

of negroes as much, but would have objected just the same if white men had been imported to replace them.

Having regard for the evidence of the employees and the officials of the company that the men were threatened and warned against joining a union, and that the witnesses for the company freely admitted the hostile attitude of the company to any form of organization among the dining car employees, and keeping in mind that the company failed to produce any correspondence on the question although repeatedly requested to do so, and claimed that no correspondence existed, I believe that these facts more than meet the

unsupported evidence of Mr. Matthews that the policy had been decided earlier than April and that the employees have made out a prima facie case of discrimination because of their membership in a labor organization.

The Government should therefore at once deport the aliens imported to make the discrimination possible, and insist on the immediate restoration of the employees to their former positions.

Respectfully submitted,

(Sgd.) VICTOR R. MIDGLEY,

Board member representing the employees.

REPORT OF ROYAL COMMISSION APPOINTED TO ENQUIRE INTO DIFFERENCES BETWEEN METAL CONTRACT SHOPS AND AUTO-MOBILE REPAIR SHOPS AT WINNIPEG, AND CERTAIN OF THEIR EMPLOYEES

EARLY in June the Winnipeg Metal Trades Council, comprising various metal trades employed in metal contract shops and in automobile repair shops in the city of Winnipeg, presented a new agreement calling for increased wages and improved working conditions. A few firms accepted the agreement, but most of the shops concerned refused to consider the agreement or to hold negotiations with the Metal Trades Council. Information was received that a strike was imminent and the Minister took action immediately to bring the parties together, Mr. R. S. Ward, of Winnipeg, representing the Minister for the purpose. An immediate cessation of work was prevented, but no agreement could be secured. There being numerous employers concerned the Industrial Disputes Investigation Act was inapplicable and the Minister secured the appointment on June 26 of a Royal Commission under the Enquiries Act, composed as follows: The Honourable Mr. Chief Justice Mathers, Judge of the Supreme Court of Manitoba, Chairman, Mr. George Fisher, manager of the Scottish Wholesale Co-operative Society and F. G. Tipping, president of the Winnipeg Trades and Labour Council. The Commission at one time adjourned its public sittings and the members endeavoured by private negotiations to bring about a satisfactory arrangement. These efforts

proving unsuccessful sittings were resumed. On July 22, the Commission being still in session, the employees ceased work, some 45 firms and about 1,000 men being affected; at the end of the month the strike was still in existence. The report of the Commission follows:

Report of Commission

To the Honourable Thomas W. Crothers, K.C.,
Minister of Labour,
Ottawa, Ontario.

The undersigned commissioners, appointed by Royal Commission, issued the twenty-sixth day of June, A.D. 1918, to inquire into and concerning causes of friction and unrest alleged to exist between the metal trade contract shops employers and the automobile repair shop employers and their employees, in the city of Winnipeg, respecting wages, piece-work and working hours, and overtime, and other labour conditions, and into the nature and causes thereof, report as follows:

Your telegram to the chairman of the Commission, advising us of our appointment, was received on the twenty-seventh day of June, 1918, and on the following day we held a meeting with the representatives of the employers and the employees for the purpose of outlining the procedure to be followed in the proposed inquiry. The desire was expressed by the representatives of both parties that the proceedings should be open to the public and should be reported stenographically, and William F. Perkins was employed for that purpose.

The chief contract shop employers represented at the first meeting were: the Vulcan Iron Works Company, Limited; the Dominion

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Bridge Company, and the Manitoba Bridge and Iron Works Company; the Alaska Bedding Company; the Stewart Sheaf Loader Company; the Northwestern Brass Company, and the Stuart Machinery Company.

The employers announced their intention of being represented by counsel. The representatives of the employees objected that the presence of counsel should not be permitted. Our view was that we could not arbitrarily refuse to any of the parties the right to present their case through whatever medium they might choose to employ, and we decided that any of the parties were at liberty to employ counsel if they saw fit to do so, a ruling in which the employees' representatives acquiesced.

In order that all parties should be free from embarrassment in the conduct of the inquiry, we decided that the proceedings should be conducted informally; that any party appearing before us would be permitted to make his statement without oath, and in such manner as he saw fit, and that there should be no cross-examination in the ordinary sense of that term, but that after any party had concluded his statement the other side would be at liberty to ask any questions directly bearing on or relative to the subject of the inquiry.

