

8-9 EDWARD VII.

SESSIONAL PAPER No. 39

A. 1909

REPORT OF ROYAL COMMISSION

TO INQUIRE INTO

INDUSTRIAL DISPUTES

IN THE

COTTON FACTORIES OF THE PROVINCE OF QUEBEC

Commissioner:

W. L. MACKENZIE KING, C.M.G.,
Deputy Minister of Labour.

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OTTAWA

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EXCELLENT MAJESTY

1909

[No. 39—1909.]

ROYAL COMMISSION

Commissioner:

W. L. MACKENZIE KING, *C.M.G., M.A., LL.B.*,
Deputy Minister of Labour.

Secretary:

FRANCIS W. GIDDENS,
Department of Labour.

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Department of Labour.

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**CERTIFIED COPY OF A REPORT OF THE COMMITTEE OF THE PRIVY
COUNCIL, APPROVED BY HIS EXCELLENCY THE GOVERNOR GENERAL
ON THE 29th JUNE, 1908.**

On a Memorandum, dated May 27, 1908, from the Minister of Labour, representing that during recent years frequent industrial disputes have arisen in the cotton factories of the Province of Quebec, which have occasioned severe losses to both employers and employees, and have seriously affected the general welfare of the localities particularly concerned;

That many of the cotton mills have lately reduced the wages of the employees, as a consequence of which, it is estimated there are at the present time, about six thousand operatives unemployed, either directly or indirectly in consequence of a strike or for other causes;

That with a view to the establishment of more harmonious and satisfactory relations between employers and employees in this industry, it is advisable that an inquiry be made into and concerning such disputes and the nature and causes thereof;

That the manufacture of cotton not being an industry in the nature of a public utility, an investigation under the provisions of the Industrial Disputes Investigation Act, 1907, cannot be conducted without the consent of both employers and employees, which joint consent has not been obtained.

The Minister therefore recommends that it be referred to William Lyon Mackenzie King, C.M.G., Deputy Minister of Labour, as Commissioner under the provisions of Part 1 of Chapter 104 of the Revised Statutes of 1906, commonly called 'The Inquiries Act,' to hold and conduct such inquiry, with all the powers conferred therein upon commissioners, and that the said William Lyon Mackenzie King be allowed the amount of his actual and necessary disbursements in the execution of the said Commission.

The Minister further recommends that the Commissioner have the right to determine the manner of conducting the proceedings in respect of such inquiry, and to make inquiries and investigation concerning the relations between employers and employees in the same or kindred industries in industrial centres other than those immediately affected with a view of making such recommendations as in his opinion may serve to promote amicable relations between employers and employees and to minimize the frequency and magnitude of industrial disputes in this industry.

The Minister further recommends that the Commissioner be authorized to employ a stenographer for the purpose of taking down and recording the evidence, and to have such other assistance as in the opinion of the Minister of Labour may be necessary to have the inquiry conducted as thoroughly and expeditiously as possible, and that the Commissioner report to the Minister of Labour the evidence and proceedings, together with such opinions as he may see fit to express thereon.

The Committee submit the same for approval.

F. K. BENNETTS,
Asst. Clerk of the Privy Council.

COMMISSION.

CANADA.

C. FITZPATRICK,
Deputy Governor General
of Canada.

A. POWER,
Acting Deputy Minister
of Justice, Canada.

EDWARD THE SEVENTH, *by the Grace of God, of the United Kingdom of Great Britain and Ireland, and of the British Dominions beyond the Seas, King, Defender of the Faith, Emperor of India.*

To all to whom these presents shall come, or whom the same may in anywise concern.

GREETING:

WHEREAS in and by an order of Our Governor General in Council bearing date the twenty-ninth day of June in the year of Our Lord one thousand nine hundred and eight (a copy of which is annexed) provision has been made for an investigation by Our Commissioner therein and hereinafter named into disputes between employers and employees in connection with cotton factories in the Province of Quebec and into the nature and causes thereof, and into the relations between employers and employees in the same or kindred industries in industrial centres other than those immediately affected.

NOW KNOW YE, that by and with the advice of Our Privy Council for Canada, We do by these Presents nominate, constitute and appoint William Lyon Mackenzie King, Esquire, C.M.G., of the city of Ottawa, in the Province of Ontario, Deputy Minister of Labour, to be our Commissioner to conduct such inquiry.

To have, hold, exercise and enjoy the said office, place and trust unto the said William Lyon Mackenzie King, Esquire, C.M.G., together with the rights, powers, privileges, and emoluments unto the said office, place and trust, of right and by law appertaining, during pleasure.

AND WE DO HEREBY, under the authority of the Revised Statutes respecting Inquiries concerning Public Matters, confer upon Our said Commissioner the power of summoning before him any witnesses and of requiring them to give evidence on oath or on solemn affirmation if they are persons entitled to affirm in civil matters, and orally or in writing and to produce such documents and things as our said Commissioner shall deem requisite to the full investigation of the matters into which he is hereby appointed to examine.

AND WE DO HEREBY require and direct Our said Commissioner to report to Our Minister of Labour the result of his investigation together with the evidence taken before him and any opinion he may see fit to express thereon.

In testimony whereof, we have caused these our Letters to be made Patent and the Great Seal of Canada to be hereunto affixed.

WITNESS.—The Honourable Sir Charles Fitzpatrick, K.C.M.G., Deputy of Our Right Trusty and Right Well-beloved Cousin the Right Honourable Sir Albert Henry George, Earl Grey, Viscount Howick, Baron Grey of Howick, in the County of

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Northumberland in the Peerage of the United Kingdom and a Baronet; Knight Grand Cross of Our Most Distinguished Order of Saint Michael and Saint George, &c., &c., Governor General and Commander-in-Chief of our Dominion of Canada.

At our Government House in Our City of Ottawa this twenty-ninth day of June in the year of Our Lord one thousand nine hundred and eight and in the eighth year of Our Reign.

By Command.

P. PELLETIER,

Acting Under Secretary of State.

Letter of Transmittal of Report from the Honourable the Minister of Labour to His Excellency, The Governor General.

To His Excellency the Right Honourable Sir Albert Henry George, Earl Grey, Viscount Howick, Baron Grey of Howick, in the County of Northumberland in the Peerage of the United Kingdom, and a Baronet; Knight Grand Cross of the Most Distinguished Order of Saint Michael and Saint George, &c., &c., Governor General and Commander-in-Chief of the Dominion of Canada.

MAY IT PLEASE YOUR EXCELLENCY:

The undersigned has the honour to submit to Your Excellency the report of Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, Commissioner appointed to inquire into disputes between employers and employees in the cotton factories of the Province of Quebec.

All of which is respectfully submitted.

RODOLPHE LEMIEUX,
Minister of Labour.

OTTAWA, September 25, 1908.

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Letter of Transmittal of Report from the Commissioner to the Honourable the
Minister of Labour.

To the Honourable

RODOLPHE LEMIEUX, F.R.S.C., LL.D., K.C., M.P.,
Minister of Labour.

SIR,—Having been appointed by Royal Commission dated the 29th June, 1908,
to make inquiry into disputes between employers and employees in the cotton factories
of the Province of Quebec, and into the nature and causes thereof, I have the honour,
pursuant to the directions of the Commission, to transmit herewith a report upon the
proceedings of the Commission and the results of my investigation, together with the
evidence taken before me and the opinions I have deemed it desirable to express
thereon.

I have the honour to be, sir,

Your obedient servant,

W. L. MACKENZIE KING,

Commissioner.

OTTAWA, September 15, 1908.

REPORT OF COMMISSIONER.

By a reference to the approved minute of council recommending the appointment of the Commission herein, and to the Commission itself, it will be seen that a memorandum on the subject was submitted to His Excellency in Council on May 27, at a time when it was estimated that there were about six thousand cotton mill operatives unemployed in the Province of Quebec, either directly or indirectly in consequence of a strike or for other causes. The report of the Committee of the Privy Council was not approved till June 29, and the Commission itself was not signed till July 15. When the recommendation of my appointment was made, I was absent in British Columbia, being engaged upon an enquiry under Royal Commission into the losses sustained by the Chinese residents of Vancouver in the Anti-Asiatic riots of September last. It was the 26th of June before it was possible for me to conclude this inquiry, return to Ottawa and submit my report. Departmental duties then prevented me from commencing the present inquiry until Monday, July 13, on which date I left for Montreal.

After conferring as to their convenience with the parties interested and making the necessary arrangements, I opened the sittings of the Commission in the Montreal Court House on the morning of Wednesday, July 15. The following public notice was inserted in the press of the day previous:

Public Notice.

'The undersigned, appointed Commissioner under the provisions of Part 1 of Chapter 104 of the Revised Statutes, 1906, commonly called the Inquiries Act, to investigate into the causes of industrial disputes in the cotton factories of the Province of Quebec, hereby gives public notice that the sittings of the Commission will be commenced in the Court House (Room 21) in the City of Montreal on Wednesday, July 15, at 10.30 o'clock, a.m., and that he will be pleased to hear the representations of any parties who may desire to appear or give testimony concerning the matters into which he has been appointed to enquire.

W. L. MACKENZIE KING,
Commissioner.

MONTREAL, July 14, 1908.'

The Proceedings of the Commission.

Continuous sittings of the Commission were held at Montreal from July 15 to July 18 inclusive and from August 3 to August 6 inclusive. Sittings were also held at Valleyfield, Que., on August 7 and at Magog, Que., on August 8. The mills of the Dominion Textile Company at Montmorency were also visited. Fifty-six (56) witnesses in all were examined, including the managers and chief officials of the Dominion Textile Company and the Montreal Cotton Company, 12 superintendents and overseers, the leading union officials, 23 male operatives, and nine female operatives. One of the chief factory inspectors of the province was also examined. The proceedings were materially shortened by the officials of the several companies filing with the Commission detailed statements, the accuracy of which was duly attested, showing salaries paid, the rates of wages and hours of employment and changes in wages and hours during previous years; also statements showing the number of operatives employed and the causes and results of industrial disputes during the present and previous years. There was on the salient features of the inquiry, very

little conflicting testimony, and while by prolonging the investigation a much larger number of witnesses might have been examined, it was admitted by the parties that the evidence of any such would have tended only to corroborate and confirm testimony already given, and was not likely to have brought to light any additional facts of importance. Forty-five exhibits in all were filed before the Commission, many of which were documents containing a vast amount of information, and are not less valuable than the sworn testimony of the several witnesses, which as transcribed extends over 1,200 typewritten foolscap pages.

As frequent reference was made by both employers and employees to the cotton industry in the United States, and its bearing upon conditions in Canada, I thought it advisable, with a view of securing accurate information, as well as for the purpose of comparison, to visit some of the larger cotton mills in that country, and during the month of August, I visited mills in Lowell and Fall River of a class similar to these in Canada. In addition to being allowed a personal inspection of the mills, I had many valuable interviews with representative and well informed persons. I took occasion also to confer with officials of the State Bureaus of Labour in Massachusetts, New York and New Hampshire concerning the laws and industrial conditions affecting cotton operatives in those States. In this report I have supplemented the information thus obtained by references from authoritative sources to conditions in Great Britain, the United States and elsewhere.

