

## UNIFORMITY OF LABOUR LAWS

**Report of the Dominion-Provincial Commission appointed to consider the subject**

**I**T will be remembered that one of the resolutions passed at the National Industrial Conference called by the Minister of Labour, and which held its sessions at Ottawa in September, 1919, urged the advantage of uniformity in the labour laws of the Dominion and made a recommendation as to action to be taken. The terms of the resolution in question were as follows:

**Resolved:**

That the advantage of uniformity in the laws relating to the welfare of those engaged in industrial work in the several provinces of the Dominion of Canada be brought to the attention of the Government of Canada and of the Governments of the several provinces respectively; and, that this National Industrial Conference suggests the following as a means towards the end desired, namely:

The appointment of a Board composed as follows:

- (1) As respects the Dominion:
  - (a) A representative of the Government.
  - (b) A representative of the employers.
  - (c) A representative of the employees.
- (2) As respects each of the provinces:
  - (a) A representative of the Government.
  - (b) A representative of the employers.
  - (c) A representative of the employees.

And that the Dominion Government be requested to ask the Government of each of the provinces to select or have selected representatives in respect of the province as above set forth."

The subject matter of this resolution was taken up by the Minister of Labour

with the Dominion Government and with the Governments of the several provinces, with the result that a commission was appointed on the lines laid down.

The Dominion and all the Provinces except Prince Edward Island were represented throughout the proceedings. Representatives from Prince Edward Island also were in attendance at the closing sessions of the commission.

The commission convened at Ottawa on Monday, April 26, its sessions being held in the Solicitor-General's Office, which had been kindly lent for the occasion. The proceedings opened with an address from the Honourable G. D. Robertson, Minister of Labour, who welcomed the members of the commission to the Capital and briefly outlined the subjects which would come naturally before them for consideration. Mr. F. A. Acland, Deputy Minister of Labour for Canada, and representing the Dominion Government, was appointed Chairman. The commission then took up its work, which proceeded from day to day until Saturday afternoon, May 1, when a conclusion was reached.

In the following pages will be found the terms of the Order-in-Council governing the proceedings and the text of the report made by the commission to the Minister of Labour. Copies of the report of the commission will be forwarded immediately by the Minister of Labour to the several provincial governments for their consideration.

## THE TERMS OF APPOINTMENT

(P.C. 721.)

Certified copy of a Report of the Committee of the Privy Council, approved by His Excellency the Administrator, on the 10th April, 1920.

The Committee of the Privy Council have had before them a report, dated 1st April, 1920, from the Minister of Labour, referring to a resolution which was adopted unanimously by the National Industrial Conference in Ottawa in the month of September, 1919, in the terms following:

"Resolved:

That the advantage of uniformity in the laws relating to the welfare of those engaged in industrial work in the several provinces of the Dominion of Canada be brought to the attention of the Government of Canada and of the Governments of the several provinces respectively; and that this National Industrial Conference suggests the following as a means towards the end desired, namely—

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(2) As respects each of the Provinces:

- (a) A representative of the Government.
- (b) A representative of the employers.
- (c) A representative of the employees.

And that the Dominion Government be requested to ask the Government of each of the Provinces to select or have selected representatives in respect of the Province as above set forth."

The Minister states that in the month of October following the National Industrial Conference letters were addressed to the Prime Ministers of the several Provinces expressing the concurrence of the Government of Canada in the foregoing resolution and proposing the establishment of a Commission on the lines recommended by the Conference. Eight of the nine Provincial Governments have since concurred in the proposal and have in each case furnished the names of three persons to act on their behalf.

The Minister, therefore, recommends that a Commission be appointed for the purposes aforesaid under the provisions of Part I of Chapter 104, Revised Statutes of Canada, 1906, commonly called The Inquiries Act, to hold and conduct such inquiry, with all the powers conferred by the aforesaid statute, and that the Commission shall be composed as follows:

*As respects the Dominion of Canada:* On behalf of the Government—F. A. Acland, Deputy Minister of Labour, Ottawa, Ont. On behalf of Employers—J. G. Merrick, Secretary of the Employers' Association of Toronto, Toronto, Ont. On behalf of Employees—Tom Moore, President of the Trades and Labour Congress of Canada, Ottawa, Ont.