Having arranged these preliminaries, we appointed June 29, at 10.00 o'clock in the forenoon, for the purpose of proceeding with the investigation. At that time we were attended by Mr. Pitblado, K.C., and Mr. Hugg, K.C., as representing the contract shop employers, no person appearing for the automobile repair shop employers, and by Mr. R. B. Russell, business agent for the Machinists; J. A. McClelland, International vice-president of the Machinists; R. C. McCutcheon, representing the boilermakers and bridge shop men; William Ferguson, representing the patternmakers; J. T. Adair, representing the moulders; J. L. McBride, representing the electricians, and E. Robinson, representing the blacksmiths.

The demands of the men are contained in the following two agreements presented for signature to the contract and automobile shops respectively:

AGREEMENT.

This agreement, made and entered into this day of, 1918, by and between the and the Metal Trades Council of and vicinity.

1. That each party to this agreement herein made agrees and consents to the following rules and regulations, which shall govern the mutual relations of the parties hereto mentioned.

2. Eight (8) hours shall constitute a day's work, from 8 a.m. to 17 p.m., with one hour off for dinner between 12 noon and 1 p.m. for the first five days of the week, and from 8 a.m. to 12 noon on Saturdays.

3. (a) All time worked over bulletin hours will be considered overtime, and will be paid for at the rate of double time.

3. (b) Regular night shifts in shops or outside repair work shall be nine hours per night, five nights per week, and shall be paid for ten hours per night.

3. (c) Should a man be working during the day, then be transferred to a night shift, he shall receive the regular rate of overtime for the first night.

4. All grievances which may arise in any shop shall be given consideration as follows: (1) all complaints and grievances to be adjusted by the foreman in charge, if possible; (2) when such adjustment cannot be made between the foreman and the craft directly interested, the matter will be taken up with the company direct, by the business agent and the committee representing the craft having the grievance, and they shall endeavour to reach a mutual understanding; (3) in the event an understanding cannot be reached by the company and the representatives of the craft involved, a committee of representatives from the Metal Trades Council will meet the company and try to bring about an adjustment of the grievance; and in the meantime there will be no lockout on the part of the company or strike on the part of the men.

5. That business representatives of the different crafts shall have free access to the shops at all times, provided they do not interfere or cause the men to neglect their work.

6. (a) Mechanics and all other help shall be hired through the representative organizations; provided, that in cases of emergency the company may hire help, direct, and shall furnish a list of the names and the class of work of those employed to the business office of the organization having jurisdiction over them, within twenty-four (24) hours after their employment.

6. (b) No employee representing his fellow-workmen will be discriminated against.

7. Men receiving rates in excess of the minimum rates herein quoted will suffer no reduction, and will share in the general increases agreed to.

8. This agreement will remain in effect for one year, except that wage rates will be revised every three months, according to the official information on the cost of living.

9. Apprentices shall serve four (4) years, and during said term shall be advanced in all branches of the trade. The ratio of apprentices shall not exceed one for the shop at large, and one for every five journeymen regularly employed.

10. (a) Patternmakers—shall be any person who has served an apprenticeship at patternmaking.

(b) Moulders—shall be any person who has served a regular apprenticeship, or has had four years' varied experience at the trade.

(c) Blacksmiths—shall do all welding by forge, furnace, electric, thermit or acetylene process—all work previously done by blacksmiths—forging, tempering and dressing of tools, case hardening, potash or bychloride tempering, bending and straightening of angle iron, 1 iron channel iron and 1 beams. Any man doing the above work or other work appertaining to the blacksmith trade shall be considered a blacksmith and shall receive the blacksmith rate.

(d) Boilermakers. (1) Boilermakers, bridge shop men and tank men and street railway workers—work consists of testing, laying-out, fitting-up, patching, rivetting, caulking, staybolting, tender, and all tank work, and all work contracted for boiler and contract bridge shops—all acetylene and electric welding. All men coming under this classification shall not receive less than 75 cents per hour.

(2) Specialists' work consists of grate work; punch and shears; multiple and radial drill machines; air motors, screwing machines; nut tapping; grinders; saw operators; reaming; cutting and handling of all flues, and tubes; holders on; switch repairing; bolting together of still or iron rails for street railway; binding rails; cutting rails with hand only. Men doing this class of work to be paid not less than 65 cents per hour.