It is gratifying to be able to report that the parties interested followed the proceedings of the Commission closely from day to day, and were represented by able counsel. There being an unfortunate division in the ranks of the operatives, each of two groups was represented by separate counsel, Mr. P. R. DuTremblay appearing on behalf of one group and Mr. J. C. Bumbray on behalf of the other. Mr. George H. Montgomery appeared for the Dominion Textile Company and the Montreal Cotton Company, the two corporations which control the cotton mills in the Province of Quebec. As stated in the public notice, parties who so desired were invited to appear or give testimony concerning the matters into which the Commission had been appointed to inquire, and where a request was made by any person, whether counsel or not, to interrogate witnesses, and it seemed that such questioning would assist in eliciting facts relevant to the inquiry, permission to this end was granted. The examination of witnesses was conducted by counsel appearing on behalf of the parties and by myself as Commissioner. To a considerable extent witnesses were also interrogated by third parties who were requested and were accorded the privilege described. Having adopted this method of procedure there is reason to believe that the inquiry was, as at the opening sitting, I had expressed a wish it might be, both searching and thorough, and that no fact or feature of any real importance escaped publicity. In this connection I would like to make public acknowledgement of the valuable assistance rendered by counsel in the eliciting of information, and of the skill and care with which they emphasized during the course of examination, the bearing and significance of the testimony upon the interests of the parties they represented. I desire also to acknowledge the helpful services rendered by Mr. Francis W. Giddens, as secretary, and Mr. Victor DuBreuil as interpreter. The efficient manner in which these officers of the Department of Labour discharged their respective duties greatly facilitated the work of the Commission.

The Cotton Industry of Quebec.

With the exception of the Wabasso Cotton Company Ltd., of Three Rivers, and the Mount Royal Spinning Co., of Montreal, both of which have been organized within the past year, but have not yet commenced active operations, the cotton factories of the Province of Quebec are owned and controlled by either the Dominion Textile Company, Ltd., or the Montreal Cotton Company, Ltd. The latter corporation

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is the older of the two, having been formed in 1888. Its head offices are located at Montreal and its mills, when working under normal conditions, employ about 2,500 operatives, of whom over 1,500 are males and about 1,000 females. The Dominion Textile Company was organized on January 4, 1905, and subsequently took over the management of the Dominion Cotton Mills Company, The Merchants Cotton Company, The Montmorency Cotton Mills Company and the Colonial Bleaching and Printing Company. Its head offices are also at Montreal, and it has mills at St. Henri, Hochelaga, St. Ann's, Magog and Montmorency. Employment is given in normal times to over 5,000 operatives, of whom between 2,500 and 3,000 are males and between 2,000 and 2,500 are females. During May of the present year these operators were distributed between the several mills as follows: Merchants, St. Henri, 1,368; Colonial, St. Henri, 181; Hochelaga, 1,098; St. Ann's, 409; Magog, 548; Magog Print Works and Mechanical, 377; Montmorency, 1,055; making the total number of employees, 5,044.

The other cotton manufacturing companies in Canada are the Canada Colored Cotton Co., with mills at Cornwall, Hamilton, Marysville and St. Croix; the Cornwall and York Cotton Co., with mills at St. John, N.E.; the Hamilton Cotton Co., with Mills at Hamilton; the Imperial Cotton Co., with mills at Hamilton; the Cosmos Cotton Co., with mills at Yarmouth, N.S.; the Mount Royal Spinning Co., a new company just organized at St. Henri in March, 1907; Wabasso Cotton Co., Three Rivers (recently organized). Of these the Dominion Textile Co. controls the mills at Moncton, employing in May, 1908, 255 hands; the mills at Windsor, employing 195 hands; the mills at Kingston, employing 267 hands; and the mills at Halifax, employing 345 hands.

The Dominion Textile Company employs in all over 6,000 hands, of which number more than half are males.

According to the last Dominion census (1901) the total number of persons employed in the cotton manufacturing industry in Canada was 11,882, of which number 6,615 or more than half were employed in the Province of Quebec.

Organization Among the Cotton Mill Employees.

The story of organization among the operatives of the cotton mills in the province of Quebec is somewhat uncertain and varied, whether considered in the light of its development through the past, or viewed as to its nature and extent at the present time. There can be no doubt that with it are inseparably associated many of the industrial disturbances which have taken place, at times to the advantage of the workers, at times to their disadvantage and to the detriment of the industry as well. If the testimony of some of the witnesses is to be accepted, it would appear that the motives of some of those who have participated in the work of organization have not at all times been such as have actuated those who have most at heart the interests of an enlightened trade unionism. On the other hand the testimony as a whole leads to the conviction that however unfortunate and unnecessary some of the industrial conflicts, organization has helped, at least up to the time of the last reduction in wages, towards an improvement of the condition of all classes of operatives in this industry.

A mention of the various phases which organization among the operatives has taken in the space of a few years is of itself sufficient to show wherein the mill managers were not without reason when they hesitated to grant a ready acquiescence to the customary demand for recognition, and why the wisdom of such a policy should still present some doubts to their minds. It will be apparent, too, that the success which has attended the efforts of organization on a rising market, and under favouring conditions, has led some of the leaders to mistake a means for a cause, and to believe that inasmuch as united efforts hastened what was economically possible on a rising market, united resistance could retard a movement which was inevitable at a time of depression.

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Divested of the main features of controversy an outline of the development would appear to be as follows: Until 1905 there was practically no organization among the workers in any of the cotton mills in the province of Quebec. In Valleyfield, where the mills of the Montreal Cotton Co., are situated, the Union Ouvriere de Valleyfield No. 7387 A. F. of L. was organized on June 15, 1899. To this organization not only mill operatives but persons of different trades and callings belonged. It was a short lived affair, having been in existence for only part of a year. There was a serious strike in Valleyfield in the fall of 1900 in which the mill operatives were involved. So far as they were concerned it was a sympathetic strike and had nothing to do with their conditions of employment. The Union Ouvriere was particularly active at this time, but it disappeared soon after, and there was no renewal of organization in that centre until after the Federation of Textile Workers was formed and extended its jurisdiction in 1906. Not only was there no further organization at Valleyfield till 1906, but as has been said there was, saving the local at Valleyfield in 1900, no organization whatsoever in any of the cotton mills of Quebec until 1905. In November, 1905, the mule spinners of Hochelaga, numbering 21, were organized into a local of the National Trades and Labour Congress. The National Trades and Labour Congress was formed at Berlin, Ont., in September, 1902. It was started as a rival organization of the Dominion Trades and Labour Congress, from which it is distinguished by admitting to membership only such unions as are distinctly Canadian and have no international affiliations. The province of Quebec became for a time the chief field of operation of the new organization, and the local of mule spinners at Hochelaga organized November, 1905, was one of many locals holding charters from the National Congress formed in different trades and in different centres at that time. The mill authorities at Hochelaga were opposed to organization among the workers and in the spring of 1906 the president of the local and members of his family were discharged from the mill by the superintendent, their connection with the union constituting in the minds of its members the sole cause. The head officials of the National Congress went to confer with the management on the subject, but their intervention was not successful or satisfactory to the members of the local and connection with the National Trades and Labour Congress was thereupon broken off.

A change was then speedily made from National to International affiliation. In June of the same year (1906) locals of the United Federation of Textile Workers of America were formed among the workers in the mills at Hochelaga, St. Anne's and St. Henri. There had been a large strike at the Hochelaga mills in May, as a result of which a 12 to 14 per cent increase in wages had been obtained, this increase having also been conceded to the operatives at St. Anne's and St. Henri. There was no organization at the time, but the advantages of organization were much discussed, and in this connection special stress was laid upon the advantage of association with the operatives already organized in the United States. The necessary information was obtained and arrangement made by correspondence, and in a short time as many as 14 locals of the United Federation of Textile Workers of America were formed. In some cases there were several locals in the one mill, as for example separate locals of loom fixers, weavers and furnishers in Montreal which were among the first formed. The attempts to form a local of the United Federation of Textile Workers of America at Magog led to a strike in July among the operatives of that mill.

The company endeavoured to prevent organization by requiring its employees to sign a contract that they would not join any union. A refusal on the part of 300 operatives to sign any such contract led to their being refused admission to the mills, or in other words, to a lock-out so far as they were concerned. As soon as this lock-out occurred about 350 other textile workers quit work and two days later the operatives employed in the print works at Magog also left their employment. Altogether some 800 employees at Magog were out and the mills were forced to close, but the disturbance was not confined to Magog; the mule spinners at Hochelaga and St. Henri, some

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75 in number, who already were members of the United Federation which had been the occasion of the lock-out at Magog went out in sympathy. They remained out for four or five days, but were not joined by other classes in the mill. At Magog the fight for union recognition was made a united one, and after a struggle of about three weeks, during which time the strikers had added to their original grievance a demand for an increase in wages, the strike was declared at an end, the workers having been completely successful. Not only were all reinstated in their former positions and allowed to become members of an organization, but an increase in wages of from 12 to 14 per cent was granted.

Separation from the International.

Notwithstanding that the attempt to organize the local of the United Federation was wholly successful at Magog and that as many as 14 locals of this organization were successfully formed within a few weeks, it was not more than three months before the Canadian organizations severed their connection with the International, and a return was made to National as opposed to International organization. Various reasons were assigned for this change. It is, for example, very plausibly asserted that the parties believed such a change would be in the interests of the employees and the Canadian industry and, secondarily, advantageous to themselves. There was always the possibility of conflict of interest between the cotton factories of the United States and of this country, and the avoidance of possible embarrassment in this connection is given as a reason for the withdrawal. On the other hand it appears that most of the officers and members of the United Federation of Textile Workers of America were English-speaking, that the business of the association was carried on in English, and the constitution and by-laws and other publications printed in English only. Doubtless during the struggle at Magog, where most of the operatives were French Canadians some inconveniences were experienced on this account, and the assistance given by the International organization was probably not up to the expectations of the advocates of the new organization. At all events, after the industrial contest at Magog the leader paid a visit to Fall River, Mass., and on his return advised a withdrawal from the United Textile Workers of America and the formation of a Canadian organization.

The association with the international organization had familiarized the workers with trade union aims and methods, and had suggested to their leaders a suitable name for a Canadian organization. They had been dissatisfied with the National Trades and Labour Congress because, though a federated body, it embraced organizations of all classes of workers. What was now desired was a federation which would embrace only such classes as were employed in the mills. By dropping the word 'United' and substituting 'Canada' for 'America' a suitable name was found for the new organization, and in September it was decided to substitute for the United Federation of Textile Workers of America the Federation of Textile Workers of Canada. In about six weeks two-thirds of the textile workers of Montreal were brought into the new federation, the mule spinners being the first, as in every instance, to become organized. After organization had been advanced in Montreal, locals were formed at Magog, Montmorency, Valleyfield and Hochelaga. The organization was not confined only to the cotton mills, or to the province of Quebec, but woollen mills were also included and the Federation's jurisdiction extended to parts of Ontario. The woollen mills in Ste. Hyacinthe, Quebec, and Paris, Ont., were the first to be formed. A large number of locals were formed. The new Federation commenced a publication known as 'Le Fileur'; the first number was issued in October, 1906. Not having proven the financial success which it was hoped it might, and the Federation being in need of funds for other purposes the journal was discontinued in December, 1907, having run through nine issues in all. The Federation continues to the present time as the organization to which the most of the locals belong. A return to international unionism was made by the mule spinners of St.

