.	Veteran	95
7	Bennett, Maj.W.E.	Legion & Aumoque Mines	95-96
8	Bichan, W.J.	Geologist, Val D'or	96
9	Bienvenue, G.	Chateau Inn	96
10	Begin, G.	Secretary, Canadian Legion	95
11	Bolduc, J.		96
12	Cote, J.P.	Unemployment Ins. Comm. Montreal	76
13	Charost, J.G.	Veteran - Pastry Cook	76
14	Copley, Jos. (Jr.)	" Accountant	76
15	Corbell, R.	" Driver	76
16	Campbell, D.	Campbell Decarie Ltd. Montreal	78
17	Cartier, J.A.	Garage Manager, Modern Motor Sales	78
18	Cote, R.	Service Mgr. Ieduc Autos Ltd.	78
19	Cassin, J.M.	Service Supt. Int. Harvester Ltd.	78
20	Casgrain, J.		79
21	Chalet, L.	School of Graphic Arts	80
22	Champagne, R.	Joint Committee - Shoes	80
23	Chalifleur, C.E.	Jacques Cartier Typo. Union	80
24	Cochrane, J.C.	Canadair Ltd.	81
25	Complin, E.R.	Canadian Industries Ltd.	81
26	Chane, B.W.	Northern Electric	82
27	Cowie, A.H.	Manager Eastern Division, Dom. Bridge	82
28	Crutchfield, W.N.	Aluminum Company of Canada	82
29	Campbell, D. (Maj)	Campbell Decarie Ltd.	84
30	Carley, W.	Cyr Garage (Sherbrooke)	87
31	Chagnon, R.	Assn. of Full Fashioned Hosiery	87
32	Clifford, W.G.	Canada Pulp & Paper Co.	88
33	Gliche, Lt.Col.P.	Quebec	92
34	Chagnon, S.J.	Director Dairy School, St. Hyacinthe	90





1	Cotnoir, R.	Syndicat Gath. Nat. Sorel	90
2	Cloutier, A.	Fairty Committee (Construction)	90
3	Cicotte, E.	Gotham Silk of Canada	91
4	Cyr, Jos.	Electrical Contractor & Repriger'n	95
5	Dubrulle, Maj.M.	Employer Relations Officer	75
6	Dechabelets, P.	General Motors	88
7	Dupuis, Col. R.	District Supervisor of Training D.V.A. (Attended all Montreal sittings)	78
8	Davidson, W.J.	Dominion Glass	81
9	Drysdale, R.O.	Canada Cement Co. Ltd.	84-82
10	Dunkerly, W.	Personnel Mangr. Can. Vickers	84
11	Davies, Thos.	Veteran (Re War Assets)	84
12	Dewar, O.M.	T. Eaton Co. Ltd.	83
13	Deyon, R.	Map Deyon (Compton)	87
14	Devault, R.	Eastern Engineering, Sherbrooke	87
15	Drouin, H.P.	Veteran	87
16	D'Aigle, A.A.	Sherbrooke Chamber of Commerce	88
17	Despres, J.P.	Deputy Minister of Labour (Que)	92
18	Desrosiers, C.A.	Rimouski	93
19	Fournier, P.	Veteran	76
20	Fullerton, R.	Service Mangr. Diamond T. Trucks	78
21	Forrester, N.	Marth Company	77
22	Filion, O.	Gen. Organizer, Carpenters Syndicate	77
23	Forte, A.	Union Nationale de Vetements de Travail	79
24	Farquharson, A.G.	McColl Frontenac Oil	82
25	Farveau, G.	L'Association Prof. des Industrielles	82
26	Franklin, Mr.	General Manager, Canadair Ltd.	83
27	Fortin, G.	Veteran	87
28	Forgues, H.	Veteran	87
29	Faucher, R.	Veteran	87
30	Featherstonough, R.	Royal Architectural Inst. of Can.	92
31	Fortin, J.A.	(Quebec)	92
32	Fafard, R.	Veteran	95
33	Fenn, J.W.	Veteran	94
34	Fournier, J.O.		96



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1	Gagnon, G.A.	President, Central Council of Catholic Syndicates, Montreal	76
2	Guay, Marcel	Unemployment Ins. Commission	76
3	Fould, A.	Plumbers & Steamfitters	77
4	Goulet, J.M.	Joint Committee - Bakers	80
5	Guenette, E.	" " - Printing Trades	80
6	Gagnon, G.A.	" "	80
7	Galarneau, C.	Motion Picture Operators	80
8	Gauthier, C.	Navigateurs Union (Pilots)	80
9	Galley, P.J.	International Brotherhood of Bookbinders	80
10	Gross, P.	Rotary Club, and Anglin Norcross	81
11	Giguire, M.	Engineering Products, Ltd.	82
12	Grant, Brig.G.M.	Bell Telephone Company	84
13	Gratton, Y.	Public Works, City of Montreal	83
14	Griffith, W.H.	Canadian Ingersoll-Rand	87
15	Gagnon, G.	Veteran - Plessisville	88
16	Gemas, M.R.	Veteran - Casavant Freres	90
17	Gagnon, P.E.	Veteran	93
18	Gagnon, L'Abbe, P.E.	Ecole Brillant	93
19	Gauthier, A.	Veteran	93
20	Gaudry, J.	Eastern Quebec Committee C.L.E.S.	93
21	Gagnon, M.J. (Maj)	Mayor of Mont Joli	93
22	Gallienne, E.	Veteran (Sept Isle)	93
23	Gingras, R.P.	Veteran	94
24	Gauthier, J.G.	655 St. Denis - Pilots	94
25	Gagne, A.	Director, Ecole Mine	95
26	Guimont, R.	Abitibi Autobus Co. Lte.	95
27	Grenier, H.P.	Veterans Officer	95-96
28	Germain, J.O.		95
29	Gagnier, P.E.		95
30	Germain, L.		95
	Hankin, F.	Chairman, Montreal Rehabil. Com.	76
	Heffernan, Col. J.	Asst. Manager, U.I. Commission	76-79
	Hewson, J.S.	General Contractor	77-79



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1	Harrison, D.	Harrison Brothers	83
2	Hislop, R.J.	Robert Simpson Co. Ltd.	83
3	Howland, E.	Canadian Ingersoll-Rand	87
4	Hudon, J.D.	National Thread (Learning dye work)	87
5	Houle, O.A.	St. John's Hospital, Granby	87
6	Hatch, S.J.	Veteran	87
7	Hansel, L.P.	Veteran	87
8	Hansel, P.H.	Syndicate des Commis, Coaticook	87
9	Hamel, A.	Fashion Craft Manufacturers	89
10	Huard, M.	Asst.Supt. (Dist) O.V.T. Tech.Sch.	90
11	Hamel, M.J.	Studio Desnoyers Engineers	90
12	Hamel, M.L.	(with Theo Gauthier)	90
13	Hawke, H.D.	(W.D. Vilas & Co. Cowanville)	91
14	Jones, E.J.	Gorry & Leonard Electric Ltd.	82
15	Jeffreys, T. Veteran	-- re War Assets	84
16	Jamieson, Maj.B.	D.V.A.	87
17	Johnson, J.R.	Veteran (Kent Lumber Co. Granby)	87
18	Jeaudoin, J.		82
19	Jackson, Harry	Canadian Corps Association	96
20	Lachapelle, J.H.	Syndicat Nationale de Montreal	78
21	Lafrance, R.	Personnel Manager, Modern Motor Sales	78
22	Laverdure, H.	Apprenticeship Committee	77
23	Lameroux, R.J.	United Steel Workers	77
24	Larose, E.	General Representative, United Brotherhood of Carpenters	77
25	Lefebvre, J.	Syndicat des Plombiers	77
26	LaCroix, L.	Syndicat Nationale des Industrie de Chausseurs	79
27	Lymburner, L.M.	Men's and Boys' Clothing	80
28	Lahaie, L.	Union Nat. des Vetements(Fourriers)	80
29	Laverdure, G.,	Typographical Union, A.F.of L.	80
30	Lamb, R.	Dominion Glass	81
	Legge, W.J.	Canadian Fairbanks Morse	82
	LaMay, Lt.Col.	Director of O.V.T. & Youth Training (Present during Montreal sittings)	84