(3) Helpers' work consists of striking on all handle tools; scaling boilers and tanks; painting interior of tanks where no painters are employed; and generally assisting the mechanic to complete the work—also rivet-heating. Men doing this class of work to be paid not less than 56¼ cents per hour.

(e) Electricians. Men who have served an apprenticeship to the electrical trade or had four years' varied experience in the following branches shall be classed as electricians—armature and coil winding; battery work; lighting systems; power systems, and maintenance of same.

Helpers will be men who assist electricians, but do not use the tools.

(f) Machinists. Machinists' work will consist of the operation of lathes, planers, slotting, milling, shaping, boring or other machine tools requiring skilled operation; laying off work and making and repairing of tools and machinery. Men employed on drills and work not included above, which only requires a portion of skill, shall be designated specialists. Helpers will be men who assist machinists but do not use the tools.

(g) Apprentices' rates: 20 cents per hour for the first year and five cents (5c) per hour increase each additional six (6) months until finish of apprenticeship.

11. The following minimum wage scale shall prevail during the life of this agreement:

Machinists	75c	per hour
Machinists' specialists	65c	per hour
Machinists' helpers	56¼c	per hour
Acetylene welders	75c	per hour
Electric welders	75c	per hour
Moulders	75c	per hour
Patternmakers	75c	per hour
Blacksmiths	75c	per hour
Blacksmiths' helpers	56¼c	per hour
Boilermakers	75c	per hour
Riveters, chippers and caulkers	75c	per hour
Boilermakers' helpers	56¼c	per hour
Electricians	75c	per hour
Electricians' helpers	56¼c	per hour
General helpers	56¼c	per hour

Signed for the Metal Trades:

Signed for the Company:

Etc.

Appendix to Moulders' Classification:

Under the classification of moulders it is to be understood that same includes coremakers.

Foundry specialists shall consist of the following: furnacemen, potcarriers, grinders, millmen, cranemen and weighmasters.

All men coming under this classification shall receive not less than 65 cents per hour.

Machine moulders shall receive not less than 65 cents per hour.

All other foundry help will be designated as general helpers.

AUTO SHOPS AGREEMENT.

This agreement, made and entered into this day of 1918, by and between the and the Metal Trades Council of and vicinity.

1. That each party to this agreement herein made agrees and consents to the following rules and regulations, which shall govern the mutual relations of the parties hereto mentioned.

2. Eight (8) hours shall constitute a day's work, from 8 a.m. to 17 p.m., with one hour off for dinner between 12 noon and 1 p.m. for the first five days of the week, and from 8 a.m. to 12 noon on Saturdays.

3. All time worked over bulletin hours will be considered overtime, and will be paid for at the rate of double time.

4. All grievances which may arise in any shop shall be given consideration as follows: (1) all complaints and grievances to be adjusted by the foreman in charge, if possible; (2) when such adjustment cannot be made between the foreman and the craft directly interested, the matter will be taken up with the company direct, by the business agent and the committee representing the craft having the grievance, and they shall endeavour to reach a mutual understanding; (3) in the event an understanding cannot be reached by the company and the representatives of the craft involved, a committee of representatives from the Metal Trades Council will meet the company and try to bring about an adjustment of the griev-

ance; and in the meantime there will be no lockout on the part of the company or strike on the part of the men.

5. No employee representing his fellow-workmen will be discriminated against.

6. Men receiving rates in excess of the minimum rates herein quoted will suffer no reduction, and will share in the general increases agreed to.

7. This agreement will remain in effect for one year, except that wage rates will be revised every three months, according to the official information on the cost of living.

8. Apprentices shall serve four (4) years, and during said term shall be advanced in all branches of the trade. The ratio of apprentices shall not exceed one for the shop at large and one for every five journeymen regularly employed.

9. (a) Machinists' work will consist of the operation of lathes, planers, slotting, milling, shaping, boring or other machine tools, requiring skilled operation; laying off work and making and repairing of tools and machinery.

(b) Auto mechanics' work will consist of the following:

First class mechanic will be a man who is capable of taking a car and with the aid of tools give same a general repair, to a successful completion.

Second class mechanic will be a man who is not used on general work, but who is confined to the following work: gear, fenders, bodies and tops, radiators, bumpers, mufflers and brakes.

(c) Helpers are men who assist mechanics and work under their direction.