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Henri, Hochelaga, and Montreal during the spring of 1907, at which time a number of the mule spinners at these mills joined the International Spinners' Union of America, with headquarters at New-Bedford, Mass. This international organization is confined in its membership to spinners only and membership in this organization not precluding membership in the Federation, the two organizations have continued side by side ever since, practically all the members of the International Spinners' Union being also members of the Federation.

Throughout the year 1907 the Federation continued to grow and to extend its jurisdiction and influence. Its members were involved in a number of strikes, some of which were successful and others lost. The managers and head officials of the several mills appear to have recognized and dealt with its officers. They stated frankly before the Commission that in some instances the heads of the local unions of the Federation had been the means of quieting dissatisfaction among the operatives, and restoring order by refusing to support unfair demands on the part of some of the operatives. On the other hand, the mill managers were no less emphatic in the statement that at other times the Federation had been both directly and indirectly responsible for much of the friction which had taken place, directly in the demands which it had made, and indirectly by giving to the parties a feeling of independence which had caused them at times to act in a hasty and arbitrary manner.

In the spring of the present year an unfortunate difference sprang up between the leaders of the Federation. Charges of a serious nature were made by certain officers against other officers, which in turn were strongly resented and followed by fresh accusations. A leading officer of the Federation resigned, and in the course of a few weeks started a rival organization known as the *Union Amicale*. This society was formed among the operatives of the Hochelaga mill, and though its membership was not large, it was bitterly attacked by the Federation.

On April 25 of the present year the companies announced their intention that on and after May 4 there would be a reduction of 10 per cent in the wages of all operatives. There arose a considerable difference of opinion between the parties as to the attitude to be assumed towards the proposed reduction, and the ranks of the Federation became divided on this issue. One group favoured an acceptance of the reduction, another group opposed. The dissensions to which this difference gave rise considerably widened the cleavage in the ranks of the Federation, and one indirect result was to increase for a time the strength of the newly organized *Union Amicale*, the members of which were entirely opposed to any strike taking place. As will appear later, a strike did take place, though it was claimed by the one group in the Federation that its declaration had not been in accordance with the decision of the majority and was, according to the constitution of the Federation, unconstitutional. The strikers were joined by the members of the *Union Amicale*, and by a considerable percentage of operatives in some of the mills. This led to much bitterness of feeling between the parties themselves, with the result that what from one aspect appeared as a conflict between capital and labour, viewed from another standpoint was like a feud within the ranks of the Federation itself. This division in the ranks of the Federation found expression before the Commission in the appearance of separate counsel representing each of the contending factions. With the *Union Amicale* as a third element, the differences between the workers were presented before the Commission from three different points of view, with the result that a major part of the testimony had to do with the antagonisms of the contending factions within the ranks of the workers, and only secondarily with such grievances as were of common concern or had an immediate bearing upon the conditions of employment.

Reviewing in outline the history of trade unionism in the cotton industry of Canada, it will be seen that in a period of less than a decade some of the operatives have belonged to: -

(1) A local organization embracing in its membership not merely operatives of particular classes, but persons of various trades and callings.

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(2) The National Trades and Labour Congress; unlike the Knights of Labour and the Dominion Trades and Labour Congress in that its members belong to locals with no international affiliations; unlike the Knights of Labour, but like the Dominion Congress, in that the membership of the several locals is made up of persons belonging to a particular trade.

(3) The United Federation of Textile Workers of America; an international federation restricted to operatives in the textile trades.

(4) The Federation of Textile Workers of Canada; an organization the membership of which is likewise restricted to operatives in the textile trades, but which confines its membership to persons resident in the Dominion.

(5) The International Spinners' Union of America, an organization which is limited in its membership to one particular class of operatives, but international in its jurisdiction.

(6) The *Union Amicale*, a local organization differing from the recognized trade union in that it admits to membership certain of the companies' officials, and which from its constitution would appear to partake rather of the nature of a benefit society than a regular trade union.

What the membership in these several organizations has been and what the membership is among such of these organizations as are still existing is a matter on which the estimates presented to the Commission varied so widely that it would be dangerous to hazard an opinion. It was admitted that membership in the several organizations had been considerably reduced in consequence of the division and dissension, as well as unemployment occasioned by the strike and depression in the trade. As the parties themselves were averse to making public the membership as given in exhibits filed before the Commission, it may be as well to make no reference to numbers here.

Changes in Wages and Hours.

Attention has been drawn to the circumstances or coincidence of the organization periods being also the periods of greatest industrial disturbance in the cotton industry. Equally noticeable is the fact that up to the spring of the present year they were also the periods of increase in the wages rate. It was stated by several of the witnesses that they were unaware of such a thing as a general increase in the rate of wages of the operatives prior to 1906, at which time the first beginnings of effective organization took place, and this appears to be true. The only exception of which mention was made was that of a general increase of ten per cent conceded to the operatives at Magog after a strike of two or three weeks occasioned by the company's decision to change the day of pay. Of the changes which took place during 1906 all appear to have been in the nature of general increases of from ten to fourteen per cent brought about by strikes to the success of which the organization among the operatives at least contributed. During 1907, the year of most effective organization, general increases amounting to ten per cent in all the mills of the Dominion Textile Company and fifteen per cent in the case of the mills of the Montreal Cotton Co., were granted. These increases were followed by additional slight increases of from two and a half to five per cent in the case of the several mills of the Dominion Textile Co., as the result of demands made by the Federation and after conference with its officers. In one instance the increase for a particular class amounted to eight per cent, while in the case of the Montreal Cotton Company where the demands of the Federation were resisted, additional increases of from ten to twelve per cent were obtained in the case of the mule spinners and increases of from two and a half to three per cent in the case of the weavers, as the results of strikes. The number and extent of the several increases together with the manner in which they were obtained will appear from the following table.

Table showing Increases in Wages in the Cotton Mills of the Province of Quebec during the Years 1906-07.

	VALLEYFIELD.		MAGOG.		MONTMORENCY.		ST. HENRI.		ST. ANNE'S.		HOCHELAGA.	
	General.	Addition to Mule Spinners.	General.	Addition to Mule Spinners.	General.	Addition to Mule Spinners.	General.	Addition to Mule Spinners.	General.	Addition to Mule Spinners.	General.	Addition to Mule Spinners.
1906.												
April.....												
May.....												
July.....		12-14 (s)					10-12 (s)		10-12 (s)		12 (s)	+6
1907.												
February.....	5 (v)											
May.....	10 (v)	10 (v)			10 (v)		10 (v)		10 (v)		10 (v)	
June.....		2½-5 (ND)					2-2½ (ND)		2-2½ (ND)		2-2½ (ND)	
July.....					2½ (ND)							
August.....	+ 2½-3 (s) to weavers.					8 (ND)						
	15-17½ to 18 (weavers).		24½-29		12½		22-24½		22-24½		24½	-30½

1908.—10 per cent reduction to all in May, taking back 10 per cent increase of May year before.

(s) Increase granted after a strike. (v) Increase granted by voluntary concession. (ND) Increase granted after a new demand on the part of the employees.

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There can be no doubt that the great prosperity of the industry during this period made these increases possible. It was admitted by some of the mill managers that so prosperous were they that it was impossible to fill the orders received, and in some instances orders were rejected in consequence. With the general industrial and commercial depression, the effects of which began to make itself felt in the cotton industry during the fall of 1907, a sudden change was wrought. Orders instead of coming in so rapidly that they could not be satisfactorily filled, began to fall off; the manufacturers began to curtail their output. At the beginning of October, the hours of the workers in the mills of the Dominion Textile Company at Hochelaga, St. Anns, St. Henri and Magog were reduced from 60 to 45 per week and a little later to 40. With the exception of the mule spinners a reduction in working time was also made at Montmorency, and reductions of working hours were made in some of the mills of the Montreal Cotton Co., at Valleyfield. In the spring of the present year the cotton industry not only in Canada but in the United States and Great Britain, had been caught in the trough of the depression. Mill managers in the United States informed me that they have not known a like depression in their experience of many years. Authentic reports from the cotton manufacturing centres of Great Britain were similar in tone. One witness, who claimed to be well informed, stated before the Commission that the industry in Great Britain had known nothing like it since the days of the Civil War in the United States. As to the falling off of business in Canada there can be no doubt. The books of the companies show that conclusively. What is most significant is that considering how widespread has been the general depression in the cotton industry throughout the world, Canadian manufacturers should not have suffered more than they have, and that despite the situation being what it was, its abnormal nature should have been recognized to the extent that two new cotton manufacturing companies—the Wabasso Cotton Company at Three Rivers and the Mount Royal Spinning Company at Montreal, should have started up at this time, and with faith in the future pushed on operations, when, had the situation been other than temporary or exceptional, such a step would have been of the essence of commercial rashness.

The Strike of 1908.

The manufacturers had voluntarily conceded an increase of ten per cent in wages in May of 1907, and as has been seen, this had followed on increases of the previous year and was accompanied by additional increases a little later on, in some instances in the same year. The employers looking to the prosperity of the trade had found this economically possible, and, doubtless, having regard to the relations with their employees, profitable as well. The operatives, thinking much of the new organization to which they belonged and naturally enthused with the success which had attended many of its efforts, were inclined to attribute increases in wages, whether volunteered or conceded only after negotiations or struggles, as due primarily to united demand and effort on their part. It was a *post hoc ergo propter hoc* sort of reasoning which unconsciously filled their minds. Because an increase in wages had followed after organization, it was thought that the increase was therefore on account of organization. Both parties looked to different sides of the same shield. To the employers, the increased wage rate was a sort of index of trade prosperity; to the employees, it was an index of what might be accomplished by united effort. Trade conditions changed and the employers decided to take back in May the ten per cent increase which they had voluntarily conceded a year before. The operatives, or more correctly speaking, a certain number of the operatives believed that this was a lowering of the scale which united resistance might prevent. As it was, the shortening of the hours of labour throughout the winter had greatly reduced the amount which in any one week it was possible to make; and to add to the reduction in their working time, a reduction in the wage rate seemed to the operatives a hard-

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ship amounting to injustice, the keen sense of which was not lessened by the published statements of the company, in which substantial dividends and accounts of business extension reflected the prosperity of the preceding year. A strike was thereupon declared in some of the mills and a lockout in others. In the closing down of six establishments for a period of three to four weeks, the net result was the throwing out of employment for the whole or a greater portion of that time operatives numbering from 5,296 to 6,000 in all, who lost from this cause from 133,600 to 134,800 working days. When the mills reopened it was upon the employers' terms. It was this strike which was the occasion of the appointment of the present Commission.

At this date it can serve no useful purpose to retail the many incidents which preceded and accompanied the suspension of work, more especially as personal enmities and jealousies among the operatives, some of which happily have since been forgiven and forgotten, played a large part. With the industrial as with the individual family, the least said about unpleasantnesses after they are past, the better for all parties concerned. Some pronouncement will, however, be expected upon the merits of the dispute and the attitude of the parties, and this in so far as it may be helpful in preventing like recurrences is not only opportune, but desirable.