1	Legard, J.	Veteran (Waterloo)	87
2	Ledours, B.	Veteran, Magog	87
3	Laurendeau, G.	Veteran, Magog	87
4	Lavoie, E.	Pulp & Paper Syndicate	87
5	Lefebvre, L.	Syndicat -Pulp & Paper (E. Angus)	87
6	Lessard, J.	Garage operator, Lennoxville	88
7	Lemay, G.S.	Veteran, Reporter, Sherbrooke Rec.	88
8	Langlois, Mr.	Lumber Dealer	88
9	Lalaine, Miss V.	Veteran, Corona Hotel	90
10	Leterneau, M.H.	Veteran	90
11	Leboeuf, M.F.	Veteran - Beloeil, Que.	90
12	Lamothe, G.J.R.	veteran	90
13	Ledoux, G.R.	Cassavant Freres	90
14	Letourneay, H.	Committee Paritaire de Construction	90
15	Lamontagne, O.	Goodyear Cotton Mills	91
16	Lamframboise, J.	Casavant Freres	91
17	Leonard, A.L.	Drummondville Cottons	91
18	Labrie, H.	Rimouski	95
19	Lachance, R.A.	Mine & Mill Workers, C.I.O.	95
20	Laronde, H.	Sullivan Mines	95
21	Lipsett, W.	Inspiration Diamond Drilling	96
22	Ladouceur, L (K.O.)	President, Can. Legion	96
23	Miron, G.	Inspector Parity Committees (Attended all Montreal sittings)	76
24	Mizgala, S.	Director of Training C.V.T. Attended all sittings Montreal and St. Hyacinthe)	76
25	Moxley, W.G.	Service Manager, Midtown Motor Sales	78
26	Morel, A.	United Brotherhood of Painters	77
27	Munro, W.	Montreal - veteran	77
28	Montanbault, N.	Hairdressers	80
29	Malo, J.P.	Typographers	80
30	Marnes, G.	Shipping Federation (Longshoremen)	80
31	Melleru, G.	Quebec Hydro	82
32	McCoe, Lt.Col. L.D.	A.H.Q. Mechanics	84



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1	Murray, R.A.	Personnel Manger, Henry Morgan	83
2	Mercier, Miss T.	Salon Vogue (veteran)	87
3	Marc, A.R.	Veteran	87
4	Matheson, G.	Veteran	87
5	Marshall, M.	Veteran (With Hall Machinery)	87
6	Masse, R.	Provincial Director	90
7	Murray, P.	Volcano, Ltd.	91
8	Maas, Dr.O.	Director, G.W. & S (Ottawa)	94
9	Murphy, Maj.J.	Aumaque Mines	95
10	Marshel, G.	D.V.A.	
11	McAllister, W.H.	Imperial Oil Ltd.	81
12	McCallum, D.	Personnel Mgr. R.C.A. Victor,	82
13	McCabe, J.S.	Windsor, Que.	88
14	Nairn, J.	Factory Supt. Geo. W. Reed Co.	77
15	Neil, D.	Canadian Ingersoll-Rand	87
16	Noisoux, M.R.	Veteran (Gotham Hosiery)	90
17	Newman, E.	Veteran	94
18	O'Sullivan, J.M.	Joint Committee - Barbers, etc.	82
19	Ogilvy, R.N.	G.V.T. Representative (Attended all Sherbrooke sittings)	87
20	Olivier, Mr.	Legare Foundry	83
21	Odell, Maj.A.W.	213 Dufferin Road, Montreal	94
22	O'Connell, F.J.	Sigma Mines	96
23	Patenaude, L.	Veterans Employment Adviser	76
24	Pregent, E.	Auto bodies	76
25	Prieur, A.	Secretary, Comite des Examineurs, Joint Committee Auto Industry	78-86
26	Perrault, R.R.	(A. Perrault Co. Montreal)	78
27	Pomerleau, A.	Macons, etc.	77
28	Prezeau, T.	National Union of Operating Eng'rs.	77
29	Parent, P.O.	Treasurer, Tailleurs Union	77
30	Peressi, M.C.	Syndicat de Poseurs	77
	Poitier, A.	President, Upholsterers Int. Union	79
	Pomerleau, A.	Veteran	77
	Phillips, O.H.	Standard Chemical Co. Ltd.	81



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1	Prease, R.G.	Roy & Fleury Cie, Lte.	82
2	Puddington, J.C.	Canadian Marconi Co. Pers.Manager	82
3	Pomerleau, H.	Veteran (Granby)	87
4	Picard, A.	Veteran	87
5	Paradis, G.	Veteran (Coaticook)	87
6	Peterson, H J.	Hosiery Mills	85
7	Proulx, J.D.	Veteran, Beloeil,	90
8	Perras, E.	Northern Plumbing	95
9	Perry, J.E.	Gen. Manager, Lamaque Mines	95
10	Price, P.	Geologist -Moranda;also Chairman Rehabilitation Committee	96
11	Pare, E.	General Society of Contractors	96
12	Paradis, F.		96
13	Robert, R.	Mgr. Unemployment Ins. Commission	76
14	Roy, S.	Superintendent of Placement	76
15	Rushbrooke, S.	Service Mgr. Cuming-Perrault	86
16	Renaud, O.	United Brotherhood of Tinsmiths	77
17	Ryan, P.J.	Theatrical Employees - A.F.of I.	80
18	Robinson, T.H.	Personnel Mgr. Can.Int.Paper	81
19	Rayside, D.O.	Continental Can. Co of Canada Ltd.	83
20	Robins, W.	Veteran - Magog	87
21	Roland, R.	Veteran, Waterloo	87
22	Rousseau, R.	Quebec	92
23	Robert, M.G.	Penmans Ltd.	90
24	Robertson, A.	Golden Manitou Mines	95
25	Scally, J.O.	Montreal	78
26	Smith, H.	Pres. Smith Transports Ltd.	78
27	Shanhenessy, W.E.	Gen. Man. Auto Electric Corp'n	78
28	Strachan, A.	Asst. Mangr. Int. Harvester Co.	78
29	Solomon, D.	Ladies Gloak & Garment Industry	80
30	Sharp, R.H.	Imperial Tobacco Co.	81
31	Simsbir, G.	Imperial Tobacco Co.	81
32	Soden, M.	Sherwin-Williams Paint Co, Ltd.	81
33	Sparks, M.H.	Northern Electric Co. Ltd.	82





1	Sieard, J.	President, Sieard Ltd.	88
2	Spence, G.L.	National Hosiery Mills	88
3	Stebeune, J.W.	Sherbrooke Tribune - Veteran	89
4	Smith, M.O.C.	Bell Asbestos Mines	90
5	St. Onge, G.	Volcano Ltd.	90
6	St. Pierre, M.	Veteran	90
7	St. Martin, D.	Hump Hairpin	91
8	Simard, A.	Marine Industries Ltd. Sorel	91
9	Sancy, H.A.	Town Clerk	95
10	Seely, H.C.	Canadian Int. Paper (Noranda)	96
11	Sevigny, J.P.	Veteran	95
12	Tyrrel-Beck W/O E.W.	Supt. of Counselling (attended Montreal meetings generally)	76
13	Taylor, J.V.	Voteran-cabinet maker	76
14	Tracey, D.B.	Veteran - Telegraph Operator	76
15	Thompson, J.T.	United Steel Workers of America	77
16	Troisas, C.	Longshoreman - A.F. of L.	80
17	Tilden, Maj. S.F.	Tilden Driv-ur-solf	84
18	Thibeault, E.	Contractor	88
19	Taschereau, J.E.	Quebec	92
20	Therriault, L.	Veteran	93
21	Trepanier, J.	Lt-Cmdr. R.C.N.V.R., N.H.Q.	93
22	Taschereau, G.C.	Lawyer, Val D'or	95-96
23	Ulen, J.	International Lady Garment Wkrs.	80
24	Vaugeois, L.M.	Clermont Motors Ltd.	78
25	Vanasse, D.	Can. Brotherhood of Fire Employees	79
26	Vaillancourt, R.P.	Veteran (Richmond)	87
27	Valiquette, J.W. (Lt)	Rimouski	93
28	Vialliantmont, R.A.	Veteran	95
29	Watson, G.	Veteran (Garth Co)	77
30	Watson, S.	Veteran - Watchmakers Course complaint	79
31	Watkins, W.W.	Consumers Glass Co.	82
32	Wallace, J.B.	St. Lawrence Sugar Co.	81
33	Whelan, G.P.	General Steel Wares Ltd.	81



