

the 1990s, the number of people in the UK who are aged 65 and over has increased from 10.5 million to 13.5 million, and the number of people aged 75 and over has increased from 4.5 million to 6.5 million (Office for National Statistics 2000).

There is a growing awareness of the need to address the needs of older people, and the need to ensure that the health care system is able to meet the needs of older people. The Department of Health (2000) has published a strategy for older people, which sets out the government's commitment to older people and the need to ensure that the health care system is able to meet the needs of older people.

The strategy for older people is based on the following principles: (1) older people should be able to live independently and actively; (2) older people should be able to access the health care services they need; (3) older people should be able to live in their own homes; (4) older people should be able to participate in the community; (5) older people should be able to live in a safe and secure environment; (6) older people should be able to live in a caring and supportive environment; (7) older people should be able to live in a healthy and safe environment; (8) older people should be able to live in a dignified and respectful environment.

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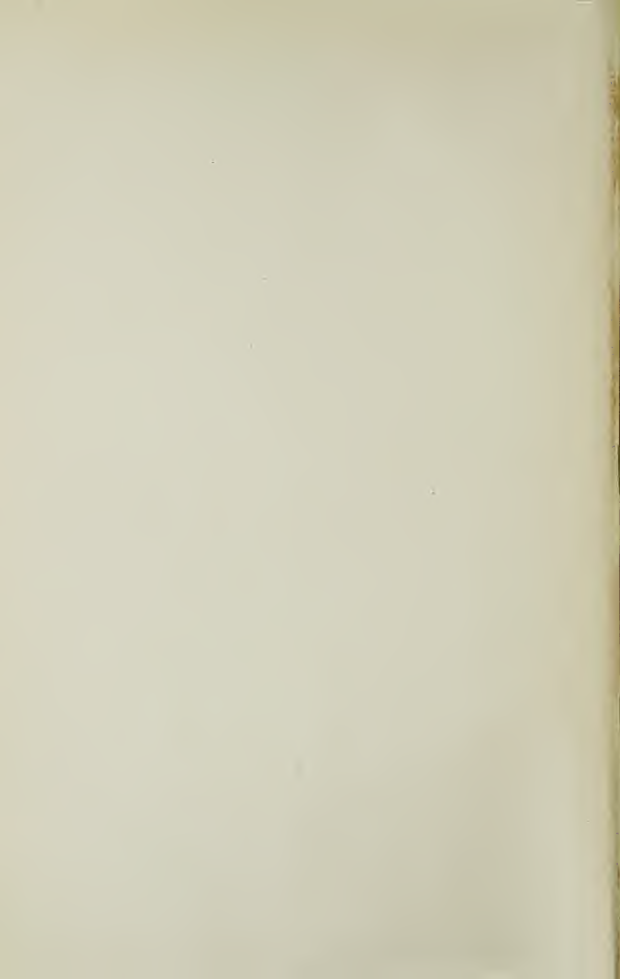
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# PROCEEDINGS

OF THE

Special Committee on Bill No. 21

## “AN ACT RESPECTING HOURS OF LABOUR ON PUBLIC WORKS”

COMPRISING

REPORTS, EVIDENCE AND CORRESPONDENCE

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DECEMBER 9, 1909—MAY 3, 1910

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*PRINTED BY ORDER OF PARLIAMENT*



OTTAWA

PRINTED BY C. H. PARMELEE, PRINTER TO THE KING'S MOST  
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1910



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## HOUSE OF COMMONS,

THURSDAY, December 9, 1909.

*Resolved*, That Bill No. 21, An Act respecting Hours of Labour on Public Works, be referred to a Select Committee composed of Messieurs Mackenzie King, Macdonell, Marshall, Prowse, Smith (Nanaimo), Staples and Verville, with power to send for persons, papers and records, to examine witnesses on oath or affirmation and to report from time to time.

Attest.

THOMAS B. FLINT,  
*Clerk of the House.*

## HOUSE OF COMMONS,

FRIDAY, December 17, 1909.

*Ordered*, That the following Members be added to the said Committee: Messrs. Broder, Knowles, Stanfield and Turcotte (Nicolet).

Attest.

THOMAS B. FLINT,  
*Clerk of the House.*



## THE COMMITTEE'S REPORTS.

## FIRST REPORT.

THURSDAY, December, 16, 1909.

Mr. King, from the Special Committee to whom was referred Bill No. 21, An Act respecting the Hours of Labour on Public Works, presented the First Report of the said Committee, which is as follows:—

Your Committee recommend that leave be granted to them to have their proceedings and the evidence taken by them, printed from day to day, and that Rule 72 be suspended in reference thereto.

On motion of Mr. King, the foregoing Report was concurred in.

## SECOND REPORT.

WEDNESDAY, January 26, 1910.

Mr. King, from the Special Committee to whom was referred Bill No. 21, An Act respecting the Hours of Labour on Public Works, presented the Second Report of the said Committee, which is as follows:—

Your Committee recommend that leave be granted to them to employ the services of a specialist to assist the Committee in its researches into legislation respecting hours of labour existing in other countries.

On motion of Mr. King, the foregoing Report was concurred in.

## THIRD REPORT.

WEDNESDAY, February 23, 1910,

Mr. King, from the Special Committee to whom was referred Bill No. 21, An Act respecting the Hours of Labour on Public Works, presented the Third Report of the said Committee, which is as follows:—

Your Committee recommend that leave be granted to them to sit while the House is in session.

On motion of Mr. King, the foregoing Report was concurred in.

## FOURTH REPORT.

TUESDAY, May 3, 1910.

Mr. King, from the Special Committee to whom was referred Bill No. 21, An Act respecting the Hours of Labour on Public Works, presented the Fourth Report of the said Committee, which is as follows:—

Your Committee since its appointment on the 9th day of December, 1909, has held 19 meetings, all of which were open to the public, and heard a large number of witnesses, representing interests specially affected by the proposed legislation. The Dominion Trades and Labour Congress and the Canadian Manufacturers' Association were represented by their respective secretaries, each of whom presented the views

of the members of these bodies in carefully prepared and comprehensive memorials. The views of the Shipping Federation of Canada were given by its secretary. Individual employers of labour and leading trade union officials representing special industries and trades in different parts of Canada gave testimony from the point of view of labour and capital respectively, whilst information of an official nature as well as expressions of opinion were obtained from the Fair Wages Officers of the Department of Labour, Ottawa, the Secretary of the Ontario Bureau of Labour, Toronto, and the Chief Factory Inspector of the Province of Quebec. An exhaustive analysis of the nature and administration of the legislation of other countries respecting the hours of labour on public works was given by Professor Skelton, of Queen's University.

2. In addition to the evidence of witnesses, the Committee obtained by correspondence, in reply to 3,600 communications sent out, expressions of opinion from 721 different persons. Of the replies received, approximately 80 per cent contain valuable suggestions and arguments respecting the Bill. Of these replies 304 were from officers of labour unions; 302 from manufacturers, including the Employers' Association of Toronto; 65 from Farmers' Institutes and the Dominion Grange; 39 from Boards of Trade, and 11 from Transportation companies, including the Marine Association.

3. The evidence taken, together with the proceedings of the Committee, but not including communications sent or received, covers some 400 pages of printed matter.

4. Owing to the number of persons who expressed a desire to give testimony the Committee has been obliged to continue its sittings for the taking of evidence up to the present time, but notwithstanding, has been unable to hear all persons who have asked to be allowed to give testimony. Owing to the volume of evidence taken the Committee has not had opportunity of giving to the evidence and the large number of communications which have been received, the careful consideration which their importance demands. The Committee think that the communications should be carefully classified, and together with the evidence, duly printed, and rendered available for distribution, in order that the members of the House of Commons and of the Senate, and those who may be especially interested in or affected by the proposed legislation, may have an opportunity of becoming fully informed on the many important bearings of the proposed measure.

5. The Committee, therefore, recommends that the Clerk of the Committee be directed to classify the correspondence which has been received and prepare an index in detail of the evidence and correspondence; also that Rule 72 of the House be suspended and that the reports of the Committee, the proceedings, evidence and communications be printed in one volume available for distribution to the number of 5,000 copies in English and 1,000 copies in French.

6. The Committee also recommend that the reports, proceedings, evidence and correspondence be printed as an appendix to the Journals.

*(For the Evidence, &c., see Appendix No. 4 to the Journals.)*

On motion of Mr. King, it was ordered, That the recommendations contained in the Fourth Report of the Special Committee on Bill No. 21, An Act respecting the Hours of Labour on Public Works, be concurred in.



2nd Session, 11th Parliament, 9-10 Edward VII., 1909-10.

(Copy of Bill referred to Committee.)

## THE HOUSE OF COMMONS OF CANADA.

### BILL 21.

An Act respecting the Hours of Labour on Public Works.

2 HIS Majesty, by and with the advice and consent of the  
Senate and House of Commons of Canada, enacts as  
follows:—

4 **1.** Every contract to which the Government of Canada is a  
party, which may involve the employment of labourers, work-  
6 men or mechanics, shall contain a stipulation that no labourer,  
workman or mechanic in the employ of the contractor or sub-  
8 contractor, or other person doing or contracting to do the  
whole or a part of the work contemplated by the contract, shall  
10 be permitted or required to work more than eight hours in any  
one calendar day, except in cases of extraordinary emergency  
12 caused by fire, flood or danger to life or property.

14 **2.** Every such contract hereafter made shall contain a pro-  
vision that unless the person or corporation making or per-  
forming it complies with the provisions of this Act, the con-  
16 tract shall be void, and the person or corporation shall not be  
entitled to receive any sum, nor shall any officer, agent or  
18 employee of the Government of Canada pay or authorize pay-  
ment from the funds under his charge or control to the person  
20 or corporation, for work done upon or in connection with the  
contract which in its form or manner of performance violates  
22 the provisions of this Act.

**3.** This Act shall apply to work undertaken by the Govern-  
24 ment of Canada by day labour.

## PREFATORY NOTE.

By resolution of the House of Commons of Thursday, December 9, 1909, Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' introduced by Mr. A. Verville, M.P., was referred to the following Select Committee of the House of Commons:—

Messieurs: Mackenzie King, Macdonell, Marshall, Prowse, Smith (Nanaimo), Staples, and Verville.

The Committee met for purposes of organization on December 13, 1909. The Hon. Mackenzie King, Minister of Labour, was chosen Chairman. At this meeting the Committee decided to give to all persons, who so desired, opportunity to offer arguments in favour of, or against the provisions of the measure.

A second meeting of the Committee was held on Thursday, December 16. At this meeting it was decided to ask for leave to increase the number of members on the Committee, and by resolution of the House of December 17, the total number of the Committee was enlarged from seven to eleven members, Messieurs Broder, Knowles, Stanfield, and Turcotte (Nicolet) being added to the original committee.

To assist the Committee in obtaining special opinions it was decided that copies of the Bill should be mailed to the several Boards of Trades, Farmers' Institutes, Dominion Grange, Trades and Labour Unions, Navigation and Transportation Companies, Manufacturers and other associations, with a circular-letter expressing the desire of the Committee to have the views of all parties interested in the proposed legislation. It was also decided to obtain the services of an expert to conduct researches into the legislation of other countries respecting hours of labour on public works, the steps by which enactments had been brought about and the degree of success which had attended their enforcement. Professor Skelton, of Queen's University, was subsequently retained by the Committee for this purpose. The taking of evidence was commenced at the meeting on Friday, January 21, 1910. At this meeting Professor Skelton appeared as the first witness.

## MINUTES OF PROCEEDINGS

HOUSE OF COMMONS, ROOM 34,

FRIDAY, January 21, 1910.

The Committee met at eleven o'clock a.m., the Chairman, Hon. Mr. King, presiding.

Professor O. D. Skelton, Queen's University, was present by invitation and addressed the Committee as follows:—

SCOPE OF RESEARCH *re* HOURS OF LABOUR LEGISLATION IN VARIOUS COUNTRIES.

MR. CHAIRMAN AND GENTLEMEN. What I have gathered I was to do, mainly, was to endeavour to find out what had been done in other countries in introducing the eight-hour day on public works. I should not like at this step to give a definite report on the European or Australasian situation because while I have gone pretty diligently through what material there is to be had in this country, there are a great many details which cannot be obtained except through direct communication, and it will be probably some few weeks before I get complete data on that matter. I might say in general that on the Continent of Europe there is not, so far as I am aware, any legislation covering public contracts. There is, particularly in France, some legislation regarding work done in government establishments such as arsenals and navy yards.

Mr. MACDONELL.—On government works?

Prof. SKELTON.—Within government establishments, not as a rule on government works of the public works kind. In Great Britain the conditions are largely the same. There are no provisions, so far as I have yet been able to gather, for public contracts, but there are provisions for an eight-hour day in government establishments of one kind and another. But I shall be able to report on that more definitely later. It is of course in the United States that most of this legislation has taken place. While there has been a certain amount of legislation in Australia and New Zealand which I shall place before you definitely, if desired, it is of minor importance because the attitude of the government has been rather dwarfed by the fact that the eight-hour day is so generally observed in private establishments.

Mr. MACDONELL.—Are you speaking of Australasia?

Prof. SKELTON.—Yes. It is, I suppose, to the experience of the United States that we will turn chiefly for information, both because of the close parallel between industrial and labour conditions there and here, and because it is in the United States, that most of the legislation of this character has been passed. I have examined into what has been done both by the federal and by the various state governments, and have tried to compile all the legislation in the two jurisdictions, and am endeavouring also to get some light on the experience of the actual working of the legislation so far as it can be determined. I am prepared to outline briefly, if the Committee so desires, the legislation at present existing both in the federal government and in the various state governments. I thought that possibly might do for a start.

The CHAIRMAN.—Before proceeding, Mr. Skelton, I wish you would inform the Committee of the conversation you had with Dr. Flint and myself when the arrangement was made as to the scope of your inquiry.

Prof. SKELTON.—As I gathered from a letter that was sent me by Dr. Flint, as well as by conversation, it would chiefly bear on the experience of other countries along this line.

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The CHAIRMAN.—Do you remember the date at which Dr. Flint communicated with you?

Prof. SKELTON.—It was about the 31st December, I think, that I received formal notification.

The CHAIRMAN.—And when did you begin on this work?

Prof. SKELTON.—Well I had actually done two or three days' work before that, because I had communication by telephone regarding it, but it has been chiefly since the 1st of January. I worked for about a week at it before the college session began at Queen's and some odd times since then. I have been corresponding with the chief sources of information in Europe and with sources of information in the United States—the various labour bureaus, and of course manufacturing and labouring organizations—and am comparing whatever experience they have been able to offer.

The CHAIRMAN.—Then what you are doing at the present time is taking up the different countries and classifying their legislation in regard to hours of labour connected with public works?

Prof. SKELTON.—Yes.

The CHAIRMAN.—Whether by the federal governments or the state governments?

Prof. SKELTON.—Yes.

The CHAIRMAN.—That I understand is what the committee wish Prof. Skelton to do in the first instance. What steps are you taking to ascertain how any such legislation is working out in practice?

Prof. SKELTON.—It is rather difficult to get hold of unbiased and definite information in that regard. I have sent a circular to the bureaus of labour in every state which had legislation of this sort specifying eight or ten points upon which I would like information. In the first place, as to the scope of the law, and what employments or trades were included. In the next place, to what extent, if at all, the hours of labour observed on public works in those employments differed from private works. Another query is what, if any, complications had resulted from this discrepancy where it was found to exist. Another query as to the wages paid as compared with private work in these lines. Again a query as to the observance of the law and the definition of the exception as to emergency which is usually included in such laws. Also a query as to the effect, if any, exercised on private employment by the public work law. These are, generally, the lines which I have followed. Then I have also gone—to some extent—into some of the hearings which were held before various committees of the United States Congress on the subject.

The CHAIRMAN.—Are you prepared to give that information?

Prof. SKELTON.—I am trying to synopsise that so far as I can. There is a very great deal of repetition, of course, and some of the arguments have now been rendered obsolete by later laws, but I have been trying to synopsise the available information. I have not yet obtained all the data desired, and I have not yet been able to wade through all the material I have obtained.

The CHAIRMAN.—Will you be able to give us the results of your investigations, not necessarily to-day, but at some later sitting, into the sittings of the different committees that have been appointed to look into these matters?

Prof. SKELTON.—Yes. I have a general idea of the various committees that have been appointed, and I thought I might perhaps in that connection give an abstract of the arguments of both sides, and not merely the arguments but any important data brought forward in support of the arguments.

The CHAIRMAN.—That would be part of the memorandum, so to speak, which you have prepared.

Prof. SKELTON.—I would think so, if the committee wish to hear it.

The CHAIRMAN.—I think it would be very desirable that Prof. Skelton should give us in brief form the essence of the evidence given before these several committees in other countries. The evidence is voluminous but I should say that one with a trained

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mind as he has, could go through the material and bring out the arguments pro and con. What do you think of that, Mr. Verville?

Mr. VERVILLE.—I think the committee would be very glad to receive the information.

Mr. MACDONELL.—I think it would be useful to have Prof. Skelton's report in such a shape that we could have it printed. I think it would be a useful document—useful not only to the country at large, but to this committee in connection with the particular matter that we are engaged in.

The CHAIRMAN.—Certainly.

Mr. MACDONELL.—It would be well, as Prof. Skelton has indicated to cut out much that is now obsolete. We all know that evidence taken ten years ago on this same matter is practically obsolete now. There is an immense quantity of most voluminous evidence and a lot of it is just repetition. What is needed is to boil down the essentials, bring them up to date and apply them to present day conditions. That would take a good deal of time but it would be very useful and well worth the time spent on it.

The CHAIRMAN.—Certainly.

Mr. MACDONELL.—If Prof. Skelton could weave that all in and make a report on the basis of a more or less comprehensive view of the situation, cutting down obsolete or voluminous material and getting the essentials applicable to present day conditions it would be very useful indeed. I think he knows pretty well what we are aiming at.

The CHAIRMAN.—It might be well at this stage, before Prof. Skelton begins to outline any research he has already undertaken, for the members of the committee to express their opinion as to the sketch he has already given, as to whether he is proceeding in the desired direction and whether there are any other matters to which they think he ought to give special attention.

Mr. VERVILLE.—Would you also deal in your report with the effect eight-hour day legislation would have upon production?

Prof. SKELTON.—It is rather a large question, but if desired, I shall of course endeavour to give a brief report.

Mr. SMITH (Nanaimo).—Is there any country in the world that has enacted this law?

Prof. SKELTON.—Nothing precisely the same.

Mr. SMITH.—I mean is there any country in the world that has legislative provisions for hours of labour on public contracts?

Prof. SKELTON.—Yes, the federal government in the United States and nearly one half of the states have laws more or less similar.

Mr. SMITH.—Providing for eight hours a day?

Prof. SKELTON.—Providing for eight hours a day on public works or public contracts.

The CHAIRMAN.—You will be able to give us a chronological statement of the time at which those measures were passed?

Mr. MACDONELL.—Take for instance any law in existence that has fixed the hours of labour; begin with that as a basis and then see to what extent that restriction prevails and how far it extends, and see how far other countries have restricted the hours of labour.

The CHAIRMAN.—Would you take the general question? You see there are two questions. There is the restriction of the hours of labour on all industries—

## SCOPE OF PROVISIONS OF BILL No. 21.

Mr. MACDONELL.—The Bill now before the House refers to both classes. It refers to government contracts and also necessarily refers to other contracts because of its comprehensive character.

The CHAIRMAN.—Does it?

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Mr. MACDONELL.—It refers to work done in factories all through Canada.

The CHAIRMAN.—If it is government work?

Prof. SKELTON.—If they are engaged partly on government work.

Mr. MACDONELL.—That is true, but it necessarily means the addition because the factory cannot have two complete outfits.

The CHAIRMAN.—That is one of the points involved in the inquiry. It seems to me there are two distinct inquiries: the question of an eight-hour day generally and the question of an eight hour day on government contract work.

Mr. MACDONELL.—Yes.

The CHAIRMAN.—As I understand it Mr. Verville's Bill is limited to the question of government work. It does not take up the question of eight hours on industries generally which would be a terrific question.

Mr. MACDONELL.—Practically in working it out that would be the result. That will be the claim of many who will be heard here, that it means practically the imposition of eight hours a day on all factory work because of the impossibility of separating government work from other work.

The CHAIRMAN.—That is a point I think the committee ought to decide, whether it will mean that.

Mr. MACDONELL.—We can hear the evidence of the public and see how they are affected.

Mr. STANFIELD.—How will the Bill affect departments like the Marine, Mounted Police and Militia departments that give contracts for clothing? Take the case of a manufacturer who is filling contracts of that kind. Supposing Mr. Woods, for example, had a contract for government supplies. I assume the employees of his factory work ten hours a day. Well, if he were carrying out a contract for the government and this Bill goes into effect some of his employees will be working eight hours and others ten hours a day.

The CHAIRMAN.—That is one of the questions we would have to deal with. The point to be considered just now, as Mr. Macdonell has said, is as to the scope of Prof. Skelton's inquiry. We can give it a very wide range and make it an inquiry into the question of the eight-hour day wherever it exists. For example, in New Zealand and some of the states of Australia they have enacted a straight eight-hour day law. In British Columbia there is an eight-hour day law applicable to the mines. That takes in the whole question of provincial legislation on the question of hours for employment, which is a terrific subject. I say a terrific subject, I mean it is enormous and vast in its extent. On the other hand, the measure which has been referred to this committee is a Bill respecting hours of labour on public works.

Mr. MACDONELL.—It says that, but it is not in effect.

Prof. SKELTON.—It is really much broader than the titles indicates.

Mr. MACDONELL.—The title is not a correct synopsis of the Bill.

The CHAIRMAN.—Whatever the contents of the Bill are I suppose the inquiry should be as broad.

Mr. MACDONELL.—Necessarily.

Mr. SMITH.—When you are making an inquiry systematically into the operation of eight hours a day on public works in the different countries it will be a good opportunity to learn exactly what these countries do in the matter of hours of labour on private works. It would not involve very much extra effort to ascertain exactly what has been done in all those countries in regard to hours of labour generally.

The CHAIRMAN.—That is a good thing but it will mean a very extensive investigation.

Mr. MACDONELL.—That would involve going into the factory laws would it not?

The CHAIRMAN.—Yes.

Mr. MARSHALL.—That is the strong objection to this Bill. While the meaning of the Bill, so far as I understand it, is just to cover government contracts, it will be  
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far reaching in effect and in time all mechanics will be insisting on an eight-hour day. That is the strong objection I see to it. I would like to ask Prof. Skelton how eight hours a day has affected other work, outside of government contracts, where it is in operation. You mentioned a few minutes ago that the eight-hour day law is in operation in quite a number of places, particularly in the United States.

Prof. SKELTON.—Yes.

Mr. MARSHALL.—Can you tell us how that affects other work outside of government contracts?

Prof. SKELTON.—That is one thing I am trying to find out.

Mr. MARSHALL.—I would like to know that.

The CHAIRMAN.—You were going to make a suggestion, Prof Skelton.

Prof. SKELTON.—It was this, Mr. Chairman, I think that obviously one of the things which I for my own information and I suppose members of the committee would like to determine, is what is the scope of the Bill as it at present stands. I understand also that it will be important to look into what has been done by other countries regarding public works and public contracts. I imagine that it will be possible incidentally to do as Mr. Marshall and Mr. Smith suggested, give some statement as to the general condition of eight-hour legislation in other than these limited spheres, but it would have to be pretty general and condensed if given at all.

Mr. SMITH.—Yes.

Mr. VERVILLE.—You will find this legislation is pretty similar to the New York law, it is almost the same.

Prof. SKELTON.—Precisely, with one exception.