The facts and the evidence alike warrant the conclusion that the strike was ill-timed and injudicious. The manner in which it was brought on was hardly creditable to those who were its chief advocates, and the greater wisdom lay with those representatives of labour who opposed it from the outset. The same economic law which lay at the root of earlier successes had doomed to failure a revolt against their existing conditions. As to the responsibility for the strike, it should, I think, be shared, in part, by both employers and those by whom the operatives were led, but mostly by the latter. By the employers for the manner in which the notice of the intended reduction was given, and a failure to recognize that the circumstances were such as demanded more than usual consideration on their part; by the leaders for not following in spirit and letter the constitution of their organization, and for allowing internal dissensions, personal jealousies and antipathies to override the common good.

The employees were informed of the intended reduction in wages by a notice, such as the following which was posted on Saturday, the 26th of April, at the several mills of both the Dominion Textile and the Montreal Cotton Companies:—

DOMINION TEXTILE CO.—MERCHANTS BRANCH.

A reduction of 10 per cent in wages of all employees will go into effect on the 4th of May, 1908.

**DOMINION TEXTILE Co., LIMITED.
MERCHANTS BRANCH.**

No intimation that such a step was in contemplation and no conference between the parties or any of them was had prior to that date. May the fourth was a Monday. It was urged before the Commission on behalf of the companies that this constituted a nine days' notice; it might with more justice to the real situation have been said that it amounted to a notice of six working days. A deputation of the organization waited upon the general manager of the Dominion Textile Co. on the day following that on which the notice of the reduction was posted. They were given to understand that no modification of the proposed step could be entertained; but that when trade conditions improved, wages would again be raised. There does not appear to have been much else in the way of conference between the parties. Many of the witnesses were of the opinion that if the length of time of the notice had been longer, it would have given more opportunity for conference and for a discussion and understanding of the situation among the operatives themselves. On the other hand it was pointed out that a section of the operatives had decided upon a strike within three days after the notice was posted, that the operatives as a whole were divided in

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opinion as to the advisability of any strike being declared and that had the requirements of the constitution been strictly followed, the views of those opposed to going out would have prevailed. These facts may, I think, be admitted, without weakening the force of the inference that a longer notice affording ampler opportunity for conference and explanation might have prevented the strike. The summary manner in which the announcement was made provoked a like proceeding on the part of the operatives, and the limited time in which action had to be taken necessitated hasty judgments, and gave opportunities for manœuvres which a longer period of reflection would have made impossible. It would seem, too, that the circumstances were such that some special consideration might have been given the lot of the operatives in view of the position in which they were. As has been pointed out, their hours of work had been reduced in October from 60 to 45 per week, and were later on reduced to 40. The wages of operatives in cotton mills are at no time high as compared for example with wages in some other of the skilled trades. It is doubtful if previous increases in wages had more than offset the very considerable increase which there has been in the cost of living during recent years, and which has been felt by the operatives in the cotton industry in common with all others. The winter had been passed through on the reduced working time. To see wherein the step was a necessary one at a time when the company was making public its dividends, and to acquiesce with patience in it, required something more than summary notices. It is in just such circumstances that a little consideration of human nature as it is, and an appreciation of the fact that working men and women, be they classed as 'labour', 'operatives' or what not, are after all human sentient beings, that necessary hardships may be spared the pang of bitterness and serious crises be thereby avoided. A little conferring and explanation, an attitude at least of understanding, to say nothing of possible concessions or alternatives, might have gone far towards avoiding the rupture which occurred. On the other hand the very circumstances which demanded consideration on the part of the employers placed a double responsibility on the labour leaders. There can be no doubt that operatives of the class of which mill employes are composed are easily led. Nearly one-half are women and girls, and in the Quebec mills over twenty-five per cent are under the age of 18. To seek to protect the interest of such a class is noble and worthy in the highest degree, but a wise leadership calls for the exercise of the most careful judgment. Had calmer reason prevailed in the councils of the federation, hundreds of men, women and young people would have been spared the extra privations occasioned by the temporary closing of the mills, after a winter of short work. That the lot of the workers at the time was a hard and unenviable one cannot be denied. This was freely admitted by those in authority and managing the affairs of the companies. It is a question of ethics just how far, all facts considered, the companies were right in saddling on the operatives, to the exclusion of others connected with the companies and to the exclusion of all other alternatives, the cut which it was necessary to make to save the dividends. A glance at the salaries paid to overseers, superintendents and other officers of the companies show these to be generous enough. It is claimed that they were not increased when the 15 per cent increase in wages was given in the previous year and that, therefore, they were not entitled to share in the reduction. They are, however, so different in kind and so far removed from the standard, which is a minimum of existence, toward which labour of unskilled or the less skilled trades tends in periods of depression to fall, that such a comparison is hardly to the point. Moreover it does not appear that these classes suffered any loss in income in consequence of the shortage of work. There can be no doubt that a recognition of the fact that the depression was temporary, that the cause was one for which the operatives were no more responsible than others connected with the industry, and a willingness to share all along the line in the temporary misfortune which had overtaken the trade, would have altered the situation at once, and would have been equitable in the highest degree. This is a kind of business morality which may not

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be generally practised. It is however, fortunately enough, not without instances in this country. Mr. Samuel M. Robins, the manager of the New Vancouver Coal and Mining and Land Company, Limited, in evidence given before the Royal Commission on Labour Disputes in British Columbia in 1903, testified as follows:—

Q. In these discussions that you had with the men, did they ever consent to a reduction of wages?—A. Most assuredly so. On one special occasion I may mention that the business of our principal market was so utterly demoralized that it was almost impossible to dispose of any coal at all. When this matter was clearly explained to the men in a mass meeting of the union, they voluntarily agreed to accept a reduction of twenty per cent without a single dissenter.

Q. Did they have any promise from you as to how long that would last?—A. No. One condition voluntarily made on our part was that the officers would submit to the same reduction as long as the men submitted to theirs. In a month after we revised the situation—revised the figures, I should say—and the twenty per cent was made ten per cent, and that continued in operation for six or seven years until the market justified reverting to the old figure.

Mr. Robins did not have a strike in the 21 years of his management of these mines.

Effect of Charges upon the Industry.

Reverting to the cotton industry, to what extent charges upon the industry of one kind or another may have directly or indirectly contributed to the reduction in the wage scale in order that the effects of the depression might not be so largely felt in other quarters, will be apparent from the following testimony of the Secretary-Treasurer of the Dominion Textile Company:

Q. How was the company formed?—A. It was composed of the Dominion Cotton Mills Company, The Merchants Cotton Company, The Montmorency Cotton Company, The Colonial Bleaching and Printing Company.

Q. Were they merged into one company?—A. Yes.

Q. What is the total preferred stock and bond issue of the Dominion Textile Company?—A. The preferred stock amounts to \$1,858,088.33. The bonds of the company amount to \$3,011,916.67.

Q. Do you know how that compares with the total stock issue of the four corporations which went to make up the merger?—A. The stock of the four companies was bought at different prices. We paid \$120 for the Montmorency. We paid \$167½ for the Colonial Bleaching and Printing Company. We paid \$85 for the Merchants and we paid \$50 for the Dominion.

Q. Would the preferred stock and bond issue amount to within half a million of the total issue of the four corporations that went to make up the merger?—A. It would be within half a million of the purchase price.

Q. Are there any bonds of those old companies still outstanding?—A. Yes.

Q. Bearing interest?—A. Yes.

Q. Is that interest being paid from the earnings of the present Dominion Textile Company?—A. In connection with the Merchants Cotton Company and the Dominion Cotton Company, there were some shareholders who did not come in. As long as the stock is outstanding they have to be run as a separate company; according to the laws of the Government. We pay the Merchants four per cent interest on the money invested, and we pay four per cent on the Dominion. They have to pay their own interest, that is, four per cent, and the bond interest.

Q. What is the common share capitalization of the Dominion Textile Company?—A. Five million dollars.

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Q. How much did the common stock cost the original owners?—A. It cost the original owners ten cents on the dollar.

Q. How much interest does that stock pay?—A. Fifty per cent on the cost.

Q. Five per cent per annum?—A. Yes.

Q. How much does the preferred stock pay?—A. Seven per cent.

Q. What is the rate of interest on the bonds?—A. Six per cent.

Q. Do you think that is a pretty fair financial load to carry?—A. I do.

Q. Do you think that the fact that there is such a large financial load to carry makes it more difficult to spend a larger amount on wages?—A. The depression in trade has been responsible.

Q. If that financial load was lighter, would there be more revenue for wages?—A. Certainly.

Q. How much did the Dominion Textile Company earn in 1907?—A. I have not got the figures here. The net earnings were just about the same as they were, I think, for this year, or within a few thousand dollars.

Q. How much would that be?—A. \$970,000.

Q. Is that after writing off anything for repairs and betterments?—A. We always write off something for repairs and betterments.

Q. How much?—A. It varies. Sometimes a couple of hundred thousand dollars.

Q. Would it be a couple of hundred thousand dollars this last year?—A. Yes, we wrote off more than that. We wrote off \$218,186 for repairs and betterments, and \$235,340 for new plants and machinery that was to replace old machinery.

Q. Is this new plant and machinery in the nature of an investment?—A. No, it is replacing old machinery, making improvements in the mills.

Q. Has any part of the proceeds of the company gone towards the erection of new plant?—A. There has been practically no erection of plant, outside of one building that we put up in Magog that cost about thirty thousand dollars.

Q. Was that taken out of earnings?—A. Yes.

Q. So the money used for this purpose left less for the amount out of which the wages would have to be paid?—A. It was impossible to carry on the business of the company without that.

Q. Was it necessary on account of the expansion of business?—A. Yes.

Q. It practically amounted to new plant?—A. It is what we call an improvement.

Q. Is it the policy of the company to extend the business out of its net earnings?—A. If it is possible.

Q. And they found it possible?—A. Yes, out of this last year's earnings they did. Of course the less a company is capitalized, the better it is.

Q. Do you know what percentage is paid out in wages as compared with the net earnings?—A. The wages were about double the net earnings—two hundred per cent on the net earnings. Of course that does not include the office staff, and so on. The net earnings were \$970,000. The wages would be almost double that.

Q. How many employees have you altogether?—A. They run as high as six thousand. It varies a good deal.

Q. Do you know what the average daily wages of the employees amounted to?—A. It runs over three thousand dollars.

Q. That is those who are employed in the mills?—A. Yes.

Q. That does not include the officers?—A. No, that includes children and all.

Q. Do you know if there have been any increases in the salaries of the higher officers of the company since the formation of the Dominion Textile Company?—A. There has been a slight increase. I will give you the figures if you want them. For the year ending 31st March, 1906, the total expenses of salaries for directors, officers and so forth was \$97,027. For the year ending March 31, 1907, it was \$102,447.

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For the year ending 31st March, 1908, it was \$102,578, so that practically during the past three years there has only been an increase of five thousand dollars.

Q. Would that be an increase in the number of officials?—A. No; there has been an increase given at 1906. There was a slight increase given to the different officers of the company.

Q. Was there any reduction in any of those salaries at the time the reduction was made in the wages of the employees?—A. None.

Effect of the Tariff.

To a circular which was issued to the operatives at the time of the strike, and which was signed by A. Gignac, general president, it was stated that:—

‘Unfortunately the cotton trade of this country does not receive sufficient protection, and it is possible for the manufacturers of England and the United States to undersell us, which means that we do not secure all the business to which we have a right.

‘With more protection our mills would be enabled to run full time, and the companies would be in a position to give better wages.’

