

Vance, of Vancouver, was appointed as Commissioner to hold and conduct this inquiry, and to report and make recommendations to the Minister of Labour with respect to the means of an amicable

adjustment. The report of the Commissioner was accompanied by a new schedule of wages and working conditions which has been adopted by both parties to the dispute.

**Report of Royal Commission appointed under the Inquiries Act to investigate the dispute between the members of the General Cartage and Warehousemen's Association of British Columbia, Vancouver, B.C., and certain of their employees.**

To the Honourable

Gideon D. Robertson,  
Minister of Labour, Ottawa.

On March 5th the undersigned was appointed a commission to investigate and report upon the above-mentioned dispute. Three public sessions were held and several days were spent in negotiating a basis of working conditions agreeable to both parties.

F. D. Cross represented the General Cartage Association while Birt Showler represented the Union.

On October 1st, 1918, an agreement was signed between the Association and the Union and continued in force until June 3rd, 1919, when the members of the Union joined the local sympathetic strike, thereby breaking the agreement. At the conclusion of the strike the men returned to work as individuals, the Union was reorganized and on several occasions requested a conference with the Association, but their requests were either refused or ignored. The Association claimed that the Union had broken the agreement and was unworthy of further confidence. The Union claimed that its action was due to the influence of men no longer in control.

On February 13th the Union applied for a Board of Conciliation and Investigation. As the Association would not agree to this the undersigned was appointed a commission to enquire into the matter.

The Association and the Union were found to be in agreement on the following points, in the former contract:—

The right of employers to dismiss incompetent employees; non-discrimination against members of the Union; holidays; hours of work; overtime and

conference, and proportionate increases of wages whenever it could be shown that the cost of living had increased seven and a half per cent.

The Association had already granted the increased wage scale asked for when application was made for the Board of Conciliation and Investigation. The Association further agreed to recognize the Union.

The Union agreed to the "open shop", to a declaration against sympathetic strikes and to conferences and proportionate decreases in wages whenever the cost of living could be shown to have decreased seven and a half per cent.

A basis of working conditions embodying these points was drawn up and consented to by both parties. Letters indicating its acceptance were received from E. A. Quigley, Secretary of the Association, and Birt Showler, Business Agent of the Union.

I enclose herewith a copy of the basis of working conditions together with the above-mentioned letters of acceptance, the transcript of the evidence taken at the public sessions and certain exhibits.

(Signed) W. H. VANCE,

Commissioner.

The following is accepted as a basis of working conditions between the members of the "General Cartage Association", hereinafter designated as the "Employers" and the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, Local No. 655, of Vancouver, B.C., hereinafter designated as the "Employees."

**Section 1:**

All employees shall receive regular wages as set forth in this agreement.

**Section 2:**

The Employers hereby reserve the right to discharge any man in their employ if his work is not satisfactory.

**Section 3:**

No workman shall be discharged or discriminated against for upholding recognized principles of organized labour. Any man who works under the instructions of the Employees or who serves on a Committee of the Employees shall not lose his position nor be discriminated against for this reason.

**Section 4:**

The following days shall be considered as holidays:—

New Year's Day,  
Good Friday,  
May 24th,  
July 1st,  
Labour Day,  
Thanksgiving Day,  
Christmas Day.

It is understood that the Employers shall not be required to pay Employees for holidays designated in this section when such Employees do not work.

**Section 5:**

Nine (9) hours shall constitute a day's work to be performed between the hours of seven (7) A.M. and six (6) P.M. Time to start when driver arrives at barn (optional with employer) 7 to 8 A.M. Overtime to be all work performed in excess of the maximum number of hours provided for. Time and one-half for all time in excess of the above, including Sunday and the holidays mentioned in section 4, unless otherwise arranged. When a driver takes out a team for one-half day or less, he shall receive one-half day's pay; over one-half day and less than one full day, he shall receive a full day's pay. Any regular man ordered to report for duty in morning or held waiting subject to orders, shall receive one-half day's pay.

**Section 6:**

No employee who prior to the date of his agreement was receiving more than the rate of wages in the schedule set forth in this agreement, or working less hours than stipulated herein, shall suffer a reduction of wages or increase of hours because of the adoption of this basis of working conditions.