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1 White, J.B. Aluminum Co. of Canada, Ltd. 82
 2 Yergean, A. Veteran 87

(Key: 76 - 86 inclusive Montreal
 87, 88, 89 Sherbrooke
 90, 91 St. Hyacinthe
 92 Quebec
 93 Rimouski
 94 Montreal
 95, 96 Val D'or

9 (b) The Chairman undertook a special investigation
 10 into matters concerning the Lower St. Lawrence at Quebec
 11 and at Rimouski. Advantage was taken of this opportunity
 12 to receive a recommendation from the Royal Canadian Insti-
 13 tute of Architects dealing with apprenticeship. The
 14 following were the witnesses examined:

15 At Quebec: Hon. Jules Brilliant, President of Lower
 16 St. Lawrence Power Co., and Lower
 17 St. Lawrence Navigation Co. Ltd. and

18 Lieut.Col. Gliche.

19 Mr. Jean Pierre Despres, Director of Que-
 20 bec Department of Labour.

21 At Rimouski: Mr. P.E. Gagnon, Mayor of Rimouski,
 22 Mr. Raoul Fafard, Major of Matane,
 23 Abbe Gagnon, Director of Ecole Brilliant
 24 Mr. Antoine Gauthier, Ecole Brilliant,
 25 Major Gagnon, Mont Joli,
 26 Capt. Pineault, Mont Joli,
 27 L.P. Theriault, Student at Ecole Brilliant
 28 E. Gallienne, Student at Ecole Brilliant

29 (VII). During its sessions in the province of Quebec,
 30 the Commission received a very large number of complaints
 as to the smallness and sometimes irregularity of pay-
 ments to veterans. Typical statements are those which
 follow, made by L.P. Theriault and E. Gallienne, students
 at Rimouski Technical School¹



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1 L. P. THERIAULT, called :

2 BY THE CHAIRMAN:

3 Q. You are following a course at the present time?

4 A. Yes, sir, a joiners course.

5 Q. At the Brilliant School? A. Yes, sir.

6 Q. Since when? A. Since the 15th of October.

7 Q. You have had certain trouble with your checks?

8 A. Since the month of December.

9 Q. Would you care to explain to us how that happened?

10 A. Since December, that is to say when I began,
11 they paid us every week; we had a check every week. Then
12 I was supposed to receive a check --

13 Q. A check, for how much?

14 A. \$27.92 a week. Then they sent us a letter say-
15 ing that we would be paid once a month starting from the
16 1st of December. Well, I am supposed to receive \$104.00
17 a month because I am a married man and have five children;
18 then with the allocations which one has my salary would
19 be \$130 per month; and I have an allowance for board of
20 \$32 per month. I asked Ottawa to reduce the pension
21 (board), and Quebec did reduce it. They told me that I
22 would receive from Quebec \$136; \$104 from Ottawa, and
23 \$32 per month regularly. From the 1st of December they
24 have sent me \$25.92, for the first fifteen days. There
25 was no information as to the change in the amount so I
26 wrote to the Treasurer at Quebec asking for information,
27 for an explanation.

28 Q. Is that the only office to which you wrote?

29 A. I wrote to the Treasurer direct. I took the
30 address which was on the check. It was a Mr. Duncan, I
believe; anyhow, I did not receive any reply. I have
never received any reply to my letter. From the 15th
I went to the 31st of December and I received a second
check for the period from the 15th to the 31st in the



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1 exact amount of \$52, which was correct. In January I was
2 waiting to see if the amount I would receive would be the
3 amount due, and I received \$70.45, a difference of
4 \$33.55. So I wrote again; that is to say I had one of my
5 friends write because I have some difficulty doing it;
6 and he told me to write to L.S. Boisvert, of the Veterans
7 Bureau. I wrote to Mr. Boisvert, and I have not received
8 a reply from him either. That is the point, that these
9 checks come to us without any information -- I do not
10 know why. At the School we are given a form to sign when
11 we receive a check, and that is all we have to go on.

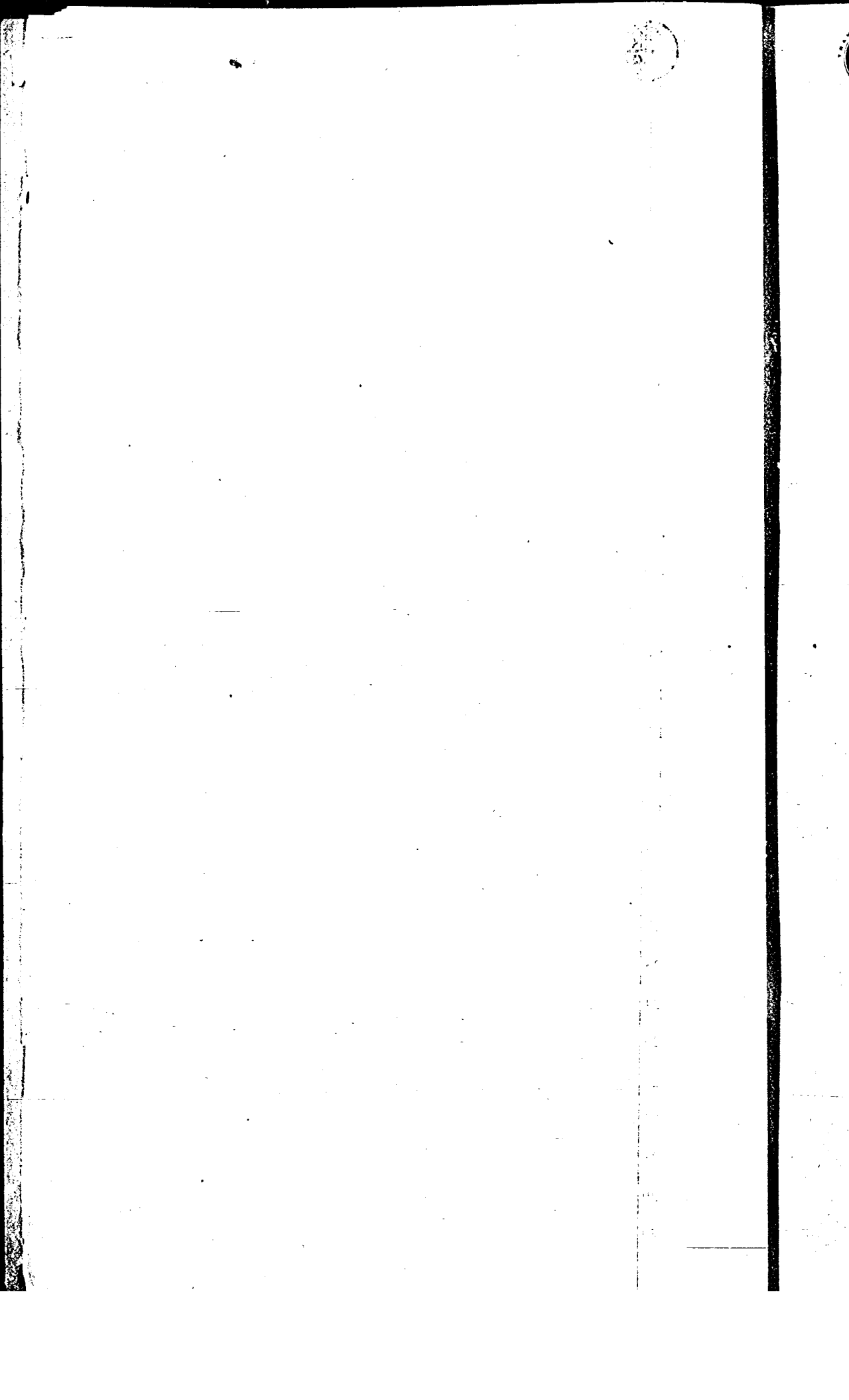
12 Q. And you find that a little annoying.