(d) Electricians—Men who have served an apprenticeship to the electrical trade or had four (4) years' varied experience in the following branches shall be classed as electricians—armature and coil winding; battery work; lighting systems; power systems; and maintenance of same; installation of cables, and all electrical devices in connection with cars.

10. When reduction of expenses is necessary, working hours will be reduced to seven (7) hours per day for the first five days of the week before any reduction of staff takes place. Men will be laid off according to their seniority.

10. (a) In the event of the working hours being reduced below eight (8) hours, no men will be hired until the eight-hour day is resumed.

(b) Any man working over thirty (30) days in a shop shall be considered on the staff.

11. Apprentices' rates: 20 cents per hour for the first year and five cents (5c) per hour increase each additional six months until finish of apprenticeship.

12. The following minimum wage scale shall prevail during the life of this agreement:

Machinists	75c	per hour
1st class mechanics	75c	per hour
2nd class mechanics	65c	per hour
Electricians	75c	per hour
Helpers	56¼c	per hour

Signed for the Metal Trades:

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President.

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Secretary.

Signed for the Company:

Signed for the Organizations:

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Machinists, Auto Mechanics and Helpers.

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It was stated that these several agreements did not necessarily represent the minimum which the employees were willing to accept, but that they were tendered as a basis for negotiations.

The attitude of the employers was that they would neither sign the said form of agreement nor make it the basis for negotiations. They stated that they were then, and always had been ready to negotiate with their own men, either individually, or with a committee representing the different crafts in their shops, both as to wages and working conditions; but that they refused to recognize any outside organization, or to negotiate with the representatives of such organization. They stated that no complaint by their own men had been made to them, either concerning wages or shop conditions, notwithstanding that upon receipt of the said draft agreement they had posted in their shops a notice of which the following is a copy:

NOTICE.

The company understands that there is a desire on the part of its employees to take up the question of conditions of employment in this plant, and wishes to state that it is willing to meet representatives from any craft from its own shops to discuss questions relating to the conditions of employment of that craft, with the view of reaching an agreement.

There was no response to the notice, except in one shop, viz., the Dominion Bridge Company's. In that shop a committee of the employees waited upon the manager and asked if he proposed to negotiate the agreement with the Metal Trades Council, but made no further demand or request.

Both forms of agreement above referred to were for a contract between the Metal Trades Council and the several employers, and the agreement tendered to the contract shop employers contained a clause providing that all mechanics should be hired through the representative of the organization.

The representatives of the men finally agreed to waive both of these provisions, and expressed their willingness that the agreement should be negotiated between the several employers and committees of their own men, provided the employers would, if such negotiations resulted in an agreement, enter into an agreement in writing.

The employers appear to have been greatly alarmed by the demands embodied in the forms of agreement presented to them; an alarm that was not allayed by the subsequent withdrawal of the two clauses most seriously excepted to. We think the men would have been better advised had they embodied in the agreement terms more nearly approaching their minimum demands.

At this stage it appeared to us that there was no such serious difference between the par-

ties that a mutually satisfactory understanding might not be arrived at with a little give and take on both sides.

We consequently adjourned, *sine die*, the public sittings of the Commission, and endeavoured, by private negotiations, to bring about a satisfactory arrangement. For this purpose we conferred separately and apart, and in private, with each of the parties for the purpose of ascertaining just how far each was willing to go to meet the other. We ascertained that all the employers, with the exception of the Vulcan Iron Works, expressed a willingness to negotiate with a committee representing the different crafts in their own shops, and to enter into a written agreement with such committee if the negotiations resulted in an agreement. They stipulated, however, that this committee should act entirely independent of the Metal Trades Council, or of any other outside organization, and they declined to negotiate with a committee of all their employees.

The Vulcan Iron Works, while not positively refusing to negotiate with a committee of the different crafts in their shops, did not express a willingness to do so, but were willing to negotiate with their individual employees only.

The representatives of the employees insisted that the committee should be one representing all the employees in the particular shop. They further stated that such committee would be under the direction and control of the Metal Trades Council, and would conduct its negotiations with the employers under the direction of the Metal Trades Council. It thus appeared that the intention of the employees was to conduct negotiations nominally through a committee of the employers' men, but in reality by the Metal Trades Council, acting through this committee.

The difference between the parties may be stated as follows:

1. The employers, with one exception, were willing to negotiate with committees representing the different crafts in their employment, such committee to be appointed and act entirely without interference from the Metal Trades Council, or from any other outside body.