During the inquiry it was shown that while this circular was signed by the General President of the Federation, it had, in fact, been written by an employee of the Dominion Textile Company, who had been allowed to absent himself from his employment in the mills, and received in addition to his regular salary or wage, an allowance of \$65 on account of travelling expenses for the time during which he was engaged in getting out the circular and otherwise assisting, according to his statement, in bringing about a termination of the strike. While he was not prepared to concede that his relations with the head officials of the company were of a confidential nature he admitted that he had been sent to England by the company to gather help for the mill when they were short, and that he had brought over some 200 men. This witness stated during his examination that he had been asked by some of the workers, if they sent a delegation to Ottawa to ask the government to increase the tariff, would the company pay their expenses, and that he had replied: ‘I cannot promise, but I will see Mr. Gordon.’ When asked why he had not in the circular which had been sent out, informed the employees that his expenses had been paid by the company while he was engaged in consulting Mr. Gignac and in writing the circular, he replied that he thought it might have ‘spoiled the effect.’

That the tariff, apart from the present temporary depression, with which it was admitted it had nothing to do, was not in any way responsible for the falling off in trade in the cotton factories of Quebec, or the consequent recent reduction in wages, is abundantly proved from the statements of the head officials of the companies and the annual reports of the directors.

The last annual report of the Directors of the Dominion Textile Company for the year ending March 31, 1908, sets forth that ‘The company has enjoyed several prosperous years since its organization without feeling the effect of foreign competition.’

As to the year's business, the report says:

‘The net profits for the year after paying current interest on loans, all mill charges, and writing off the large sums of \$218,186.96 for repairs and betterments, and \$235,340.40 for new plant and machinery, amount to \$900,805.89; to these profits we have to add \$68,635, being a dividend of 2½ per cent on 27,454 shares of Dominion Cotton Mills stock, and \$51,705.50, dividend of 3½ per cent on 14,773 shares of Merchants Cotton Co. stock, making in all \$1,021,146.39. Out of this amount has been paid the following:—

The Employment of Women and Children.

During the inquiry a considerable amount of evidence was given with reference to the employment of women and children in the cotton mills of Quebec. While it does not appear that the employment of women and children has been made the subject, save indirectly, of industrial disputes of any importance, a consideration of this class of employment would seem to come within the scope of an inquiry which has to do with the conditions of employment of operatives and the important questions of wages and hours, with which most of the disputes have been concerned. The existing scales of wages is the result of competition amongst the operatives, and the most important elements in this competition are female and child labour. It has been shown that of the operatives employed in the Quebec cotton mills 42.3 per cent are females and 23.6 per cent are persons under 18 years of age. As to the hours of labour of all these two classes it was asserted that in normal times under normal conditions, work should begin on week days at 6.15 o'clock in the morning and continue to 12 noon, resume at a quarter to 1, and continue till 6, with the exception of Saturday, when there was work only in the morning. It was stated by many of the witnesses, and the accuracy of the statement was not challenged, that operatives were obliged to be at their places of work a little before the time fixed, though a like practice did not exist in regard to leaving it. This is a work week of 60 hours and over. In Massachusetts, where the large cotton mills of Lowell and Fall River are situated, the hours of labour of women and minors are 58 per week, and by an amending Act approved on June 13, 1906, to come into effect January 1, 1910, the number of hours for women and minors in Massachusetts will be reduced to 56 per week, except in certain establishments and under certain conditions, but in no case to exceed 58. In the state of New Hampshire also, the hours of labour for women and minors are fixed at 58 per week. A reduction of hours of labour to this maximum for similar classes of operatives in Canada would appear to be desirable on both economic and humanitarian grounds, and in this connection it would seem important that the law should leave no doubt as to the total number of hours to be worked in any one day. The section of the Quebec statute which relates to hours of employment is as follows:—

3025. 'Except in the case mentioned in article 3026, no boy under eighteen years of age, and no child, girl or woman shall be employed in any of the establishments, mentioned in article 3020 for more than ten hours in one day or for more than sixty hours in any one week. Any employer may apportion the hours of labour per day for the sole purpose of giving a shorter day's work on Saturday.

'One hour shall be allowed at noon each day for meals, if the inspector so directs, but such hour shall not be counted as part of the time herein limited as respects their employment.

'The day of ten hours mentioned in this article shall not commence before six o'clock in the morning nor end after nine o'clock at night.

3026. 'The inspector, for sufficient reasons given to him, and in order to make up lost time or to satisfy the exigencies of the trade, may, for a period not exceeding six weeks, extend the time of employment of children, girls, and women to twelve hours in a day, or seventy-two hours in a week, provided that the day shall not commence before six o'clock in the morning nor end after nine o'clock in the evening, in the following cases:—

(a) When any accident, which prevents the working of any industrial establishment, happens to the motive power of machinery, or

(b) When from any occurrence beyond the control of the employer, the machinery or any part of the machinery of any industrial establishment cannot be regularly worked; or

(c) When any stoppage occurs from any cause whatsoever.'

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It was maintained by the companies and their opinion was shared by the factory inspector who appeared before the Commission, that this gave the company the right to so adjust the working hours on each day that the total working time in a week would not exceed 60 hours. Clearly such an interpretation gives the right, should the employers decide to work only five days in the week, to make the hours 12 per day or 15 per day, should it decide to work only four days, a possibility which could never have been intended. The maximum working hours in any one day should be definitely stated and the statute should be so worded as to leave no doubt as to its intention.

In determining what the maximum number of working hours should be, economic considerations alone demand that a full regard should be had for the effects of long and continuous employment, whatever its nature upon the constitution of women, and their place in the social economy of a nation. Excessive work bequeaths a legacy of weakness or disability to those who directly or indirectly are affected by it. In the upbuilding of a nation this is a factor which cannot be too constantly kept in mind.

Similarly, the employment of children and young persons, whether male or female, cannot be surrounded by too many safeguards. It is distressing to be obliged to record that, though the minimum age at which children can be employed is fixed by the Quebec law at 14 years, several children were brought before the Commission from among those working in the mills who admitted that they had entered upon employment under the legal age. Some of these children were so immature and ignorant that they were unable to tell the year of their birth, or their age. One little girl did not know the meaning of the word 'holiday,' and when it had been explained to her, stated that the only holidays she had known were Christmas and Epiphany. She had never received a week's vacation.

One or two of the children admitted that they knew their parents had made false declarations as to age, and that they had been told by their parents to say what was untrue, when questioned on the point.

There can be no two views as to the attitude which should be assumed towards such a condition, nor as to the kind of legislation which it demands. The employment in factories of children under 14 years of age should be made absolutely impossible, and a law no less imperative requiring their attendance at school between the ages of 10 and 14 years should be enacted. In Massachusetts the law requires that a child, before he can be employed, must be 14 years of age, and a certificate obtained from the clerk of the city as to his ability to read and write. If illiterate, he must be 16 before he can be employed, and children who wish to gain admission to a factory must first obtain a certificate of age and ability to read and write the English language from the school superintendent or member of a school committee. Some such arrangement which would remove from the parties interested in the contract, whether parents or employers, the possibility of making or accepting false declarations, and would place the responsibility as to age certificates upon those chosen representatives of the people, or officials whose duty it is to guard the welfare of the state, would seem to be the most effective manner of dealing with the situation. It is gratifying to be able to state that the heads of the companies concerned expressed themselves as much surprised at the fact that child labour was being employed contrary to law, and took immediate steps to rectify this abuse. Mr. S. H. Ewing, the President of the Montreal Cotton Company, said he had inquired particularly to find out if any child labour was used in the mills and he was very much surprised to learn that there was; that if anything of the kind were going on it was very much against his will and that of the Board of Directors. Mr. Simpson said that his company was careful to see that each child was obliged to bring a certificate from the parents or guardian, stating that he or she was at least 14 years of age, and that there were only two cases he knew of where children were under age, though there might be others where parents had

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given false certificates, and that in the two cases mentioned there were justifiable circumstances. It is unreasonable to suppose that any other than the most selfish and callous-hearted of individuals would knowingly permit an abuse of this kind to continue and would not welcome such action on the part of the state as would put its continuance beyond the bounds of possibility. If Canada is to have a hardy and intelligent body of producers, on which primarily her industrial position among the nations of the world will depend, she cannot view with too much caution all those factors which go to the making of a nation's manhood, and of these none are of like importance to the health and well-being of the mother and the child. Opportunity for rest and recreation is the least that society can secure to those who are helping to carry the industrial burden, and this demands a limitation of the total hours of labour by day or week, an absolute prohibition of overtime, and a period of vacation in every year.

Relations Between Employers and Employees.

As to a plan whereby the relations between employers and employees in this industry may be improved and industrial differences between them averted, I would invite attention to a consideration of some such arrangement as came to my notice during the investigation of conditions in the United States, the effectiveness of which arrangement has been duly tested by the severe strain of the present year, and received the hearty commendation of both employers and employees; I mean the system of an automatic adjustment of wages based upon a joint agreement between employers and employees such as exists at Fall River between the Association of Employers and the Textile Council, an association representative of the several unions to which the operatives belong. This plan was worked out as a consequence of a large strike which took place four years ago, and was the outcome of a recognition on both sides of the folly of industrial war as a means of securing industrial peace. I cannot do better than quote from the Massachusetts *Labour Bulletin* of June and July, which sets forth the nature and workings of the arrangement in an article dealing with the reduction in wages of the present year. Incidentally the article is also of great value as showing how parallel are conditions in the United States to conditions in Canada and as showing that the recent reduction in wages in Canada which occasioned the strike of May last have not been due to any peculiar severity on the part of Canadian employers or tariff or other special conditions, but have been part of a general depression in which this country, for obvious reasons, has had to share.

At a conference held May 19 between committees of the Fall River Textile Council and the Cotton Manufacturers' Association to determine the scale of wages to be paid during the six months from May 26, 1908, to November 26, 1908, the margin figures of the preceding six months were gone over and the resulting reduction in wages was computed to 17.94 per cent. This is the heaviest reduction that has ever been made at one time in the history of Fall River, the nearest approach to it being a reduction made September 11, 1893, amounting to 14.28 per cent.

Yet on May 20 the Textile Council, representing officially and unofficially some 25,000 operatives, demonstrated the ability of this great body of workers to stand by their contract by accepting, without a dissenting voice, the report of the committee, which recommended that the reduction in wages resulting from the operation of the agreement in force between the organization of mill employees and their employers be adopted.

The wage agreement adopted on May 3, 1907, and now in force, provides:—

Clause 1.—That 21.78 cents per cut shall be the recognized standard price for a margin of 95 points based on the cost of eight pounds of middling upland cotton and the selling value of 45 yards of 28-inch 64 x 64 print cloth and 33.11 yards of 38½-inch 64 x 64. Quotations from *New York Journal of Commerce* shall be considered authority.

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Clause 2.—Wage agreements shall be binding for six months, beginning the last Monday in May and November of each year, based on the average margin for the previous six months.

Prices for weaving shall be as follows:—

With a margin of 115 points, 23.96 cents; 110 points, 23.42 cents; 105 points, 22.87 cents; 95 points, 21.78 cents; 85 points, 20.69 cents; 80 points, 19.66 cents; 75 points, 18.68 cents; 72½ points, 18 cents.

Wages in all departments other than weaving shall be adjusted on the same basis; 23.96 cents, with a margin of 115, shall be the maximum; and 18 cents, with a margin of 72½, shall be the minimum rate paid for weaving.