13 A. Certainly, particularly when you have a wife to
14 keep, and five children. And when you receive a check
15 for \$70 instead of the \$104 that you expect it kinds of
16 upsets your arrangements.

17 Q. Without waiting to write to Ottawa I am going
18 to take this case up directly with the Department of
19 Veterans at Quebec. It is quite evident that things are
20 not being handled just right. In view of the fact that
21 this Commission is concerned with the welfare of stu-
22 dents the Commission has the right to concern itself in
23 the matter, and we will.

24 A. Out of the first \$25 received in December I
25 have taken care of my wife who was a little behind with
26 her board; that was because the papers were not sent in
27 in time. They have sent me \$15 for disability (pension)
28 and for my dependents \$17, and that is what makes up the
29 amount of \$32. There was a delay of four or five months,
30 then Ottawa sent a check for \$88 to straighten out the
amount coming to my wife. I do not know how they arrive
at that amount. I have asked for an explanation a
number of times, but so far have not had any.

Q. Thank you very much. All we can do is to send



1 this forward. You understand that?

2 A. Thank you very much.

3
4 EDGAR GALLIENNE, called:

5 BY THE CHAIRMAN:

6 Q. You are a student also? A. Yes, sir.

7 Q. Will you tell us your story?

8 A. I was discharged on the 15th of January. I ask-
9 ed for a trade and they gave me one. Then they sent me
10 home. We live at Sept-Iles on the North Shore. After
11 about fifteen days they sent me a notice asking me to
12 report here at the school; and without sending me any
13 money or ticket, nothing at all. Then I was obliged
14 to report here, and I had to borrow money with which to
15 get here, to pay my transportation to come here. I got
16 here all right, and I was accepted at the Technical
17 School here -- after four days working, I was a week
18 late. They told me here that I would get \$60 a month.
19 I am married and I have a child. I am supposed to get
20 \$82 a month.

21 Then I went to see the gentleman who is in charge
22 of veterans here and asked him to write for me and find
23 out what the arrangements were. In view of the fact
24 that I am quite a way from home they are supposed to
25 give me \$5 to help pay my board.

26 Q. As for the first question, I have no accurate
27 knowledge as to just what can be done. As to the other
28 question, there are certain things which can be done;
29 they can reimburse you the amount of your transporta-
30 tion.

31 A. I have asked them why they do not have someone
32 to look after the veterans on the North Shore. That is
33 the only place there isn't anyone.



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1 Q. How many veterans are there in that district?

2 A. In the district there would be at least 400 or
3 500 veterans.

4 Q. From what place, to what place?

5 A. As far as Harrington.

6 Q. From here?

7 A. Yes, from here to Harrington.

8 Q. On the North Shore from Baie Come to Harrington
9 you estimate that there would be from 400 to 500 veter-
10 ans?

11 A. Yes sir, if not more.

12 Q. Do you think there are many of them who would
13 like to take courses to learn trades?

14 A. Certainly, they all would; but there is no one
15 there to look after the veterans.

16 Q. Well, we will try to do something. Are you boys
17 mostly from the Army, or from the Navy?

18 A. From the Army, the Navy and the Air Force, pretty
19 nearly everything.

20 Q. Something ought to be done. We will take a note
21 of this and make a special recommendation.

22 A. About these cheques; when I came back from
23 England I paid my own fare from Rimouski to my home, and
24 I filled out forms. I was supposed to be reimbursed by
25 the Treasury; but I have not received a cheque since my
26 discharge to repay me for what it cost me to get over
27 to the North Shore. They told me they could not give
28 me a warrant as a pilot when I was discharged to pay
29 my transportation home.

30 Q. You understand, as I have said, that the Commis-
sion is only concerned because you are a student. As a
Commission we have a right to concern ourselves with
student veterans.

A. Yes, sir.



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1 Q. I will make an inquiry in your case, but that is
2 all I can promise you.

3 A. That will be fine. Thank you, sir.

4
5 The following letter from Major John Bassett is of
6 interest:

7 SHERBROOKE DAILY RECORD
8 Sherbrooke, P.Q.

9 Feb. 12, 1946.

10 The Royal Commission on Veterans' Qualifications,
11 620 Transportation Building,
12 Montreal 2, Quebec.

13 Dear Sirs:

14 I was very interested to receive a copy of the
15 memorandum forwarded to you by Bruce Jamieson, Occu-
16 pational Counsellor.

17 I realize that his opinion is very valuable, due
18 to his special training, but I would like to point out
19 that the provincial governments and the provincial
20 departments of labour could hardly feel that their
21 rights on educational or other matters, were being
22 infringed upon, if the veteran was being more effect-
23 ively looked after under some slightly different sys-
24 tem.

25 I might mention that the delay in the specific
26 case of Albert Duperron for ten days, has now length-
27 ened into two weeks and as yet this man has had no re-
28 sults of the medical examination which he received in
29 Montreal.

30 The local doctor accredited to D.V.A. diagnosed
this case as one of fatigue and recommended treatment
of rest and care in the country. Mr. Duperron, as
far as the D.V.A., in Montreal is concerned, does
not know whether he has T.B. or athlete's foot, but
in the meantime at his own expense, has been follow-



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1 ing the treatment prescribed for him here.

2 Yesterday the local board of D.V.A. gave him his
3 first cheque and if it had not been for the action
4 taken here, this man's case would not have been dealt
5 with in any shape or form.

6 I am not familiar with all the details of the
7 work of the D.V.A. but give this as an example of what
8 I consider as a great need of authority to be given
9 local branches of the department to deal with cases
10 on the spot, as surely in centers such as Sherbrooke
11 there are facilities for complete medical examination
12 and treatment, as fine as anywhere else in Canada.

12 Yours sincerely,

13 (sgd) John Bassett, Jr.
14 Vice-President and
15 Managing Director. "

15 The Commission explained to all those making com-
16 plaints that great difficulties were necessarily facing
17 D.V.A. and C.V.T. in the development stages but obviously
18 this does not give much satisfaction to any individual.

19 It was also found in the lower St. Lawrence area
20 that the staff dealing with veterans was entirely inad-
21 equate. In view of the great and increasing importance
22 of Rimouski as a centre and of the fact that a very high
23 proportion of Quebec volunteers came from the Gaspé
24 areas, the mayors of Rimouski and Matane suggested that
25 complete rehabilitation centre including D.V.A., C.V.T.
26 and A.F.R.U. should be set up at Rimouski. They also
27 agreed with the suggestion made by the Chairman that
28 there should be a general rehabilitation committee for
29 the counties of Rimouski, Gaspé North, Gaspé South,
30 Bonaventure, Matapédia and Matane and that the central
committee should be based on Rimouski.

(c) During the sessions at Sherbrooke, the
Commission was assisted by Dr. A.H. McGreer, Principal



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1 of the University of Bishop's College and during these
2 at St. Hyacinthe by Mr. S.J. Ohagnon, Director of the
3 Quebec Dairy School. The Commission desires to express
4 its appreciation of the assistance given by these eminent
5 educationalists.

6 In Val D'or the Commission was assisted by
7 Major G.C. Taschereau who acted as representative of the
8 Commission in arranging for the Abitibi sessions. To
9 him also the Commission expresses its gratitude.

10 The Commission wishes to thank the mayors and
11 councillors of Sherbrooke, St. Hyacinthe, Rimouski and
12 Val D'or for their courtesy and assistance.

13 RECOMMENDATION NO-92
14 (Training for Inland Water Transport)
15 The Commission recommends:

16 that special consideration be given to the case
17 of veterans who are partially trained for and suitable
18 for inland water transport and that with a view
19 to their further training and absorption special consideration
20 be given to the proposal of the Canadian
21 Federation of Navigators herein above quoted.

22 RECOMMENDATION NO-93
23 Citizens Rehabilitation Committee for
24 Gaspé Peninsula

25 The Commission recommends;

26 that a Citizens Rehabilitation Committee for
27 Gaspé Peninsula be set up to be responsible for
28 the counties of

29 Rimouski
30 Matane
Gaspé North
Gaspé South
Bonaventure
Matapédia

and that the centre of such committee be Rimouski.