Mr. MACDONELL.—I think perhaps, Mr. Chairman, we cannot do other than this: Prof. Skelton has the Bill before him and it is before us. That is the Bill we are bound to consider and that he is bound to investigate and in anything else he will have to get the best light he can along the lines of similar legislation to what is proposed here.

The CHAIRMAN.—Prof. Skelton will get as much information as he can.

Mr. MACDONELL.—Get as much as he can. I quite agree with Mr. Smith as to the wisdom of inquiring into the effects of the eight-hour day movement—the results upon extra work and upon workmen working on other contracts side by side, and what effect the law had in time on the other works—all that arises out of this Bill, and that would naturally arise out of it, matters of that nature.

The CHAIRMAN.—Certainly.

Mr. MACDONELL.—Prof. Skelton should investigate this Bill and the experience that other countries have had with similar legislation, and in connection with that should obtain all the extra information spoken of that he can obtain and he knows pretty well now what we need. In the course of his general research he can get much of it. I suppose beyond that he can not go.

Mr. SMITH.—I suppose that the authorities to whom Prof. Skelton writes for information about the application of this principle will send a description of their laws regulating the hours of labour. You will get a good deal of information that way.

The CHAIRMAN.—Have you any suggestion to make, Mr. Prowse?

Mr. PROWSE.—I would suggest that Prof. Skelton ascertain the extra cost of production.

The CHAIRMAN.—You have an abstract, Prof. Skelton, which you wish to give the Committee?

Prof. SKELTON.—What I have prepared for this morning is chiefly a summary of the legislation that has been enacted in the United States by the federal government and in the separate states.

The CHAIRMAN.—I think it would be well if you could give us that.

Prof. SKELTON.—Shall I go on with it?

The CHAIRMAN.—Yes.

Mr. MACDONELL.—It would be very useful to us.

## FEDERAL LEGISLATION OF THE GOVERNMENT OF THE UNITED STATES.

Prof: SKELTON.—In the division of powers between the federal and state governments, it is to the states that the general power of legislating on the subject of conditions of employment is assigned. Would the Committee prefer that I should begin with the experience of the federal government or with that of the states?

The CHAIRMAN.—Whichever you think best.

Prof. SKELTON.—Well, perhaps that of the federal government is more easily covered.

Mr. MACDONELL.—Because of the smaller field?

Prof. SKELTON.—And the more continuous action. The labour legislation of the federal government of the United States may be considered under three heads, classified according to the constitutional source of the power invoked. I might say that the first two heads to which I am going to refer do not bear directly on our inquiry and I would mention them for a moment or two to clear them out of the way.

(1) As the supreme legislative authority in the District of Columbia and in the several territories, the federal government has, of course, full power of regulating the conditions of employment within these regions just as each state government may do within its own state jurisdiction. For example, the federal government has passed laws regulating the hours of employment of children in the district of Columbia. It has passed other laws regulating the conditions of employment in coal mines in the territories, such as Alaska, and the use of safety appliances on railroads that are wholly within the district of Columbia or the territories.

(2) In virtue of its power to regulate Interstate Commerce that clause under which the federal government has swept into its net so much legislation, Congress may enact laws regulating conditions of employment by common carriers engaged in interstate traffic. For example, in 1907, it passed a law prohibiting continuous duty by any employee engaged in transportation on a common carrier doing interstate business for more than sixteen hours without a rest, and at the same time limited to nine hours a day the work that could be demanded from telegraphers and train despatchers. That law was attacked in the courts but was upheld as constitutional last year and is now in force.

(3) As the largest single direct employer of labour in the United States and as the source of still more indirect employment through contracts for the construction of public works the federal government is obviously in a position to determine labour conditions to an important extent.

An instance of the legislation derived from this power is afforded by the Workmen's Compensation Act of 1908, providing for compensation to be paid to employees injured or to the heirs of employees killed in the arsenals, navy yards, manufacturing establishments, irrigation works, &c., of the United States.

## THE TEN-HOUR STANDARD OF 1840.—REDUCED TO EIGHT IN 1868.

To come, however, to the point more directly concerned. The regulation of the hours of labour in Government employment has been a matter of long and varied discussion and enactment. For seventy years the federal government has been a pioneer in reducing hours. In 1840 the President established ten hours as the standard in all public employment, so far as workmen, labourers and mechanics were concerned, the regular hours of private establishments then being eleven, or twelve as a rule. In 1868 Congress, after the hours in private establishments had fallen to about ten on the average or a little more, reduced the hours for public employment of this class to eight. (*See Exhibit A. (1).*)

Mr. MACDONELL.—From ten to eight hours straight?

Prof. SKELTON.—From ten to eight hours straight. The law was not very strictly enforced, or very clearly understood. It was passed just before an election and was

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not enforced after the election apparently. In 1869 President Grant found it necessary to issue a proclamation that 'no reduction shall be made in the wages paid by the government by the day to such labourers, workmen, and mechanics on account of any such reduction of hours of labour.' This proclamation apparently did not altogether bring about the desired results as it was necessary to re-issue the proclamation in exactly the same form three years later. In the same year an opinion of the Attorney General declared that the terms 'labourers, workmen and mechanics' should be broadly construed to include all persons employed and paid by the day. March 30 1888, another Act was passed explicitly directing the public printer to apply the provisions of this law to all the employees in his department. By an Act of May 28, 1888, eight hours was declared to be a day's work for letter-carriers in cities, but overtime was not forbidden.

## SCOPE OF EIGHT-HOUR ACT OF 1892.

The next step was taken in 1892 when the main Act which is now in force was passed, this extended the eight-hour provision to contractors and sub-contractors on public works. Up to this time it had applied on paper only to those in the immediate and direct employ of the government. It also extended the scope of the law to include the District of Columbia and its contracts as well as the federal government proper, and made provision for effective enforcement by imposing penalties. No workman, mechanic, or labourer within the scope of the Act could be required or permitted to work more than eight hours a day, except in extraordinary emergencies.

The CHAIRMAN.—Mark the Act as an exhibit and it can be printed along with the evidence. (*See Exhibit A. (2).*)

Mr. MACDONELL.—Have you got in handy form the last Act of which you have spoken by which the government restricted labour on their own public works to eight hours?

## THE FEDERAL ACT OF 1892.

Prof. SKELTON.—Yes, that is the one to which I referred. I have it here. It is very brief and I will read the essential parts of it.

The CHAIRMAN.—Read the whole of it.

Prof. SKELTON.—I will read the whole of it then; it is quite brief. (Reads):

'Be it enacted by the Senate and the House of Representatives of the United States of America in Congress assembled,—That the service and employment of all labourers and mechanics who are now, or may be hereafter employed, by the government of the United States, by the District of Columbia or by any contractor or sub-contractor, upon any of the public works of the United States or of said District of Columbia is hereby limited and restricted to eight hours in any one calendar day; and it shall be unlawful for any officer of the United States government or of the District of Columbia, or any contractor or sub-contractor whose duty it shall be to employ, direct, or control the services of such labourer and mechanic, to require or permit any such labourer or mechanic to work more than eight hours in any calendar day, except in cases of extraordinary emergency.

'Sec. 2.—That any officer or agent of the government of the United States or of the District of Columbia, or any contractor, or sub-contractor, whose duty it shall be to employ, direct, or control any labourer or mechanic employed upon any of the public works of the United States or of the District of Columbia who shall intentionally violate any provision of this Act shall be deemed guilty of a misdemeanour and for each and every offence, upon conviction, be punished by a fine not to exceed one thousand dollars or by imprisonment for not more than six months, or by both, such fine and imprisonment in the discretion of the court having jurisdiction thereof.'

The third section of the Act declares that it shall not apply to pending contracts.

Mr. MACDONELL.—Is there any other exception than the emergency exception?

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Prof. SKELTON.—No exception. I shall mention later on what scope the courts have given this Act in their construction of it.

To continue the chronology of legislation. In 1900 letter-carriers were given an eight-hour day, or rather a fifty-six hour week, without as before the permission of overtime. (*See Exhibit A. (3).*)

The CHAIRMAN.—Read the Act please, let us get everything we can.

Prof. SKELTON.—(Reads):

#### SUPPLEMENTARY LEGISLATION.

'Letter-carriers may be required to work as nearly as practicable only eight hours on each working day, but not in any event exceeding forty-eight hours during the six working days of each week; and such number of hours on Sunday, not exceeding eight, as may be required by the needs of the service; and if a legal holiday shall occur on any working day the service performed on such day, if less than eight hours, shall be counted as eight hours without regard to the time actually employed.'

This Act was passed in 1901. The following year, that is in the session of 1901-2, the eight-hour law was explicitly declared to apply to all irrigation works undertaken by the Secretary of the Interior. In 1905-1906 when the Panama Canal was being planned it was enacted that the provisions of the Act of 1892, the long one which I read, should not apply to unskilled alien labourers and to the foremen and superintendents of such labourers employed in the construction of the Isthmian Canal within the canal zone. Perhaps I might summarize briefly what the present position of legislation by the federal government is.

The CHAIRMAN.—Is that the last Act?

Prof. SKELTON.—I think I have included all the legislation that has been passed by the federal government.

The CHAIRMAN.—Have you the Bill of 1904 together with the evidence taken?

Prof. SKELTON.—Yes, I have that. I have a reference later to the different supplementary Bills that have been proposed, but this is all the legislation that has actually been put on the statute book so far. To summarize, the federal government has provided that eight hours shall constitute the limit that may be required or permitted of any workman, mechanic, or labourer in its own immediate employment whether engaged in erecting public buildings or fortifications—public works in the ordinary sense—constructing the vast irrigation works which are now being undertaken in the semi-arid west, or if they are citizens or skilled aliens, employed on the Panama canal; they are all in direct government employ. If they are employed in the government navy yards, arsenals or ordnance factories, or in the public printing bureau or engaged as letter-carriers—I should omit letter-carriers, that is a special provision—they all have the obligatory eight-hour day.

#### FEDERAL LAW *re* TELEGRAPHERS.

Mr. SMITH.—Does it apply to telegraphers too?

Prof. SKELTON.—In their case it is a nine-hour day and that is by virtue of the federal power to control interstate commerce.

Mr. SMITH.—It is a federal law?

Prof. SKELTON.—Yes, it is a federal law.

The CHAIRMAN.—Have they a federal law in the United States which limits the hours of labour on contract work to eight hours?

#### LIMIT OF PROVISIONS OF FEDERAL ACT.

Prof. SKELTON.—That is just what I am coming to. In the next place it is provided that eight hours shall be the limit which may be required or permitted by any contractor or sub-contractor engaged on the public works of the United States or the

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District of Columbia. In this case the scope of employment is narrower. The public works to which it applies are, I believe, without exception, six works, characterized by three essential attributes.

1. 'That all relate to the improvement, construction or preservation of realty, easements or fixtures appurtenant to them.'

2. 'That the title to or ownership of the property described is vested in the government, and does not merely pass to it upon the completion of the contract, or fulfilment of certain specifications.'

3. 'That all are of a fixed and permanent nature.'

For example the court has held that the law does not apply when a contractor is building barges at his own risk and cost, even though under government inspection and under agreement for sale to the government, in case certain specifications are lived up to. And, by a 5-4 decision the Supreme Court decided that the law did not apply to the dredging of a channel in an ocean harbour, declaring that that was not one of the public works of the United States within the meaning of the title. That is perhaps more disputable, that was a narrower position, but it is clear that in the main the legislation of the federal government covers merely work on what we call public works.

The CHAIRMAN.—The public works already in the possession of the government or owned by the government?

Prof. SKELTON.—Yes.

Mr. VERVILLE.—Like the construction of public buildings?

Prof. SKELTON.—The construction of public buildings, wharfs, piers, &c.

Mr. MACDONELL.—For the government?

Prof. SKELTON.—For the government.

Mr. SMITH.—Would it not apply to a public building being put up by the government under an absolutely independent contract?

Prof. SKELTON.—Yes.

The CHAIRMAN.—If the government were calling for tenders for the erection of a custom house or a post office, say in Dakota, and they decided to accept the tender of a particular contractor, would that contractor be bound by his law?

Prof. SKELTON.—A stipulation to that effect would be inserted in the contract and would be binding on the contractor and sub-contractor.

The CHAIRMAN.—Suppose where the government executes a contract subject to a time limit, the building to be constructed say within two years. Let me assume that the contractor did not complete his work in that time so that the government was released at the expiration of two years from taking that building over altogether. They could not foresee such a situation, the time limit for that work would have to be determined in advance. Would the Act apply in that case?

Prof. SKELTON.—Yes, I think so.

Mr. MACDONELL.—It is very similar to the fair wage clause.

Prof. SKELTON.—Very much the same.

Mr. MACDONELL.—And would practically apply to those cases where the fair wage clause applies. I should think so from what the professor says.

Mr. SMITH.—Does the Act apply to transportation companies?

Prof. SKELTON.—No.

Mr. SMITH.—Is that specified in the Act?

Prof. SKELTON.—No. The agitation has since been directed to enlarge its scope to include—

Mr. SMITH.—I notice in reading the evidence of those committees that in drafting their Bills they always provide against the transportation companies, but there is no such provision in the Act in question.

Prof. SKELTON.—No, not in the Act of 1892, since it specifically applies only to public works contracts.

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Mr. MACDONELL.—Prof. Skelton is only dealing with enacted laws, now he is coming to deal with the Bills that were brought in.

The CHAIRMAN.—He has been dealing with actual legislation.

Prof. SKELTON.—Are there any further queries or suggestions as to looking up further information on the scope of the actual legislation?

Mr. MACDONELL.—Right on that point? I can see better the very great importance of as far as possible getting on definite lines.

The CHAIRMAN.—As to the extent of the application?

Mr. MACDONELL.—As to the extent of the application. Take for instance a harbour, take Toronto or Montreal harbour, the government has its own dredging plants and have been dredging there with a couple of their big dredges. I can understand this Act would apply to workmen on these dredges doing that work. But supposing a few yards away, or a mile or so away, they have let a contract for dredging another part of the very same harbour to a contractor. The Act apparently does not apply to him.

The CHAIRMAN.—And further the government might have let a contract for the building of a dredge. Would it apply to that?

Mr. MACDONELL.—No, the Act would not apply there according to the professor. Therefore, it becomes of very great importance to explain to the committee the exact lines the legislation has gone on. If you, Prof. Skelton, could clean cut, so to speak, the limitations of the extent of the law, it would be most useful.

The CHAIRMAN.—If you could get an authoritative expression of opinion from some competent source at Washington also in that connection it would be desirable.

Prof. SKELTON.—I might say that I have communicated with several authorities at Washington and have some statements as to the limits of the law; the opinions of the officials of the Bureau of Labour, the evidence submitted by the various members of the other departments who carry on work and who have contracts with contractors, and the decisions of the various federal courts—

Mr. SMITH.—That is very important.

Prof. SKELTON.—Laying down cases to which the law should or should not apply. If desired I can put that in as definite form if possible for the information of the Committee later. (*See Exhibit A. (4)*).

Mr. MACDONELL.—They may have some handy manual issued for the information of contractors and other persons dealing with the government containing in some brief form the effect of their legislation.

#### EXTENT OF BILL No. 21, APPLICABLE TO CONTRACTS.

Mr. SMITH.—Let me put this question to you: do you think this Bill would apply to a private party who had a contract to furnish supplies to the government.

Prof. SKELTON.—You mean the Bill before us?

Mr. SMITH.—Yes.

Prof. SKELTON.—I should think so, because it is of much broader scope than the American law.

Mr. SMITH.—Supposing the government made a contract with a grocer to furnish groceries. Would that compel that grocer to conduct his business generally on an eight hour basis?

Prof. SKELTON.—It would compel him to operate that part of his business which is concerned in supplying the Government contract on the eight hour basis, I should imagine, whether or not it would compel him to carry on all the rest of his business in the same way. That is the point on which a great deal of evidence was submitted before the American committee which I shall present.

Mr. SMITH.—You will find that is the great difficulty at the foundation of this whole matter, and how impossible it will be to dissociate one part of the business

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from another. I just mentioned that to give to Prof. Skelton an opportunity of thinking it over because I think that point is the very basis of the whole matter.

Mr. MACDONELL.—That is why I would like to get in a clean cut way how far they have gone with this legislation elsewhere, in the States, for instance. I should judge the extent which they have gone is where the government is constructing public works, either with its own workmen or under a contract, in all these classes the work is confined to eight hours a day.

Prof. SKELTON.—I think generally speaking. There are, of course, debatable grounds. For example such as that work of dredging where it is difficult to say whether it is a public work or not; but generally speaking it applies to all buildings and constructions, including, of course, wharfs, piers and breakwaters.

The CHAIRMAN.—You could perhaps classify the field by dividing it into three parts: the clearly applicable so to speak, the debatable and the definitely non-applicable.

Prof. SKELTON.—The scope of the law, to a certain extent, will be revealed, I think, by consideration of the further attempts made by the advocates of the measure to have it amended. That will show of course to which it does not extend.

The CHAIRMAN.—Will there be any way of also indicating, in this connection, what the situation was at the time this measure was enacted, so that we may be able to know what difficulties they had to meet in this enactment? For example if the eight-hour day were prevailing, throughout the United States, when this measure was passed, we can see that there would not be much difficulty in applying it. On the other hand, if there were nine or ten hours in some states, it would have given rise to certain difficulties. Has the evidence, so far as given any place helped you towards an opinion on that point?

Prof. SKELTON.—I have not seen that point brought out in evidence, but I had already thought of the advisability of considering it and have been going through the available reports, as to hours of work in the United States which would affect this point. In that connection, Mr. Chairman, it may be necessary for you, when the committee has discussed the possible scope of the Bill before it, to have the officials of the Department of Labour testify as to the hours of labour prevalent in the employments concerned. I suppose that is your intention.

The CHAIRMAN.—Any time the committee is ready to hear the fair wages officers of the Department they will be in attendance. They have made, I think, pretty comprehensive investigations along that line and will be able to give a tabular statement.

Mr. MACDONELL.—So, therefore, when we come to deal with this matter we shall be ourselves practically in the position of those who have already dealt with legislation as to the hours of labour.

Mr. VERVILLE.—According to your knowledge of the Bill, Prof. Skelton, supposing the government were giving a contract for the construction of a building. Would all the goods furnished for that building have to be made under the eight-hour law, stone, wood or whatever it may be?

Prof. SKELTON.—I think so, if made in consequence of that contract. The ramifications of the Bill seem rather far reaching.

The CHAIRMAN.—Which Bill are you speaking of now?

Mr. VERVILLE.—The Bill which is now before us.

## THE NEW YORK BILL AND BILL No. 21 COMPARED.

Prof. SKELTON.—On that point, Mr. Verville, your Bill as I understand is an exact copy, so far as it goes of the New York law. It does not go quite so far—

Mr. VERVILLE.—As the New York Bill?

Prof. SKELTON.—As the New York Bill, with one exception which I think is a printer's error. A comma has been put in, which rather importantly alters the meaning of the Bill. That, I think, is a printer's error.

The CHAIRMAN.—You might point that out.

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Prof. SKELTON.—In line eight of section one of the Bill as printed a comma is inserted after 'contractor.' In the New York Bill that comma is omitted. Perhaps I had better read the section with and without the comma to make it quite clear. The Bill as here printed reads:

'Every contract to which the government of Canada is a party, which may involve the employment of labourers, workmen or mechanics, shall contain a stipulation that no labourer, workman or mechanic in the employ of the contractor or sub-contractor, or other persons doing or contracting to do the whole or part of the work contemplated by the contract, shall be permitted or required to work more than eight hours in any one calendar day, except in cases of extraordinary emergency caused by fire, flood or danger to life or property.'

It is somewhat different to the New York law which omits the comma and reads:

'No labourer, workman or mechanic in the employ of the contractor, sub-contractor, or other person doing or contracting to do the whole or a part of the work contemplated by contract, &c.'

In the case of the Canadian Bill the measure is made to apply both to labourers, workmen or mechanics in the employ of the contractor and to other persons doing or contracting to do the whole or part of the work. That might be held to extend to principals or contractors themselves. I imagine, Mr. Verville, it is not the intention to put a comma in there, but I just suggest that point.

Mr. MACDONELL.—It is very effective.

The CHAIRMAN.—The intention was there all right, if Mr. Verville had anything to do with it.

Prof. SKELTON.—I brought the question up for my own information.

#### HOW FAR CONTRACTS WOULD BE AFFECTED UNDER BILL NO. 21.

Mr. VERVILLE.—As the Bill stands supposing we were to put up a building right across here, would not everything that goes into the building have to be manufactured on the footing of eight hours?

Prof. SKELTON.—I would think so myself.

Mr. VERVILLE.—Do you mean to say that even the paint and the glass that goes into the windows would have to be supplied on an eight-hour basis?

Prof. SKELTON.—If provided by special contract, not if purchased in the open market. I believe this Bill applies not only to the contractor for public buildings but to all men to whom he sublets the work, or with whom he enters into contractual agreements for the purchase of any material, but it would, I should think, apply to no materials which that contractor bought in the open market, for which he had not any contract.

Mr. MACDONELL.—Why not, there is no exception for goods bought in the open market? That is not covered in the Bill.

Prof. SKELTON.—The Bill says 'labourers, workmen and mechanics in the employ of the contractor or sub-contractor.' It does not say that materials used by them must invariably be manufactured on an eight-hour basis.

The CHAIRMAN.—You are right. The Bill reads: 'that no labourer, workman, or mechanic, in the employ of the contractor or sub-contractor, or other person doing or contracting to do the whole or a part of the work contemplated by the contract, shall be permitted or required to work more than eight hours,' &c. That is to say it extends down to all the sub-contractors until you get to the very last of them—

Mr. MACDONELL.—Unless exceptions are made.

The CHAIRMAN.—Yes.

Mr. MACDONELL.—For instance, exception in case of goods bought in the open market. That is one of the class of exceptions that have been contended for in the

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discussion of the American Bills. That is not in this Bill. The exception in the American law is, I think, to goods bought in the open market.

Prof. SKELTON.—Yes, in some Bills.

Mr. MACDONELL.—Then there are transportation companies, emergency, and several other exceptions.

Mr. VERVILLE.—Then your idea is that the Bill would apply to everything.

Prof. SKELTON.—To everything on which it was necessary to enter into a contract.

Mr. VERVILLE.—Exactly. Of course the construction of a building in this case would be a contract entered into between the government and one particular man. It would be the same way with the rest.

Prof. SKELTON.—Then the contractor would find it necessary to contract for his structural material. It would be quite possible that the person who furnished that structural material would find it necessary to contract for it.

The CHAIRMAN.—For parts of it.

Prof. SKELTON.—Some special material, or supplies, or work.

Mr. VERVILLE.—Then according to your idea not even a nail could be put into that building except it had been manufactured under the eight-hour law?

Mr. SKELTON.—I would not say that. If that nail were purchased in the open market I do not think the Bill would apply, but if some contractor, or some one of the whole series of contractors, specifically made contracts for the manufacture of such nails—nails answering to certain specifications—it would apply in that case.

Mr. VERVILLE.—The purchase of nails in a contract I make with the hardware man, a contract I make with him to send me twenty kegs of nails. That is a contract.

Mr. SMITH.—It is not a contract.

Mr. VERVILLE.—It is a contract to furnish me with nails or anything else at so much.

Prof. SKELTON.—But, Mr. Verville, the Bill does not say that the measure shall apply to all material used?

The CHAIRMAN.—There is a difference between purchase and contract.

Mr. VERVILLE.—I know there are a good many—and that is why I want to get this into the evidence—who believe that everything that goes into a building or contract of any kind must be manufactured on that basis.

Mr. SMITH.—Supposing a contractor were putting up a building and wanted ten kegs of nails. He went down to a Sparks street store and purchased them in the open market, that would not be a contract?

Prof. SKELTON.—I certainly think not, in the sense in which contract is here used.