*As respects the Province of Nova Scotia:* On behalf of the Government—Major J. Welsford Macdonald, President of the Nova Scotia Branch of the Great War Veterans' Association, Pictou, N.S. On behalf of Employers—Fulton J. Logan, Member of the Legislative Council of the Province of Nova Scotia, Musquodoboit Harbour, Halifax County, N.S. On behalf of Employees—John A. Gillis, Financial Secretary of Lodge No. 1, Amalgamated Association of Iron, Steel and Tin Workers of North America, Sydney, N.S.

*As respects the Province of New Brunswick:* On behalf of the Government—Honourable C. W. Robinson, of Moncton, N.B., Minister without portfolio of the Government of New Brunswick. On behalf of Employers—Angus McLean, of Bathurst, N.B. On behalf of Employees—G. B. Melvin, Secretary, N. B. Federation of Labour, St. John, N.B.

*As respects the Province of Quebec:* On behalf of the Government—Louis O. Guyon, Deputy Minister of Labour for the Province of Quebec, Montreal, P.Q. On behalf of Employers—John Lowe, Manager of the Montreal Cottons, Limited, Valleyfield, P.Q. On behalf of Employees—Gustave Franceq, Editor of the "Labour World," Montreal, P.Q.

*As respects the Province of Ontario:* On behalf of the Government—Dr. W. A. Biddell, Deputy Minister of Labour for the Province of Ontario, Toronto, Ont. On behalf of Employers—Samuel Harris, President of the Harris Lithographing Company, Limited, Toronto, Ont. On behalf of Employees—H. J. Halford, Vice-President of the Trades and Labour Congress of Canada, and Fifth Vice-President, Journeymen Barbers' International Union, Hamilton, Ont.

*As respects the Province of Manitoba:* On behalf of the Government—E. McGrath, Secretary of the Bureau of Labour of the Province

of Manitoba, Winnipeg, Man. On behalf of Employers—H. B. Lyall, of the Manitoba Bridge and Iron Works, Winnipeg, Manitoba. On behalf of Employees—E. Robinson, Secretary of the Trades and Labour Council of the City of Winnipeg, Winnipeg, Man.

*As respects the Province of Saskatchewan:*

On behalf of the Government—T. M. Molloy, Secretary of the Bureau of Labour for the Province of Saskatchewan, Regina, Sask. On behalf of Employers—R. K. Leckie, Regina, Sask. On behalf of Employees—James Somerville, Representative of the International Association of Machinists, Moose Jaw, Sask.

*As respects the Province of Alberta:*

On behalf of the Government—John T. Stirling, Chairman of the Workmen's Compensation Board of Alberta, Edmonton, Alberta. On behalf of Employers—Walter F. McNeill, Commissioner, Western Coal Operators' Association, Calgary, Alberta. On behalf of Employees—Robt. McCreath, Edmonton, Alta.

*As respects the Province of British Columbia:* On behalf of the Government—J. D. McNiven, Deputy Minister of Labour, Victoria, B.C. On behalf of Employers—John J. Cough-

lan, of the shipbuilding firm of Coughlan and Sons, Vancouver, B.C. On behalf of Employees—James H. McVety, Treasurer, Vancouver Trades and Labour Council (International), Vancouver, B.C.

The Minister further recommends that the meetings of the Commission be held in Ottawa, commencing on Monday, April 26, 1920; that the Commissioners have the right to determine the manner of conducting the proceedings in respect of the inquiry, and that the report of the Commission on the matters investigated and their recommendations be presented to the Minister of Labour.

The Committee concur in the foregoing and submit the same for approval.

RODOLPHE BOUDREAU,

Clerk of the Privy Council.

(NOTE.—No formal nominations to the Commission were received from the Government of Prince Edward Island, but at the request of the Prince Edward Island Government, Senator Murphy and Mr. J. E. Sinclair, M.P. for Queen's, Prince Edward Island, attended the closing sessions.)

## TEXT OF REPORT OF COMMISSION

Ottawa, May 1, 1920.

The Honourable Minister of Labour,  
Ottawa, Canada.

Sir,—I have the honour to present the report of the Commission established under P.C. 721.