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RECOMMENDATION NO-94**D.V.A. Representative for North Shore**

The Commission recommends:

That in view of the fact that there are several hundred veterans on the North Shore with no D.V.A. representative in the neighbourhood there be a D.V.A. representative on the North Shore east of Tadoussac.

RECOMMENDATION No-95**Rehabilitation Centre for Rimouski**

The Commission recommends:

That a completely staffed rehabilitation centre be set up at Rimouski responsible for the counties of

Rimouski

Matane

Gaspé North

Gaspé South

Bonaventure

Matapédia



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SUBSECTION IICOORDINATION AND INFORMATION

(1) During all its Quebec sessions the Commission heard evidence which indicated that one employer might be approached on behalf of veterans by several different agencies, namely:

Federal:

Representative of Citizens Rehabilitation Committee
Representative of Chamber of Commerce, Rotary Club, etc., Rehabilitation Committee.
Representative of Navy
Representative of Army
Representative of Air Force
Representative of D.V.A.
Representative of C.V.T.
Representative of Employment Service (A.F.R.U.)

Provincial:

Representative of Aide de la Jeunesse (may be identical with C.V.T.)
Representative of Apprenticeship Centre
Representative of Inspector General of Parity Committees

The Commission did not hear any case in which all these had approached any employer but there had been some multiple visits.

The Commission heard from almost every witness expressions of goodwill to the veteran and the vast majority of witnesses had nothing but good to say of the veteran as an employee.

A certain number of witnesses expressed the view that veterans had been oversold on the value of their qualifications by In-Service Counsellors. The Commission inclined to the belief that this evidence is well-founded, although it is probably too late for any service counselling to be rectified. It is clear,



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1 however, that D.V.A. and C.V.T. counsellors should be
2 extremely guarded in holding out hopes or making refer-
3 rals. In this connection special reference is made to
4 the paragraphs of Section V of the Second Report which
5 read as follows:

6 "It appears to this Commission that counselling to
7 personnel on its way through the various Discharge
8 Depots and after discharge stands in need of im-
9 provement if it is to be of real assistance to vet-
10 erans. Instances have come to the attention of the
11 Commissioners where men have been discharged with-
12 out the benefit of In-Service Counselling, which
13 due to the increased rate of discharge the number
14 of D.V.A. counsellors employed has proved too small
15 to cope adequately with the flow of men passing
16 through their hands. It is physically impossible
17 for them to allot to each man sufficient time. We
18 believe that the number of D.V.A. Counsellors should
19 be greatly increased.

20 This Commission has recommended that counselling
21 should be done by fellow veterans but we also feel
22 that sound counsel by experienced older veterans
23 who as integral parts of business professional and
24 organized labour groups have years of practical ex-
25 perience behind them is required behind aptitude
26 tests and the mere handing out of information re
27 benefits, etc.

28 It is impossible to overstress the extreme im-
29 portance of careful selection of counselling per-
30 sonnel and of the knowledge counsellors should
possess as far as trades are concerned. It is need-
less to add that the choice of men called upon to
give advice in the educational field must be still
more scrupulous in order that sound counsel be



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1 given to those who are prepared to devote years to
2 study and look forward to entering a profession."

3 On the other hand it does not appear that specific
4 information as to Navy, Army or Air Force trades is as
5 valuable to an employer as during the sessions prior to
6 the Second Report such knowledge seemed likely to be.

7 The reasons are:

8 (a) that as mentioned in the Second Report and Section
9 11 of the present report there are no civilian trade
10 standards and there is not necessarily uniformity in dif-
11 ferent parts of the province and

12 (b) that as above mentioned there does not appear to
13 have been much more uniformity in the armed services,
14 i.e., one "fitter" may be much better qualified than
15 another of the same class while many "mechanics" were
16 given boosts in class in order to raise their pay rather
17 than by reason of qualifications. The Commission was
18 naturally unable to establish the number of these dis-
19 crepancies in grading but there are evidently so many
20 that no certainty as to qualifications exists.

21 The Commission has made very thorough enquiry
22 into both these points and they will be dealt with at
23 length in other subsections.

24 The Commission realizes fully that this observa-
25 tion casts a shadow of doubt on the evidence submitted
26 at its June sessions as well as on the value to employ-
27 ers of the books issued by the armed services as
28 guides to employers. In view of the mass of evidence
29 to the effect that most of these books had either never
30 been received or been very recently received the point
is not of such great importance as it might have been.

The books are without doubt valuable to the
Employment Service as well as to D.V.A. and C.V.T.
and should be in the possession of and thoroughly



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1 understood by all officials of all these services. The
2 following remarks of D.V.A. Counsellors at Quebec are of
3 interest:

4 Re: "Naval Rates", "Occupational Outlines" and
"Employers Guide".

5 M. G. Tardif "Occupational Counsellor" - Naval Rates"

6 (a) September 1945

7 (b) When a naval rating is referred to me for counsel
8 I refer to the manual with a view to determining the ex-
9 perience that can be or has been obtained by the veteran.

10 (c) I have not had an opportunity to confer with em-
11 ployers in connection with this manual.

12 (d) It is an excellent publication and very useful too.

13 (e) I believe that this manual ought to be publicized
14 in all possible ways - by associations such as the Cham-
15 ber of Commerce, the Kiwanis Club, the Rotary Club, the
16 Junior Chamber of Commerce, the Knights of Columbus,
etc.

17 "Occupational Outlines"

18 (a) September 1945.

19 (b) I have made only a limited use of this manual be-
20 cause it is very incomplete due to lack of additions. M
21 Mine contains only twenty copies.

22 (c) I have had no opportunity.

23 (d) This manual would be a very great use if it were
24 complete. It represents an incomplete duplication of
25 the manual "Dictionary of Occupational Titles" (U.S.A.)
of which it is proposed to make a Canadian edition.

26 (e) It could be advantageously replaced by the
27 "Dictionary of Occupational Titles" (Canadian Edition).

28 "Employers Guide"

29 (a) September 1945.

30 (b) When an airman is referred to me, I refer to the
manual with a view to determining the experience that
can be or has been obtained by the veteran.



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- 1 (c) I have not had an opportunity to confer with employ-
2 ers in connection with this manual.
3 (d) It is an excellent and very useful publication.
4 (e) This manual is easier to understand and to follow
5 than the manual "Naval Rates".

6 M.L.E. Boisvert - "Occupational Counsellor"
7 "Naval Rates"

- 8 (a) About the 1st of August 1945.
9 (b) I have used it each time that I have dealt with a
10 member of the Navy regarding his reestablishment in civil
11 life.
12 (c) Yes, when I had occasion to meet the employers
13 which in my case happened very seldom.
14 (d) It is an excellent manual which is of great help to
15 us when making comparisons between that trade which the
16 rating followed in the service and in civil life.
17 (e) all important associations and companies ought to
18 be in possession of this manual and I am persuaded that
19 this book would be of great use to them.

20 "Occupational Outlines"

- 21 (a) About the 1st of August, 1945.
22 (b) Each time that I have had occasion to give informa-
23 tion to a veteran on the requirements of the trade re-
24 quested.
25 (c) No. For personal work only.
26 (e) It is not very complete and ought to include all
27 kinds of trades.

28 "Employers Guide"

- 29 (a) About the 1st of August, 1945.
30 (b) I have used it each time that I dealt with a member
of the Air Force with a view to his reestablishment in
civil life.
(c) Yes, when I had an opportunity to meet the employ-
ers.



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1 (d) It is an excellent manual which is of great impor-
2 tance to us.

3 (e) All important associations and companies should be
4 in possession of this manual and I am persuaded that
5 this book would be of great use to them.

6 H.H.E. Scott "Occupational Counsellor" - "Naval Rates"

7 (a) About the 1st of August, 1945.

8 (b) I have used it each time that it was necessary for
9 me to verify naval qualifications in order to facilitate
10 the rehabilitation of naval ratings.

11 (c) I have not had the opportunity.

12 (d) It is a very essential manual.

13 (e) It is a very important manual.

14 "Occupational Outlines"

15 (a) About the 1st of August, 1945.

16 (b) I have used it whenever it was necessary to verify
17 the military qualifications of veterans.

18 (c) There has been no occasion for it.

19 (d) It is a very useful and essential manual.