Mr. SMITH.—Supposing that contractor advertised that he wanted twelve kegs of nails and they were supplied to him, that would be a contract?

Mr. VERVILLE.—The fact is that in the building line that is always done with a good many contractors.

Mr. MACDONELL.—I would agree with Mr. Verville. I think that Bill would cover everything that goes into the construction of the building. The man who weighs out those nails would have to be, I think, an eight-hour man.

The CHAIRMAN.—And the man who made those scales.

Mr. VERVILLE.—It is a misinterpretation of the law there.

Mr. MARSHALL.—Take the case of a man who enters into a contract with the government to supply canned goods. How are you going to specify the time in which that man shall put up those goods. Yet that would have to be done under the Bill.

Prof. SKELTON.—On the face of the Bill the measure would seem to apply not merely to the employees of the contractor or sub-contractor engaged on the actual work intended to be given to the government, but to all their labourers, workmen or mechanics. I should imagine, although no lawyer, the language employed in the Bill would involve all the labourers and mechanics in their employment whether working

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upon government or private work. On the other hand, I do not see that the Bill has quite the sweeping force that Mr. Macdonell gives to it. I mean that I think exception would be made, even under this Bill, of materials purchased without any specific contract being entered into.

Mr. SMITH.—If a contractor went out and purchased goods in the open market I do not see how you could attack it.

Prof. SKELTON.—That is an important point upon which I would like to present evidence later.

Mr. VERVILLE.—Put that provision into the hands of the lawyers and you will find out what they think of it.

Prof. SKELTON.—It is a broad question.

The CHAIRMAN.—Perhaps we might defer discussion as to the special application of this Bill until a later meeting. Prof. Skelton was giving us a résumé of the legislation on the subject of the eight-hour day. Perhaps he might now continue his remarks.

#### FURTHER LEGISLATION AIMED AT IN UNITED STATES.

Prof. SKELTON.—Since the Act of 1892 was passed the advocates of the eight-hour day have directed their efforts to secure two objects, in the first place the strict enforcement of the Act as it stood, and in the next place its extension to include practically all contracts made by the United States. In the first place there seems to be no doubt that in many sections of the country the law was for years rendered a dead letter by the flexible interpretation of the emergency clause. You may remember exception was made in cases of extraordinary emergency, according to the Act of 1892, which is still the main law in force. At various times the difficulty of obtaining a second shift of men or the probability of pecuniary loss have been constituted emergencies.

Mr. SMITH.—Is that in the law yet?

Prof. SKELTON.—No, that was not in the law, that was an interpretation. There is no doubt that the term 'emergency' was used in a very flexible and I should think not altogether justifiable sense. It was used as a loophole to render the law inoperative. By various trade unions, demands were made for legislation to remedy this defect, but the remedy has been provided not by the passage of fresh legislation, but by a more rigid interpretation by the courts, particularly by the higher federal courts. For example, the Supreme court in the decision which is now followed by all the federal courts, I believe, declares that, the term 'extraordinary emergency' means a grave, uncommon, exceptional happening which presents a sudden and unexpected occasion for action. I believe that at present the law is pretty strictly enforced. Difficulties in obtaining labour, mere climatic disturbances or delay in obtaining material are held by the courts not to constitute emergencies and do not release the contractor from the penalties of this Act.

Further than that, at nearly every session of Congress since 1897, proposals have been made for the radical extension of the 1892 Act to cover all contracts. Bills embodying these proposals have twice, at least, passed the House of Representatives and have been thrown out by the Senate or not referred to the Senate by the Committee on Education and Labour to which they had been committed. I might read as briefly as I can the essential parts of the two most important types of these eight or ten measures that have been submitted to Congress. Shall I do that?

The CHAIRMAN.—Yes. Is this Bill you are giving us now likely to take up much time, is it beginning a new phase of the subject?

Prof. SKELTON.—All that I thought I would do to-day was to just read these two Bills so as to indicate to the committee the tenor of the further legislation sought. I am not prepared to go any further at the present time because that would involve a

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rather lengthy statement of the evidence submitted on these different measures. Therefore if the committee desires I will simply read these two different measures.

Mr. MACDONELL.—These are the most recent Bills that have been presented and legislation asked for?

## PROVISIONS OF BILL OF 1898.

Prof. SKELTON.—Yes. I thought I would mention first the Bill brought forward in 1898, because while it is not now the basis of the legislation demanded, the difference between that Bill and the later Bill brought forward is perhaps instructive. The Bill was divided into two sections, the first section following to some extent the wording of the law of 1892. 'Be it enacted' and so on. (Reads):

'That the time of service of all labourers, workmen and mechanics employed upon any public works of, or work done for the United States, or any territory, or the District of Columbia, whether said work is done by contract or otherwise, is hereby limited and restricted to eight hours in any one calendar day.' (*See Exhibit C. (1).*)

That is the essential part, I need not inflict the rest of the section upon you.

Mr. MACDONELL.—You might read the exceptions.

Prof. SKELTON.—(Reads).

'Except in cases of extraordinary emergency caused by fire, flood, or danger to life or property, nor to work upon public, military or naval works or defences in time of war.'

It means 'nor shall this Act apply to work upon.'

The second section provides:

'That each and every contractor to which the United States, any territory, or the District of Columbia is a party, and every contract made for or on behalf of the United States, or any territory, or said district, which contract may involve the employment of labourers, workmen or mechanics, shall contain a stipulation that no labourer, workman, or mechanic in the employ of the contractor or any sub-contractor doing or contracting to do any part of the work contemplated by the contract shall be required or permitted to work more than eight hours in any one calendar day.'

Very largely you see in the terms of the measure before us. There were no exceptions made to the second part regulating contracts, not even the usual flood or fire or war, exceptions were inserted. I might say, while not attempting to go into general evidence given, that grave objections were brought forward on the ground that this Bill would for example apply to all transportation contracts for the conveyance of material. Accordingly in the Bill brought forward in the 55th, 57th and 59th Congresses, attempts were made by the advocates of the measure to get around these objections and to limit the Bill in certain directions. I shall read the Bill as submitted in 1906:

## PROVISIONS OF BILL OF 1906.

'Each and every contract hereafter made to which the United States, any territory or the District of Columbia is party, and every such contract made for or on behalf of the United States or any territory or said district, which require or involve the employment of labourers or mechanics, shall contain a provision that no labourer or mechanic doing any part of the work contemplated by the contract—

You see that is narrower in scope than our Canadian Bill which, as I said, might apply to workmen in the employ of a contractor whether on government work or not.

'In the employ of the contractor or any sub-contractor contracting for any part of said work contemplated, shall be required or permitted to work more than eight hours in any one calendar day;'

Then it imposes a penalty, and goes on to give certain exceptions:

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Nothing in this Act shall apply to contracts for transportation by land and water, nor shall the provisions and stipulations in this Act provided for so much of any contract as is to be performed by way of transportation, or for such materials as may usually be bought in open market, whether made to conform to particular specifications or not. The proper officer on behalf of the United States, any territory or the District of Columbia, may waive the provisions and stipulations in this Act provided for as to contracts for military or naval works or supplies during a time of war or a time when war is imminent. No penalties shall be exacted for violations for such provisions due to extraordinary emergency caused by fire or flood, or due to danger to life or loss to property? (*See Exhibit C. (3) and (4).*)

Those were the outstanding provisions of the Bills which have provided the bone of contention before the United States Congress in the years from 1898 to the present when at nearly every session of Congress a Bill on these general lines was up for discussion.

Mr. MACDONELL.—Can you tell us what the objection was to the 1906 Bill? That did not pass?

Prof. SKELTON.—That did not pass.

#### OBJECTION TO BILL OF 1906.

Mr. MACDONELL.—What was the chief objection to it?

Prof. SKELTON.—I might say the chief objection was the practical one based on the difficulty of keeping the public and the private work separated, the importance of which has been referred to by several members of the Committee, the difficulty of having workmen on government work working for eight hours, while workmen in the same shop on private work were putting in ten hours a day. That was I think the strongest objection brought against the Bill. Then a great many objections were raised as to the wording, as to whether or not provision was made for exempting the purchase of supplies in the open market. But the main, practical objection was as to the effect on the shop, the internal organization.

The CHAIRMAN.—Your plan was to go on and give legislation with regard to the several states, was it, or have you more information with regard to federal legislation?

Prof. SKELTON.—The evidence that I have given covers the legislation that has been actually enacted by the federal government and refers to the chief lines of further legislation sought from them.

The CHAIRMAN.—What do you propose to give us after that.

Prof. SKELTON.—I had also prepared a résumé of the laws in force in the several states, nearly one-half of which have passed laws, some broader and some narrower in scope.

Mr. VERVILLE.—The giving of that information would take a whole session of the Committee.

Prof. SKELTON.—It would take quite a while.

The CHAIRMAN.—My reason for asking that was I think we had better determine the plan of business for our next meeting. I would like to know what the views of others members of the committee may be as to the hearing of evidence first or continuing the hearing of Prof. Skelton until he has concluded the presentation of all that he has to give us.

Prof. SKELTON.—If you desire I shall go on next day with the endeavour to show what steps have been taken by the federal and state governments of the United States in the direction of the legislation which you are seeking.

Prof. SKELTON retired.

Committee adjourned.

## APPENDIX No. 4

HOUSE OF COMMONS,

COMMITTEE ROOM No. 62,

WEDNESDAY, January 26, 1910.

The Special Committee on Bill No. 21, respecting the hours of labour on public works, met at eleven o'clock, a.m., the chairman, Hon. Mr. King, presiding.

The CHAIRMAN.—At our last meeting Prof. Skelton gave a comprehensive review of the legislation by the federal government of the United States respecting hours of labour on government contracts, and had pretty well concluded that part of his review. There were some questions asked him by members of the committee to which he was to direct special attention and give us further information to-day. He might, perhaps, take up those points first and then continue a summary of the legislation passed by the several States.

## SCOPE OF EXISTING FEDERAL LAW IN UNITED STATES.

Prof. SKELTON.—It was requested at the last hearing that a more detailed statement be given of the scope of the existing United States federal law. It will be recalled that this law passed in 1892, as extended by later declarations, applies to the following main classes:—

1. Labourers and mechanics in the direct employment of the United States or District of Columbia; now including men employed in navy yards, arsenals, ordnance factories, in printing bureaus, on construction of buildings, breakwaters, piers, fortifications, on irrigation works, and on Panama canal (except unskilled aliens). For letter-carriers an 8-hour day or 56-hour week is prescribed. It has been ruled that messengers and janitors are not included. 26 Op. Atty. Gen. p. 623.

2. Labourers and mechanics employed by any contractor or sub-contractor upon any of the public works of the United States or District of Columbia. There are no explicit exceptions, save in the provision for emergency. As stated at the last hearing, the ruling of the courts is now strict on this point and makes it clear that difficulties in obtaining labour, or delay in obtaining material cannot be held to be emergency. Of Circulars of War Department, No. 33 and No. 62, July 30 and December 26, 1906: 'The law is considered to cover any extraordinary emergencies which cannot be foreseen, such as might be necessary for saving life or property of the United States, and not causes which depend for their emergency solely upon economical methods of work or importance of rapid construction . . . . Mere economical considerations do not affect the question at all. It is to be assumed that in making the requirement Congress knew that under many conditions the law would impose great expense on the government.

The question of scope is thus in the main a question of the definition of the term 'Public Works.' It has been held by the Supreme Court that the phrase 'any of the public works' is narrower than 'any public work' would be, and that it implies that 'the objects of labour referred to have some kind of permanent existence and structural unity, and are severally capable of being regarded as complete wholes.' (27 Sup. Ct. Rep. 600.) It has been held further that 'public works' implies that the title to the property is from the start vested in the government and does not merely pass to it on acceptance as fulfilling specifications laid down in a contract. (55 Fed. Rep. 952.) Again, in practice it has been construed to apply only to work done on the premises where the construction was in progress.

RECOMMENDATION OF COMMITTEE ON LABOUR *re* BILL OF 1897.

The Committee on Labour of the House of Representatives in recommending the passage of Bill No. 3078, in 1897, declared:—

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'It has been found that sub-contractors do not obey the spirit of the law in the work done elsewhere than on the actual grounds of the building in course of erection. For example, it frequently occurs that a sub-contractor for stonework will prepare the stone at his own quarry and there disregard the eight-hour law. And, if much work is to be done at or near the building, he will hire a lot adjoining the government lot, and there have the stone cut by men working more than eight hours per day. This and kindred methods of evading the spirit of the eight-hour law the present (1897) Bill aims to correct and prevent.'

Whatever the spirit of the 1892 eight-hour law may be, apparently the letter does not cover work done off construction premises.

#### THE THREE CLASSES OF GOVERNMENT WORK DEFINED.

Following the suggestion of the chairman of this committee it may be helpful to make three classifications of government work.

1. Work undeniably within the scope of this law—the United States federal law—including work on public buildings, or breakwaters, or work in navy yards or arsenals. Or, to put it in another way, work done by employees under the immediate supervision of government officials or government contractors.

*By Mr. Macdonell:*

Q. In the employ of the government?—A. In the employ of the government?

Q. Yes, restricted to that class?—A. Yes, or in the employ of the contractor.

The CHAIRMAN.—You mean, Mr. Macdonell, all the work as restricted by law?

Mr. MACDONELL.—I thought the first class would be the direct employees of the government.

The CHAIRMAN.—I think Prof. Skelton means more than that.

Mr. MACDONELL.—I understand.

Prof. SKELTON.—I mean to include within the first class all those unquestionably within the scope of the law. All mechanics and workmen in the direct employ of the government no matter whether on public works or not; and secondly, workmen and mechanics in the direct employ of contractors or sub-contractors on the public works.

2. Work undeniably beyond the scope of the law. For example, supplies and materials bought in the open market, by the government or by its contractors. Again, even where specific contracts have been made.—To take an instance on which the courts have pronounced—barges built by contract under government inspection, but not becoming government property until completed and accepted, and work on sub-contracts for building material carried on off the construction premises, to which I referred a moment ago. All these classes are undoubtedly beyond the scope of the law.

3. Then I might mention a few ambiguous classes of the work referred to as to which there is a difference of opinion. For example, whether dredging a channel in an ocean harbour comes under public works; the Supreme Court, by a 5-3 vote, held in the negative. Or as to whether men employed on dredges and scows were labourers or mechanics. The court, by the same majority, held they were seamen rather than labourers or mechanics, and did not come under the jurisdiction of the law.

Are there any questions as to the federal law of 1892, or as to its scope before I go on to deal with the legislation of the states?

#### SEAMEN NOT LABOURERS, WORKMEN OR MECHANICS.

*By Mr. Verville:*

Q. With regard to this decision, if a barge, or a dredge, or anything which comes under the class of work referred to, is being built, the workmen would not be obliged to work eight hours during the construction?—A. No, it would not be considered one of the public works of the United States.

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Q. Then the building of a dredge would not come under the jurisdiction of that law?—A. No, nor its operation, in the case of the men working on a dredge. The court held that they were seamen.

*By Mr. Marshall:*

Q. If that were a dredge employed by the government, or if it were a government dredge, would the workmen not come under that Act?—A. You mean when they were working on it?

Q. Yes, on the property of the government?—A. The point is that these men working on the dredge were held by the court not to be either labourers; workmen or mechanics to whom the law applied. The court held that such men were seamen.

*By the Chairman:*

Q. If working in an ocean harbour?—A. In an ocean harbour. If working in a creek or a river they might be held to be workmen or mechanics, and the law would apply there. In fact there was a difference of opinion in the court between two classes of dredges, one in Boston harbour and another in Chelsea creek. Two of the judges switched when it came to discussing the creek question. They held that was a public work, and that the men employed on a government dredge in that creek were labourers and mechanics. It is rather a subtle distinction, and perhaps would not come up very often.

*By Mr. Smith (Nanaimo):*

Q. I understood you to say that all government employees came under this law?—A. No. All government employees who are workmen, labourers or mechanics.

Q. That would take anybody in.

The CHAIRMAN.—The courts construed these men to be seamen and not workmen, evidently regarding the former as not belonging to a class of workmen.

Prof. SKELTON.—The Attorney General also gave an opinion on the subject. He held that caretakers, janitors and messengers were not workmen or mechanics; and of course clerical employees are excluded.

*By Mr. Macdonell:*

Q. The cases you are reading are pretty well all in the Supreme Court of the United States?—A. The two most important cases were in the Supreme Court of the United States, and they are quite authoritative.

Mr. MACDONELL.—As far as possible I think it would be well to adhere to those cases. The Supreme Court of the United States is a court that would not be binding on us, but their decisions would be very useful to follow out. I doubt very much the utility of following out the decisions of the Supreme Courts of the different states.

Prof. SKELTON.—Two of the references I have given pertain to the Supreme Court; I have the details here and shall insert them in the appendix. The other has reference to a Federal Court also. None of them relate to state courts.

## CLASSIFICATION OF STATE LAWS.

In the division of powers between the Federal and State governments, it is to the states that the general power of legislating on the conditions of employment is assigned. The majority of the states have freely exercised this power by passing statutes defining or limiting hours of labour in various ways. It may be well to classify these statutes as concisely as possible, to clear up the distinction between legislation such as is contemplated by the Bill under discussion and legislation covering private employment alone. These laws comprise six main classes, with the first five of which we are clearly not here concerned.

1. *Laws limiting the hours of labour of women and children.*—Thirty-eight out of forty-six states have enacted legislation of widely varying stringency covering one or both of these classes.

2. *Laws limiting the hours of labour of men engaged in railroading with the object of safeguarding the general public.*—Twenty-five states have laws providing that railroad employees actively engaged in transportation may not be compelled to work more than a certain number of continuous hours, varying from thirteen to twenty-four, without an eight or ten hour rest, while eight states (Arkansas, Connecticut, Maryland, Nevada, North Carolina, Texas, West Virginia, Wisconsin) limit to eight hours the day's work of railroad telegraphers and train despatchers.

3. *Laws limiting the honours of labour in certain dangerous or exhausting industries with the object of safeguarding, not the public health, but the health and safety of the men employed.*—New Jersey limits the hours of labour in bakeries to ten, while nine states and territories—Arizona, Colorado, Iowa, Missouri, Montana, Nevada, Oregon, Utah and Wyoming—limit the hours of labour in mines and smelters to eight, and Maryland to ten hours. This eight-hour law is the same type as our British Columbia law and the enactment recently passed in Great Britain regarding mines.

*By Mr. Smith:*

Q. You say it is ten hours and——A. In Maryland ten hours, in the other nine states, eight hours.

*By Mr. Macdonell:*

Q. What is it in England?—A. Eight hours.

*By Mr. Smith:*

Q. In the United Kingdom they passed the eight-hour law last session?—A. Yes.

*By Mr. Verville:*

Q. It is the same in Alberta is it not?—A. I believe so.

4. I place in the next division *Laws defining the hours of labour on public roads.*—Twenty-one states and territories have passed laws on this subject, all, with two exceptions designating eight hours' labour as a day's work. They establish a minimum rather than fix a limit beyond which labour is forbidden, and apply more particularly to statute labour than to the employment of wage labour. They are simply laws which the citizens of the state lay down for their own guidance when engaged in statute labour and do not apply to wage labour.

*By Mr. Staples:*

Q. Just a question here as a matter of information. Is it necessary to have a federal law before you can pass these provincial laws? The provinces have jurisdiction in this matter have they not?—A. In all these cases.

Q. In all these cases which the provinces would have in Canada?—A. Precisely.

Q. Then what necessity is there for a federal law, because the localities are so different throughout the Dominion of Canada? Why cannot this legislation be left to the provinces?

Mr. MACDONELL.—It is with that view the professor is eliminating by a process of exclusion everything but what we should consider.

PROFESSOR SKELTON.—I am trying, Mr. Staples, to include in this survey all that legislation which falls exclusively within the jurisdiction of the states or provinces.

The CHAIRMAN.—We considered that point at the last meeting, Mr. Staples, as to whether it would be wise for Professor Skelton in his review to go into the question of eight hours generally or confine his remarks entirely to public work under

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federal contracts. It was thought that if he took a hasty survey of the wider field it might enable us better to have a perspective of the whole. I think that is his reason now for showing what can be done by provincial legislation as distinguished from federal.

Mr. STAPLES.—I see. I was not here at the last meeting.

PROFESSOR SKELTON.—5. *Laws defining the length of the legal working day in the absence of special contract between the employer and workman.*—Nine states have passed measures fixing ten hours as a legal day's work, and nine states, eight hours. Exception is usually made of agricultural labour and of service by the week, month or year. Working overtime is not forbidden. Several of the acts stipulate that overtime shall be paid extra, but they have proved of little effect. The employee is usually assumed to have impliedly contracted for a longer day, if a longer day is customary with the trade or the employer concerned; and in any event the law can be utilized only after the workman has left his job and is prepared to antagonize his late employer.

6. *Finally laws fixing the hours of labour of workmen and mechanics employed directly by the state government or municipalities within the state, or by private contractors doing public work.* That is the one class of the state legislation with which we are directly concerned and I wished to run over and exclude the others because I find that in a great deal of the discussion some confusion exists between the different classes. Confining ourselves then to this one class of legislation, twenty-three states and territories have passed legislation of this general character. I have here prepared a synopsis of each of these laws stating hours, scope, wage provision, exceptions and the penalties. I thought it would be probably exhausting your patience too much to read them and perhaps they can be printed as a schedule attached to the minutes. I shall simply take four or five of the most important ones. (*See Exhibit B. (1).*)

Mr. MACDONELL.—It would be well to hear them if we can.

Mr. STAPLES.—Give four or five of the most important.

Prof. SKELTON.—I thought I would take four or five of the most important ones, New York, Kansas, Massachusetts and so on. This synopsis of the others can be printed for reference.

The CHAIRMAN.—Give us the essence of what is in them.

Prof. SKELTON.—I shall go over each point. In the first place as to hours. In twenty-one states and territories the legal day is fixed as eight hours.

*By the Chairman:*

Q. This relates now to government work?—A. This applies to workmen and mechanics in the employment of the state or municipal government, or in the employment of contractors on public work or public works as the case may be. In twenty-one states and territories the legal day is fixed at eight hours; in Hawaii at eight hours on five days of the week and five hours on Saturday.

*By Mr. Staples:*

Q. Pardon me right there. That does not apply to the Union, that simply applies to the respective states.

Prof. SKELTON.—Each state simply legislates for its own territory.

Mr. VERVILLE.—We had the federal legislation discussed at the last meeting.

The CHAIRMAN.—In the Secretary's notes of the last meeting. Mr. Staples, you will see a complete review of federal legislation and it might be worth your while to look it over because it is really the most important part of the outline which Prof. Skelton is giving. His present statement is really following in the wake of the other.

Prof. SKELTON.—In Massachusetts, on work performed for the state and by municipalities which have by local option decided to conform to the state rule, eight hours, or if the Saturday half holiday rules, forty-eight hours a week, and for other municipalities, nine hours. (*See Exhibit B. (6).*)

## SCOPE OF VARIOUS LABOUR LAWS.

To go on to the scope of these various laws. In the first place personal, the character of employees affected. In fourteen states the law is declared to apply to mechanics, workingmen and labourers; in one, also to clerks and other employees on public works, and in two, also to prison guards and janitors of public institutions. In two states it applies to manual labour engaged by the day. In seven states the wording of the law is impersonal, as, 'eight hours shall constitute a day's labour on public works.'

As to the method of operation. In four states the law applies only to work carried on directly by the state or municipality; in one, it applies only to work done by contract; and in eighteen, both to work carried on directly by the government and to government work done by contract. Three states apply the law to works and undertakings aided by the state and local government. I imagine that would be something like the fair wages' clause in Canada. Is not that applied to railways that are subsidized by the Dominion Government?