2. The employees insist that such committee be constituted from all the employees of the particular employer, and act under the direction and control of the Metal Trades Council.

After negotiations extending over several days, neither party would recede from the position taken. Both sides seemed to regard the difference between them as fundamental.

Having failed to find any common ground upon which the parties could meet and negotiate with each other directly, we proceeded to inquire into the wages and working conditions in the contract shops. For this purpose we selected the Vulcan Iron Works, the Dominion Bridge Company and the Manitoba Bridge Company. These are the largest of the contract shops, and conditions prevailing in them are admittedly fairly typical of all.

For reasons we shall hereafter explain, we did not visit any of the shops or hear at first hand the demands made by the men, but only through the official representatives of the several unions in the Metal Trades Council.

The wages paid at present vary from 50 cents per hour to the labourer to as high as 70 cents per hour for the skilled mechanic. In this connection it is fair to point out that there has been a very considerable advance in wages from time to time; an advance which has more than kept pace with the increased cost of living. The employers rate and pay their men according to skill and ability. They claim that this is the only manner in which employees can be rated under present day conditions. The war has seriously depleted the country of skilled mechanics, and it is now quite impossible for employers to fully man their shops with men of that class. As a necessary consequence they have had to take in common labourers and give them the necessary training for one operation upon a machine. These men are in no sense skilled mechanics or entitled to be classed as or receive the pay of a skilled mechanic. The great majority of men operating machines in shops at present belong to this class.

The demand of the representatives of the employees is that all employees be divided into three groups: mechanics, specialists, and helpers, with a minimum wage of 75 cents, 65 cents and 56½ cents per hour respectively.

For several reasons we find it impossible to deal with this question with as much definiteness as we would desire. The representatives of the men refused to consent that we should visit the several shops, get in direct touch with the men and see them at work, and the men subsequently struck just as we had entered upon the inquiry as to wages and working conditions. It is but fair to say that our suggestion that we should meet the men in the shops directly was that we might from themselves learn what their complaints were, if any, and the grounds of such complaints. We thus have been unable to visualize the situation and find it quite impossible to arrive at any satisfactory conclusion as to a classification of the men.

A large number of agreements, entered into elsewhere, were produced to show that the wages paid here are sufficient. These agreements are with railways, shipbuilding yards, and some contract shops, showing a scale of wages in some cases higher and in some cases lower than that prevailing in Winnipeg. The employers object that such agreements cannot be relied upon as evidence that the wages paid here are unreasonable, without knowing the conditions prevailing in the particular place, and the circumstances under which they were entered into. They point out that in some cases the employers may have been forced to agree to the scale demanded because of contracts of war material, and in other cases the employer was a public utility having the right to apply for leave to charge higher rates, and thus take care of the increased wages, as had

been done in the case of railways. They point to the fact that they have no such redress, but that they have to sell their manufactured products in competition with others in the United States and Canada where no such wages or working hours prevail.

From the evidence before us we have come to the conclusion that on the whole the mechanics and skilled craftsmen employed in these shops are paid fair wages. To this general rule there appear to be some exceptions where the men are underpaid. The same may be said of the class commonly called specialists. The exceptions in this class appear to be more numerous and the variations in rates of pay greater. In the case of labourers the general rate is 30 cents per hour. This rate appears to us to be too low under present conditions, and we would recommend a minimum of 32½ cents per hour.

For overtime the prevailing rate is time and one-half, with double time for Sundays. This appears to be a fair and reasonable practice and should be continued.

As to the number of working hours per day, we were unable to arrive at a unanimous conclusion. The present working day is ten hours with five hours on Saturday. The evidence disclosed that a reduction of the hours of labour from ten to eight as demanded would add at least 20 per cent to the cost of production. The chairman and Mr. Fisher believe that the reduction asked for would impose upon the local trade too serious a handicap as against their competitors in other parts of Canada and the United States, where the ten hour day prevails. They also believe that when labour is so scarce and the necessity of attaining the maximum of production so great, the time is not opportune for recommending a reduction in the hours of labour, however desirable they might consider the change under other circumstances. Mr. Tipping, on the other hand, holds to the view that, notwithstanding existing conditions, the daily hours of labour in the metal trades is too long and should be reduced at least to nine hours.

During the progress of the inquiry several incidents took place to which we desire to make a brief reference.