Clause 3.—If at any time either party to this agreement should desire to make a change, at least three months' notice shall be given by the party desiring the change prior to the expiration of the existing six months' contract.

It can be said that the wage agreement has met and passed successfully its first real test, for the operatives have shown their faith in the fairness of the system, even though the results may be decidedly unfavourable to them as in the present instance.

This system of an automatic adjustment of wages was carefully devised as a result of previous experiments, for the purpose of giving the operatives as high a rate of wages as business conditions would allow, and the success which the system has had in its first crisis argues well for the peaceful settlement of wage scales in Fall River, and it is to be hoped will result in the abolition of intermittent demands by the operatives on the manufacturers and long resultant controversies.

The praiseworthy spirit shown by the operatives in keeping their agreement and submitting to this heavy cut in their wages is reflected in the following extract from the report presented to the operatives by James Tansey, president of the Fall River Textile Council:

'We, the members of the Textile Council, regret that such conditions have arisen which should call for the reduction in wages as stated in the agreement; and while we realize that the reduction is a steep one, we hope and feel that you will not lose sight of the fact that it is being taken from the highest rate of wages that has ever prevailed during the life of the Textile Council and for many years previous to its existence. It is safe to say that we can go back at least 35 years and then only under the most exceptional conditions can a comparison be made.

'It should not be necessary to remind you that the rate of wages paid during the last 12 months is ten per cent higher than ever was paid in the city during our life as combined unions, and further that it is twenty per cent higher, with an exception of a period of about nine months a few years ago.

'With regard to the present agreement, we do not nor have we ever taken and declared that it is the panacea for all difficulties existing between the employer and employee in our trade, but we do declare emphatically and without reserve that it is and has proven to be the best agreement for the operatives that was ever accepted by the employers for the control and regulation of the rise and fall in wages, and further assert, for reasons stated above, that it is well worthy of a trial of experience and as a guide in dealing with such questions in the future.

'Until such time that we see that a change is necessary in the margin scale, we say to our members that this agreement should be honourably lived up to, as it was entered into honourably by a vote of acceptance and endorsed by all of the unions of their general meetings before being signed by the representatives of the respective associations contracted.

'Even though the reduction in wages is greater under the agreement than was anticipated by its most ardent supporters, and which we regret, we are not prepared to declare that it is a failure, because owing to the unfortunate trade conditions previously referred to, which suddenly and unexpectedly worked havoc with our industry, we do not believe it has had a fair trial; and until such time that it has,

the least that can be expected is that judgment should be suspended and hasty action upon our part be rejected.

'The only comparison that we can draw to compare with present conditions is that which existed in 1898, 10 years ago, when the market got down about 50 cents, and we were obliged to accept reductions in wages which brought the weaver down to 16 per cent and all other departments in proportion. The margin to-day is but 57.61 cents, and it has been between the fifties and sixties for nearly two months, and the price per cut under the reduced rate is 19.66 cents per cut with operatives in all other departments in proportion, a matter of about 20 per cent, a higher rate than prevailed under similar conditions in 1898, to say nothing of other improved conditions.

'Again repeating our regret for the reduction of wages that goes into effect Monday morning, brought about through conditions over which neither employer nor employee has control, we bring these matters to your attention, so that you can deliberate on the conditions and situation with more intelligence and give to it that fair, just and conservative consideration that all such important subjects of its kind are entitled.'

Following the announcement of the new rate, a notice of a reduction of 17.94 per cent in the wages of the 5,000 operatives in the cotton mills of the Fall River Iron Works Company was posted at that plant. Other cotton mills throughout New England reduced wages in April, the average reduction being about 10 per cent.

For a short period after the reduction went into effect, the demand for cotton cloth warranted the manufacturers in running their mills on full time, and as a result the actual weekly earnings of the operatives were greater than under the former rate of wages. These favourable conditions did not continue, however, and the mills were obliged to curtail, thereby decreasing the earnings of the operatives considerably.

The sliding scale agreement is between the Textile Council, representing the operatives, and the Cotton Manufacturers Association, representing the manufacturers, so that the agreement can only be terminated by a notice from either of the two contracting parties.

At Fall River where the reduction of 13 per cent took place, there are over fifty mills employing in all about 30,000 operatives. In Lowell where the reduction was as in the province of Quebec, 10 per cent, there are seven large mills employing about 15,000 operatives.

At the Bourne mills, which are among the largest in Fall River, a profit sharing arrangement is in force, which I was informed by the manager had worked to the great advantage of employers and employees alike. Inasmuch as it is one of the several methods which might be adopted to make more apparent the unity and interest between employer and employed, it also may I think, be commended as worthy of adoption by employers of labour in this country, and as a means of harmonizing the relations between the two great industrial classes. The circular issued by the treasurer of Bourne mills in December, 1906, breathes a spirit of consideration for the welfare of operatives, which if generally followed would do more than anything else to avoid the possibilities of friction and to promote the interests common to both. This circular is as follows:—

FALL RIVER, Massachusetts, December 24, 1906.

To the Employees of the Bourne Mills:

You will receive herewith the thirty-fourth semi-annual dividend upon wages. Profit sharing will be continued another six months. I feel myself happy to congratulate you upon the recent advance in wages, which placed Fall River again upon record as paying the highest wage known to the cotton industry in all the world. I sincerely hope there may never be another reduction of wages here. There ought not to be. The business should be adjusted to this schedule.

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I trust this may be the merriest Christmas ever known here. May all try together, manufacturers and operatives, to make Fall River the most attractive spot on earth for textile wage-earners. Having this thought in mind the board of directors of the Bourne Mills has unanimously authorized me to announce to you the experiment of a vacation week in August, 1907. While I have not made it a habit to take vacation myself (except a short trip to Europe in 1900), I can see that in these strenuous days it is becoming more and more a wholesome practice.

The mills will close Saturday noon, August 24, and reopen Tuesday morning, September 3, thus allowing you ten days of rest and recreation.

In lieu of regular pay, the directors have also unanimously authorized me to offer you an extra dividend upon your wages, payable just before the vacation, to the amount of 50 per cent of the average weekly wages earned by each one of you, computed from the record of your wages during the present profit sharing term closing next June.

Like all dividends upon wages, the August vacation dividend will be paid to you upon the single condition of continuous faithful efficient service. It will be in addition to the regular fourth of July dividend.

Sincerely yours,

(Sgd.) GEO. A. CHACE, *Treasurer.*

Conclusions.

Briefly summarized the main conclusions of this report are as follows:—

1. The 10 per cent reduction in wages in the cotton mills of Quebec which occasioned the strike and lock-out of May of the present year was not due to any peculiar severity on the part of Canadian employers, or to tariff or other special conditions, but was an economic consequence of the general trade and financial depression in which Canada has shared in common with the United States and Great Britain and which has affected the cotton industry in all parts of the world.
2. That similar and even greater reductions in wages have taken place in the cotton mills of the United States; and a greater shortage of work has been occasioned among the operatives in that country as well as England;
3. That the lot of many of the operatives in the cotton mills during the present year has been a particularly hard one both because of a considerable shortage of work and a considerable reduction in the rate of wages paid;
4. That the present depression is temporary and that the employers have promised a restoration of the former scale of wages when trade improves;
5. That the strike in the Quebec mills was unwise and ill-timed and would not have taken place had the constitution of the labour organization been strictly followed;
6. That the manner in which notice of the intended reduction in wages was given was an aggravating circumstance under the then existing conditions,—a longer time and greater opportunity for conference between the parties might have avoided it;
7. That personal enmities and ambitions on the part of certain of the leaders were responsible for dissensions among the operatives which were prejudicial to their common interests;
8. That the industry as a whole and the interests of both employers and employees have suffered much unnecessary loss in consequence of the exceptionally large number of strikes which have taken place during recent years;
9. That some of the strikes which have taken place would not have occurred but for the organization that existed among the workers, and methods adopted by some of the leaders, but that in other instances organization has been the means of avoid-

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ing disputes, and broadly viewed has (at least up to the spring of the present year) resulted in a betterment of the economic conditions of the operatives as a whole;

10. That the attitude of the employers has not on the whole been averse to organization among the employees, though individuals have endeavoured to prevent it; that to entitle themselves to that confidence on the part of employers which will ensure a willingness to co-operate with them, the unions must secure harmony within their own ranks and adopt a more conservative policy towards those with whom they have business dealings;

11. That the hours of labour of women and young persons in the cotton mills are too long and should be shortened;

12. That the present law regulating the hours of employment should be amended so as to leave no doubt as to its intention and so as to secure against possible injustice to those on whose behalf it has been enacted;

13. That the law respecting the employment of child labour has been evaded and should be so amended as to provide against possible infractions in the future, and that in this connection a special responsibility devolves upon shareholders and all other persons who profit by the results of such labour;

14. That industrial peace might be preserved and the friendly relations between employers and employees promoted

(a) by the adoption of joint agreements between employers and operatives with some system of automatic adjustment of wages;

(b) by each of the parties being required to give at least one month's notice before attempting to enforce any contemplated change in wages, hours or other important condition of employment;

(c) by the adoption of permanent Boards of Conciliation, composed of representatives of employers and operatives, to which boards all matters in dispute should be referred for conference and adjustment before resort is had to a lock-out or strike; and

(d) by the adoption of some form of labour co-partnership in which the joint interests of employers and employees is made apparent to both parties.

All of which is respectfully submitted.

W. L. MACKENZIE KING,
Commissioner.

Dated at Ottawa, this 15th day of September, 1908.

STATISTICAL APPENDIX RELATING TO STRIKES AND LOCK-OUTS, WAGES, &c.

Strikes and Lock-outs since 1900.

If the series of disputes which began on May 4, 1908, be considered as separate strikes, there have been forty strikes and lock-outs in the cotton industry in the province of Quebec from February, 1900, to June, 1908, inclusive. Of these, nine occurred at Valleyfield, eight at Magog, seven at Hochelaga, six at Montmorency Falls, five at St. Henri, three at St. Annes, one at Montreal, and one at Hochelaga and St. Annes.

In thirty-two of these disputes the loss of time to the employees amounted approximately to 201,090 working days. In the remaining eight disputes the data were not sufficient to afford an estimate of the lost time.

An analysis of the causes that led to the strikes and lock-outs shows that in twenty-one cases, over half the total number, questions of wages were involved. In ten cases the employees had demanded an increase in wages, coupled with other demands in two cases, and in nine they opposed a reduction in wages. On five occasions strikes were declared in protest against the discharge of employees, and on two occasions the French operatives objected to the employment of English persons. There were four sympathetic strikes and two lockouts during the past eight years.

With regard to the results of these trade disputes, the employers were successful in twenty-six cases out of forty, and the employees were successful in only nine cases, while compromises were reached in the remaining five. The records in the Department of Labour show that in the disputes involving all industries during the years from 1901 to 1906 inclusive, the employers were successful in 244 cases out of a total of 692, while the employees were successful in 214 cases. This indicates that a greater proportion of strikes in the cotton industry failed in their object, than of strikes in all the industries in Canada combined.

The following statistical tables relating to the strikes and lockouts in the cotton industry in Quebec from February, 1900, to June, 1908 inclusive, show in the case of each dispute the locality in which it occurred, the classes and number of employees affected, the date of the commencement and termination, the approximate number of working days lost, and the cause and result.