The duties placed on the Commission are best indicated in the resolution adopted unanimously by the National Industrial Conference at Ottawa in the month of September, 1919, in the terms following:

“Resolved:

That the advantage of uniformity in the laws relating to the welfare of those engaged in industrial work in the several provinces of the Dominion of Canada be brought to the attention of the Government of Canada and of the Governments of the several provinces respectively; and that this National Industrial Conference suggests the following as a means towards the end desired, namely:—

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- (c) A representative of the employees.

(2) As respects each of the Provinces:

- (a) A representative of the Government.
- (b) A representative of the employers.
- (c) A representative of the employees.

And that the Dominion Government be requested to ask the Government of each of the Provinces to select or have selected representatives in respect of the Province as above set forth.”

A Commission on the lines here indicated was accordingly appointed by concurrent action on the part of the Federal Government and the Governments of the several provinces.

The Commission assembled at Ottawa on the morning of April 26th.

After an address from yourself as Minister of Labour, discussing generally the matters which would come before the commissioners, the Commission proceeded with its work; the undersigned being selected as chairman.

The various members of the Commission had, as a rule, prior to their arrival at the Capital, received from the Department of Labour copies of abstracts of Canadian legislation on each of the four following subjects, namely: (1) Workmen's Compensation, (2) Minimum Wages, (3) Inspection and Regulation of factories, shops and office buildings, (4) Regulation of Mines, and it was assumed by the Com-

mission that it would be the desire of the Government that these subjects, while by no means exhausting the field for effective work with respect to the unification of labour legislation, should in the first place receive attention. The Commission proceeded on these lines accordingly and after a brief review of the ground to be covered, Committees were appointed to take up for consideration and necessary action each of the four subjects named above; a Committee was also appointed to consider and deal with the subject of legislation with respect to industrial disputes so far as this matter was deemed to be before the commission. Each of these Committees has reported and their respective findings have been made a portion of the report of the Commission and are hereto attached.

A further Committee was appointed to consider the question of the establishment of an organization deemed likely to be of benefit for the promotion of the uniformity of labour legislation. The Committee submitted a document as a basis of discussion and not as its findings, but owing to variance of opinion the whole matter was laid on the table.

I beg to state in conclusion that the proceedings of the Commission throughout have been marked by a spirit of mutual good-will, and I am to express the view that it is felt the findings will be of material benefit for the purposes in view.

F. A. ACLAND,  
Chairman.

### Report of Committee on Workmen's Compensation Legislation

The Committee on Workmen's Compensation Legislation beg leave to recommend as follows:

1. That all Provinces adopt the idea of exclusive state insurance to be administered by a Board.
2. That all workmen, not specially exempted under the Act, who work in an industry which comes within the scope of the Act, shall be under the Act, regardless of the amount of their remuneration.
3. That all employees of Provincial Governments and of Municipalities, including Police and Firemen, be included within the scope of the Act.
4. That the scope of Compensation Acts be extended as far as practicable to include industries not now covered by the Acts.
5. That in all Provinces contributions to the accident fund shall be borne exclusively by the employer.
6. That all medical, surgical and hospital attention be supplied in cases of injury or industrial diseases.
7. That in every Province there should be a time limit within which claims for compensation should be filed.
8. That except in special cases payment of

compensation shall be made periodically direct to the claimant by the Board.

9. That injuries due to disease or accident arising out of and in the course of employment should be considered as coming within the scope of the Acts.

10. That the cost of administration of Workmen's Compensation in each Province be borne by the Government of that Province.

11. That rules and regulations for prevention of accidents be made by the Board in each Province, and safety committees composed of employers and employees be established in the various places of employment, and further that first aid appliances be installed at the various plants; all the foregoing to be under the direction of the Board.

12. Where under any Compensation Act the employer has the right to bring his employees under the Act by election, the employees should have the same right where a majority so decide.

13. That in cases of death or injury all Provinces should adopt a uniform scale of compensation.

14. Your Committee beg leave to call attention to the comparative table of Workmen's Compensation Legislation in the different Provinces, which is produced herewith.