**Section 7:**

In case a dispute arises between an Employer and an Employee affecting their mutual relations, the matter shall be referred to a committee of three (3) and consultation must be had with a like committee of the other party before action is taken thereon, and in no case shall final action be had in any such matter until two weeks have elapsed. Two

at least of the members of the respective committees shall be actual Employers or Employees.

A permanent Committee of both Employers and Employees shall be elected and shall meet once a month for the discussion of all matters pertaining to the joint welfare of the industry.

It is agreed that there shall be no cessation of work or lockouts during the life of this agreement.

It is further agreed that in the event of a strike among the employees of any firm with which Employer is doing business, the Employers will not ask the Employees to perform any labour they do not ordinarily perform and the Employees agree to perform their usual work as if such strike did not exist.

**Section 8:**

The Employees are not in favour of sympathetic strikes and will do everything they can to avoid them.

**Section 9:**

The following is the minimum scale of wages which shall be paid:

**Draymen—**

6,000 pounds and over ..... \$5.00  
under 6,000 pounds ..... 4.75

**Furniture drivers—**

(Three horses) ..... 5.25  
(Two horses) ..... 5.00  
(Autos 1½ to 3 tons) ..... 5.00  
(Autos over 3 tons) ..... 5.50

**Piano crew** ..... 5.50**Baggage wagons drivers—**

(Single horses) ..... 4.00  
(Teams) ..... 4.50  
(Autos) ..... 5.00

Coal wagon drivers ..... 5.25

**AUTOS:**

Ford parcel delivery ..... 4.25  
One ton and under 2½ tons ..... 4.75  
Two and one-half tons and under 4  
tons ..... 5.00  
4 tons and over ..... 5.50

**HELPERS:**

Coal ..... 5.00  
Furniture ..... 5.00  
General ..... 4.75  
Casual, less than one-half day, per  
hour ..... .75  
Dump wagon drivers ..... 5.00  
Wood wagon drivers ..... 5.00  
Mail drivers (day shift) ..... 4.50  
Mail drivers (night shift) ..... 4.75

Men without previous experience, 25 cents per day less than above rates for a period of not more than one month.

Overtime to be computed as follows: 15 minutes or over, one-half hour shall be allowed; 45 minutes or over, one hour shall be allowed.

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Section 10:

Where it can be shown by the Employees that the cost of living has, according to the statistics furnished by the Department of Labour in the *Labour Gazette*, increased  $7\frac{1}{2}$  per cent or over, the Employees shall be entitled to a conference, and an increase in the wage rates corresponding to the increased cost of living. Where, on the other hand, it can be shown by the Employers that the cost of living has, according to the statistics furnished by the Department of Labour, in the *Labour Gazette*, decreased  $7\frac{1}{2}$  per cent or over, the Employers shall be entitled to a conference and a decrease in the wage rates corresponding to the decreased cost of living.

Section 11:

This basis of working conditions shall continue in force and effect from the date of the signing thereof to the twenty-seventh day of March, A.D. 1921, and written notice of the intention of either party desiring any change to be made in the same before the renewal thereof, together with the proposed change, not less than thirty (30) days prior to the expiration of same, and in case no such notice is given of the proposed change as provided for, it is expressly agreed that this arrangement shall remain in full force and effect until such notice is received.

Dated this twenty-seventh day of March, A.D. 1920.

I hereby certify that the above is a true copy of the arrangement mutually arrived at.

(Signed) W. H. VANCE,  
Commissioner.

GENERAL CARTAGE AND WAREHOUSEMEN'S ASSOCIATION OF B. C.

Vancouver, B.C., March 27th, 1920.

W. H. Vance, Commissioner,  
Vancouver, B.C.

Dear Sir,—

I have been authorized by the General Cartage Association to notify you of their acceptance of the 'basis of working conditions between the members of the "General Cartage Association," hereinafter designated as the "Employers" and the "International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, Local No. 655, of Vancouver, B.C." hereinafter designated as the "Employees" as signed by you this day.

Yours truly,  
(Signed) E. A. QUIGLEY.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,  
CHAUFFEURS, STABLEMEN AND HELPERS  
A. F. OF L. LOCAL UNION NO. 655  
GENERAL TEAMSTERS AND  
CHAUFFEURS.

587 Homer Street,  
Vancouver, B.C.,  
March 27th, 1920.

W. H. Vance, Commissioner,  
Vancouver, B.C.

Dear Sir,—

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Yours truly,  
(Signed) BIRT SHOWLER,  
Secretary.

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