Next as to the character of the work, what lines come within the scope of the measure. In the first place employment by the government. In one state, Nebraska the law applies only to work on streets and in parks; in eight—California, Colorado, Idaho, Montana, Nevada, Utah, Wisconsin and Wyoming—applies to public works; in fourteen—Delaware, Hawaii, Indiana, Kansas, Maryland, Massachusetts, Minnesota, New York, Oklahoma, Oregon, Pennsylvania, Porto Rico, Washington, West Virginia—to all lines in which the state or municipality employs labourers, mechanics or workingmen, with some specific exceptions. For instance, in Indiana agricultural or domestic work; in Maryland, employees of fire, asylum and jail departments at Baltimore; in Massachusetts, persons employed in government institutions on farms, grounds, domestic service, &c.; in Minnesota, agricultural work; in New York, persons regularly employed in state institutions, parliamentary house force, work on highways in country; in Porto Rico, where the law covers all work paid out of municipal funds, police, internal revenue force, telegraph operators, and clerks at the option of departmental heads.

*By Mr. Marshall:*

Q. That does not apply to manufacturers at all, does it?—A. I was speaking first of the employees of the government.

*By the Chairman:*

Q. What Mr. Marshall means is that all you have been giving has no relation to the manufacturing interests?—A. No. I shall take that up next, Mr. Marshall.

To take then the second operation, by contract. In one state (Nebraska), the law apparently applies only to contracts for work in streets, parks, &c. In nine states it applies to 'public works'—California, Colorado, Hawaii, Idaho, Pennsylvania, Utah, Wisconsin, West Virginia and Wyoming. In one (Massachusetts), it applies to 'every contract to which the State is a party, except contracts for the purchase of material or supplies.' In two, it applies to 'any work' in city or state—Maryland Minnesota—in one (Washington), to 'all work' though the title of the Act refers only to public works; in three—New York, Delaware and Montana—to 'all contracts let by state or municipality which may involve the employment of workmen, mechanics or labourers'; in one (Kansas), to contracts for the 'performance of any work or furnishing any material manufactured in the state.' As will be shown later the actual scope of these laws is narrower than might be supposed from these wide terms.

## NON-OBSERVANCE OF LABOUR LAWS IN CERTAIN STATES.

I thought it would be probably of most service to take up a few of these laws which were of the greatest significance. Not all the laws are of equal importance. In several cases the Act is a dead letter. In Maryland, for example, the Chief of the

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Bureau of Statistics reports that the law is not observed, as there are no regularly appointed officials to enforce it, while in Pennsylvania, where an eight-hour law including penalty clauses, was passed in 1897, and has never been repealed or declared unconstitutional, the Chief of the Bureau of Industrial Statistics actually writes me. 'The State of Pennsylvania never enacted an eight-hour law applying to labour.' In other states, these measures have run the gauntlet of the Courts, their constitutionality being attacked on the ground that they have violated the freedom of contract and equal protection of the laws guaranteed by the State and Federal constitution. For example, the Ohio eight-hour law of 1900, which was almost identical with H. R. 3076, submitted to Congress in 1902, was declared unconstitutional on these grounds; the New York law was declared unconstitutional in 1901, but an amendment to the constitution was sought and secured in 1906, and the law then re-enacted has stood the test of constitutionality. So we may pass over, I think, on one ground or another—either that they are not very strictly enforced, or that they are in states which have not much industrial importance—the greater number of these laws, and focus our attention on the experience of those states where the law is most vigorously enforced and of most significance, as for example, New York, Massachusetts, Kansas, Oklahoma and Wisconsin, where it is very much of a reality.

## ENFORCEMENT OF LABOUR LAWS IN CERTAIN STATES.

*By Mr. Marshall:*

Q. In the States that you have mentioned where the law is vigorously carried out, have you any idea how many officers it takes to enforce it?—A. I do not think it takes a great many beyond the staff of the Bureau of Labour to whom in the States where it is enforced its observance usually is entrusted, though its enforcement may necessitate enlarging that staff.

*By Mr. Smith:*

Q. That is the State Bureau of Labour?—A. The State Bureau of Labour. For example in the report of the New York Commissioner of Labour two years ago complaint was made that the work of enforcing the Act was growing to such an extent it was impossible for him to carry it on with the regular staff. I believe more inspectors were added but how many I do not know. I could possibly find out and it may be of use to obtain that information.

## LABOUR LAW OF WISCONSIN (JUNE 14, 1909.)

To begin with Wisconsin, which has one of the clearest and also the most recent of the enactments on the subject, the law having been passed in 1909. The Act covers contracts for the erection or repairing of any public buildings or works. I have prepared a full copy of each of these five or six most important laws which may be I suppose, embodied in the minutes. These measures, I think, should be before the committee when they are considering the Bill (*See Exhibit B (?)*).

*By Mr. Macdonell:*

Q. The last law which you referred to was that of Wisconsin?

Prof. SKELTON.—I thought I would start with that.

Mr. MACDONELL.—Had it not better be read, Mr. Chairman, it was only passed in 1909? It is not long, is it?

Prof. SKELTON.—No. It is more limited in scope than some of the Acts. (Reads.)

"Section 1. Each and every contract hereafter made for the erection, construction, remodelling or repairing of any public building or works, to which the State or any officer or agent thereof is a party, which may involve the employment of

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labourers, workmen or mechanics shall contain a stipulation that no labourer, workman or mechanic in the employ of the contractor, sub-contractor, agent or other person, doing or contracting to do, all or a part of the work contemplated by the contract, shall be permitted to work more than eight hours in any one calendar day, except in cases of extraordinary emergencies, provided, however, that this section shall apply only to such work as is actually performed on the premises on which such buildings or works, are being erected, constructed, remodelled or repaired."

Then there is a penalty clause of fine and imprisonment.

*By Mr. Macdonell:*

Q. That would seem to be the ideal Bill as drawn from the experience of the other Bills?—A. It would depend upon what your ideal is, Mr. Macdonell.

Q. I mean that that is the latest Bill?—A. It is one of the clearest, but also one of the most definitely limited in scope. Some of the other Bills, as you will see later on, covers somewhat more ground in the wording.

The CHAIRMAN.—They have in the University of Wisconsin, I believe, a group of economists who will undertake to draft any measure and furnish a brief in regard to it to any State in the Union. I have no doubt the Bill in question has been furnished by them.

Prof. SKELTON.—Yes, Wisconsin is regarded as one of the most progressive of States in all matters of legislation.

Mr. MACDONELL.—I believe that Bill is about as broad as it could be drawn after running the gauntlet of the courts.

The CHAIRMAN.—As an effective measure.

Prof. SKELTON.—Some few states cover something more than is provided for in this Bill. This Bill covers the great bulk of the work that has been done and has the merit of being much clearer in saying what its scope actually covers. The hours of labour in force in private employment in Wisconsin are prevailingly ten; in a very few localities, trade unions, particularly the building trades, have been able to reduce the hours from ten to eight. The Commissioner of Labour declares that this difference between the hours of work on public and on private contracts does not give rise to any serious complication. The wages paid by public contractors are at least as high as wages paid on private contracts.

*By Mr. Macdonell:*

Q. Are you speaking now of Wisconsin?—A. Yes. The law is strictly observed, but has been too recently enacted to have produced any effect on private employment.

*By the Chairman:*

Q. You refer to wages, is that per hour or per day?—A. That was not explicitly stated, but I think it is the wage per day.

Q. Will you communicate with the authorities as to that and ascertain?—A. I am quite sure. I did look into the matter.

*By Mr. Knowles:*

Q. At what time last year did this Act come into effect?—A. On June 14, 1909.

Q. Then it would not apply to contracts that were entered into at the time the Act was passed?—A. No.

Q. There has been very little application of the Act as yet?—A. Very little so far. I may say that several of the laws, as we shall see, have an explicit wage provision stating that the wage paid shall be the per diem wage paid in private employment.

Mr. MACONELL.—A fair wage clause?

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Prof. SKELTON.—But explicitly saying it shall be the per diem wage, not the wage per hour.

## THE OKLAHOMA ACT OF 1908.

The Oklahoma Act, passed in 1908, and recently upheld as constitutional, covers all direct employment of labourers, workmen, and mechanics . . . as well as prison guards and janitors . . . and their employment by contractors 'for any public work' . . . which in fact means, any public works. The Commissioner of Labour writes that 'the law is construed to apply to all labourers, workmen, mechanics or other persons employed in the construction of buildings, bridges, municipal water, light and gas systems, street paving, sidewalk building, where it is done by the municipality, and all other work or contracts that involve the expenditure of public money.' The last clause is rather sweeping, but so far as can be judged from the evidence at hand does not in practice comprise anything of importance not specifically enumerated in the list preceding; the annual report of the Department of Labour for 1908-9 records eighteen violations of the law, none of which concerned other than public works, e.g., sidewalk, paving, sewer and waterworks construction and the erection of school buildings. (*See Exhibit B. (3).*)

The hours prescribed differ in some cases from those in force on private work, but there is said to be no difference in the per diem wages received. The law is not always strictly observed, according to the commissioner, but it is strictly enforced, and no great trouble is found in enforcing it once the attention of the contractors has been called to its provisions.

## THE KANSAS LAW OF 1891—ENFORCED IN 1898.

The Kansas law, the earliest of the state enactments, was passed in 1891, but remained a dead letter until 1898, when the legislature placed its enforcement in the hands of a Commissioner of Labour. It was later attacked as unconstitutional, but was upheld both by the Kansas Supreme Court and the United States Supreme Court, in 1903, in a decision which has set an important precedent. Previous to this decision of the United States Supreme Court the State Supreme Courts had been steadily going against the constitutionality of the Act, but since then the tendency has been to uphold them if not more extensive than the Kansas measure. (*See Exhibit B. (2).*)

## HOURS OF LABOUR ON SATURDAYS.

*By Mr. Macdonell:*

Q. What about Saturdays? How do the States deal with Saturdays? Take the Wisconsin Act for example.—A. No provision is made in any law, except that of Massachusetts for Saturday. It is a very interesting point and one I was thinking of suggesting. The Massachusetts law provides that the hours of labour shall be eight per day, while if a half holiday is given on Saturday the hours may be sufficiently longer on the other days to make it forty-eight hours per week.

*By the Chairman:*

Q. Forty-eight hours or fifty-four?—A. Fifty-four in the case of the municipalities which have not accepted the provisions of the eight-hour law.

*By Mr. Smith:*

Q. Supposing they have a half holiday on Saturday?—A. There is no provision for a half holiday on Saturday except in the Massachusetts case; that is the point I thought of bringing up for the consideration of the Committee. For example, in Hamilton and in London, to take two typical cities, the building interests have a forty-four hour week, eight hours on five days and four on Saturday. It is doubtless

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not intended to compel them, or to make it possible for the contractor to compel them, to work eight hours on Saturday. So that must be supposed to be left as a matter of arrangement between the men and the contractors.

*By Mr. Verville:*

Q. Have you ever heard, Professor, how many large cities in Canada are working in that way, getting a half day's holiday on Saturday, during the summer especially?—A. I was just instancing those two cities.

Q. Only those two?—A. There are a good many others of course.

The CHAIRMAN.—We will be very glad to get the fair wages officers of the department to give that information.

Mr. VERVILLE.—I was just asking the Professor for information. The fact is, it is the case in most of the large cities now. In the case of Massachusetts I imagine it applies too in the cities generally. In the summer months they go to work earlier in the morning and then leave at one o'clock on Saturday, and have the rest of the day off.

Prof. SKELTON.—I do not think it is a matter of law, but they arrange that themselves.

Mr. MACDONELL.—It would be useful, Mr. Chairman, to get that information from your Bureau as to the total number of hours worked per week.

The CHAIRMAN.—And also information as to the Saturday half-holiday.

Mr. MACDONELL.—Yes, how they work out the Saturday half-holiday.

Mr. MARSHALL.—There are some manufacturers in Hamilton that I know of, that put in sixty hours a week. They do it by starting in early in the afternoon, taking off half an hour at noon, and working until a quarter after six. They put in the whole sixty hours but they have their Saturday afternoons just the same.

Mr. VERVILLE.—That is not shortening the day but lengthening it.

Mr. MARSHALL.—They have the Saturday half-holiday. A great many manufacturers in Hamilton put in the sixty hours a week, but they have their Saturday afternoon and it is done in that way. In these typical cities alluded to, do they get the full day's pay for the Saturday or are they paid per hour?

Prof. SKELTON.—They are paid by the hour.

Mr. VERVILLE.—That is no concession.

Mr. SMITH.—Wherever the eight-hour law applies in British Columbia, that particular place works eight hours on Saturday the same as any other establishment.

Prof. SKELTON.—That is an interesting point.

Mr. SMITH.—I think it can be proven that in certain instances before the eight-hour day was enacted, they had a shorter day than they have now. Since the enactment of that law it is taken to mean by the employees eight hours every day. That is a very important point.

Mr. MACDONELL.—Yes, it is.

Prof. SKELTON.—I might mention that in the case of the British government workshops where, as I shall mention later on, in the navy yards and in the War office arsenals and ordnance factories, &c., the eight-hour day, so-called, was introduced about fifteen years ago, the arrangement is for a forty-eight hour week on the average of the year, but no one week in the year do they work exactly forty-eight hours, and no one day in the week do they work exactly eight hours. During the summer a good deal more than forty-eight hours a week are worked, and in the winter less than forty-eight hours a week. During the summer the hours of work are something like nine hours and during the winter, something like seven hours.

*By the Chairman:*

Q. They average it up by the year?—A. Yes.

Mr. MACDONELL.—They reverse our procedure here. We work less in the summer and more in the winter.

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Prof. SKELTON.—Yes. The average is eight hours a day, but practically on no day of the year are they working exactly that average.

*By Mr. Macdonell:*

Q. Those men are employed from year to year. In the navy yards and arsenals men are practically permanent employees?—A. Yes.

Mr. SMITH.—I would like to mention another point. In Great Britain an eight-hour law for miners was passed at the last session of parliament, but the Northumberland miners worked seven hours a day for twenty years by voluntary determination. In consequence of the eight-hour a day law they have to work eight hours a day by compulsion. That is a very important point. I mention it for your benefit, Professor, in making an investigation. Of course, they have trouble at the present time within particular counties to which that applies.

Prof. SKELTON.—It is eight hours from bank to bank.

Mr. SMITH.—Eight hours from bank to bank? Most of their associations and unions twenty years ago provided that the men digging the coal should work seven hours a day. Since the recent law has passed the men who worked seven hours a day for twenty years are compelled by law to work eight hours a day.

Mr. VERVILLE.—There is no fear of that in this country.

Mr. MACDONELL.—It is a funny result, is it not?

Mr. SMITH.—I am mentioning this so that it may go on record.

Mr. MACDONELL.—Will you investigate it, Professor?

Prof. SKELTON.—It should be made explicit whether eight hours is compulsory or only a maximum limit.

*By Mr. Verville:*

Q. There are places where the employees are working eight hours a day, and during the summer—we could say for four months—they do not work on Saturday afternoon, nor do they lose that time —A. They are on a per hour basis.

Mr. VERVILLE.—The fact is that is the way now, per hour.

THE MASSACHUSETTS REGULATION *re* 48 HOURS PER WEEK.

*By the Chairman:*

Q. Did we understand from you that in Massachusetts they have this regulation of a maximum of eight hours per day, but that it was construed that if on Saturday they worked only four or five hours they would work longer on the other days?—A. Precisely; that is stipulated in the Act. I shall read the clause.

Q. Yes, read it please?—A. (Reads):

“Eight hours shall constitute a day’s work for all labourers, workmen and mechanics now or hereafter employed by or on behalf of the Commonwealth, or of any county therein, or of any city or town, which, prior to the twenty-eighth day of June in the year of one thousand nine hundred and seven had accepted the provisions of section twenty of chapter one hundred and six of the Revised Laws. No labourer, workman or mechanic so employed shall be requested or required to work more than eight hours in any one calendar day or more than forty-eight hours in any one week except in cases of extraordinary emergencies. Only in case of danger to property, to life, to public safety or to public health shall be considered a case of extraordinary emergency within the meaning of this section. Threat of loss of employment, or threat to obstruct or prevent the obtaining of employment or threat to refrain from employing in the future, shall be considered within the meaning of this section. Engineers shall be considered mechanics within the meaning of this section. But in cases where a

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weekly half holiday is given, the hours of labour upon the other working days of the week may be increased sufficiently to make a total of forty-eight hours for a week's work. (*See Exhibit B. (6).*)

Mr. MACDONELL.—It is very nicely worded.

#### THE KANSAS ACT, ITS SCOPE.

*By the Chairman:*

Q. Is it the custom in a great many trades?—A. Yes. Now as to the Kansas Act, which, as I said, was the earliest made and passed by any of the states. The Act applies, in its contract section, to all public contracts 'for the performance of any work or the furnishing of any material manufactured within the state.' Here, again, the actual interpretation seems to be somewhat narrower than might be expected from the terms of the law. In response to the request for specific illustrations of the scope of the Act, the Commissioner of Labour replies that the contracts 'cover only the manufacture of material and the delivery thereof, in connection with what you would call "public works," and what we would call "municipal contracts," such as the quarrying and cutting of stone for building, the manufacture of mill-work for buildings, or any and all materials that enter into construction of municipal work.' Its scope is in practice wider than that of the New York law, as it includes, for example, sub-contracts for sashes and doors for buildings, which I shall show in a minute are ruled out from the scope of the New York Act. The ruling hours in private employment are ten, except in some places where union organization has secured an eight-hour day in the mechanical building trade. The law expressly provides that the current per diem rate of wages be paid. The law is said to be strictly observed and enforced, and in the opinion of Commissioner Johnson has led to the adoption of a shorter work day in several trades by its example. (*See Exhibit B. (2).*)

*By Mr. Macdonell:*

Q. You are referring there to correspondence with the different Bureaus of Labour?—A. Yes.

Q. That is your own recent correspondence?—A. My own correspondence in the past few weeks.

Q. I see, personal correspondence?—A. Yes, with the men who are in each case entrusted with the enforcement of the law.

Q. And not merely excerpts from reports?—A. No, I sent out about a hundred letters to authorities in the states, some of whom answered and some of whom did not. These letters I am trying to digest as I go along.

The Massachusetts law, which has frequently been revised within the last few years, applies to 'every contract, except contracts for the purchase of materials or supplies,' or, as the following section phrases it, to all labourers engaged on any *works* which are, or are intended to be, the property of the commonwealth. The provision of the Massachusetts law is practically the same as in the federal state law which applies to public works.

*By the Chairman:*

Q. And the same as the Wisconsin Act?—A. Yes, although it is phrased somewhat more differently, and somewhat more comprehensively one would think on the surface.

*By Mr. Knowles:*

Q. Do you know whether they have state-owned telephones in any of these states?—A. I feel quite sure they have not in any of the states. The commissioner in Kansas, for instance, pointed out in that respect that the states of the union are pro-  
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hibited, either by their constitutions or by the reigning public sentiment, from going as far in public control and operation of utilities as the provinces of the Dominion of Canada may do, so that the laws in those states, therefore, do not have as wide application as similar laws enacted on this side of the line would have.

The CHAIRMAN.—He is mistaken in that.

Mr. MACDONELL.—I rather thought that was correct.

The CHAIRMAN.—Have not the states the residue of power? In the union the states have larger authority than our provinces, but our federal government has wider control than their federal government.

Mr. MACDONELL.—The Interstate Commerce Commission there devours a lot of powers that here we enjoy in the provinces.

PROFESSOR SKELTON.—And it is quite true that while the residue of power is vested in the states the constitution of the states frequently prohibits the legislature from using that power. For example, there was such a wave in the thirties and forties of public building of railways and canals, most of which resulted in financial chaos, that a reaction spread over the whole central west, and constitutions were amended to take away from the legislatures the power to repeat the disastrous experiment. The power resides in the states, but the constitution prohibits the legislature from using it at present in many cases.

## EXEMPTION CLAUSE IN MASSACHUSETTS' AND MINNESOTA ACTS.

*By Mr. Knowles:*

Q. Is there any information you could get as to the application of this law to farm labourers, as, for example, on the experimental farm?—A. In the case of Massachusetts there happens to be a special exemption made. Perhaps I had better read it:

"The two preceding sections shall apply to all labourers, workmen or mechanics engaged upon any works which are, or are intended to be the property of the commonwealth, or of any county therein, or of any city or town which has accepted the provisions of section 20 of chapter 106 of the Revised Laws, or may accept the provisions of section 2 of this Act whether such labourers, workmen or mechanics are employed by such authority or by a contractor or other private person. They can not apply to persons employed in any state, county or municipal institution, on the farm or in the care of the grounds, in the stable, in the domestic or kitchen and dining-room service or in store rooms or offices."

In Minnesota the same exception is made that the Act shall not apply to agricultural work, but I do not know of any other states in which that exception is made. (*See Exhibit B. (4).*)

Q. The presumption is, unless there was an exemption, that it would apply to irrigation works?—A. Sometimes it is implied. Sometimes the provision is made explicitly that it shall apply to irrigation works.

The Director of the Bureau of Statistics of Massachusetts states that it is impossible to state definitely what correspondence there is between the stipulated hours and those prevailing in private work because of the variations in hours of labour of different trades in different localities; unskilled labourers generally are employed nine or ten hours a day in private employment. There is no important difference in wages. The Director has 'no reason to believe that the law is not strictly observed,' a statement confirmed by the chief of the district police who has charge of the enforcement of the labour laws, and adds that he has no data at hand to show that the law has had any noticeable effects on the hours observed in private employment.

## THE NEW YORK LAW.

As Mr. Verville pointed out the other day the Bill now before the Committee in one of its sections is word for word a copy of the law in force in the State of New

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York, a law which was declared unconstitutional in 1901, following which the constitution was amended so as to permit its re-enactment. It is now upheld as constitutional. (*See Exhibit B. (5).*)

*By the Chairman:*

Q. They did not uphold the law but they amended the constitution?—A. They amended the constitution.

Q. And they were somewhat thorough, were they not?—A. A campaign had to be carried on throughout the whole state. For the constitution to be amended in New York State it is necessary that the legislature shall pass by a majority a resolution in two successive sessions approving of the proposed measure. It has then to go to the public to be voted on.

*By Mr. Staples:*

Q. Are we to understand that the Bill before us for consideration is practically the New York law?—A. Practically the New York law.

*By Mr. Smith:*

Q. Have you a copy of that law?—A. Yes, I have it here. It is about two or three times as long as the Canadian Bill.

The CHAIRMAN.—You may read it.

Prof. SKELTON.—I will read it and if you have your own copies of the Canadian Bill, you will see the differences. The first two or three sentences seem preliminary, but are essential. (Reads):

The term employee when used in this chapter, means mechanic, working man or labourer who works for another for hire. (*Exhibit B. (5) S. 2.*)

‘Eight hours shall constitute a legal day’s work for all classes of employees in this state except those engaged in farm and domestic service unless otherwise provided by law. This section does not prevent an agreement for overwork at an increased compensation except upon work by or for the state or a municipal corporation, or by contractors or sub-contractors therewith. Each contract which the state or municipal corporation is a party which may involve the employment of labourers, workmen or mechanics shall contain a stipulation that no labourer, workman or mechanic in the employ of the contractor, sub-contractor or other person doing or contracting to do the whole or a part of the work contemplated by the contract shall be permitted or required to work more than eight hours in any one calendar day except in cases of extraordinary emergency caused by fire, flood or danger to life or property. The wages to be paid for a legal day’s work as hereinbefore defined to all classes of such labourers, workmen or mechanics upon all such public works, or upon any material to be used upon or in connection therewith shall not be less than the prevailing rate for a day’s work in the same trade or occupation in the locality within the state where such public work on, about or in connection with which such labour is performed in its final or completed form is to be situated, erected or used. Each such contract hereafter made shall contain a stipulation that each such labourer, workman or mechanic, employed by such contractor, sub-contractor or other person on, about or upon such public work, shall receive such wages herein provided for.’ (*See Exhibit B. (5) S. 3.*)

The CHAIRMAN.—That is covered now by our fair wages clause. That is why I suppose we left it out of our Bill.