COMPARATIVE TABLE TO ACCOMPANY REPORT OF COMMITTEE ON WORKMEN'S COMPENSATION LEGISLATION.

|                                      | Nova Scotia.  | New Brunswick.  | Quebec.   | Ontario.  | Manitoba.  | Saskatchewan.    | Alberta.  | British Columbia.  |
|--------------------------------------|---|---|---|---|--|------------------|---|--|
| 1. Death, funeral dependents         | \$75 .....<br>Widow \$20.00 per month.<br>Child \$5.00 each up to 16 years.<br>Maximum \$40.00. | \$100.00 .....<br>\$30.00 per month.<br>\$7.50 each up to 16 years.<br>Maximum 55% of earnings. | \$50.00 including medicine.<br>Minimum \$1,500<br>Maximum \$3,000 | \$75.00 .....<br>\$30.00 per month.<br>\$7.50 each up to 16 years.<br>Maximum \$60.00 | \$100.00 .....<br>\$30.00 per month.<br>\$7.50 each up to 16 years.<br>Maximum \$60.00 | Maximum \$2,000. | \$100.00 .....<br>\$30.00 per month.<br>\$7.50 up to 16 years.<br>Maximum \$60.00 | \$100.00 .....<br>\$30.00 per month.<br>\$7.50 up to 16 years.<br>Maximum \$65.00. |
| 2. Permanent total disability.       | 55 % .....<br>Maximum 55% of \$1,200.00.<br>Minimum \$5.00 per week.                            | 55% .....<br>55% of difference of earnings.   | 50% up to \$1,000 and 25% after up to \$1,500.                    | 55% for life.<br>66%<br>Minimum \$6.00.   | 66%<br>Minimum \$6.00.   | Maximum \$2,000. | \$10.00 to \$16.00 per week.  | 55% maximum based on \$2,000.  |
| 3. Permanent partial disability.     | 55% of difference of earnings.<br>Maximum 55% of \$1,200<br>Minimum \$5.00.                     | Amount determined by Board.<br>Maximum \$2,500.00<br>Minimum \$1,500 in case of major injuries. | 50% difference in earnings.                                       | 55% difference in earnings.   | 66% difference in earnings.  | Maximum \$2,000. | Stated amounts for each disability.   | 55% difference in earnings.  |
| 4. Temporary total disability.       | 55% of wages.<br>Minimum \$5.00.<br>Maximum 55% of \$1,200.00.                                  | 55% of wages.<br>Minimum \$6.00.<br>Maximum 55% of \$1,500.                                     | 50% of wages.<br>Minimum \$4.00.<br>Maximum 50% of \$1,500.       | 55% of wages, payable only so long as disability lasts.                               | 66% of wages.<br>Minimum \$6.00.   | Maximum \$2,000. | \$10 to \$16 per week.  | 55% of wages.<br>Minimum \$5.00.   |
| 5. Temporary partial disability.     | 55% of difference in earning power.   | 55% of difference in earning power.   | 50% of wages.<br>Minimum \$4.00.<br>Maximum 50% of \$1,500.       | 55% of difference in earning power.   | 66% of difference in earnings.<br>Minimum \$6.00.                                      | Not specified.   | 55% of difference in earning power where wage is less than 90%.                   | 55% of difference in earning power.  |
| 6. Medical aid.                      | Full expense for 30 days taken from accident fund.  | Full expenses taken from accident fund.   | None.   | Full expenses taken from accident fund.   | Full expenses taken from accident fund.  | Not specified.   | Full expenses taken from medical aid and accident fund.                           | Full expense taken from medical aid and accident fund.                             |
| 7. Special medical aid               | Full expenses from accident fund.   | Full expenses from accident fund.   | None.   | Full expenses from accident fund.   | Full expenses from accident fund.  | Not specified.   | Full expenses from accident fund.   | Full expenses from medical aid and accident fund.                                  |
| 8. Contribution to accident fund.    | to Employer.  | Employer.   | None.   | Employer.   | Employer.  | None.            | Employer.   | Employer.  |
| 9. Contribution to medical aid fund. | to Employer.  | Employer.   | None.   | Employer.   | Employer — from accident fund.   | None.            | Employee.   | Employee and employer.   |