At the opening of the proceedings we requested that all parties refrain from doing anything that would in any wise cause irritation, and that the employers refrain from any acts of discrimination against union employees.

The representatives of the employees charged that one of the employers, viz., The North West Brass Foundry, had discriminated against three union men—Adair, Neil and Chomisky—by refusing them employment.

The employers made a counter charge of intimidation against members of the union.

The first charge was that Mr. Adair, a brass moulder, now secretary of the Moulders' Union, who had been in the employ of the company up until the eighth of June last, was refused employment, although the company was at that

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very time advertising for moulders. The facts of Mr. Adair's case are these: He entered the employment of the Brass Company in September, 1917. In November several cases of lead poisoning occurred in the foundry, and amongst those who suffered from it was Mr. Adair. After his recovery he was re-employed by the Brass Company in February of this year, and it was stated to him at the time that the shop was an "open shop," and he agreed to accept employment in it upon that understanding. Some time after that he made a claim under the Workmen's Compensation Act because of the lead poisoning, and was awarded damages. In May and June, the Brass Company were carrying out certain changes in its heating plant. These improvements had been going on for some time, and on the eighth of June a notice was posted that the shop would be closed until further notice. Mr. Adair says that he asked the superintendent how long it would be before the men would be required back, and was told that when they were wanted they would be sent for. He asked for something more definite, but the superintendent refused to give any further information on the subject. In a short time afterwards other men were taken on, and Mr. Adair again applied for employment. He was then told that when he was wanted he would be sent for.

The answer which the Brass Foundry Company makes to the charge is that they did not object to Mr. Adair because he was a member, and an active officer of the Moulders' Union, but because it appeared that he was susceptible to lead poisoning, and that the management of the company, after consultation with their solicitor, and upon their solicitor's advice, declined to re-employ him. This statement was confirmed by the company's solicitor.

Although the circumstances under which Mr. Adair was refused employment may excite in our minds a suspicion that the reason assigned for his non-employment was not the only reason, and that the management was actuated by other motives, we cannot, upon the evidence before us, find that the reason given for refusing to re-employ Mr. Adair was not the real reason. We do think, however, that the management might have shown more candour in dealing with Mr. Adair, and more consideration for the men, when it became necessary to close down the shop for repairs. It seems to us absurd to contend that the superintendent could not have given an approximate date when the men would be required again. We have no hesitation in saying that he could have done so, and that the real reason for not telling Mr. Adair when he would be required again was that they did not intend to re-employ him.

The facts as to Neil and Chomisky are these:

Neil was dismissed and the other refused employment when he applied. We cannot find on the evidence that Neil was dismissed because of his membership in the union or that Chomisky was refused employment for that reason.

It was charged that Neil had threatened with personal violence one of the company's employees who remained at work during a strike. While Neil appears to have acted indiscreetly and frankly admitted such to be the fact, the incident was too trivial to be made the subject of a serious inquiry.

The metal trades shops in Winnipeg are and have always been what are known as "open shops." That is to say, both union and non-union men have been employed in them indiscriminately. The employees for some reason came to regard The North West Brass Foundry, although nominally an open shop, in practice a union shop. While the inquiry was proceeding this company put one of its employees, not theretofore employed as a moulder, to do moulder's work. The union employees in the shop objected, and upon the company refusing to stop him doing moulder's work, a strike was declared in that shop at a meeting held on or about the eighth July, to take effect at 10 o'clock in the morning of the tenth. At our request the representatives of the employees undertook to call the strike off and to keep the men at work until we had time to complete our investigation and make our report.

On or about the seventeenth July, at a meeting of the metal trade employees, a general strike was declared, to take effect on the twenty-second July. We were informed that this course had been resolved upon under the mistaken impression that we intended only to report conditions unaccompanied by any recommendations. At a meeting on the nineteenth July, we made it quite clear that we proposed to not only report the conditions as we found them, but to accompany our report by any recommendations that we believed to be justified by the facts disclosed. We earnestly urged the employees' representatives to use their influence to prevent a strike, and they undertook to advise the men to wait until the inquiry had been completed and our report made. At a meeting held the following day, the employees, however, resolved to go on with the strike. Accordingly, on the morning of the twenty-second July, a general strike took place and is still on.