20 (e) It is a manual of great value.

21 "Employers Guide"

22 (a) About the 1st of August, 1945.

23 (b) I used it each time I had to verify and compare
24 the qualifications of a member of the Air Force.

25 (c) I have had no opportunity.

26 (d) It is a very useful and essential manual.

27 (e) It is a very valuable manual.

28 M.J.E. Hardy - "Occupational Outlines"
29 "Naval Rates".

30 (a) About the 1st of August, 1945.

(b) I used it each time I have had to verify and com-
pare the qualifications of a member of the Navy with a
view to facilitating his rehabilitation.

(c) I have not had the opportunity.



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1 (d) It is an excellent publication which is very useful
2 to us.

3 (e) It is a manual which is of very great value to us.

4 "Occupational Outlines"

5 (a) About the first of August, 1945.

6 (b) I have used it to verify and make sure of the mil-
7 itary qualifications of veterans.

8 (c) I have had as yet no opportunity.

9 (d) It is a very useful but incomplete publication.

10 (e) A manual which is of very great value to us.

11 "Employers Guide"

12 (a) About the 1st of August, 1945.

13 (b) I have used it each time I have come in contact
14 with a member of the Air Force with a view to reestablish-
15 ing him in civil life.

16 (c) I have not yet had the opportunity of speaking to
17 employers.

18 (d) A very useful publication.

19 (e) A manual which is of very great importance to us.

20 M.G.H. Dugal - "Occupational Counsellor" -
Naval Rates

21 (a) About a week ago.

22 (b) I have made use of it only once to date because I
23 have had only one naval veteran to counsel.

24 (c) I have not yet had the opportunity.

25 (d) I believe that it is essential to assist us in
26 guiding the veteran in his reestablishment in civil life.

27 (e) This book is of great value to the Department and
28 to employers.

29 "Employers Guide"

30 (a) For about a week.

(b) I have had occasion to use it only a few times -
that is when I had a veteran from the Air Force to





1 counsel.

2 (c) I have not yet had the opportunity to discuss it with
3 employers.

4 (d) It is certainly a great help in the comparing of
5 service trades with knowledge acquired for civil employ-
6 ment.

7 (e) This book is of great value to the Department and
8 to employers.

9 M. N. Jobin - "Occupational Counsellor"

10 "Employers Guide"

11 (a) Since about the 1st of August 1945.

12 (b) I have used it several times for reference.

13 (c) I have not yet had an opportunity.

14 (d) This manual is of very great value and very useful.

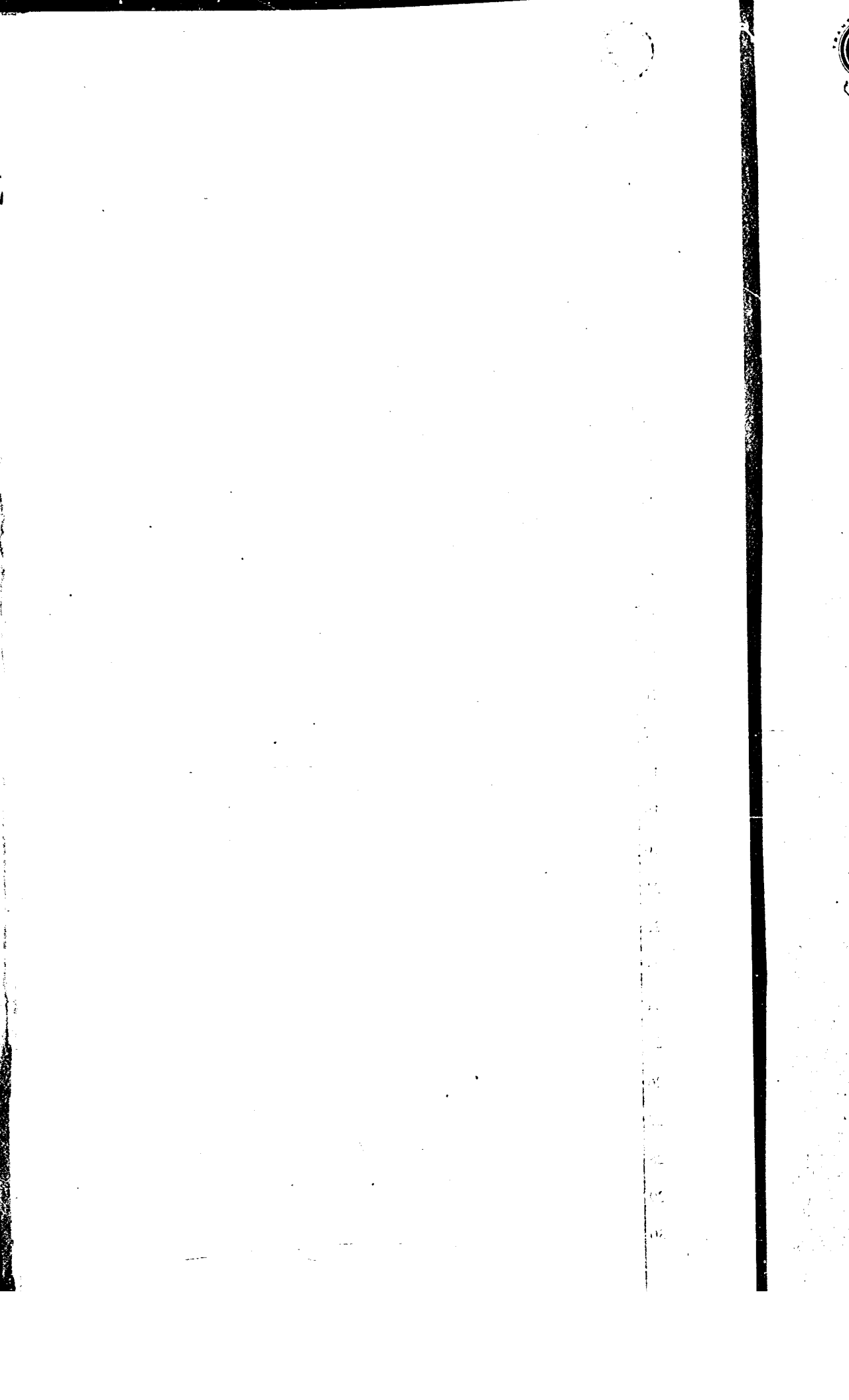
15 (e) This manual is very explicit and I would suggest
16 that it be more widely distributed among the public.

17 Number of Manuals in the Department.

18 Naval Rates - 5
19 Occupational Guides - 4
20 Employers Guide - 7

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23 It must be observed that no evidence was at any
24 time adduced to indicate that there was a similar dis-
25 crepancy between the theoretical and actual knowledge
26 and experience on which are based NAVAL RATES and METIER
27 DE LA MARINE.

28 During the Special Investigation at Rimouski
29 Lieutenant Valiquette, R.Q.N. (Res.) testified, however,
30 that these books were not nearly as well known as they
should be by officials of the federal departments





1 immediately concerned.

2 The following excerpts from the evidence taken at
3 Rimouski are of interest:

4 "Before asking you to give evidence I would like
5 to tell you in advance that we are thinking of recom-
6 mending that every official of the armed services
7 registration units and the officers who do the work
8 for the Armed Services Registration Units of D.V.A.
9 and C.V.T. concerned with the placement and training
10 of ex-service personnel be in possession of a copy
11 of this manual, and be thoroughly instructed in its
12 use; and the same with respect to the English versions
13 of the three service manuals. We are not at all sat-
14 isfied that that is the case today, I might say; other-
wise we would not be making the recommendation.

15 I would like you to say what you wish to concern-
16 ing the distribution of these books; and I should
17 also like very much to know whether you consider the
18 Commission is making a recommendation which will be
useful.

19 A. I certainly do, sir."

20

21 Q. Now, Lieutenant-Commander Trepannier, I would
22 like to ask you the same question which I asked Lieut-
23 enant Valiquette: What do you think of the proposal
24 that all officers of the Employment Service of Canada,
25 of Canadian Vocational Training and of the Department
26 of Veterans Affairs being in possession of these
27 books, and being given personal instruction in their
use -- in classes, if necessary?