TABLE showing causes of Trade Disputes in Cotton Industry in the province of Quebec from February, 1900 to June, 1908, inclusive.

Cause.	Number of Disputes.
For higher wages.	8
For higher wages and changes in conditions of employment.	1
For higher wages and against change in pay day.	1
For changes in method in payment.	2
Against reduction in wages.	9
Against discharge of employees.	5
Against employment of English persons, strikers being French employees.	2
Against employment of apprentices.	1
Against employment of an assistant foreman.	1

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Cause.	Number of Disputes.
Against suspension of an employee.	1
Against being laid off on account of shortage of work.	1
Refusal of employers to transfer a man from another branch to fill a vacancy.	1
Dispute in regard to the opening of windows.	1
Sympathetic.	4
Lockout following refusal of employees to abandon union.	1
Lockout following a strike of certain employees against reduction in wages.	1
Total.	<u>40</u>

TABLE showing results of Trade Disputes in the Cotton Industry in the province of Quebec from February, 1900 to June, 1908 inclusive.

Cause.	Disputes. Number of
In favour of employers.	26
“ employees.	9
A compromise.	5
Total.	<u>40</u>

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TABLE OF STRIKES AND LOCKOUTS IN THE COTTON INDUSTRY IN THE PROVINCE OF QUEBEC FROM FEBRUARY 1900 TO JUNE 1908 INCLUSIVE.

Locality.	Class of Operatives.	No. of Em- ployees affected.		Date of Commence- ment.	Date of Settlement.	Loss of time in working days.	Cause.	Result.
		Di- rectly.	Indi- rectly.					
Valleyfield.....	Spoolers joined by rest of French em- ployees.....			Feb. —, '00 (2 weeks later.)			Against employment of learners. regular help not receiving con- stant work in consequence. No English employees noticed given. Mills closed down feared riot. Mills closed down for two weeks.	Manager held investigation and cor- rected irregularities in rates paid for spooling. Spoolers agreed to changes but on being advised tem- porarily repudiated agreement. Finally they accepted agreement offered.
Valleyfield.....	French employ- ees.			July 1, '00	July 3, '00		Strikers complained English woman was put on loom formerly oper- ated by a French Canadian.	Strikers returned to work after an explanation by a director of the company.
Valleyfield.....	All employees.....	3,000		Oct. 22, '00	Oct. 30, '00	21,000	Sympathy with construction labour- ers who demanded an increase for working in water. Strike organized by a new local of Knights of Labour. Employees resented calling out of troops.	Settled under Dominion Concili- ation Act 1900. Troops with- drawn and work resumed. Con- struction work finished by con- tractors instead of by Company.
Magog.....		331		—, '00 (21 weeks later.)		4,965	Against change of pay day from Friday to Monday. Strikers afterwards demanded higher wages.	Increase of ten per cent in wages granted, but pay day continued Monday. Strike lasted between two and three weeks.
Valleyfield.....	Spinners directly weavers and others indirect by.....	25	2,500	Oct. 17, '01	Oct. 28, '01	25,250	Protest against discharge of an Em- ployee.	Discharged employee re-instated upon offering an apology. Settled under Dominion Conciliation Act 1900.
Hochelega.....	Mule spinners.....	21		April 2, '06	May 7, '06	630	Demand for higher wages made by Federation of Textile workers.	Increase in wages averaging about 14 per cent conceded.
Hochelega and St. Anne.....	Weavers.....			May 1, '06	" 7, '06		"	"
Hochelega.....	Weavers.....	76		April 9, '06	" 7, '06	380	Demand for re-instatement of dis- charged employees.	Employee was re-instated, but he asked to leave afterwards.
Hochelega.....	Mule spinners.....			" 10, '06	April 14, '06	4,800	Refusal of Company's offer of high- er wages on condition of abandon- ment of Union. Employees al- leged a lockout.	Increase in wages granted, employ- ees allowed to form Union.
Magog.....	All classes of em- ployees.....	125	75	June 21, '06	July 18, '06		Spinners joined Union and went out in sympathy with Magog em- ployees. No demand made.	Spinners resumed work after being out four or five days.
Hochelega.....	Mule spinners.....	75		July 3, '06	" 7, '06	300		

TABLE OF STRIKES AND LOCKOUTS IN THE COTTON INDUSTRY IN THE PROVINCE OF QUEBEC FROM FEBRUARY 1900 TO JUNE 1908, INCLUSIVE---Continued.

Locality.	Class of Operatives.	No. of Em- ployees affected.		Date of Commence- ment.	Date of Settlement.	Loss of time in working days.	Cause.	Result.
		Di- rectly.	Indi- rectly.					
St. Henri.....	Mule spinners...	75	.....	" 16, '06	" 19, '06	225	Demand by backboys for higher wages.	Work resumed.
St. Henri.....	Mule spinners...	75	.....	Oct. 20, '06	Oct. 23, '06	225	Demand for reinstatement of discharged employee.	Work resumed, discharged employee not re-instated.
St. Henri.....	Mule spinners...	75	.....	Nov. 3, '06	Nov. 5, '06	107	Demand for reinstatement of discharged employee.	Work resumed, discharged employee not re-instated.
Ste. Anne's.....	All classes of em- ployees.	300	.....	Jan. --, '07	Jan. --, '07	150	Demand for reinstatement of discharged employee.	Work resumed after strikers had been out six hours.
Magog.....	Loom fixers.....	12	.....	Feb. --, '07	Feb. --, '07	24	Shortage of work, one man laid off, others had been laid off in turn. No notice given. Strike was not authorized by Union.	Work resumed after men had been out one or two days. One man discharged.
Hochelaga.....	All classes of em- ployees.	575	.....	May 1, '07	May 1, '07	287	Increase of ten per cent in wages given but not satisfactory when put into effect.	Matter arranged satisfactorily. Strike lasted half a day.
Valleyfield.....	Mule spinners.....	53	300	June 17, '07	June 24, '07	2,118	Demand for higher wages. No notice given. Strikers members of Federation of Textile Workers.	Increase in wages conceded. Apparently three petty strikes took place through inability each time to make or keep agreement.
Valleyfield.....	All employees.....	2,200	.....	Aug. 14, '07	Aug. 24, '07	.....	Misunderstanding as to agreement; demands afterwards made for higher wages and changes in factory conditions. No notice given. Dissatisfaction with rate.	Settled under Industrial Disputes Investigation Act. Most claims of strikers allowed.
Montmorency Falls.....	Spoolers' Tenders.	20	.....	" --, '07	(Next day)	20	.....	President of local Union thought Company tight. Tenders returned after being out one day. From 24 to 2% increase for weavers conceded.
Montmorency Falls.....	Spoolers.....	30	.....	Sept. 19, '07	Sept. 23, '07	105	Spoolers wanted 150 bobbins to a box. Federation of Textile Workers involved.	Settled by negotiations between Company and officers of Union. Boxes to be measured by weight, boxes of one quality of yarn to weight 26 lbs. and of other qualities 28 1/2 lbs.
Magog.....	Employees of print room.	17	.....	" --, '07	" --, '07	17	Protest against suspension of employee. No notice given.	Strikers ordered back by Union. Out one day.
Magog.....	Loom fixers.....	12	Sept. --, '07	Sept. --, '07	12	Objection to company putting an Englishman on to replace a fixer who was sick.	Work resumed. Strikers were out one day.

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Factory	Class of Employees	No. of Employees	Start Date	End Date	Duration	Number of Days	Details of Dispute	Outcome
Magog	Employees of spinning room.	26	Oct. '07	— '07	—	1	Employees wanted windows opened wider.	Work resumed one day. Strikers were out one day.
Montmorency Falls	Spoolers	56	Oct. '07	— '07	—	1	Disagreement, as to prices. Only 8 men directly concerned in dispute.	Work resumed one day. Strikers were out one day.
Magog	Mule spinners and boys	1,200	Dec. '07	Dec. '07	—	2	Company would not put in men from Merchants' branch to fill vacancy.	Work resumed two days. Strikers were out two days.
Hochelaga	Weavers primarily, joined by all classes.	389	Mar. '08	Mar. '08	—	1	Members of Textile Workers' Union demanded dismissal of assistant foreman in weaving room. Demand made February 28.	Company agreed to investigate charges against assistant foreman if put in writing. Matter dropped.
St. Anne's	All operatives.	11	May '08	May '08	—	1	In sympathy with employees at Hochelaga.	Work resumed.
Montmorency Falls	Shop employees	70	May '08	May '08	—	1	Against reduction of 27 1/2 per cent in wages.	Work resumed on basis of new schedule.
Hochelaga	Mule spinners.	500	June '08	June '08	—	1	Against reduction in wages of 10 per cent. Spinners were out one week alone.	Mills run by members of Union Amicale and outsiders.
St. Henri	All other classes of employees.	100 to 120	June '08	June '08	—	1	Against reduction in wages of 10 per cent. Strikers were members of Federation of Textile Workers.	Company reported one-third of employees went out. Work resumed after 4 week's strike, alleged that over 200 strikers were not taken back.
Valleyfield	Mule spinners	53	June '08	June '08	—	1	Against reduction of 10 per cent in wages.	Work resumed after strike had lasted four weeks.
"	All other classes of employees.	1,080 to 1,120	June '08	June '08	—	1	Against reduction of 10 per cent in wages. All but 30 or 30 employees went out.	Work resumed on company's terms.
"	Mule spinners	53	June '08	June '08	—	1	Against reduction of 10 per cent in wages. No notice given.	Work resumed on company's terms.
"	Weavers	2,426	June '08	June '08	—	1	Against reduction of 10 per cent in wages. No notice given.	Spinners were out seven weeks.
"	All other classes of employees.	500	June '08	June '08	—	1	Lack of following strike of spinners and weavers.	Work resumed on company's terms.
St. Anne's	All classes of employees.	500	June '08	June '08	—	1	Against reduction of 10 per cent in wages.	Mills closed for five weeks.
Magog	Loom fixers and slaters followed by spinners and weavers.	500	June '08	June '08	—	1	Against reduction of 10 per cent in wages.	Strike lasted four or five weeks.
Montmorency Falls	Mule night spinners.	9	June '08	June '08	—	1	Demand for increase in wages for night work.	Work resumed on company's terms. Strike lasted between two and three weeks.
Montmorency Falls	Day spinners	57	June '08	June '08	—	1	In sympathy with night spinners.	Work resumed on promise of 10 per cent. increase as soon as conditions improved. Settled by conference between superintendent of company and president spinners' union at Montmorency. Employees at Montmorency refused to declare a general strike.

TABLE OF STRIKES AND LOCKOUTS IN THE COTTON INDUSTRY IN CANADA OUTSIDE OF THE PROVINCE OF QUEBEC FROM FEBRUARY, 1900 TO JUNE 1908, INCLUSIVE, AS REPORTED IN THE *Labour Gazette*.