Prof. SKELTON.—I am not sure whether your fair wages clause stipulates whether the wage shall be the prevailing day wage.

The CHAIRMAN.—It says the current rate of wages.

PROF. SKELTON.



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Prof. SKELTON.—But it does not say whether the current hour rate or the current day rate.

Mr. SMITH.—I think that the provision with regard to wages presents a possibility of operating against this Bill. If a contract was entered into by the government on the basis of an eight-hour day law while the wages paid for private work were on the basis of a ten-hour day, that would mean a reduction of the rate paid on public work. In the New York State law they have provided against such a possibility by enacting that a man employed for eight hours shall have the same wages as a man who is employed for ten hours on private work.

Prof. SKELTON.—The language certainly should be made explicit as to whether it applies to the hour or the day.

*By Mr. Staples:*

Q. In connection with data that you have now in your possession, did you discover whether or not, when a Bill was before the legislature, an effort was made to include farm labourers or agricultural labourers, and if so what representations that element made to the committee considering the measure?—A. As far as I remember, although I did not look up the point definitely, it was almost unanimously agreed that the exception should be made. I think there was practically no effort made to have the law include farm labour. However, I shall look the matter up, and if I find to the contrary, I will report the fact to you on my next appearance before the committee. Now let us resume the consideration of the New York law. (Reads):

“The contract for such public work hereafter made shall contain a provision that the same shall be void and of no effect unless the person or corporation making or performing the same shall comply with the provisions of this section; and no such person or corporation shall be entitled to receive any sum nor shall any officer, agent or employee of the state or of a municipal corporation pay the same or authorize the payments from the funds under his charge or control to any such person or corporation for work done upon any contract, which in its form or manner of performance violates the provision of this section, but nothing in this section shall be construed to apply to persons regularly employed in state institutions, or to engineers, electricians and elevator men in the departments of public buildings during the annual session of the legislature, nor to the construction, maintenance and repairs of highways outside of the limits of cities and villages.”

In this connection, Mr. Chairman, partly because the hours of labour in the country were considerably longer—it was thought that it was undesirable to have the hours of labour of men employed through the state on country roads, as short as elsewhere, so that an exception was made in view of the effect on farm labour.

The CHAIRMAN.—Mr. Smith, is the point you made, that by the inclusion of the wages' clause in the Bill it would have the effect of requiring the government contracts to be paid for at a rate per hour that was existing in the state?

Mr. SMITH.—At the rate per day existing in the states.

The CHAIRMAN.—That is your view of the effect of the clause?

Mr. SMITH.—Yes, that unless you make provision as they have done in New York; and it is evidently the intention of the Act to provide that the current wages in the district based on ten hours a day shall be the same wages for an eight-hour day.

*By the Chairman:*

Q. Was the question discussed, Prof. Skelton, as to whether by the current rate they meant the rate per hour or per day?—A. In New York State?

Q. Yes.—A. Yes, they explicitly stated the rate per day, and if such a Bill as this were to pass and the fair wages' law remained in its present form, it would be very ambiguous as to whether the current rate of wages should be understood as the rate per hour or the rate per day. It should be made more explicit which is intended.

*By Mr. Knowles:*

Q. Would it be possible for a man working not more than eight hours per day on a government contract to send his workmen home for two hours extra work that he desires on a job any night?—A. That point has come up. I think it would probably be permitted, but as a matter of fact, it would not be possible to work it out.

*By the Chairman:*

Q. Your view then is, that if the same contractor employed two groups of men on the same street that he could pay the men working eight hours on a government work a ten hours' wage and then send them across the street to work for the remaining hours? A.—I may mention that point came up for discussion on the Federal Bill and I have a note here embodying the opinion of the Senate Committee on the point, which I will read in a moment, which I think will cover the point raised by Mr. Knowles.

AMENDMENTS PROPOSED IN 1902 TO BILL REPORTED ON IN 1900.

It is, however, the New York Act which is of most interest because it has provided the model of the Bill before this committee. With the minor exceptions noticed, it covers all workmen, mechanics and labourers directly employed by the government as well as all contracts to which the state or municipality is a party involving the employment of workmen, mechanics or labourers. One would infer from the text that the law would apply to all workmen in the contractor's employ, whether engaged on the government work or not. This inference is supported by the fact that a committee of the House of Representatives which reported favourably in 1900 on the Bill (H.R. 6882) embodying a similar provision found it necessary to insert the phrase—it comes in in line 7—'doing any part of the work contemplated by the contract.' Two years later the Senate Committee on Education and Labour, considering the Bill thus amended, in reporting it favourably to the Senate considered it necessary to add to it another safeguard in the phrase 'upon such work.'

*By Mr. Smith:*

Q. How would the clause read after being amended?—A. The doubly amended clause will read as follows. (Reads):

"No labourer, or mechanic *doing any part of the work contemplated by the contract.*"

That is the first condition in line 7—

"In the employ of the contractor or any sub-contractor contracting for any part of said work contemplated, shall be required or permitted to work more than eight hours in any one calendar day *upon such work.*"

That was the second insertion.

OPINION OF THE UNITED STATES SENATE COMMITTEE.

*By the Chairman:*

Q. That was done by the federal government?—A. Yes, by the federal government. The Senate Committee made this point which bears on Mr. Knowles' question. They said:—

"We are unanimously of the opinion that the provision that no mechanic should be required or permitted to work more than eight hours in any one day means either one of two things. First, by a strained construction, that a citizen should not be permitted to work more than eight hours out of twenty-four anywhere, either at his own home or in his garden, if he has already worked eight hours upon the government contract. If it means this, such a denial of personal liberty would be unconstitutional, such a law would be impossible and absurd.

PROF. SKELTON.

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Secondly, the meaning is that no mechanic shall be required or permitted to work under a Government contract more than eight hours in one day upon such work."

That is, the opinion of the United States Senate Committee was that unless these two conditions which I have mentioned were inserted, the law might be interpreted as prohibiting the working of more than eight hours a day, not merely on any other contract but by a man at his own home, and these two clauses were put in to specify that the eight hours referred merely to the work done on government work. If these two clauses were inserted I should imagine that it would be possible for the contractor to ask a man to put in an hour or two on some other work if he wanted to.

*By Mr. Knowles:*

Q. To put him on some other work for the government if it were a contract?—A. In the building trades it would not be feasible to have a man work on another job for an hour or two.

Mr. VERVILLE.—By the time he started the work it would be too late.

Prof. SKELTON.—I do not think it would be very feasible.

## PROVISIONS OF FEDERAL AND STATE LAWS DEFINED.

*By the Chairman:*

Q. Has the Federal Committee not put in its law these sentences?—A. This was not in the federal law. This was in the later Bill presented which has not yet been enacted.

Q. Does their federal law apply to workmen generally in the employment of a contractor who has a government contract, or simply those workmen working on the contract?—A. Here we have the provision that the employment of labourers and mechanics upon any of the public works is limited and restricted to eight hours in any one calendar day.

Q. The point I want to make clear is, supposing a contractor employs a hundred men and has ten of those men working on a government contract. This Bill would seem to indicate that by virtue of the contractor having ten men working on a government contract the whole hundred would be bound by the eight-hour regulation. I think myself that is the effect.—A. Precisely, I think that is the way it reads, and I think that is why the Senate and the House of Representatives thought it necessary to introduce these safeguards. But in actual practice, so far as I have ascertained, the New York Act has not been invoked to cover either of these contingencies. It has not been interpreted as one would expect it must be interpreted to mean that a man in the employment of the contractor, even although not on government work, may be prohibited from working more than eight hours.

*By Mr. Smith:*

Q. That has not been carried out?—A. No one has taken advantage of it, although I think it is a possible interpretation.

*By The Chairman:*

Q. But as between the federal and the state governments, the state government could pass any law it pleased regulating the hours of labour, but when it comes to the federal government that government has only the right to restrict labourers directly or indirectly employed by it?—A. Yes.

Q. Then, these saving clauses would be a matter of some concern in a federal Bill, whereas they may not be in a state Bill?—A. I think that is true.

*By Mr. Verville:*

Q. In the case of government work or anybody taking a contract with the government?—A. On government work.

*By The Chairman:*

Q. When the state wishes to enforce an eight-hour-day law it can either enact a straight eight-hour-day law or pass a law in the first place applying to public works and say that all the workmen in the employ of the contractor who engages men on any of these public works must work only eight hours. But if the federal government attempted to do that it would be invading, it seems to me, the jurisdiction of the several states or provinces in trying to regulate the hours of others than those who were working on government work directly?—A. I think that is probably the reason why it was felt desirable to make the law explicit.

*By Mr. Macdonell:*

Q. By inserting the words 'upon such work?'—A. Yes, 'upon such work.'

Mr. KNOWLES.—I cannot agree with Mr. Verville that it will be impossible for a contractor to put his employees at work upon two jobs. He could work them down town in the morning up to the luncheon hour and then give them another job for five hours on a government contract in the afternoon.

Mr. VERVILLE.—It is not a question of what they can do, but what they are obliged to do under existing conditions.

Mr. KNOWLES.—It will be a great temptation to do that if under this Bill full pay at the rate of ten hours is to be given.

Mr. VERVILLE.—There will be a great temptation on the part of the men only to work for eight hours too. What you suggest would not be businesslike.

Prof. SKELTON.—The point came up in some of the hearings held by Congressional committees to consider proposed legislation.

Mr. MURRAY, representing the Manufacturers' Association.—I would like to ask whether under the New York law piece workers are required to be paid the same amount of wages per day or per week on the eight-hour basis as they formerly were on a basis of ten hours. To illustrate my point, let me refer to an operation in connection with the building trade. Riveters, I understand, are paid by the piece, so much per thousand rivets, and the union to which they belong fixes the price at which they will be paid. Would they now expect to receive the same compensation per day of eight hours as they formerly did on a ten-hour basis?

Prof. SKELTON.—You mean under the New York law?

Mr. MURRAY.—Yes.

Prof. SKELTON.—It expressly states that they shall receive the per diem rate of wages current in the trade, but if in a certain trade the wages are on a piece-work basis I should certainly think the law would require them to be given the prevailing piece-work rates.

Mr. MURRAY.—In that event the application of the law to riveters would result in a reduction of wages.

Prof. SKELTON.—I think that is quite conceivable.

The CHAIRMAN.—I did not ask permission of the committee in that instance in allowing Mr. Murray the privilege of asking a question because I felt that it was merely the one query he wished to put. I would like to know the wish of the committee on that point in regard to any gentleman appearing before us. I suppose that in all cases it would be by the courtesy of the committee that they should be allowed to ask questions.

Mr. KNOWLES.—I should think we would be all agreeable.

Mr. SMITH.—I think it is very proper.

PROF. SKELTON.

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Mr. MURRAY.—I shall not ask any more questions to-day. My question had reference to a point that just occurred to me.

Mr. STANFIELD.—It was a very important point.

The CHAIRMAN.—The committee will be very glad to have questions asked that will bring out light.

Mr. MACDONELL.—We had better leave to the judgment of the Chairman the matter of questions asked by any person present.

The CHAIRMAN.—I think if any gentleman comes here from a distance and feels that he would like to ask a question we should be glad to hear him, but if there are several persons and their questions might interrupt an examination, it might be well to fix a special time for them.

Mr. STAPLES.—We had better leave it to the discretion of the chair.

## EXTENT OF APPLICATION OF NEW YORK LAW.

PROFESSOR SKELTON.—To continue the discussion as to the scope of the New York law. In actual practice, so far as I have ascertained, the New York Act has not been invoked to cover either of these contingencies. The law applies, according to the State Commissioner of Labour, 'to all public work paid for out of public funds; it does not apply to supplies purchased in the open market.' In response to a further inquiry the commissioner replies that it is held 'that the law applies to all direct contracts for such specified articles as ships or uniforms, but would not apply to the manufacture of certain parts used by the contractor which are not produced in his own shop or factory. For instance, in the building of a steam vessel, marine engines of a standard type made by some builder of such engines, would not in their construction be subject to the law except in the matter of erection or installation in the vessel to be supplied therewith.' This important point may be further illustrated by a decision of the Court of Appeals in 1908, to the effect that the law was not applicable to materials purchased by the contractor. That is, the New York law as it stands is interpreted to exclude materials purchased by the contractor.

*By Mr. Verville:*

Q. What do they classify as materials purchased by the contractor?—A. Well, the instance in this decision is the last point I will bring up in this connection today, and I might read that decision in some detail.

## COURTS' DECISION AS TO APPLICATION OF LAW.

Q. Does it mean goods purchased in the open market?—A. It covers more than goods purchased in the open market. It covers all sashes and doors made according to specifications. One would imagine it would come within the scope of the Act. But the courts apparently decided to narrow the application. The Court of Appeals on December 15, 1908, rendered the following judgment in the case of *Bohnen v. Metz*:—

"The parties submit their controversy under section 1279 of the Code of Civil Procedure, and by their stipulated facts show that the plaintiff is a citizen of this State and the defendant city a municipal corporation, and the defendant Metz its officer charged with the duty of authorizing the payment of any moneys due or to become due on a contract with such municipality; that a contract was made between the city and the defendant Wille for the erection of a municipal building for the sum of \$30,000, in which building there were to be doors, windows and other manufactured woodwork. By the contract Wille agreed that he would comply with the provisions of chapter 415 of the laws of 1897, as amended, known as the Labour Law, and he would not permit or require any labourer, workman or mechanic in the employ of himself, or sub-contractor, or other person doing or contracting to do the whole or part of the work embraced in his contract to work more than eight hours in any day, except in cases of emergency, and that

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he would pay the rate of wages prevailing in the locality, and that the contract should be void unless he should fully comply with such provisions of the Labour Law. In the course of construction, doors, windows and other manufactured woodwork required for the building and used in it were manufactured for the special purpose at the request of Wille by a manufacturer within the State of New York who employed workmen and mechanics more than eight hours a day, and paid them less than the prevailing rate of wages in the city of New York. By the terms of the contract, \$1,000 is now due, and the plaintiff, as a citizen of the state pursuant to the right given him by section 4 of the Labour Law, (as amd. by laws of 1899, chap. 567), challenges the right of the city and its fiscal officer to make such payment on the ground that Wille by purchasing doors, windows and woodwork for the building from a manufacturer who employed his men more than eight hours a day and paid them less than the prevailing rate of wages, forfeited his contract and the right to any payment thereunder. The city, through its officers, refuses to declare the contract void and submits to the court whether or not it is its duty so to do.

Whether section 3 of the Labour Law (laws of 1897, chap. 415, as amd. by laws of 1899, chap. 567; laws of 1900, chap. 298, and laws of 1906, chap. 506), providing that every contract with the state or a municipal corporation involving the employment of labourers, workmen or mechanics, shall contain a stipulation that no such labourer, workman or mechanic in the employ of the contractor, sub-contractor or other person doing, contracting to do, the whole or a part of the work, embraced in the contract, shall be permitted or required to work more than eight hours a day, or be paid less than the prevailing rate of wages of the locality in which the work is to be done, and shall be void unless such stipulation is observed, be deemed constitutional or unconstitutional, the stipulated facts do not bring the contractor Wille within its provisions.

The manufacturer who worked his men more than eight hours and who did not pay the prevailing rate of wages was not a 'sub-contractor or other person doing, or contracting to do, the whole or a part of the work,' within the meaning of the statute. It was necessary that the windows and doors be made to measure, and, therefore, it was necessary that an order for their manufacture be given. The transaction amounted, however, to a mere purchase of material necessary for the building.

The construction of the statute contended for by plaintiff would follow the iron beams necessary for a building to the mines, the wood work to the logging camp and the stone to the quarry, and would put a contractor to the hazard of forfeiture of his contract and all payments due him in the purchase of any material for the construction of any municipal building.

Assuming that the present law is free from the vices of the former law pointed out in *People ex rel. Cossy v. Grout* (179 N.Y. 417), and *People v. Orange County Road Const. Co.* (175 id. 84) and kindred cases, it cannot be held that the legislature intended to include labour employed in the production of raw material necessary for municipal buildings and works. Presumptively, the legislature enacts labour laws to benefit and aid labour. If the law be held to embrace purchased manufactured material and to work a forfeiture of the contract and all payments earned if in its manufacture and preparation for use the eight-hour law is not observed and the prevailing rate of wages of the locality is not paid, its presumed beneficent object will be defeated, for no municipal work will be done because no contractor will be foolhardy enough to enter into any contract liable to be annulled in such a manner. Labour laws like any other law which the legislature sees fit to enact, should be upheld by the courts where no constitutional violation exists, but no absurd interpretation which defeats their object should be permitted.

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The situation is not changed because the defendant Wille contracted that he would forfeit payments if he violated the law. The material which he purchased did not come within the law as we view it, because the persons employed in the manufacture of the doors, windows and woodwork ultimately used in the building were not employed 'on, about or upon such public work' within the meaning of the statute, and hence it was unimportant whether they were employed more than eight hours a day or were not paid the prevailing rate of wages.

Our conclusion is that the defendant Wille did not forfeit his contract and that he is entitled to the payment due under it.

Judgment is directed for defendant Wille, with costs."

So far as I have been able to gather those are the main points which have been brought out, to define the scope and applicability of the New York law as it now stands.

*By Mr. Stanfield:*

Q. You made some statements in regard to uniforms, have you any data as to that?—A. I asked the Commissioner of Labour of New York to say whether he thought that law would apply to the production of ships or uniforms. He said he thought it would.

Q. How do they get round it?—A. They would have to be made in an eight-hour factory.

As a matter of fact, however, the opinion of the New York Commissioner was purely a hypothetical one: The law is not actually interpreted to cover contracts for uniforms, though I see nothing in the law itself, unless it be in the later phrase 'all such public works,' to exclude such contracts, and apparently the Commissioner is of the same mind. I am informed, however, by the general secretary of the United Garment Workers, Mr. B. A. Larger, that the New York eight-hour law does not apply to the contracts for uniforms for militia, nor does it apply to city contracts for police, firemen or street cleaners' uniforms. The law does not apply to any work under the jurisdiction of the New York Workers of America. None of the work that I am aware of is done on the eight-hour basis; it is all nine and ten hours.' This simply confirms my previous statement that, however broad the nominal terms of the Act, in practice, it covers only public works and printing contracts.

*By Mr. Knowles:*

Q. Is New York one of the states in which the law is pretty well enforced?—A. Yes. New York state enforces its law very strictly. There were a great many violations of the Act in 1906 and 1907, but the department seemed to be quite vigorous in the execution of the law, and now there are fewer complaints of violations. I might say that the whole work on the Barge canal is done on an eight-hour day basis, and at the last session of the legislature an amendment was passed making it clear that all work—this is a point that will have to be considered in connection with Canada—done by a commission of the state or municipality would have to be on the eight-hour basis. For example, there is the huge New York State aqueduct. It is carried on by a commission, will cost \$160,000,000, and under the terms of that rider is being constructed on an eight-hour basis.

*By Mr. Macdonell:*

Q. To the work done by a municipality this Bill would not apply?—A. Do you mean the Canadian Bill?

Q. This Bill does not apply to municipal work?—A. No, but supposing such a measure were passed in Canada, would it apply to contracts made by the Transcontinental Railway Commission.

Q. It would?—A. That point was not very clear according to the construction of the New York Act, so they passed an amendment making it very clear that it should apply to commissions.

## LAW AS TO MAIL CARRIERS.

*By Mr. Knowles:*

Q. Would this apply to a man who was hired to drive a wagon conveying His Majesty's mail, if the contractor hired such man?—A. Yes, I believe it would.

Mr. MACDONELL.—I should think it would without any doubt.

Mr. STAPLES.—Then it would apply to all city mail carriers.

Prof. SKELTON.—It would probably apply to contracts with railways for transportation. I might point out in this connection that when Bills of this character were before the Federal Congress of 1902 an express stipulation was put in that it should not apply to contracts for transportation by land or water, or for the transmission of intelligence or for the purchase of supplies. It was thought by the committee to be clear that the Bill as it stood—which in essentials was much the same as the Bill here—would apply to the contracts for the transportation of mail and would of course force the railways to be carried on on an eight-hour basis, so the heads of various railway unions came before the Committee in 1899 and testified that while strongly in favour of the eight-hour system and believing it was coming, they thought it would be unworkable at the present moment to apply it to the railways. So an exception was made, and in all the Bills brought forth since, that exception has been preserved.

*By Mr. Macdonell:*

Q. If you have got, in some handy form, these various exceptions, I think it would be well to give them as you go along through the different enactments, so that when we come to consider the whole situation we will have them before us. In that way you would not have to go through all your material again.—A. I have them here and can put them in.

*By Mr. Stanfield:*

Q. Coming back again to the question of uniforms, are they manufactured by the United States, or are contracts for them sublet?—A. I think they are sublet.

Q. Would you kindly find out if possible where they are made and the regular hours of labour for clothing factories in each particular district, and how they keep track of work done on the eight-hour basis?—A. You mean in the case of the states, because it is only the state law which applies to the provision of supplies and materials? Do you mean in the case of the State of New York, which buys uniforms for its militia, how they are provided?

The CHAIRMAN.—Have you in mind, Mr. Stanfield, the federal or the state government?

Mr. STANFIELD.—Both.

The CHAIRMAN. The federal government, as I understand it, distinctly excludes the supplies.

Prof. SKELTON.—Yes, it applies only to public works, but the various state governments undoubtedly have to purchase supplies such as uniforms.

Mr. STANFIELD.—It would be well to look into that matter.

The CHAIRMAN.—Certainly.

Prof. SKELTON.—I think it would not be a bad idea to attempt to arrange, either by inquiry from the various departments or by discussion among the members of the Committee, what would be the natural scope of this Bill as it stands here; to what it would apply, to what public works, what contracts for railroads, &c., to what purchases of material, to what contracts for transportation and so on.

Mr. SMITH.—Do you mean the New York Bill, or the Canadian Bill as it stands?

Mr. VERVILLE.—There are eleven members of this committee and there may be eleven different ideas on those points.

PROF. SKELTON.



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Mr. MACDONELL.—Perhaps Prof. Skelton might in the light of his experience show what the Bill would cover. For instance, when we come to put in our report—I am merely suggesting this—it would seem to be the proper thing to say that with respect to the Bill committed to us we find in our opinion it applies to so and so, and then give a statement showing what the application of the Bill we have been considering is, and continue from that starting point.

## FEDERAL AND CERTAIN STATE LAWS TO BE COMPARED.

The CHAIRMAN.—I do not know how it appears to the other members of the committee but it seems to me from what Prof. Skelton has given us this morning, that if he could take the United States federal law and compare with it the laws of Wisconsin, Massachusetts and New York, bringing these four measures together and discussing the bearing of one upon the other, it would be very instructive and enlightening—because certainly the Wisconsin and Massachusetts laws seem to be rather direct and specific. Although the New York law is perhaps more far-reaching—also the application of these laws to the federal jurisdiction, would be very helpful, I think, in getting at just what we want here. This is practically what he has done this morning although he has spread the work over a large field.

Mr. MACDONELL.—My idea is apparently the same as yours. The legislation passed by New York, Massachusetts and Wisconsin and the Federal Act are very useful.

The CHAIRMAN.—Yes.

Mr. MACDONELL.—The Wisconsin Act is the latest of any one of those Bills which are before us. The New York Act has gone very far and it has been a good deal hammered out and pounded on. It is a very useful Bill and then there is the fact that our Bill is very similar to theirs. Those four Bills will give us a good deal of information.