The metal trade employers in this city have hitherto refused to recognize unions of their employees or to collectively bargain with them, and one of the reasons given for not doing so was that employees did not treat such bargains as binding. In view of this contention, we regard it as doubly regrettable that the employees should have adopted a course which might lend colour to the employers' contention. We do not believe the contention is well founded. We believe that employees do as a rule respect their collective bargains. The fact that occasionally such agreements are broken is not a reason for refusing to enter into such agreements any more than the breach by an individual of his agreement should be treated as a reason against individual bargaining.

We find that in the larger contract shops there exists an atmosphere of suspicion and

distrust between employer and organized labour. It is quite impossible to say which party is at fault. If the real cause could be ascertained it would probably be found that both parties had contributed to it. The real purpose of the present movement on the part of the men is, we believe, to secure recognition of the unions, but until the present deep-seated distrust of organized labour is removed from the minds of employers we believe the purpose to be unattainable.

On the whole, we think the relations between individual employers and their men to be fairly satisfactory, and that as a rule the men are treated with kindness and consideration. The fact that some of them have retained the same men for periods ranging from 5 to 35 years can bear no other construction. All the employers have repeatedly expressed their willingness to meet their employees either through craft committees or individually and to comply with any reasonable demands either as to wages or working conditions. We can see no reason why they should not meet a joint committee of all their employees. We believe that a meeting of the several employers with such committees and a frank and free discussion and interchange of views might go far to satisfy the men and to remove the desire to secure expression of their views through their union organization. Entertaining as we do these views, we recommend the employers to abandon their objection to meeting a committee appointed by and representing collectively all their employees. It is our recommendation that the union organizations permit these committees to be formed and conduct their negotiations without interference or direction. If these recommendations are adopted, we confidently hope and believe that satisfactory wages and working conditions can

be established in all the contract shops and a better atmosphere created all round. The adoption of these recommendations would, we believe, go far to solve the present difficulties and we can see no other solution.

The unrest which has prevailed in labour circles for the past few months has operated not only to the detriment of both employers and employees, but to the injury of this whole community. Two of the three contract shops under review produced evidence to show that they had been offered very large orders for war munitions, which they had to refuse because they could not, in view of the unsettled conditions of labour, assume the risk of obligating themselves, either as to the price for the work or the time for completion, with the result that the orders went to centres where more settled conditions prevail.

We have not dealt specifically with the automobile shops for the reason that these shops are all small and relatively unimportant and wages for skilled mechanics in them are well maintained by the keen competition between them for such help.

We regret that we have nothing more concrete to offer as a solution of the existing unrest, and that as we write this report the men are on strike; but we have the consolation of knowing that we spared no effort to bring the parties together.

All of which is respectfully submitted.

(Sgd.) T. G. MATHERS,
Chairman.

(Sgd.) GEO. FISHER.

(Sgd.) F. G. TIPPING.

Dated this second day of August, 1918.

INDUSTRIAL DISPUTES DURING JULY, 1918

TWENTY-EIGHT strikes affecting approximately 15,024 employees were reported as having commenced during July. There were in existence at some time or other during the month 39 strikes directly affecting 15,848 workpeople. The total time loss on account of industrial disputes was estimated at 123,511 working days, as compared with 40,929 in June, and 62,484 in July, 1917. The time loss occasioned by the 28 strikes which began in July was 108,033 working days, while a loss of 15,478 days is charged to the eleven strikes commencing prior to July. Termination of disputes was reported in the case of six of the disputes commenced prior to July. Eighteen of the strikes which commenced

during July terminated during the month, leaving the fifteen following strikes affecting approximately 4,049 workpeople on record July 31; painters and decorators, Calgary; plumbers and steamfitters, Nobel, Ont.; machinists, Montreal; knitting mill operatives, Toronto; cigarmakers, Toronto and Montreal; steam and operating engineers throughout British Columbia; coal miners, Entwistle, Alta.; coal miners, Wayne, Alta.; plumbers and steamfitters, Toronto; metal workers, Winnipeg; iron shipbuilders, Lauzon, Que.; papermakers, Fort Frances; pulp and paper makers, Hawkesbury; cap makers, Winnipeg, and cigarmakers, Hamilton, London and Montreal.

BUILDING
Carp

Paint

Plum

Plum

METAL
Mach

Mach

Meta

Mou

TEXTILE
Kni

Food,
Bak

Cig

LUMBER
Ste
a

MINE
Coe

Co

Co

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BUILDING
Ca

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Ph

METAL
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M