Locality.	Class of Operatives.	No. of Em- ployees affected.		Date of Commence- ment.	Date of Settlement.	Loss of time in working days.	Cause.	Result.
		Di- rectly.	Indi- rectly.					
Cornwall, O	Weavers.....	40	170	July 12, '01	July 24, '01	21,000	Demand for guarantee of minimum of \$1.25 per day. Employees objected to a regulation concerning registering time.	Strikers resumed work on being promised \$1.25 per day. A settlement was made satisfactory to the employees.
Union Point, N.B.	Weavers.....	200	635	March 4, '03	March 11, '03	1,200	Demand for 15 percent increase in the price schedule. Demand first made in January, but not repeat- ed in March prior to strike.	Minor concessions granted but no increase in wages. Settled under Dominion Conciliation Act.
Milltown, N.B.	Weavers.....	65	121	" 13, '03	April 8, '03	19,200	Demand for higher wages on a new line of cloth. Employees claimed that price offered by company amounted to a reduction of 3 cents per 120 yards.	More than half the strikers sought work elsewhere, the rest returned on the company's terms.
Windsor, N.S.	Weavers..	53		May 16, '06	May 22, '06			

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TABLE OF WAGES OF EMPLOYEES OF COTTON MILLS IN THE PROVINCE OF QUEBEC.

Class of Operatives.	Dominion Textile Co.		Montreal Cotton Co.		Source of Information.	Remarks.
	Av. wages per day before reduction of May 4, 1908.	Av. wages per day after reduction of May 4, 1908.	Av. wages per day before reduction of May 4, 1908.	Av. wages per day after reduction of May 4, 1908.		
Orders for quilts and covers.	\$ cts. 1.375	\$ cts. 1.083	\$ cts. 0.812	\$ cts. 0.50	Jos. Dufresne.	
Average millworker.	1.20, 1.85	0.83	0.82	0.40 to 0.50	W. Paquette.	
Employees of card room.		0.55 to 1.40	1.25		H. Hervey (boy of 15).	
"		0.291			P. Hervey (boy of 14).	
"		0.583 to 0.716			J. Fortin (boy of 11).	Mill running short time; wages of last fortnight given.
"		0.30			Montgomery re wages of J. Fortin.	Mill running full time.
"		0.45			Anne Marie Cote (girl of 14).	
"		0.268			P. Fafare (mule spinner, Hochelaga).	
"	1.916 or 2.00	1.00 to 1.50			P. Fafare (mule spinner, Hochelaga).	Actual average earnings just before strike.
Mule spinners.	*1.41 to 1.46	0.60 to 0.75			P. Fafare.	\$1.66 per day or \$20 per fortnight were rarely earned.
Side pieceers in spinning room.	1.33 to 1.58	0.40 to 0.50			A. Brunet (spinner, Valleyfield).	
Boys in spinning room.	0.75		1.50 to 1.66			
Spinner.				1.75	Dalvida Leduc (Valleyfield).	Before reduction she ran 6 looms, but after reduction 8 looms.
Spinner.	0.844	1.166			Marie Blanchet.	Average earnings given as \$1.10 per day, but weekly earnings given as \$14 make 1.166 per day.
Weavers.					Marie Blanchet.	After reduction only earned \$13 per fortnight by working during dinner hour.
"		1.10				
"					Marie Forest (weaver, Hochelaga).	
"	1.66	1.083				
"					Alice Waterhouse.	
"	1.00 to 1.083	0.833 to 0.916			Albina Corbill.	
"	1.416 to 1.50	1.00 to 1.083			Prudent Thibault (Hochelaga).	
"		0.916 to 1.00			Victor Desparois.	
"		1.00			O. Chagnon.	
Loom fixers.	2.20				Charles Rette (Hochelaga).	Wages 15c. per hour both before and after strike, but worked only 40 hours per week two or three weeks preceding strike.
"		1.33			Arthur Goulet.	
Stamping room employees.	1.00					
Filling room employees.			1.586		Arnaud Vinet (Valleyfield).	

* Actual average earnings just before strike. † Earnings depended on size of mules.

TABLE OF WAGES OF EMPLOYEES IN THE COTTON MILLS IN THE PROVINCE OF QUEBEC, FROM INFORMATION SUPPLIED BY THE DOMINION TEXTILE COMPANY.

District.	Class of Operatives.	Date.	Range of wages and earnings per day. Average of each grade.	Average wages or earnings per day irrespective of number of employees of each grade.	Average wages or earnings per day based on number of employees of each grade.
			¢ cta. ¢ cta.	¢ cta.	¢ cta.
St. Henri (Merchants Branch)	Overseers.	1905	2 00 to 6 66		4.694
"	"	1907	2 75 " 6 50		4.417
"	"	1908	3 00 " 6 50		4.166
"	Engine department employees.	May 4, 1908, (reduced rates).			
"	Machine shop employees.	"		1 68	
"	Electrical department employees.	"		1 80	
"	Carpenters.	"		2 10	
"	Yard employees.	"		1 71	
"	Shipping and recording dept. employees.	"		1 85	
"	Watchmen.	"		1 87	
"	Carding room employees.	"	0 49 to 1 20	1 40	
"	Frame spinning.	"	0 54 " 1 20	0 847	
"	Mule spinning.	"	0 65 " 2 10	0 93	
"	Spooling.	"	0 63 " 1 35	1 53	
"	Weave room employees.	"	0 54 " 1 35	0 886	
"	Cloth room employees.	"	1 12 " 1 98	0 85	
"	Bleachery employees.	"	0 80 " 1 80	1 433	
"	Overseers.	"	1 75 to 3 75	1 273	
Magog (cotton mill).		1905	2 25 to 4 46	1 85	
"	"	1907	2 35 " 4 46		3 150
"	"	1908	2 35 " 4 46		3 490
"	General.	July, 1908	0 76} " 1 03}		3 490
"	Cloth room employees.	"	1 03} " 1 23}	0 805	0 888
"	Carding room employees.	"	0 85 " 1 42}	1 141	1 146
"	Mule spinning.	"	0 54 " 2 07	1 054	0 965
"	Ring spinning.	"	0 54 " 1 17	1 161	1 080
"	Weave room employees.	"	0 63 " 1 98	0 942	0 802
"	Overseers.	"	1 75 " 4 16	1 984	1 114
"	"	1906	2 00 " 4 17	1 327	2 925
"	"	1907	2 00 " 4 17		2 925
"	"	1908	2 00 " 4 17		3 455
"	Men.	July, 1908	1 12} " 1 42}		3 455
"	Boys and girls over 16.	"	0 67} " 0 82}		1 22
"	"	"			0 62

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1909

1.22
0.82
0.62
3.65

1.42
0.82
0.67
0.58
3.60
3.80

1.628

Hoohelega	Employees mechanical department.	1.28	1.77	0.989
"	Card room employees.	0.45	2.25	1.197
"	Mule room employees.	0.60	2.25	0.959
"	Spinning room employees.	0.64	2.25	0.842
"	Spooling.	0.63	1.03	0.980
"	Warping.	0.78	1.13	0.730
"	Twisting.	0.73		0.730
"	Quilting.	0.72		1.630
"	Dressing room employees.	1.35	1.89	1.210
"	Drawing in room employees.	0.71	1.80	1.242
"	Weave room	0.54	2.37	1.349
"	Cloth room	0.81	2.00	1.680
"	Napping room	1.26	2.75	1.681
"	Yard	0.67	3.00	1.461
"	Bleachery	0.60	2.00	1.212
"	Finishing room	0.72	2.00	1.063
"	Card room	0.65	1.80	0.760
St. Anne	Spinning room	0.45	1.80	0.987
"	Warping.	0.81	0.98	0.765
"	Spooling.	0.55	1.00	0.707
"	Wet.	0.46	1.00	0.590
"	Twisting.	0.40	0.60	1.605
"	Dressing room employees.	1.00	1.65	1.315
"	Drawing in room	0.98	2.02	1.343
"	Weave room.	0.63	1.45	0.989
"	Cloth room	0.64	1.85	1.00
"	Yarn room	0.65	1.85	1.905
"	Dye house	1.26	1.50	1.333
"	Miscellaneous.	2.00	2.75	2.900
Montzenorey	Repairs.	0.50	1.80	1.035
(Riveraide).	Boffers, tenders, &c.	0.47	1.80	0.980
Montzenorey	Ring spinning, &c.	0.54	1.80	0.929
(Riveraide).	Mule spinning	0.76	1.92	1.066
Montzenorey	Weave room employees.	0.75	2.00	1.307
"	Cloth room	0.90	1.29	1.163
"	Overseers.	2.75	5.00	3.692
"	"	3.25	5.50	4.115
"	"	3.25	5.80	4.227
(Colonial Branch)	All classes.	0.83	4.67	1.40
"	Overseers.	3.00	5.85	4.731

July 4, 18, 1908.

1905

1907

1908.

July, 1908

3.692
4.115
4.227
1.40
4.731

TABLE OF WAGES OF EMPLOYEES OF COTTON MILLS IN THE PROVINCE OF QUEBEC FROM INFORMATION SUPPLIED BY THE DOMINION TEXTILE COMPANY — *Continued.*

District	Class of Operatives.	Range of Wages and Earnings per day		Average Wages or Earnings per day irrespective of Number of Employees of each grade.	Average Wages or Earnings per day based on Number of Employees of each grade.				Remarks.
		July, 1908.			Sept., 1908.		Aug., 1907.		
		Averages of each grade.	per day		Piece.	Day.	Piece.	Day.	
Hochelaga	Card room employees.....	0.45 to 2.25		0.989	0.94	0.78	1.29	0.99	
"	Mule room "	0.605 " 2.25		1.197	1.55	0.74	2.16	1.05	No backboya.
"	Spinning room "	0.51 " 2.25		0.959	0.88	0.62	1.03	0.86	
"	Spooling.....	0.63 " 1.03		0.842					
"	Warping.....	0.76 " 1.135		0.98					
"	Twisting.....	0.73		0.790					
"	Quilting.....	0.72		0.72					
"	Dressing room employees.....	1.35 " 1.89		0.163					
"	Drawing in room "	0.71 " 1.80		0.121	0.80	0.93	1.54	1.94	
"	Yarn room.....								
"	Weave room.....	0.54 to 2.375		1.242	1.11	1.06	1.32	1.32	
"	Cloth room.....	0.81 " 2.60		1.349					
"	Napping room.....	1.26 " 2.00		1.63					
"	Yard employees.....	.67 " 2.75		1.681					
"	Bleachery employees.....	0.60 " 3.00		1.461					
"	Finishing room employees.....	0.72 " 2.00		1.212					
"	Dye room employees.....								
"	Miscellaneous.....								
St. Anne's	Card room employees.....	0.55 to 1.80		1.043	0.91	0.75	1.30	1.00	
"	Spinning room "	0.45 " 1.80		0.76	0.79	0.66	0.98	0.78	
"	Warping.....	0.81 " 0.985		0.887					
"	Spooling.....	0.55 " 0.98		0.765					
"	Wet.....	0.46 " 1.00		0.707					
"	Twisting.....	0.40 " 0.60		0.530					
"	Dressing room employees.....	1.645		1.603	0.67	1.48		1.92	
"	Drawing in room "	0.98 to 1.665		1.313	1.07	1.30	1.00	1.55	
"	Weave room.....	0.63 " 2.025		1.343					
"	Cloth room.....	0.54 " 1.45		0.989	0.77	0.75	1.33	1.46	
"	Yarn room.....	0.65 " 1.35		1.00					
"	Dye house.....	1.26 " 1.35		1.305					
"	Miscellaneous.....	1.25 " 1.50		1.333					
"	Repairs.....	2.00 " 2.75		2.30					