Mr. STAPLES.—What is the object of considering the details of these state laws? We do not pretend to go that far, do we, or, to legislate beyond the scope of the federal law which will simply cover the labour employed on federal public works? That is all we intend to do?

The CHAIRMAN.—I think that is so.

Mr. STAPLES.—Why is it necessary to go into the state laws?

The CHAIRMAN.—They help to throw light on the considerations which you have to keep in mind in drafting a federal measure. For instance, these two limitations which it has been found necessary to insert in the New York law, I think it was, are limitations which probably it would be necessary to insert in any federal law. The same reason which would apply in the case of a state would apply to contracts by the federal government, and it is with the view of getting the light of as much experience as possible that we are taking up the matter of the scope of this legislation.

Mr. STANFIELD.—It is too important a Bill to rush through.

Mr. MACDONELL.—Sooner or later we ought to be in touch with the Justice Department, as legal questions will arise as to the Federal jurisdiction and so on. Perhaps that could be left until we have the measure pretty well matured in our minds.

Prof. SKELTON.—Supposing I should present a tentative interpretation of what, it seems to me, is comprised within the scope of this measure.

*By Mr. Verville:*

Q. Of the Canadian Bill?—A. Yes, of the Canadian Bill.

Mr. KNOWLES.—I think perhaps the Professor had better give us what he has in his mind and then we can do what we think best.

The CHAIRMAN.—And a comparison of these other laws.

Prof. SKELTON.—On the points strictly bearing on the Canadian topic.

*By the Chairman:*

Q. Have you been able to ascertain how far the states have gone in the matter of legislating on hours of labour before the Federal legislation was passed? Has the

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Federal legislation followed in the wake of legislation of the states or it has preceded?  
—A. No and yes.

Q. Perhaps you could arrange a chronology of that?—A. To put it briefly; the first important action taken by the Federal government preceded any action by the state, but since then some of the states have gone further, have caught up to and gone ahead of it.

Q. You say the first important action?—A. Yes.

Q. Do you mean the first legislation enacted?—A. The first legislation, the first hour law enacted was by the Federal government. It was at first in advance of the states, but very little.

*By Mr. Knowles:*

Q. Before any amending laws?—A. Yes, even before the amending laws. The amending laws were passed within the past eight or ten years, but since then the states have caught up and gone ahead of the Federal government.

*By the Chairman:*

Q. Do you think you could point out the chronology?—A. Yes.

Mr. MACDONELL.—The New York law was ahead of the Federal.

*By the Chairman:*

Q. What is the date of the Federal enactment upon the statute book at the present time?—A. 1892. Of course in 1868 there was an enactment providing for an eight hour law for government employes directly employed. In 1892 the main Act now in force was applied to contracts as well.

Q. It is the law that is on the statute book at the present time?—A. Yes.

Q. There have been several Bills introduced since then?—A. In practically every session. There is a Bill before the House of Representatives at the present moment.

Q. Could you devote perhaps part of a sitting to giving us the various attempts that have been made to introduce Bills modifying the Act of 1892 and the reasons, so far as you have been able to gather them, why these attempts have not been successful?

Mr. SMITH.—The effect?

The CHAIRMAN.—The effect.—A. I can do that.

*By the Chairman:*

Q. And the Act of 1892, can you trace it up and find out when it was first introduced?—A. Yes.

The CHAIRMAN.—As I understand it, there have been several important Committees of the House of Representatives and of the Senate of the United States. If you could give us just an outline of these various bodies, what they have attempted and the line of argument presented before them. I think that would be very helpful.

Mr. VERVILLE.—I was before that Committee three years ago at Washington when they were discussing the matter.

Prof. SKELTON.—What session was that?

Mr. VERVILLE.—I think it was 1906.

The CHAIRMAN.—That is one of the committees that was dealing with proposed amendments.

Mr. VERVILLE.—I was there all the forenoon hearing evidence.

The CHAIRMAN.—Did you give any evidence?

Mr. VERVILLE.—No, I was just listening.

Mr. STAPLES.—All the morning we have been following—which appears to be the object of the committee—the legislation which has been passed or considered in the United States. Why do we restrict ourselves to the United States? Why do we not go to other republics, or to the mother country?

Prof. SKELTON.

## APPENDIX No. 4

The CHAIRMAN.—I might explain, Mr. Staples, that at the last meeting of the committee we arranged a scheme which takes in exactly what you had in mind. We thought it better to take the United States first, because they were close to us, and perhaps had enacted more legislation along this line. Then, Prof. Skelton was to give us at another meeting what was done in Great Britain, Europe and Australia.

Mr. MACDONELL.—We had quite a review of the Australian and New Zealand laws, and we are taking a glance at the United States at the present time.

Prof. SKELTON.—Ninety-five per cent of the legislation on the matter has been passed by the United States. I have sent to Europe for data regarding some of the French and Swiss measures, as well as the British which I already have, but thought I would not bring the information in until it was complete.

*By the Chairman:*

Q. Are you in possession of a report of the United Kingdom?—A. I have some data, but am not quite sure that I have the latest information available. I have sent over to find out whether any measures were passed within the last two or three years.

Q. And as far as you are concerned, you want a little more time on that branch of your investigation?—A. I think it would be better. The French government about two years ago passed some experimental legislation for eight hours a day in their own workshops. How it has worked out I have been unable to find out yet.

Q. In regard to Australia and New Zealand, do you wish to add anything to what you said the other day?—A. I have no further fresh data as yet.

The CHAIRMAN.—The reason I have asked Prof. Skelton these questions is to determine whether it will be advisable to have him again at the next meeting of the committee or begin taking the evidence of some other witness and allow him to work out his data further.

Mr. VERVILLE.—I think it would be better to give the Professor a chance to get all his data together, because he has written to Europe for some further information, and it will require a little time to obtain and prepare that.

Prof. SKELTON.—So far as information on European or Austrian experience is concerned, it will probably be some weeks before that could be presented. As for going on with the experience of the United States in throwing any light on the points regarding which the Chairman and others spoke, that can be done at any time it suits the committee. I am quite prepared to go on in another week or wait until you have some further evidence.

Mr. MACDONELL.—Would it not be better to complete Professor Skelton's statement on this matter rather than break in upon the narrative. Any information he could give the committee on the point raised by Mr. Smith as to how the payment works out per day would be useful, and also on the point as to the Saturday half-day.

Mr. SMITH.—And, Professor Skelton, your record of the application of this law in the United States is very important, and the extent to which any law of this nature in the United States has gone. Still we must remember that while many of these states have passed laws, as a matter of fact not five per cent of them are applied.

Prof. SKELTON.—I confined myself to discussing the Acts which I have found out were really enforced.

Mr. MACDONELL.—Another point you might make a note of, and accentuate in some way, is, where they have passed these laws that have become a dead letter.

Mr. SMITH.—That is what I mean.

Mr. MACDONELL.—Let us see how the public accept these laws.

Mr. MARSHALL.—And why they have become a dead letter.

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The CHAIRMAN.—And also the various committees of the House of Representatives and Senate that had to consider measures of this kind and the nature of representations made before them. I think there is a lot of information embodied in the reports if you could go through that evidence and make a digest of the nature of the arguments pro and con. We might agree now to hear Prof. Skelton next Wednesday, and a week from then begin the hearing of witnesses who desire to appear.

Mr. SMITH.—What information can we have next Wednesday?

The CHAIRMAN.—Information pertaining to these various questions which the committee have been asking this morning. Prof. Skelton, you might look over the points raised this morning and be prepared to give further information on them at the next sitting.

Committee adjourned.

HOUSE OF COMMONS,

COMMITTEE ROOM, No. 62,

Feb. 2, 1910.

The Special Committee on Bill No. 21 (An Act respecting Hours of Labour on Public Works) met in Room 62 at 11 a.m., the Hon. Mr. King in the Chair.

The CHAIRMAN.—I desire to make an explanation in regard to my report to the House. I think I explained to the committee at the first meeting that I had had a conversation with the Premier at the outset in regard to retaining Prof. Skelton by the committee, and was informed that the best course to pursue was to see Dr. Flint, and make such arrangements as were necessary, he being Clerk of the House. Dr. Flint said he did not think it necessary to go before the House, that the committee had the power itself, but later on Dr. Flint said he thought it would be better if a formal report were presented to the House, asking permission to retain Prof. Skelton. The report was drafted, and I presented it on the spot, feeling it was a purely formal matter, as the committee had decided to retain Mr. Skelton. I might have given a fuller explanation in presenting it, but I did not, and it was questioned by one or two members of the Opposition, who seemed to think this work ought to have been done by the Department of Labour, a point which we had discussed before. I withheld the report, and have not asked the concurrence of the House since, as I thought it would be better to wait until the committee met to-day, and if the committee approved of my proposal, I would submit the report to the House. I think if the matter were explained to those who objected, there would be no difficulty in having the report adopted, because the objection was that it was work which the committee or the Department of Labour could do, but I think those who listened to Prof. Skelton must feel satisfied that what he has done was done much more thoroughly and satisfactorily than the committee would be able to do it. He has given us the benefit of his trained experience and knowledge, and has aided the committee in their work greatly. We certainly would be derelict in our duty if, knowing his capacity in this direction, we did not take advantage of it. I should be glad if members of the committee would express their views on the point.

Mr. VERVILLE.—It has been decided by the committee to do it. We have to abide by our decision.

Mr. MACDONELL.—Since the Chairman spoke to me in regard to this matter, I explained to the two members of the opposition who objected, to their satisfaction, the position of the matter. I concur completely in the Chairman's idea of the fairness of the work, and the value of it to the committee, and therefore I shall be glad to support the motion for the adoption of the report.

PROF. SKELTON.

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The CHAIRMAN.—The objection was natural enough under the circumstances. Has the sub-committee something to report?

Mr. VERVILLE.—Not yet. We have been too busy this week.

## SCOPE OF LAW LIMITED TO PUBLIC WORKS AND PUBLIC PRINTING.

Prof. SKELTON.—There are two or three points I thought I would take up this morning. In the first place, it was asked that a brief summary be made of the most important of the American experiments, so I have prepared a memorandum, of which I have a few copies, covering the laws enacted by the States of Massachusetts, New York and Wisconsin, and by the Federal Government of the United States. I may say on this point that the further I have investigated the laws of the several states, the clearer it becomes that whatever the wording of the law may be, however wide it may be nominally, in practice the scope is limited almost entirely to public works.

## IN NEW YORK STATE.

In the case of New York State, where the terms of the law are wide enough, one would think, to cover every contract made by the government, as a matter of fact the only two lines covered are public works, including buildings of all sorts, the construction of canals, aqueducts, and so on, and the letting out of public printing. The question was brought up the last day, how is the wage provision in the New York law construed when the work is done on a piece basis. I am informed by the official who has charge of enforcing the law in New York State, that that question has never come up; they have never had to apply the law on a piece work basis, so that they never had to solve that question. I thought I might next, leaving this memorandum in the hands of the committee, go on briefly to make some suggestions as to the scope of the Bill before us. I do not pretend to bring any legal knowledge to bear on the point. But I wish to give some suggestions in the light of the American experiences I have gone over, as to the scope it might possibly have, simply as a starting point for discussion by the committee. The scope of the Bill before the committee may be considered from three view points. In the first place, to what different lines of work would it apply? Next, what employers in these lines of work would be affected? That is, how far would the ramifications of sub-contracting go? Would the purchasers of material, for example, be involved? And in the third place, what workmen in the employ of contractors affected by the law would be involved?

## SCOPE OF OPERATIONS UNDER BILL No. 21.

Taking up the first point, as to the lines of work that would be affected, I think it is clear the Bill before us would cover contracts for the construction and repair of public works, including such buildings as post offices, customs houses, armouries, Inter-colonial stations, freight sheds, and so on, wharfs, piers, breakwaters, and railroads and canals. That is the most obvious group to which the Bill would apply.

*By the Chairman:*

Q. Do you mean the construction of railways?—A. Construction or repair of railways.

*By Mr. Verville:*

Q. Government roads?—A. Yes, of the Government roads.

*By Mr. Stanfield:*

Q. Would that include cars, locomotives, &c. ?—A. Yes, if those were specially contracted for by the Intercolonial management. In the second place, contracts with

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railroad and steamship companies for carrying mail. This was a point which came up in the discussion on the first Bills brought up in the Federal Congress in the United States. It was agreed by both parties that the law as first drafted would apply in this respect.

*By the Chairman:*

Q. And that drafting was similar to this Bill?—A. Yes. Again it would extend, I think, to contracts for the construction and repair of ships. This is the point over which much of the controversy has turned in the proposed Federal legislation in the United States. Again, it would apply to contracts. I think, for the provision of material and supplies. For instance, uniforms for the militia or permanent force, locomotive equipment for the I.C.R., ordnance, rifles, ammunition, mail bags, paper for government printing offices, and other lines not necessary to specify. The third section provides that the Bill shall apply to work undertaken by the government of Canada by day labour. I do not feel able to interpret that section very definitely. It certainly would apply to any public works carried on by the government, but whether or not it would extend to mechanics paid by the day in government railway round-houses, or anything of that sort, I do not feel quite certain.

*By Mr. Smith:*

Q. Does it affect the Transcontinental Railway construction between Winnipeg and the Atlantic?—A. I should think so.

#### EMPLOYERS INVOLVED ON EIGHT-HOUR BASIS.

The second question is as to what employers within these various fields would be involved. The test of the applicability of the Bill before us would be the presence or absence of a contract. Wherever a contract was entered into, whether between the government and the primary contractor, or between that contractor and a sub-contractor, or even between that sub-contractor and further sub-contractors, if you want to go that far, I should think the work would have to be done on an eight-hour basis. But the Bill would not apply to work done on materials and supplies purchased in open market without a contract being made.

*By the Chairman:*

Q. When you say the work would have to be done on an eight-hour basis, is that the work which the contractor has contracted for, or all work done by that contractor?—A. I think all work done by that contractor. I do not think the law would apply to work done on materials and supplies purchased in the open market.

*By Mr. Macdonell:*

Q. Why are you of that opinion, unless there is an exception to that effect?—A. I mean where no contract is expressly made.

Q. But you are assuming there is a contract expressly made?—A. No, I say if you go out and purchase supplies without going through the formality of making contracts, purchasing them for the work as needed—

Q. In law that would be a formal contract?—A. I understand your argument, but consider the contracts referred to in the Act are contracts for work yet to be done.

#### OPINION OF LAW OFFICERS IN 1904.

Q. It would seem to me that the law would cover the case you mention unless there was an exception?—A. It is a rather difficult question, but I think one might contend that the interpretation of the law would be that its provisions would apply only to work done under and in consequence of the letting of a primary contract.

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An opinion has been given by the law officers of the United States government which follows exactly similar lines. I should like to read a few sentences of the opinion in regard to it rendered in 1904 by the solicitor of the Department of Commerce and Labour. It is as follows:—

“A careful study of this Bill and of the statements and arguments made upon the several hearings before the committee to which it was referred, show that it affects only those contracts which contemplate labour to be performed after the execution of the contract, and in fulfilment of it. Labour performed upon, or in connection with, the subject matter of the contract, prior to the execution of the contract, is not affected by the provisions of the Bill; hence contracts made by the government for the purchase of articles in existence do not come within the scope of the Bill. But all contracts which contemplate the performance of labour after their execution, except in so far as the Bill expressly excludes them, are affected by the provisions of the Bill, whether the labour be expressly required by the terms of the contract or be necessarily involved.”

I think it might be fairly interpreted that the Bill before us would not apply to the purchase of material already in existence.

Mr. MACDONELL.—Matters in esse would be excepted.

*By Mr. Stanfield:*

Q. Supposing the government called for contracts for tents. All large manufacturers contract ahead for cotton goods, sometimes at a certain price, and sometimes it is the market price of the cotton at the time they take delivery of them. A man gets his contracts. The mill would have to supply the goods on an eight-hour basis?—A. If the contract with the mill was made after he obtained the contract from the government.

Q. Suppose it was six months before?—A. It would take more of a lawyer than myself to decide.

*By the Chairman:*

Q. If we understand you rightly, your view is that if the government was ordering a thousand tents, and placed the order with a firm which had tents in stock, this law would not apply?—A. No, it would not apply.

Q. But if the order were placed with a manufacturing concern, and they had to manufacture the tents, it would apply?—A. Yes.

Q. But Mr. Stanfield brought up another point. Suppose the contractor for the tents had a standing contract with a cotton-mill, then the question whether the eight-hour day would be obligatory on the sub-contractor providing the cotton, would be more difficult to determine.

Q. I suppose it would apply to goods they had not in stock at the time the order was given?—A. Yes. To take another example. If a contract were let for the construction of a fishery cruiser like the *Vigilant*, or an ice breaker like the *Montcalm*, whether let in Canada or in Great Britain, an eight-hour day would be obligatory, not only for the caulkers, drillers, fitters, riveters, &c., employed in the shipyard, but for the machinists employed in the manufacture of the engines or dynamos or motors required, if these were specially contracted for, and also for the machinists employed in manufacturing any parts or materials used by the contractor in those engines, not made in his shop, and contracted for outside. You can go on as far as you please, and follow the ramifications. On the other hand, I should think it would not apply to paint or rivets, or standard castings, anything that could be purchased from time to time from stock, without even any contract for future delivery. I think that is a reasonable interpretation of the Bill; whether the interpretation commends itself to the committee, I do not know. I suggest it for their consideration.

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Mr. STAPLES.—There is no provision to meet an emergency?—A. Except in cases of extraordinary emergency caused by fire, flood or danger to property.

Q. No other provision as to war?—A. No.

*By the Chairman:*

Q. Your idea is that the eight hour provision applies to contracts let in foreign countries as well as to contracts let in the Dominion?—A. I think so.

#### CONTRACTS LET OUTSIDE OF CANADA.

*By an Hon. Member:*

Q. We would not have jurisdiction outside of Canada?—A. No legislative jurisdiction, but the government as maker of a contract could insert stipulations regulating contracts in a foreign country.

*By the Chairman:*

It might affect the government power to contract outside. Clause one reads:—

‘Every contract to which the Government of Canada is a party, which may involve the employment of labourers, workmen, or mechanics, shall contain a stipulation that no labourer, workman or mechanic in the employ of the contractor or sub-contractor, or other person doing or contracting to do the whole or part of the work contemplated by the contract, shall be permitted to work more than eight hours in any one calendar day, except in cases of extraordinary emergency, caused by fire, flood, or danger to life and property.’

If his interpretation of the contract is correct, the government would be excluded from making a contract outside of Canada.

Prof. SKELTON.—In several states in the United States it has been provided that the law shall apply only to contracts performed in that state.

Mr. MACDONELL.—Our Bill should be confined to Canada. All these other Bills are confined to their respective countries.

#### WORKMEN, LAW WOULD AFFECT.

Prof. SKELTON.—Then take the third point, as to what workmen in the employment of these various contractors would be affected. It may be noted that, as the Bill stands, it appears to apply to all workmen in the employ of the contractor or sub-contractor affected, not merely to the men engaged on the government work, but to those employed on any private work in hand at the same time. Further, a possible, if somewhat strained interpretation, would mean that for both of these classes of workmen eight hours would be the legal limit of their daily activity, whether on government or private work, or even whether spent in the one contractor's service or not: that is, it would not be possible for a contractor to work the men eight hours on a government job, and then put them on a private job for two hours.

*By an Hon. Member:*

Q. That is, if they started in the morning on government work, and the contractor placed them on some private work in the afternoon, the eight-hour provision would apply.—A. Yes, that would apply if they worked any part of the day on government work.

*By Mr. Verville:*

Q. Then it would not be an eight-hour day on public work. The Bill states eight hours on public works.—A. That is the title of the Bill, but I think the wording of the body of the Bill is a little wider than the title, and it is simply the wording of the body of the Bill that I am considering. As I pointed out at the last sitting of the committee, a committee of the United States Senate discussing a

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clause exactly like the one contained in this Bill, concurred in the interpretations I have just given, or rather I am concurring in their interpretation of the meaning of this clause, as to what workmen would be affected.

*By the Chairman:*

Q. What committee was that?—A. The committee of the United States Senate appointed in 1902. They guarded against this far-reaching application of the law by inserting, as in line seven of this Bill, after the word 'Mechanic,' the words, 'Doing any part of the work contemplated by the contract,' that is, making it clear that it should apply only to workmen on government work; and in line eleven, after the words, 'calendar day,' by inserting the words, 'upon such work,' making it clear it was government work alone, to which the eight-hour restriction would apply.

*By an Hon. Member:*

Q. Have you considered the question as to what effect the eight-hour day on government work has had on other work?—A. I have tried to follow it up. It is rather a difficult matter to know just how far the lessening of hours in the trades affected is due to the example set by the government, and how much is due to Trades Union organization. As a matter of fact, the law is enforced more fully in those states where the trade unions are strongest, and in fact, is found only in states where the trades unions are strong. So that it is difficult to say how much is due to the example of the government, and how much to trade union pressure.

*By Mr. Verville:*

Q. Then the Trades Union organization is a factor?—A. Oh, certainly. There is another minor point which I think I had better mention before proceeding; that is, a slight difference in the punctuation of the Bill before the committee, and the New York statute, on which it is modelled. The New York statute reads as follows:

"But no labourer, workman, or mechanic in the employ of the contractor, sub-contractor or other person doing or contracting to do a part of the work contemplated by the contract, shall be permitted or required to work more than eight hours on any one calendar day."

In the Bill before us, in line 7, the comma has been omitted after the word 'contractor,' and an 'or' inserted; while in line eight, a comma has been inserted after 'sub-contractor.' The effect of this change is to put 'other person doing or contracting to do the work' in opposition with 'no labourer, workman or mechanic,' and equally subject to the stipulation which follows, equally forbidden, that is, to work more than eight hours per day. By what is perhaps a strained interpretation, the Bill as it stands to-day might be taken to mean that no principal engaged on any part of a contract could himself legally work more than eight hours a day. I do not imagine there was any intention on the part of the framers of the Bill, of making any change from the New York measure.

I shall next take up briefly the recent legislation proposed in the United States Federal Congress. The existing federal eight-hour law, as has been pointed out, was passed in 1892—the law providing for an eight-hour day on public works—after many years discussion as to the exact scope of the previous abortive measure of 1868, which had not been strictly enforced or understood.

*By the Chairman:*

Q. Can you give us any idea when that discussion commenced?—A. It was largely departmental, and turned on the question how the law was to be interpreted. In 1869 and in 1872 executive orders were issued by the President trying to make the matter clear, and several Acts were passed giving back-pay to men who had been worked more than eight hours, but the matter was not finally settled until 1892.

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Q. Were there not Bills introduced as far back as 1864?—A. One Act was introduced and passed in 1868, as I have stated. (*See Exhibit A. (1).*)

*By Mr. Verville:*

Q. That was the first one?—A. Yes. It was rather ambiguous, and was not clearly understood.

*By the Chairman:*

Q. Was there much discussion between 1868 and 1892?—A. No, most of the discussion has been later. The next important step was the introduction in 1897 of a Bill to extend the scope of the existing law. Since that date there has not been a session of Congress where an eight-hour measure of one variety or another has not been introduced. On nearly every occasion committees of the House or of the Senate have held hearings on the Bill before it, which have been reported at length. The reports of the hearings before Congress cover thousands of pages. On at least three occasions the Bill passed the House of Representatives, without discussion, but was rejected by the Senate, or never reported from the committee. During the present session of Congress, the measure has again been introduced, promoted by representative Gardner of New Jersey, the father of the 1898 measure. It does not seem to have been pressed quite as strongly as it was in previous years, not because those behind it have any less faith in it, but simply because the legislative activity of the American Federation of Labour, its chief sponsors, has been applied to grappling with the injunction powers of the courts in labour disputes. (*See Exhibit C (1) and (4).*)

*By Mr. Verville:*

Q. And trying to keep out of jail?—A. Yes, and they are trying to have the anti-boycott legislation amended. For that reason there has not been as much stress laid on the Bill this last session.