|                           | Nova Scotia.   | New Brunswick.  | Quebec.  | Ontario.   | Manitoba.  | Saskatchewan.  | Alberta.   | British Columbia.  |
|---------------------------|--|---|--|--|--|--|--|--|
| 10. Administration.....   | Board of three.....  | Board of three.....   | Circuit and supreme Court.   | Board of three.....  | Board of three.....  | District Court.....  | Board of three.....  | Board of three.....  |
| 11. Waiting period.....   | 7 days — if longer pay from date.  | 7 days — if longer pay from date.   | 7 days.....  | 7 days — if longer pay from date.  | 3 days.....  | 7 days.....  | 3 days, if longer than 10 days, pay from date.   | 3 days.....  |
| 12. Insurance.....        | Compulsory state.....  | Compulsory state.....   | Employer individually responsible.   | Compulsory state.  | Compulsory state.  | Employer individually responsible.                                       | Compulsory state.  | Compulsory state.  |
| 13. Election by employer. | Any industry not within scope of Act, unless specifically excluded.  | Any industry not within scope of Act, unless specifically excluded.   | None.....  | Election only where 6 or less are employed by either employer or employee, unless specifically excluded. | Any industry not within scope of Act.  | None.....  | Any industry not within scope of Act. With approval of 50% of employees, unless specifically excluded. | Any industry not within scope of Act, unless specifically excluded.                  |
| 14. Common law.....       | None.....  | None.....   | All those not coming under Act.  | None.....  | None.....  | Yes, both.....   | None.....  | None.....  |
| 15. Injuries covered....  | Which arise out of and in course of employment.  | Which arise out of and in course of employment.   | Which arise out of and in course of employment.  | Which arise out of and in course of employment, and in fortuitous events.                                | Which arise out of and in course of employment.                                | Which arise out of and in course of employment.                          | Which arise out of and in course of employment.  | Which arise out of and in course of employment, and in fortuitous events.            |
| 16. Accident prevention.  | None.....  | None.....   | None.....  | Regulations made by groups of employers, work approved by Board.   | None.....  | None.....  | By Board.....  | By Board.....  |
| 17. Time limit for claim. | 12 months.....   | 12 months.....  | 12 months.....   | At once, 6 months or more.   | As soon as practical.  | 6 months.....  | At once, 3 months or more.   | 12 months.   |
| 18. Method of paying.     | By board.....  | By board.....   | By employer monthly or regular pay day.  | By Board or order of Board.  | By Board.....  | By employer, by order of Court.  | By Board.....  | By Board.....  |
| 19. Exemptions.....       | Travellers, Casual Labourers, Out Workers, Domestic Servants, Farmers, Police & Firemen, Domestic Servants, Employer's Family, Police & Firemen, Employer..... | Travellers, Out Workers, Domestic Servants, Farmers, Clerks, Employer's Family, Police & Firemen, Employer..... | Farmers..... Employees on sailing vessels; All employees earning more than \$1,500 per year. | Out Workers..... Domestic Servants, Farmers, Executive Officers.   | Casual Labourers, Out Workers, Farmers, Domestic Servants, Executive Officers. | Farmers, other than those engaged in manual labour earning over \$1,800. | Casual Labourers, Out Workers, Farmers, Domestic Servants, Employer's family.                          | Travellers, Casual Labourers, Farmers, Domestic Servants, Clerks, Employer's family. |
| 20. Reports.....          | Employer, Doctor, Employee.  | Employer, Doctor, Employee.   | Employer to Factory Inspector.   | Employer, Doctor, Employee.  | Employer, Doctor.  | Employer to Government.  | Employer, Doctor.  | Employer, Doctor, Employee.  |

## II

## Report of Committee on Factory Laws

1. In view of the limitation, in certain Provinces, of the operations of the Factories Act to the industrial establishments where not less than a certain number of persons are employed, we would recommend:

"All industrial establishments in which one or more persons are employed where articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed, shall be subject to inspection."

2. Employment of boys and girls:

No boy under 14 years of age or no girl under 15 years shall be employed in an industrial establishment.

3. Hours of employment for boys, girls and women:

In keeping with the draft convention of the Washington Conference limiting the hours of labour, we recommend that women, girls and boys shall not be employed for more than 48 hours in any one week, nor before six o'clock in the morning nor later than ten o'clock in the evening, nor more than ten hours in any one day, including overtime.

Boy shall mean a male person between the ages of 14 and 16 years.

4. That all laws at present existing in any Province dealing with the improvement of sanitation or the protection of life should be made general to such other industries as may be possible throughout the Dominion.