28 A. I think that is absolutely necessary, sir.

29 Q. Why?

30 A. Because they would be the ones to direct the
employers, particularly the small employers, in the



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1 use of these books.

2 Q. I would like to tell you that we are thinking
3 of recommending that the small employers should get
4 these books; and our feeling is that if we are to reach
5 these small employers the way to do it is through these
6 officers. We are proposing to suggest first of all
7 that the A.R.F.U., where it exists, should do this
8 work; and where it does not exist there be constituted
9 a kind of registration office. Then when any group is
10 attempting placement -- such as the Kiwanis Club, or
11 the Rotary Club or the Employers Council, or the Cit-
12 izens Rehabilitation Committee -- before they deal
13 with any particular case should check with the A.R.F.U.
14 or the C.V.T., or whatever the best method is found to
15 be; and in that way avoid duplication of effort, and
16 would know what it could do in a particular case, and
17 how to go about it."

18

19 THE CHAIRMAN: So far as the manuals are concer-
20 ned I think our recommendation will be that it be made
21 compulsory for all placement officers of any kind and
22 in any service to know these manuals backwards and for-
23 wards; that publicity should bear mainly on what you
24 have mentioned yourself, the value of ex-service men.

25 LIEUT. VALIQUETTE: Their qualifications.

26 THE CHAIRMAN: I am trying to think. I don't know.
27 I have had a good deal better results in my time -- and
28 I was once responsible for that at McGill University
29 and for other organizations -- and I am inclined to
30 think that it would be more interesting to have articles
on why a Navy man is good for a job, why an Army man
is good for a job and why an Air Force man is good for
a job, rather than to try to combine them. I think
the public would rather read it.



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1 LIEUT. VALIQUETTE: I see.

2 THE CHAIRMAN: That is just a thought.

3 LIEUT. VALIQUETTE: We have been working on the
4 manual in that way, sir.

5 THE CHAIRMAN: It comes down to this, that most of
6 them have had cousins, or brothers or sons in one ser-
7 vice or another. They are interested in the services.
8 They say: I will take a Navy man because Bill was in
9 the Navy. It is a matter of individual psychology, I
10 think."

11
12 RECOMMENDATION NO-96

13 Service Trades Manuals to be Used by
14 Officials.

15 The Commission recommends:

16 That each official of the Department of Veterans'
17 Affairs, Canadian Vocational Training and the National
18 Employment Service concerned with the placement of vet-
19 erans be put in possession of NAVAL RATES, ARMY EMPLOY-
20 MENTS AND CIVILIAN JOBS, and EMPLOYERS' GUIDE, be in-
21 structed as to the importance of a thorough understand-
22 ing thereof, and be prepared to make use of the informa-
23 tion contained therein when making referrals to an em-
24 ployer.

25 The general conclusion at which the Commission has
26 arrived was well expressed by Colonel Smith.

27 (Extract from evidence of Lt.Col.
28 W.O.C. Smith, Sherbrooke, February 9th).

29 Q. Have you any remarks you would like to make
30 for the guidance of the Commission in general on train-
ing or retraining of tradesmen, ex-service men? You
have had plenty of experience yourself.

A. It is rather a large contract to express much



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1 of an opinion on that as I have only been guided by
2 this letter (Notice issued by Commission). But there
3 is one thing I would like to say on behalf of the vet-
4 erans, and for their protection: that the certificate
5 of grading of A, B or C trades pay is in some respects
6 a good thing for a man, on the other hand it can work
7 very much against him. The tradesmen as I saw them
8 (and I had some 300 on battalion, plus around 92 L.A.D.
9 (Light Aid Detachment) gave me this impression: those
10 tradesmen who came in who were already tradesmen en-
11 listed from civil life were pretty solid men, could
12 be relied on; but unfortunately the ones who came in
13 and got trades training (and I want to make it clear
14 that here I refer to trades training overseas) got
15 trades training to meet the requirements overseas;
16 hasty work that had to be done; and somebody might be
17 a little handier than somebody else. His training
18 there in that type of trade skill does not very well
19 fit him for civil life, say as a mechanic; and that
20 was never thought of in any way, shape or form.
21 And, further, a certain amount of equipment we had,
22 and tools we had, was specialized for the job of the
23 required minute, and not very, very useful; only use-
24 ful to the extent of giving them a general direction
25 of what he might develop a "bent" for in civil life.
26 And I feel that these lads -- I know of two or three
27 cases where they have gone to an employer and said:
28 I am a qualified as a bricklayer in the Army, and he
29 proceeds to be a bricklayer in civil life. He is
30 not worth anything. He has not been eight feet off
the ground all the way through. And the result is
that he has given a whole lot of other veterans with
trades certificates and trades pay written in their
paybooks somewhat of a black eye. I think these



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1 people with Army trades qualifications should be given
2 every advantage in the world to get on a civilian
3 standard before they seek employment as qualified tra-
4 desmen.

5 THE CHAIRMAN: Thank you very much, Mr. Smith;
6 that is one of the most cleareut statements we have
7 had, and one of the most valuable. It is in accord-
8 ance with the impressions we gained ourselves, and
9 gives further support to a recommendation we have al-
ready made. We will certainly make good use of it.

10 Major Capes, would you like to pursue this a little
11 further?

12 MAJOR CAPES: I do not think there is very much to
13 add. I think the situation is pretty well covered.
14 Might I ask just one question?

15 THE CHAIRMAN: Yes.

16 BY MAJOR CAPES:

17 Q. May I ask you: You said you had 300 men in
18 your battalion, were you Engineers?

19 A. Yes, R.C.E. We had possibly 300 tradesmen and
20 400 general duty personnel. That is where we had a
21 good chance to see that if a man was a tradesman be-
22 fore he joined the Army he was miles above anybody
23 who was trades-trained in the Army, because he had
24 worked. The men trained in the Army were trained
for Army requirements, that is all.

25 MAJOR CAPES: That is right.

26 THE CHAIRMAN: Thank you very much, Mr. Smith."

27 The Commission inserted the following statement.
in its Second Report:

28 "At this point it may well be said that the
29 Commission considers the further education and the
30 rehabilitation of the veterans who had no civil em-
ployment before enlistment to be a task which trans-



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1 cends in importance almost all those facing the Can-
2 adian people in the period of reconstruction."

3 The investigations of the Commission in the Prov-
4 ince of Quebec have shown that training on the job may
5 well be one of the most important and efficient methods
6 of providing veterans with the further preparation for
7 civilian life which is essential and that the systems
8 should be greatly extended. The opinion was also gener-
9 ally expressed that very excellent training on the job
10 could be obtained 'a small undertakings. As the distri-
11 bution of the Army, Navy and Air Force pamphlets of in-
12 formation was limited to businesses having over fifteen
13 employees, it was obviously never received by a large
14 number of such small undertakings, and a method should
15 be found of providing them with all the necessary inform-
16 ation as to arrangements which can be made for training
17 on the job.