As a result of the discussion many important changes have been made in the Bill as first submitted, mainly in the direction of making concessions to meet specific objections. I have here a brief statement of the principal changes that were made in the different Bills as they were submitted to the United States Congress during the thirteen years since 1897. The first Bill was introduced in 1897.

*By the Chairman:*

Q. These are all the proposed amendments, none of which have been actually carried?—A. Yes, these are simply proposed amendments. They show the evolution in the Bill as amended by its sponsors, to meet one objection after the other.

*By Mr. Verville:*

Q. These are the last amendments?—A. Yes, the Bill before the House at present is practically the same as the 1904 and 1906 measure.

*By the Chairman:*

Q. As I understand it, the law on the statute book to-day is the law passed in 1892.—A. Yes.

Q. And it has never been amended since?—A. No.

Q. Since 1892 there have been several Bills amending the law, none of which have been carried?—A. Yes.

Q. The Bill of 1897 was a proposed amendment of the law of 1892?—A. Yes.

Q. Then in 1898, a Bill going much further than the Act of 1892, was introduced?—A. Yes. (*See Exhibit C. (1).*)

Q. Since that time discussion has centred around the Bill of 1898, and it has led to an amendment of that Bill?—A. Precisely. For example, in 1897, when the first important Bill was introduced, it was sought to amend the Act of 1892 by ex-

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tending the definition of public works to include all labour on behalf of the United States requiring the employment of mechanics or labourers, and providing that the law should cover work done off the construction premises. Then in 1898—and this is really the Bill which has formed the basis of the later discussion—a Bill introduced in the United States Congress this year took much the form of the Bill before this committee, I shall read the essential part of it. It is as follows:—

## BILL OF 1898, ESSENTIAL PART OF.

‘Each and every contract to which the United States, any Territory or the District of Columbia as a party, and every contract made for or on behalf of the U.S., or any Territory or said District, which contract may involve the employment of labourers, workmen or mechanics, shall contain a stipulation that no labourer, workman or mechanic in the employ of the contractor or any sub-contractor doing or contracting to do any part of the work contemplated by the contract shall be required or permitted to work more than eight hours in any one calendar day.’ (*See Exhibit C. (4).*)

virtually the same as the Bill before us. If we go on to the Bill presented in 1902, omitting the 1899, 1900 and 1901 proposals, we shall see that the result of the hearing before that committee, and the result of the objections raised, and the concessions made to meet these objections, was that the Bill took a different form.

## COMMITTEE ON LABOUR BILLS APPOINTED.

Q. How many committees were appointed?—A. At least nine.

Q. Between 1897 and 1902?—A. Yes.

Q. Those were committees of the House of Representatives?—A. The Bill was referred to the Standing Committees on Labour, of the House of Representatives and the Senate: some years to the Committee of the House, and some years to the Committee of the Senate, and some to both.

## BILL OF 1902, ITS EXCEPTIONS.

Q. Did they take much evidence?—A. Of a voluminous nature. I shall later give its main points. The Bill of 1902 (H. R. 3076), explicitly limited the application, to the workmen in the contractor's employ who were actually engaged on the government work and made the following exceptions. (*See Exhibit C. (2).*)

“ (1) Extraordinary emergency caused by fire, flood, or danger to life or property.

(2) Contracts for military or naval work or supplies in war or when war is imminent.

(3) Contracts for transportation by land or water.

(4) So much of any contract as is to be performed by way of transportation.”

For example, if a man had a contract for providing stone for a government building, on a sub-contract, he would not have to secure the observance of the eight-hour law by the transportation company engaged in hauling it from the quarry.

*By Mr. Knowles:*

Q. Would that include teamsters?—A. I think it would include all engaged in transportation.

(5) Contracts for such materials as may usually be bought in open market, whether made to conform to particular specifications or not. Passing on to 1904; as a result of further discussion, and amendments by the Senate Committee of 1902, the Bill then introduced made it clear by adding the words, ‘upon such work,’ after ‘eight hours in any one calendar day,’ that it was not forbidden to employ the same men on other work after the expiration of eight hours on government work, and added to the exceptions.

(6) Contracts for transmission of intelligence.

(7) Contracts for the purchase of supplies by the government, whether manufactured to conform to particular specifications or not. And added, 'and articles' after 'materials' in exception (5) above. The Bill provided further for appeal by the contractor to the head of the department making the contract, and as a last resource to the Court of Claims.

On this last page of the memorandum you will find for your convenience a summary of the various exceptions which had been added to the Bill in its progress through the American Congress.

*By Mr. Macdonell:*

Q. Did the various committees make recommendations, or simply pass the Bill on?—A. The most diverse action was taken. The majority of the committees of the House of Representatives reported the Bill favourably, and on three occasions the Bill passed the House of Representatives without a vote being taken. In one case a Senate committee reported the Bill favourably, and in that case the chairman went back on his action, and moved in the Senate that the Bill be reported back to the committee.

*By Mr. Verville:*

Q. They were sorry that they ever took any action?—A. Apparently they repented.

#### BILLS KILLED IN THE SENATE.

Q. The Bills were killed in the Senate?—A. Yes it was pointed out in the hearings before one of the Senate committees that the House of Representatives never discussed the measure, but passed it without a division. The incident throws some light, by the way, on the facility which the bi-cameral system of government affords for shouldering the responsibility for an unpopular act on the wicked partner in the government, but of course that is never done this side of the line.

#### PENALTIES PROVIDED IN THE BILLS.

*By Mr. Macdonell:*

Q. What was the penalty provided in these Bills for breaches of this provision? Would it void the contract, or would it be a penalty and a fine?—A. Usually, withholding payments; the amount of the penalty stipulated in the contract would be withheld.

Q. The contract was not voided?—A. No.

*By the Chairman:*

Q. Do you happen to know whether any penalty has been imposed?—A. Yes, it has been imposed in many cases. It is only in the last few years that the 1892 law has been strictly enforced. Very often advantage was taken of the emergency clause of the 1892 Act, to permit the contractor to escape the penalty.

#### THE TWO MAIN FEATURES OF THE FEDERAL ACT OF 1892.

Q. What Act is that?—A. The main legislation of the federal government of the United States is that embodied in the law of 1892, which provides practically for an eight-hour day for all workmen in the employ of the United States, no matter whether engaged on public works or not, and in the second place provides for an eight-hour day for all labourers and mechanics in the employment of contractors on public works; the term 'public works' is construed in the strict sense to mean buildings or irrigation works, or other enterprises of the same sort.

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*By an Hon. Member:*

Q. It would not apply to a contract by the state government?—A. No, I am speaking of the federal government.

## THIRTEEN BILLS INTRODUCED SINCE 1897.

*By Mr. Smith:*

Q. That has never been amended?—A. No. At least thirteen Bills, one every session, from 1897, have been introduced. These Bills have varied from time to time; as yet none of them has been passed.

*By the Chairman:*

Q. All the amendments have been in the nature of extending that provision. Does the law go further in its application, or has any law been made to restrict the Act of 1892?—A. No, but the 1897-8 Bill made a great advance beyond it, and the Bills since that time have been making exceptions lessening that advance.

Q. Modifying the Bill?—A. Yes, as a result of these rather sweeping exceptions, it comes down to this, that practically the only lines to which the Bill as finally amended, the Bill that is now before the United States Congress, would apply, would be public works and shipbuilding, with the subsidiary contracts, such as contracts for armour plates, boilers and engines, and so on. It was clear from the discussion on both sides in 1904 that so many exceptions had been made that it was practically only these two lines that would be seriously affected, although there was some discussion as to whether or not these exceptions were really as sweeping as was generally supposed.

## LAW ENFORCED—INSPECTOR REPORTS.

*By an Hon. Member:*

Q. The law is rigidly enforced now?—A. It is enforced.

*By the Chairman:*

Q. How is it enforced?—A. The inspector reports violations, and the money is held back.

Q. Who is the inspector appointed by?—A. By the government.

*By Mr. Verville:*

Q. There is always an inspector on the government work, anyway?—A. There always is on public works, and on shipbuilding too.

*By Mr. Stanfield:*

Q. Supposing the government called for cast iron pipes or boiler plates. The great contractors are Scotch. Some person represents the Scotch company, and sends in a tender, and the Scotch workmen work sixty hours a week, and the Canadians only forty-eight.—A. The government could not accept the Scotch tender in that case.

*By Mr. Verville:*

Q. Do the British shipbuilders work eight hours?—A. Nine hours I believe.

Mr. STANFIELD.—I was speaking of contracts for cast-iron pipes.

## EFFECT ON FOREIGN COMPETITORS.

*By Mr. Macdonell:*

Q. If this Bill were restricted to operations in Canada only, it would have the effect Mr. Stanfield pointed out.

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Prof. SKELTON.—Assuming that an eight-hour establishment is at a disadvantage as compared with a ten-hour establishment, you would, if you made the eight-hour provision apply to foreign contracts as well as Canadian contracts, prevent the foreign competitor having any advantage over the Canadian manufacturer.

*By the Chairman:*

Q. It would prevent the government accepting tenders from foreign contractors.—A. Possibly. The arguments and evidence brought before these various committees were simply interminable, but it may be possible to present briefly some of the main points made on both sides, omitting the rhetorical displays. For instance, you would have appeals to the spirit of 1776 or the declaration that 'our forefathers filled the breasts of the oppressed people of the Old World with hope by stamping under their heel the infamous creed that kings were born with the divine right to rule, and it is due to the example of the founders of this great republic that the tyrants of the Old World have yielded greater measure of freedom to their subjects.' One side, however, would argue from this appeal to their illustrious forefathers that the liberty then secured forbade any infringement being made on the liberty of contract between employer and workman, while the other side would interpret it to mean that workmen should be given the utmost leisure possible.

*By an Hon. Member:*

Q. Do you know whether goods from foreign countries to the government of the United States pay duty.—A. I do not think they do. As is frequently the case in argument, the advocates and opponents of the measure carried on the discussion in great part on different planes. For example, the advocates laid their chief stress on the social and other benefits to the men which would follow from the adoption of the eight-hour day. That is, they discussed the general proposition of the eight-hour day aside from its special application to government work. That is where their strongest point was made. Its opponents laid their emphasis on the trouble that would be created for the manufacturer by its adoption, particularly its adoption in a partial way.

In the first place, the opponents of the measure questioned its constitutionality. Aside, however, from the soundness or unsoundness of their position, the arguments advanced were based on constitutional relations between the Federal and State governments, which find no correspondence or parallel in our Canadian situation, and need not be discussed.

#### EFFECT OF EIGHT-HOUR LAW ON PRODUCTIVITY.

The effect on productivity was much discussed, though not in a very systematic fashion. The unanimous opinion of the manufacturers heard was that the lessened hours would mean lessened daily output, particularly where automatic machinery was much employed. Among those who favoured the Bill there was wide divergence on this point. Some contended that the experience obtained by reductions of hours from fourteen to twelve, and from twelve to eleven, and from eleven to ten, &c., warranted the conclusion that productivity would not be decreased—that the increased vigour and alertness and goodwill, and the increased intelligence resulting from the wise employment of the added leisure, would enable the workmen to produce as much in eight hours as previously in nine, or ten. Other advocates of the measure defended it on diametrically opposite grounds, contending that since each man would produce less than before, it would be necessary to employ more men to produce the same output, and thus the unemployed would be absorbed, much to their benefit, and the benefit of those whose jobs they menaced. On this question of productivity the best evidence brought out in the discussion is contained in an investigation made by the United States Bureau of Labour in 1904, in response to a resolution of the House.

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The investigation was on the whole inconclusive and unsatisfactory. They did not succeed in finding very satisfactory answers to any of the questions propounded, but some of the data reported bearing on this question of productivity are interesting. A comparison was made in 1903-4 of the cost of constructing twin battleships in different yards. One was constructed in the Government Navy yard at Brooklyn where the eight-hour day ruled, and the other in a private yard at Newport News under the ten-hour day. By agreement the building of the hull was adopted as the best basis of comparison, and under identical classification forms, careful records were kept of the time spent by the riveters, fitters, drillers, carpenters, and other workmen employed. The results were extremely favourable to the government eight-hour day yard, the average output per hour of the men on the eight-hour basis being 24.48% greater than that of the ten-hour men, the average number of pounds worked in in the ten hours on the *Louisiana*, constructed at Newport News being 50.6 per man and on the *Connecticut*, built at the Brooklyn navy yard, 50.39% per man—that is almost precisely the same amount of product under the eight-hour day rule at Brooklyn as in the private yard at Newport News under the ten-hour day.

Q. Was the equipment the same?—A. I should think so. It is only fair to say that the work on the *Louisiana* was performed in the regular way under normal conditions while that of the *Connecticut*, built in the government yard, indicates the putting forth of unusual and extraordinary effort and energy.

Q. Did the men know there was a competition going on?—A. The Department points out that the government shipyard paid higher wages, gave steadier employment and shorter hours, and thus attracted the best grade of workmen, while the feeling that the yard was on its mettle, and the expectation that a good showing would lead to another contract, led to unusual exertions to secure efficiency. A comparison made between ships built some ten years previously showed up the government eight-hour day yard very badly—that it cost one and one-half times as much as if the work had been done in a private yard where the ten-hour day prevailed.

Q. What was the interval between the two tests?—A. About eight or ten years. In the interval civil service regulations had been applied to the yards and much reorganization of the whole staff had been made, and as I have said the whole establishment was on its mettle.

Q. Have they made any record since?—A. No, not since.

Q. Is it not a fact, in connection with the question you are bringing out now, that the government got the best equipment specially for that test?—A. Yes, they brought their yard up to date.

Q. And it had not been up to date before that?—A. No, as compared with the yard at Newport News, it had not been up to date.

Q. Would not the conditions be similar in the two cases?—A. Yes, at the time of the test.

Q. Have you found out the value of the two ships after they were built and whether one had to be repaired more frequently or to a greater extent than the other, and in what time?—A. No.

Mr. VERVILLE.—If you look that up you will find there was a difference.

Prof. SKELTON.—The construction of the hull extended a little over a year and the test was not applied to the other work. It should be pointed out that the work was confined almost entirely to hand work; automatic machinery came in very little, and of course, it is in hand work that the eight-hour day shows up best. In the same investigation of the U. S. Labour Department other data are presented which make possible comparison on perhaps a fairer basis. These data were based on the experience of some 396 United States establishments which had recently reduced hours in varying degree, chiefly from ten to nine, and from nine to eight. About 90 per cent reported a reduction in output and an increase in cost, in some cases less than the proportionate decrease in time. In the case of the reduction from nine to eight hours the reduction in output was almost identical with the reduction in time, con-

firming in a way the manufacturers' contention that where automatic machinery which could be speeded up played an important part you could not expect the same result from eight hours work as from nine. But this whole question of the effect on productivity, as well as the counter question of the social and educational effects of the reduction of hours, are part of the general problem of the eight-hour day rather than of the specific problem before us of an eight-hour day on government works. It was suggested by one of the members of the committee that at a later session some memoranda might be presented embodying the present state of opinion on the effect of the eight-hour day on productivity. If desired, I shall present at a later stage, a memorandum briefly considering these points, though I do not imagine it would be worth while to attempt any independent investigation. I may recall the fact that Nova Scotia nearly two years ago appointed a commission to cover the whole broad subject of the effect of a universal eight-hour day on production, unemployment, export trade, &c. That commission has been hearing evidence and looking into the experience of other countries, and I believe will shortly be able to present its report. If the findings of that commission should be available for the committee, it would probably be unnecessary to spend much time on the general question. I think in all probability that would give whatever light is required on the general question of an eight-hour day, quite aside from its effect on government work. I have written to the commission for a copy of the report, but I have not yet received it.

*By Mr. Verville:*

Q. On the question of productivity, you mentioned a few minutes ago that there was a decrease in production proportionate to the decrease in the number of hours; did you take into account the difference in wear and tear of machinery and all that would be involved in keeping the establishment running two hours longer, in calculating the expense?—A. They refer simply to the reduction in output in one calculation, but in another calculation they make an estimate of the total cost of manufacture, and in that case it is a little more favourable to the eight-hour day. If necessary, I could give these details.

Q. You have to take into account the cost of running the machinery?—A. Yes.

Confining attention to the points raised in connection with the specific government contract feature, the objection was raised in various hearings before the United States Committees referred to, that whatever might be said for the universal adoption of an eight-hour day its partial adoption was inexpedient. For example, a good deal of use was made of the statement of George Gunton, perhaps the foremost advocate of the eight-hour movement in America, who opposed the measure because it 'injected the reduction of the working day in spots, not even in industries, but in spots in industries,' asking for it 'under conditions that would produce the greatest friction and the least results.' It was urged time and again that it was impossible to operate an establishment partly on an eight-hour, and partly on a ten-hour basis, not only because of the discontent it would excite among the men, but because of the impossibility in many instances of keeping public and private work distinct, both having to pass in some stage through similar processes and practically at the same time. Comparatively little attempt was made in all the hearings which I have followed to meet this objection. The most conclusive answer put forward was that if confusion resulted it could easily be cured by putting the whole plant on the eight-hour basis, which in fact was the ultimate aim of the Bill.

#### OVERTIME PROHIBITED.

Again, objection was raised to the rigid and inelastic prohibition of overtime. Under the Bill as it stands here, and under the Bills as presented before the United States Congress, overtime was of course prohibited no matter what wage the employer might be willing to offer for the extra hours. It was brought out that overtime was frequently necessary to make up for delay caused by bad weather or non-receipt

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of material. Many endeavoured further to prove that some important operations could not be stopped precisely on the stroke of the closing hour, whether after an eight, or a ten-hour day. For example, if you are boring a cylinder, where stopping is impossible because changes in temperature might mean changes in the diameter, you could not stop the lathe until you went completely through with the last cut. It would be impossible to get a true bore. Or in steel works, the necessity of an open-hearth steel heat being completed by a man who has been in familiar touch with it throughout, might involve his working overtime. It was further charged that the average workman desired the opportunity of working overtime, particularly when paid at time and a half or double rates. In answer, the necessity of overtime was minimized, and the possibility of working an extra shift of men was pressed. As for the operations which could not be concluded on the stroke of the hour, it was declared that either they could be carried on by the next relay, or if it was necessary to retain the same men, this could be permissible under the emergency clause. The contention that the men desired overtime work was met by the statement that they would not need it if given the former ten hours pay for eight hours work—what they wanted was extra pay, not extra work.

The ambiguity of the various exceptions noted was frequently referred to; the uncertainty as to what was excepted and what not excepted would, it was agreed, deter bidding on government contracts. There was much controversy, without reaching any very definite consensus of opinion, as to what was meant by the open market, what was meant by supplies, and what was meant by conforming to particular specifications. The law officer of the Department of Labour gave the opinion that, if the Bill was to be passed, it would be made more clear on those points. The question of the possibility of enforcing the responsibility of the contractor for violation of the Act by a sub-contractor was also frequently raised. The point was both as to whether it could and whether it should be done. Then there was brought out the necessity of a huge force of inspectors, and the opportunities for graft were touched on. In this case the reply was that there were already inspectors on public works and there were opportunities for graft as it was, which as far as known were not utilized.

## LIMIT OF DUTY OF INSPECTOR.

Q. One inspector would not be sufficient to do the inspection necessary under the eight-hour system?—A. If the Bill were passed in its entirety it would apply to many occupations for which there are no inspectors now required. At present the inspectors are limited to public works and the construction of ships.

Q. How do they work it out now where they are supposed to keep men at work only eight hours in the day—how do they work it out with only two fair wage officers in the department?—A. I suppose they expect that violations will be reported.

Q. Do you not suppose that the men would assist in working out the Act?—A. The United States Bill assumes the appointment of inspectors.

Q. There are inspectors now on all government work. You cannot get any government work done, no matter what the size of it, without an inspector?—A. But it is not possible that the inspector should be always on the job.

Q. He can report violations of the law?—A. It is more likely that the workmen would report. If the law is to be enforced at all it would have to be largely enforced by the workmen.

## ENFORCEMENT OF LAW IN NEW YORK STATE.

Q. Then you think it would not need more inspectors to be appointed?—A. No, if the workmen were content with that. In New York State, for example, the enforcement of the law, which practically applies only to public works, is left in the hands of ordinary factory inspectors, of whom there are 85 or 90. The head of the

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Labour Department has several times complained that they were overworked, and it was contended that if the law was to be carried out at all the enforcement should be left mainly to the men whose interest was affected, and that the inspectors' work should consist chiefly of reporting on violations which have been complained of.

Q. By whom were the inspectors appointed?—A. They were officers of the Bureau of Labour, engaged for the most part in inspecting factories and mercantile establishments.

#### ADDITIONAL COST UNDER THE EIGHT-HOUR SYSTEM.

*By Mr Marshall:*

Q. Have you ever gone into the question of the additional cost that this eight-hour system would add to the manufacturer? Now, it is contended that you get as much work done in eight hours as in ten hours. That would not apply to automatic machinery. Certainly a man cannot do as much on that kind of machinery in eight hours as he could in ten hours. That difference would be added to the cost of manufacturing, whatever it might be?—A. That raises a broad question, the effect of shortening hours on productivity. I think every one will agree that the field where there is a possibility for the eight-hour day showing up best is where hand labour figures to a great extent, where there is room for increased vigour, if you assume that that follows from the greater leisure, to show itself. But on the other extreme, where automatic machinery plays a large part and where that machinery is speeded up quite irrespective of the desires and intentions of the man attending it, there is obviously much less room for an increased output per hour, and there, I should think, the increase of cost would be large.

Q. It is made out that it would add about one-fifth to the cost?—A. I do not think it is possible to generalize. You would have to make an estimate for each industry.

Q. I am speaking now of machine shops where lathes are used. You cannot increase the speed; it is automatic in operation. I have gone into this with machinists, and they say it is impossible to speed the lathes. What I am coming at is this; a great deal of government work is done in machine shops. I have not any authority to say this, only going into it with practical men they say it would add about one-fifth to the cost of that kind of work to adopt the eight-hour system. Have you gone into that at all?—A. I have examined it in a general way, but as I said, I do not want to make any special report on it unless requested by the committee to do so, as I think the conclusions of the Nova Scotia Commission on that point would be sufficient. I am familiar with most of the investigations that have been made in the past of the effect on cost and productivity, and, as I said, there is a great deal of variation, depending very largely on the extent to which the machinery employed is automatic or not, and depending very largely also on the extent of the hours before the reduction was made. For example, I think every one will admit that a reduction of hours from sixteen to twelve, say, would not induce as large a proportionate decrease in product as a reduction from eight to six hours. The longer the day was in the first place, and the more exhausting the labour to the workmen, the greater the possibility there is of the shorter day enabling him to do more work per hour than when you come down to an eight-hour day, or a seven-hour day, I think most people would agree that cutting off another hour would not be as likely to enable the gap to be made up that way. There are a great many considerations to be taken into account.

Mr. MARSHALL.—When the Bill was introduced, I understood Mr. Verville to say that you would get as much work done in eight hours as in ten hours. I have in mind some kinds of work where it would be impossible to do that, because automatic machinery is used.

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Mr. VERVILLE.—They are doing a good deal more work now in eight hours than they formerly did in ten hours.

## ATTITUDE OF THE COMMITTEE ON PROPOSED MEASURE.

Mr. STANFIELD.—I wish to state that a remark I made at the last session of this committee as to the necessity of considering this measure carefully, and not rushing it through, has been interpreted to mean that I have made up my mind against this Bill. I have not—I am a manufacturer, and I say that if every industry were put on the eight-hours-a-day basis it would equalize us all round, provided the government gave us protection from foreign competition. I am in favour of the labouring man, because the manufacturer as a rule is well fixed and can look after himself.