## SCHEDULE OF FACTORY ACT LEGISLATION.

| Provinces.        | Name of definition of law.          | Scope of act.   | Age of employment of children, boys and girls.                          | Hours of work, children and females. | Health and safety measures.                              |
|-------------------|-------------------------------------|---|---|--------------------------------------|--|
| Alberta.....      | The Factories Act, 1917.            | All factories, shops and office buildings, premises determined by schedule "A" where power is used for preparing or manufacturing purposes.   | Age of admission from 15 years. No provision for unhealthy occupations. | 10 hours per day                     | Health and safety measure provided for in all provinces. |
| British Columbia. | The British Columbia Factories Act. | All premises where mechanical power is used or where three persons are employed, or all other premises that may be brought under the law by Order-in-Council.                         | 15 for girls.....<br>14 for boys.                                       | 8 hours or 48 per week.              | Health and safety measure provided for in all provinces. |
| Manitoba.....     | The Manitoba Factories Act.         | All premises where mechanical power is used for manufacturing purposes, or where three persons are employed, or other premises that may be brought under the law by Order-in-Council. | 15 for girls.....<br>14 for boys.                                       | 9 hours or 54 a week.                | Health and safety measure provided for in all provinces. |
| New Brunswick.    | The New Brunswick Factories Act.    | Building, office or place in which persons are employed in handicraft. Building under erection. Temporary work shop or shed is exempt.  | 14 for boy or girl.   | 10 hours a day and 60 a week.        | Health and safety measure provided for in all provinces. |
| Nova Scotia...    | Nova Scotia Factories Act.          | Covers establishments in which persons are employed where manufacturing is being carried on where power is used, or any premises brought under by Order-in-Council.                   | 14 for girls.....<br>14 for boys, except for some occupations.          | 9 hours, 54 per week.                | Health and safety measure provided for in all provinces. |

## SCHEDULE OF FACTORY ACT LEGISLATION (Concluded)

| Provinces.   | Name of definition of law.                 | Scope of act.  | Age of employment of children, boys and girls.                                | Hours of work, children and females.  | Health and safety measures.  |
|--------------|--|--|---|---|--|
| Ontario..... | The Factory, Shop and Office Building Act. | Building, workshop, structure or premise of the description mentioned in Schedule "A" or any premise proclaimed by Order-in-Council. All premises where mechanical power is used or where five persons are employed. | 14 for boys and girls, 16 for boys, 18 for girls in unhealthy industries      | 10 hour day and 60 week. No night work allowed.                                   | Health and safety measure provided for in all provinces.   |
| Saskatchewan | The Saskatchewan Factories Act of 1909.    | All premises where mechanical power is used, where three are employed or all other premises brought under the law by Order-in-Council.   | 12 for boy or girl.   | 48 hour week...   | Health and safety measure provided for in all provinces.   |
| Quebec.....  | Industrial Establishments Act of Quebec.   | All mills, factories, workshops, except shops where persons of one family, and do not operate with mechanical power. Mines also are exempt.  | 14 for boys and girls, 16 for boys and 18 for girls in dangerous occupations. | 10 hours per day 60 week. Textile operatives 55 hour week. No night work allowed. | Cleanliness, light, air space, ventilation and safety mechanical appliances and in case of fire. Special provision in connection with dangerous or unhealthy occupation. |

## III

## Report of Committee on Mines and Mining Laws

Your Committee, appointed to investigate the regulations of mines in Canada, and keeping in mind P.C. 722, being our guidance, have investigated the folio on mining laws, item by item for each and every Province, and after very extended deliberations, and considering the interests of all concerned, beg leave to report the results of our investigations and deliberations.

We find that many minor provisions exist in the various Acts throughout Canada which are made necessary by local conditions and concerning which no practicable uniformity is possible. The Committee have, therefore, directed their attention to those principles or provisions of a general character which are applicable to all Provinces.

We are pleased to report that we have been unanimous in all findings with the exception of one, and also pray that the Commission may approve of our work.

That we recommend that the mining laws be unified as follows:

1. That the age of 14 be the minimum age for boys working around mines (above ground), and that no boy be allowed to work beneath the surface unless he has attained the age of 16.

2. That we recommend:

That no boy under 18 years of age shall be in charge of or operating any power machinery used for moving material in a mine, and no person other than a man of 21 years of age or over shall operate any power machinery used for raising or lowering persons in a mine.