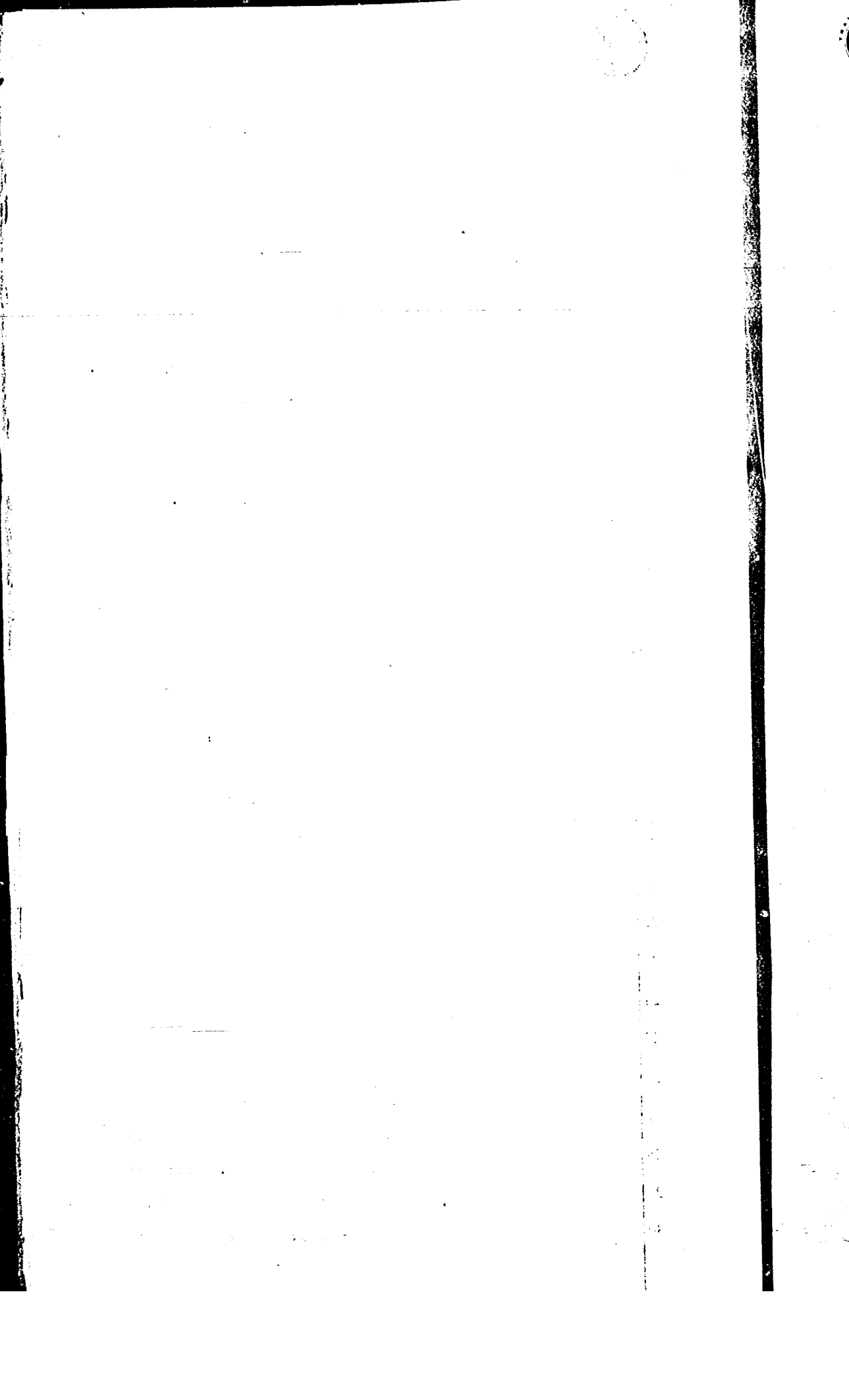
18 Very interesting evidence as to how training on
19 the job was viewed by trainees was rendered on February
20 7th, at Sherbrooke. Thirty-three veteran trainees were
21 interviewed. They are employed in the following var-
22 ieties of undertaking:

23 automobile repair
24 heavy industry
25 printing
26 auto electric
27 construction and general engineering
28 watch case making and assembling
29 thread making
30 hospital mechanical staff
retail merchandising
special merchandising
photography
millinery
large scale textile
medium heavy industry
clothing manufacturing.

All but four expressed satisfaction with their em-
ployment and said they were learning their business or
trade, and were happy and satisfied. Of the four com-
plaints, one was a complaint that a foreman dyer would



1 not teach the trainee the confidential part of the work.
2 The trainee himself stated that the foreman had some
3 justification because he had been engaged with the under-
4 standing that he was to have a good job and now had a
5 minor one. He was an oldish man and afraid that if a
6 veteran (or anybody else) learned the job thoroughly, he
7 would himself be discharged, as the foreman's only asset
8 was his knowledge and the trainee expressed sympathy.
9 Nevertheless, he felt that he should have a chance to
10 learn. Another complaint came from a man employed in
11 a clothing industry where he had nothing to learn un-
12 less he could be moved into the cutting room. A third
13 complaint came from a veteran who had gone into an
14 undertaking to learn the sash and door business, had
15 learned nothing and had left without further reference
16 to the authorities. The veteran who was in the watch-
17 case making and assembly business had wanted to learn
18 watchmaking and had been duly informed that there had
19 been no vacancy in the school at Montreal, to which a
20 reference was made above. Even with these, the spirit
21 of the trainees was excellent and the Commission was
22 much impressed by their attitude. The Regional
23 Administrator of the Department of Veterans Affairs
24 undertook to deal with the complaints concerning the
25 "would be" eye worker and the clothing factory employ-
26 ee. The hospital worker feared that his time in train-
27 ing as a stationary engineer would be interrupted with
28 the summer and was advised to put his case before the
29 Department of Veterans' Affairs so that, if necessary,
30 he could be transferred. The Commission wishes to
make a special mention of the initiative of two found-
ries at Plessisville, namely, Forano Lte. and Les
Radiateurs Plessis. They had undertaken to give
training on the job to veterans even beyond their own



1 requirements and even if they could not be sure of absor-
2 bing the veterans themselves, the Commission feel that
3 this effort should be encouraged and suggested the under-
4 takings getting in touch with the Canadian Vocational
5 Training office in Quebec.

6 In view of the great importance of training on the
7 job, the Commission made enquiries as to whether the
8 C.V.T. staffs included sufficient personnel to enable
9 an adequate visiting service to veterans carrying on
10 such training. While no figures were established, the
11 statements of C.V.T. officials satisfied the Commission
12 that the personnel was quite inadequate and the Commis-
13 sion believes that ground for complaint in that matter
14 exists.

15 The Commission has found that a series of broad-
16 casts is being given through the Montreal office of
17 C.V.T. over station CKAC on Saturday mornings at 9.15
18 a.m. It believes that this material will be more val-
19 uable if used at a better hour and for a more extensive
20 audience.

21 RECOMMENDATION NO-97

22 Precautions in Referrals

23 The Commission recommends:

24 That in the referral of a veteran to an employer,
25 there should not, apart from exceptional cases, be a
26 definite statement that he is qualified for a particular
27 employment.

28 RECOMMENDATION NO-98

29 Information concerning Training on the Job

30 The Commission recommends:

(a) That a description of training on the job facili-
ties and regulations with all necessary information be



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1 prepared in both French and English.

2 (b) That in the preparation of this pamphlet, full in-
3 formation be given for the benefit both of employers
4 and employees concerning competency cards and that it
5 be checked by the Inspector General of Parity Commit-
6 tees.

7 (c) That the pamphlet be forwarded to all employers
8 on the list of WPTB.

9 RECOMMENDATION NO-99

10 Broadcasts

11 The Commission recommends:

12 That a more extensive series of broadcasts on
13 G.V.T. facilities similar to those now carried on by
14 the Montreal office be undertaken. That the broadcasts
15 be recorded in French and English and transmitted by
16 private stations.

17 RECOMMENDATION NO-100

18 Cooperation in Placement

19 In order to prevent multiple approaches to employ-
20 ers and in order to ensure the maximum cooperation be-
21 tween agencies,

22 The Commission recommends:

23 (a) That the A.F.R.U. where organized or officers
24 carrying out the same functions elsewhere, constitute
25 the central agency for veterans' placement and that a
26 special A.F.R.U. official be appointed for the liaison
27 duties below mentioned.

28 (b) That all veterans now placed, whether carry-
29 ing on training on the job or not, be requested to in-
30 form the A.F.R.U., where organized or the proper offi-
cers elsewhere, of their whereabouts and employment.

(c) That whenever an approach for placement is



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1 about to be made by the representative of any other
2 official or unofficial organization, information must
3 be given to A.F.R.U. or other officers as above men-
4 tioned in order to ensure that no other approach has
5 been or is being made.

6 (d) That any government official or other per-
7 son wishing to place a veteran for training on the job,
8 communicate with the G.V.T. and that if, after a visit
9 to any employer, it is found that training on the job
10 would be advisable, G.V.T. should be so informed and
11 that in either of the above cases, a representative
12 of G.V.T. should contact the employer either simul-
13 taneously with the other representatives or as soon
14 afterwards as possible, and if arrangements are made
15 for training on the job, A.F.R.U. and D.V.A. be noti-
16 fied.

17 (e) That a plan be evolved by which the A.F.R.U.
18 or other authorized officer will notify all official
19 and voluntary agencies of the placement of any veteran.
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