3. In order to bring uniformity in mining laws, we recommend that all provinces should insert regulations in mining laws providing for not more than 8 hours as a legal day's limit of the work, as incorporated already wholly or partly in the existing laws of Alberta, British Columbia, Ontario, Quebec and the Yukon.

4. That your Committee recommends:

That payment of wages at least semi-monthly be made compulsory by law in all provinces where such legislation is not already in existence, such payment to be made by cheque or currency. Payment of wages on hotel premises and the cashing of pay-cheques in or at a hotel or bar where intoxicating liquors are sold to be prohibited by law in all provinces.

5. That your Committee recommends:

That legislation providing for miners' liens be enacted in all provinces where such legislation is not already in existence, applying to mines, mining claims, mining lands or work connected therewith, and that every person who performs labour for wages shall have a lien thereon.

6. That your Committee recommends:

That legislation be enacted in all provinces where legislation is not already in existence, providing that no amount may be retained from wages of an employee except sums due for powder, coal, oil, rent, and such doctors' and hospital fees as may be approved by the Workmen's Compensation Board, and supplies necessary to the execution of the work carried on by such employee, nor shall an employer apply the wages of an employee to payment of a debt without the written consent of the employee given individually or by collective agreement.

7. That where, in any Province, examinations are required for certificates of competency for mine managers, pit-bosses, and other working officials, such examinations shall be conducted by a board composed of a government inspector, a working miner and a mine manager.

8. We would recommend that all candidates for certificates as mine managers, pit-bosses, etc., shall have at least five years' mining experience, produce evidence of ability, sobriety

and good conduct, and be at least 23 years of age.

9. Mine inspectors shall be holders of mine manager's certificates, with at least seven years' mining experience in the class of mines of which he is made inspector. He shall not be interested in mines in his district, either directly or indirectly.

10. We recommend that, without limiting the powers of inspectors, an inspector shall have power to enter, inspect and examine any mine or any part thereof at all reasonable times by day or night, to examine into and make enquiry respecting the state and condition of the mine, the ventilation and safety of mines, to give notice in writing of any matter, thing or practice which he considers dangerous or defective, and of its immediate remedy. If disagreement follows, the defect shall be referred to a board of arbitration consisting of a judge and representatives of interested parties, the decision of this tribunal to be final.

11. Resolved, that all mines shall have an adequate amount of ventilation passing therethrough and that all mines be examined before workmen enter the mine, and that a record of such inspection be made in a book to be kept at the mine for the purpose, and report shall be available to any workman employed in mine.

12. The question of health of employees in mining camps is now being examined in the different provinces concerned, with a view to fully protect the workers and as far as possible unify the laws, and we submit that the matter be referred to this tribunal for action.

13. Resolved, that the present laws providing for special investigations which are in existence in several provinces be continued and that the same provisions be made to extend to provinces where such laws are not in existence.

14. Resolved, that the Workmen's Compensation Board in each province where such board exists shall make provision for the administration of first aid and mine rescue work, and where no boards are in existence, special provisions be made.

#### IV

### Minimum Wages for Women and Girls

We approve the principle of a minimum wage for women and girls, and recommend that a competent authority be created in each Province in the Dominion to establish a minimum wage adequate to maintain self-support for women and girls, and such authority shall be

empowered to fix the hours of employment for such women and girls not already provided by legislation, and further recommend that hours of employment should not exceed 48 hours a week except of employees engaged in domestic or agricultural employment.

V

Report of Committee on Industrial Disputes Legislation

The Committee has examined the existing legislation of the Dominion and Provinces with respect to industrial disputes, and is of the view that to secure a reasonable degree of uniformity with regard to the same it is desirable the following principles should be observed:

1. That disputes in mines and public utilities should be dealt with exclusively by federal legislation.
2. That federal legislation should be held to apply to public utilities under the control of a Province or municipality or other public or private authority.

3. That, whereas, in some cases provincial legislation has been enacted respecting industrial disputes which applies to all occupations giving rise to the relations of employer and employee and which therefore includes policemen and firemen, it should be provided that all disputes affecting policemen or firemen in all parts of Canada should come within the jurisdiction of the federal law.

4. The Committee lacks information enabling it to decide upon the advisability of the extension of the present federal law to other industries, and therefore makes no recommendation.

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