The CHAIRMAN.—I think the committee should regard itself as a trustee of the poor and ask questions with the object of bringing out information. We should all feel that the public have no right to misjudge our attitude.

## SHORTER DAY, ITS MORAL AND PHYSICAL EFFECT.

*By Mr. Verville:*

Q. Have you ever thought of the moral and physical effect of the shorter day?  
—A. Yes, to my mind that is the strongest argument in its favour. The economic arguments on the eight-hour day are somewhat against it, and if it can be defended, as I think it can be, that is the strongest argument in favour of it.

AN HONOURABLE MEMBER.—That would apply to smelting work and other hot work. Take other work, for instance, work in a canning factory, and I do not think you can make that out. I think there are works in which men will turn out as much in eight hours as they would in ten hours.

The CHAIRMAN.—There are several factors in considering the eight-hour day question—the intensity of the work, apart from duration, is a factor. Another factor is the mental and nervous strain. That was brought home very clearly in the case of the telephone operators in Toronto. Here were young women dealing with electricity, an entirely new force. They were required to use five senses at the same time. When you get a combination of that sort, the question of an eight-hour day is away beyond the mark; it comes down to a matter of four or five hours at the most. It is not there so much a matter of the duration of work as of the intensity of nervous strain. That same factor has to be kept in mind in regard to all classes of work.—A. I think we are pretty well agreed it is hard to make any general sweeping statement on the subject.

*By Mr. Knowles:*

Q. You said from a moral and social point of view you were in favour of a reduction of the hours?—A. I do not think I said that exactly, but I said that was the strongest thing in its favour.

Q. Has any investigation been made as to what the workmen do in those extra hours?—A. The matter has been frequently debated.

Mr. VERVILLE.—Take countries where there has been a general reduction of hours, and you will find that the workmen generally take advantage of it to improve themselves. It has been so in Australia and New Zealand?

Q. Was any investigation made of the way in which the men employed in that eight-hour government dockyard, where the test was made, spent their extra hours?—A. I do not think in that specific instance any tab was kept on them, but it is possible to compare the occupation of leisure by men in the long-hour countries and men in the short-hour countries. Side by side with any provision to shorten hours there should go provisions for recreation in a healthful manner. I think most labour organizations are aware of that and they are proposing alternatives to saloons and other attractions.

Mr. VERVILLE.—After long hours of work a man is not inclined to read or study?

DIFFICULTIES *re* EIGHT-HOUR DAY CONTRACTS WITH TEN-HOUR MANUFACTURERS.

Prof. SKELTON.—There is another point or two I wish to bring out on the subject of an eight-hour day on government work. In the United States evidence it was declared by many manufacturers contracting with the government that they would be unable to tender in the future in the event of such a law being enacted. As a rule, government work was only a part, usually a small part, of their whole output. They could put their factories partly on an eight-hour and partly on a ten-hour basis, because of the internal difficulties of organization, and could not put it on an eight-hour basis because then, with the increased cost of production, they would be unable to compete with ten-hour manufacturers for the private part of their trade. The supporters of the Bill of course met this by denying the assumed inability of an eight-hour establishment to compete with a ten-hour establishment.

*By Mr. Macdonell:*

Q. How has it worked in the United States? Has it lessened the number of people tendering for government contracts?—A. I do not think it has, because in the States where the eight-hour day prevails, it is general in the building trades. There are some New York instances of contractors refusing to tender. If they did drop out, the result would be that government contracting would fall to a limited number of establishments, confining themselves solely to government work. The supporters of the Bill contended that this was in line with the modern tendency to specialization observable throughout industry, but it was pointed out in reply that the natural lines of specialization did not follow the division between private and public work, but the division between different classes and sizes of articles. The demand of the government ranged over a very wide field covering hundreds of heterogeneous articles which were not a possible object of specialization. These, I think, were the main questions that were debated, leaving aside the general question of productivity. So far as the law was considered in its application to government work, the discussion turned chiefly on the questions whether or not it would involve great difficulties in the internal organization of shops working on an eight-hour and a ten-hour basis simultaneously, the question of rigid prohibition of overtime, the question of the relations between contractor and subcontractor, the difficulty of specializing and the question of exact interpretation of the law. These were the points chiefly debated in the long discussions carried on in the last ten or twelve years.

The CHAIRMAN.—A point was considered with regard to public buildings being erected by contract work. A contractor might have one building for a private individual and another for the government in the course of erection. The contractor might employ men working on one building nine hours a day, while he would be obliged to employ men on the other side of the street working eight hours a day. Was such a case pointed out?—A. At the time the discussion was taking place, the idea was that the public hours and private hours would be assimilated. So far as the hours in the construction of buildings are concerned, there is not as a rule much discrepancy between private and government hours, in the skilled trades. As regards unskilled labour on public works, it was pointed out the contractor might have some men working eight hours a day and some working ten hours a day.

Q. Was any exception taken to that?—A. It was partly to meet that objection that the limitations to which I have referred were brought in.

Q. I understand you to say that the committee recommended, in view of the evidence of that point, that there should be some exception?—A. No, I misunderstood the question. No special amendment was made to meet that contingency.

Mr. STAPLES.—For instance, there is a government contract for enlarging a canal and building a lock. That, of necessity, would disturb the labour in that locality, if there was an eight-hour day on the government work and a ten-hour day on the farms

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in the surrounding country?—A. In that connection I might mention that in the New York law exception is made of work carried on on the public highways of the country. The employment of men on public works on the eight-hour basis, while the people bordering on the highway were working much longer hours, would it was thought, cause discontent. At the same time, while that exception was made, the eight-hour day is actually enforced on the barge canal and on the aqueduct running through New York State and it has had the effect of making farm labour more difficult to get.

An Hon. MEMBER.—If a contractor pays a man the same for an eight-hour day that the farmer pays for a ten-hour day, the contractor will get the man first.

The CHAIRMAN.—Was the question of payment brought out? Is a nine-hour day customary in private work?

*By Mr. Verville:*

Q. That was a special Act passed by the federal government of the United States.—A. An opinion of the Attorney General, based partly on the legislation and partly on the discussion in Congress when the Act of 1892 was passed, laid down the rule to be followed.

## EFFECT OF LAW ON WAGES PER DAY.

*By the Chairman:*

Q. While the union scale may be made on an eight-hour basis in practice it comes to be payment per day?—A. Yes, for example in Oklahoma in a case for payment for some work on a pavement contract the rate for private work was 40 cents an hour, and the day was ten hours long; that is the payment was \$4 per day. Now the work on a public contract in the same line would be eight hours a day and the payment \$4. That would work out at the rate of 50 cents per hour.

*By an Hon. Member:*

Q. In an engine house where there are only two shifts at present, you would have to have three shifts on the eight-hour basis?—A. I should think it would apply to all workmen and mechanics who are paid by the day. Mechanics in the engine house would be included, and it would be necessary to work three shifts.

Q. What effect would the eight-hour day have on piece work?—A. As a matter of fact, the law has not been applied in any instance, so far as I have been able to find out, where work was done by the piece. For instance, I had a communication yesterday from a New York official who has the enforcing of this law. He says:

“We have never had a case involving the difficulties which would arise in the matter of wages in trades where piecework prevails, and I appreciate the peculiar difficulties which would surround the question of ‘prevailing rate of wages’ in such circumstances.”

IMPORTANT CASES CITED *re* MEANING OF LAW.

*By the Chairman:*

Q. It would appear that in the laws drafted by the several states they have got over the difficulty by excepting those cases where difficulty is bound to arise?—A. Yes, take the New York law for example; it is extremely sweeping, and would seem to include everything possible, but partly because the various states do not contract for nearly as much as we do, and partly because the labour officials who are entrusted with its enforcement, the law officers of the state who have rendered opinions on it, and the courts that have been called upon to construe it, have decided that if the law seems to require anything to be carried out which could not be done without great confusion, it was safe to conclude that the law did not really mean that. For

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example, in the New York Case to which I referred last day, the case of *Behnen vs. Metz*, the court decided that the law did not apply to materials made according to specifications by a sub-contractor; they refused to apply the law to that case because it would be unworkable, it would be ridiculous, and the law cannot be supposed to have meant anything ridiculous. Or to take a Kansas instance: A case came before the Commissioner of Labour of that state where in a brick-kiln some bricks for a government building were burned along with a larger lot intended for ordinary commercial sale, and the workmen in the brickyard had been employed ten hours a day. The Commissioner decided that it was impossible in such a case to observe an eight-hour day on the government work, and as the law did not contemplate impossibilities, there was no violation.

Q. Have you given us all the important decisions relating to state laws?—A. I think I have referred to most of them. Of course, there are some dealing with the constitutionality of laws not now in force. There are one or two others which I might include in the appendix.

*By Mr. Smith:*

Q. Have you observed the tendency to increase the amount of piecework?—A. Yes, I think that is frequently the case where the shorter day is introduced.

The Committee adjourned.

HOUSE OF COMMONS,

COMMITTEE ROOM No. 62.

WEDNESDAY, February 16, 1910.

The Special Committee on Bill No. 21, respecting the Hours of Labour on Public Works, met at eleven o'clock, a.m., the Chairman, Hon. Mr. King, presiding.

The CHAIRMAN.—A sub-committee was appointed at one of our meetings to look over the correspondence received and classify it. You were on that sub-committee, Mr. Verville, have you any report to make?

Mr. VERVILLE.—The only report we have to make is that 586 letters have been received. We can hardly make a report until all the letters are in.

The CHAIRMAN.—Please give us an idea from whom the letters have been received.

Mr. VERVILLE.—A tabulated statement has been prepared by the secretary showing the number and nature of the communications. It might be better to hand that statement in.

Statement handed in as follows:—

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REPORT on Communications received respecting Hours of Labour on Public Works.

Total communications received Feb. 15, 1910—586.	Agricultural, Stock Breeding and Dairy Associations.	Don-inion Grange.	Boards of Trade.	Labour Organizations and Trades Union.
Classified as follows:—	42	13	34	190
Marked for printing	33	13	27	169
Verbal evidence desired				12
Amendments suggested			1	10
In favour of Act as contemplated by Bill 21	1			131
In favour of 10-hours Act	9		1	
In favour of 9-hours Act			1	
In favour of 8-hours Act in certain operations	3		1	

	Manufacturers.	Marine Ass'n.	Transportation.
Number received	297 Making up 452 folios.	3	7
Marked for printing	270	3	5
Verbal evidence		1	2

Mr. VICTOR DUBREUIL, Fair Wages Officer, Department of Labour, called sworn and examined.

*By the Chairman:*

Q. What is your full name?—A. Victor DuBreuil.

Q. What position do you hold in the Department of Labour?—A. Fair Wages Officer.

DUTIES OF THE FAIR WAGES OFFICER.

Q. How long have you been in the service of the Department?—A. Since the first week in February, 1901.

Q. What is the nature of your duties as Fair Wages Officer?—A. The preparation of fair wages schedules to be inserted in government contracts, and the investigation of fair wages complaints. When working men employed by public contractors think they are not treated according to the Fair Wages Clause inserted in the contract, they send in a written complaint to the department, and my duty is to investigate whether those complaints are well founded or not and recommend to the department for which the work is being performed payment of the difference in wages, or if they fail to substantiate their complaints, to declare that further action is not necessary.

Q. What were your qualifications for the position you now occupy; that is, what has been your previous experience as a working man, what connection have you had with working men?—A. I have here a copy of a statement which we were called upon

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to prepare for the Deputy Minister of Labour some time ago. Your desire is to know what are my qualifications as a working man?

Q. Your qualifications for the position you now hold which brings you in touch with labour conditions?—A. I have been engaged in the city of Montreal as a sheet metal worker, and a plumber and steamfitter as well for a number of years. Later on I became foreman, and later again, manager of the firm of Dufort and Rousseau, after which I entered into business myself as a building contractor. During the period of three years I was a building contractor in Montreal, and then I took service as foreman in the Department of Incineration, of the city of Montreal, that is the municipality itself, and in 1900, by a nearly unanimous vote of the City Council I was appointed general superintendent of that department, which position I abandoned to accept the one which I hold at the present time. I was president of the Trade and Labour Council of Montreal during two terms and delegate to the Dominion Trades' Congress several times; Master Workman of Ville Marie Assembly, Knights of Labour, in 1890 and 1891; organizer for District Assembly No. 19 of the Knights of Labour, and president of the Sheet Metal Workers' Union in 1892. The fact is I was the organizer of this union. In 1893 I was representative of the Manufacturers', Merchants' and Workers' Association of Montreal, on the Royal Commission to investigate the conditions prevailing in the manufacture of prison-made goods, which commission was appointed by the government of Quebec. I was offered the position of Factory Inspector for the province of Quebec, but I declined. I was also offered the management of the night school under the Mercier government, which position I also declined. I might add that in 1877 and 1878 I visited England, France, Belgium, Italy, Turkey and Palestine.

Q. Then you have had first hand experience as a workingman yourself and experience also as a master contractor?—A. Yes.

Q. And you have been member of a number of trade unions?—A. Yes.

Q. Therefore, you are able to express an opinion from these different points of view, are you, on the questions that will likely be asked you?—A. I would think so, but may I ask you to allow me to make a remark here. You have already found out that my language is not the English language, and I will ask you therefore to be indulgent to me and if I cannot answer or comprehend your questions promptly enough to be so good as to correct me.

#### HOW FAIR WAGE SCHEDULES ARE PREPARED.

Q. You will do very well. Please describe to the committee the manner in which your duties are performed; how is the information secured on which the fair wages schedules are based?—A. Well, when it is necessary to award a contract by a certain department of the government, the Department of Labour receives a request for the preparation of a fair wages schedule to be inserted in the contract together with a list of the different classes of men who are to be employed in the execution of this contract. Then the said wages officer's duty is to visit the locality in which the contract is to be executed and take the information from the best sources possible, using no discrimination. This was one of the first instructions we received from the then Deputy Minister of Labour, now the Honourable Minister of Labour, to use no discrimination whatever and make our investigation with the best care possible. When we return to the department we make our report and fill in the fair wages schedule. In each schedule is inserted the different classes of labour, the minimum rate of wages to be paid per hour or per day and also the number of hours worked per day.

Q. Do you confer with employers as well as workingmen?—A. We take our information from contractors and also from workingmen. At the beginning of my career, if you will allow me to say so, I found it very, very difficult to ascertain the right figures with regard to the correct rates paid in the different localities. I may

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state that I had to don a workingman's clothes and offer myself as a hod carrier three or four times in order to secure the proper rates; but to-day being better known by contractors and workmen themselves we experience less difficulty than we have had in the past, they are always willing to furnish the department with the current rates of wages. I can touch with my finger in my territory the people of different places where I would have to apply to get my information now. I may add too that at the present time it is not quite necessary that we should visit every time the locality for which the fair wages schedule has to be prepared. If I had visited Halifax or Montreal or Quebec, or any other larger centre, during the last month or so, the fair wages schedule could be prepared in the department without having to go out; we are in close contact, and we are communicating with the contractors and secretaries of the different associations to keep us posted as to the different changes of wages during the month. This allows us to do a little more clerical work in the department.

## WHEN DISPUTES ARISE.

*By Mr. Broder:*

Q. Supposing any disputes arise?—A. When disputes arise, sir, it is our duty to investigate in the locality where the work is being performed, and ascertain the rates of wages paid by the contractor to the different classes of men and as much as possible visit the men interested, that is after they have made a complaint, in order to get their statements. It is the custom in the department to ask the different complainants to furnish the fair wages officer with an affidavit sworn to before a justice of the peace stating the number of hours worked and the rate of wages paid for each hour, more especially since the order in council was passed obliging contractors to keep a special set of time books for the inspection of the fair wages officer. Then we compare the figures given by the complainants with the time book or pay sheets kept by the contractor and we make a report to the Honourable Minister of Labour that the difference between the money received by the worker and the money that he should have received according to the rates set forth in the fair wages schedule amounts to so much, with a recommendation that the amount of money should be remitted to him at once. Then the Deputy Minister of Labour communicates with the minister of the department involved.

*By Mr. Marshall:*

Q. You are dealing entirely with the contractor are you not, the man who has the contract for building?

The CHAIRMAN.—No, the contractor and the labourer.

*By Mr. Marshall:*

Q. For instance, if a complaint is made, to whom do you go?—A. We first go to the contractor and tell him that a complaint has been lodged against him at the department, and we ask what he has to say about it.

Q. That is what I wanted to know.

*By Mr. Broder:*

Q. And are you frequently called to settle these disputes?—A. Very frequently.

## MINIMUM RATE OF PAY IN SCHEDULES.

*By Mr. Marshall:*

Q. You know yourself, as a practical man, that there is a great difference in the value of labour—one man is worth a good deal more than another man—how do you deal with a case of that kind?—A. The rate of wages set forth in the fair wages schedule in each contract is the minimum rate of wages in the locality.

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Q. Does a poor man get as much wages as a good man?—A. He gets just the minimum rate. A contractor can pay more than the minimum rate, but in our schedule we take the minimum rate. If you will permit me, I will give you some explanation in regard to this. For instance, if there are fifty carpenters employed on the works, forty of those carpenters are perhaps getting twenty-five cents an hour, five are getting twenty-two and a half cents an hour and a very small proportion twenty cents an hour. Well, the twenty cents an hour men are merely handy men, they cannot be considered as skilled workers.

Q. Who regulates that rate of twenty-two or twenty-five cents an hour?—A. The labour market.

Q. Not the contractor?—A. No. I not only consult this particular contractor, but I also consult the other contractors and I establish a fair minimum rate of wages which is inserted in the contract. That is not for the handy men but for the poorest, the least skilled men in the different trades. It goes to show that those men who have more skill are getting more wages. We have no objection if the contractor pays more than the minimum rate but we cannot allow him to pay less because in the fair wages schedule it is stated that the wages shall be 'not less than' &c. So there is always a minimum rate of wages which must be paid.

*By Mr. Broder:*

Q. And that is settled by the local conditions?—A. Yes.

#### COMPLAINTS INVESTIGATED, AFFIDAVITS NECESSARY.

*By the Chairman:*

Q. Are there many cases in which the contractors pay men higher wages than those fixed in the fair wages schedule?—A. Yes, very many.

Q. Mr. Broder was asking as to the number of these investigations into the alleged non-compliance by contractors with the terms of their contract; can you give any idea of the number of such investigations? What do the reports to the department show?—A. I will ask your permission to consult the annual report because this part of the report is prepared by the fair wages officers, so I can really only invoke our own work there. Do you want the exact number?

Q. Yes, the number of investigations into complaints?—A. I will take the last annual report, for 1908-9; that for 1909-10 is not yet published. According to it there were nineteen complaints investigated during that year. Now, there are a great many more complaints received than that, but sometimes the men refuse to furnish the department with the necessary affidavits, and in that case at first sight the fair wages officer discovers that the complaint is not well founded. Then we do not consider it at all, and it is not inserted in the report.

*By Mr. Verville:*

Q. What is the reason given by the men for not furnishing affidavits? They have a reason for that, and I suppose they have stated that reason to you from time to time?—A. The reason given is the fear of being debarred from employment in the locality. The workingmen in the large centres are organized into unions, just as the contractors themselves are organized as a builders' exchange or some such association, and the men fear that by asking the department to interfere in their behalf it would create a certain animosity against them, not only by their own employer, but on the part of contractors as well, and sometimes they decline or refuse to go ahead with their case.

*By the Chairman:*

Q. Do you think there are many men who really allow an injustice to be committed on the score of fear?—A. Certainly.

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The CHAIRMAN.—I would ask you to bring any cases of that kind to my hearing, because if I had an idea, as Minister of Labour, that there is any man afraid to put in a claim—

Mr. VERVILLE.—There are very many.

The CHAIRMAN.—I should advise that those cases should be investigated on that ground alone if not for any other reason.

Mr. VERVILLE.—Well, there are very many such cases.

The CHAIRMAN.—I think there are frequently cases where men send in complaints and when they are asked to substantiate them they find it a little difficult to do so. There may be some cases where, as Mr. DuBreuil says, the men are afraid to follow up the complaint. If any such cause were apparent it would be investigated by the Department of Labour.

*By Mr. Verville:*

Q. Have you ever seen the envelopes of the men that are paid?—A. They do not keep these.

Q. Have you ever seen any of them?—A. Yes, I have.

Q. And still they would not swear to an affidavit?—A. No.

## UNDERPAID WORKMEN, HOW REMEDIED.

*By the Chairman:*

Q. You have discretion in the matter of investigating these cases, have you not?—A. Yes.

Q. If you believe that a genuine grievance exists you can investigate it?—A. Yes.

Q. No matter whether the man sends in an affidavit or not?—A. Yes, but in the majority of cases where the men refuse to substantiate a complaint it is done in this manner: the men belong to a union, or they do not belong to one; it makes no difference, but there is a union formed in the locality. Well, it is the business of the secretary, organizer or business agent of the union to find out or discover what rates of wages are being paid by contractors of the government, and if he ascertains that men are working under the rates set forth in the fair wages schedule, he himself, of his own authority, will send a complaint to the Department of Labour in which he states that Mr. So and So's carpenters, mechanics or bricklayers, whoever they may be, are working for wages below the rates set forth in this schedule. Well, then, the fair wages officer has to go to the locality and find out the complainant. He is the first man to be seen. The fair wages officer goes to the building and inquires about those men and tells them that complaints have been received. He is often told: 'We have never sent any complaint to the Department of Labour, we refuse to have anything to do with it.' It stands to reason that it is not necessary to make an investigation if the men themselves are perfectly satisfied and have no desire to cause the department to see that they are paid the difference between the wages they receive and those provided for in the schedule. It is a question of the representatives of the union seeing that the rates of wages adopted by the union and generally adopted in the locality by the contractors should be respected in all cases. Of course, the fair wages officer cannot go beyond the power vested in him.

*By Mr. Broder:*

Q. You would not allow the union's officer to become the complainant for the men generally?—A. Not knowing at the time whether he was authorized by the men or not, to make a complaint, it is necessary for the fair wages officer to go to the particular locality and inquire.

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Q. Are the complainants' names made known to the contractor?—A. Well, we have to, because we cannot force the contractor to pay so much difference to a man without his knowing that man's name and without ascertaining in his time book whether the complaint is well founded or not.

Q. I know, but in the initiative do you?—A. No.

*By the Chairman:*

Q. What proportion of your time is spent in travelling and preparing schedules?—A. In travelling alone?

Q. The proportion of your time taken up when away from Ottawa and in the preparation of these schedules?—A. In the preparation of schedules and in the investigation of complaints?

Q. Yes?—A. A little more than half the time.

Q. Half the year?—A. Yes.

*By Mr. Broder:*

Q. More of your time is taken up this way in the summer than in the winter?—A. No.

#### TOTAL OF WAGE SCHEDULES PREPARED

*By the Chairman:*

Q. In what part of Canada do you chiefly travel, what towns and cities do you visit?—A. Eastern Canada—Quebec, New Brunswick, Nova Scotia and Prince Edward Island. I might say that during the late Mr. O'Donoghue's sickness, and after he died, for several months, I had also to do with the province of Ontario, in which I have made a very extensive investigation with regard to dredging contracts, and also throughout the Dominion of Canada. I was in the province of Ontario for at least three months at that time investigating the conditions which obtained in dredging work in Canada.

Q. Mr. McNiven looks after the West, does he not?—A. Yes.

Q. How many schedules do you furnish in the course of a year?—A. Myself?

Q. Yes, how many do you prepare?—A. In 1908-9 the number of schedules prepared by me was 210.

Q. Can you give the committee the number of schedules that have been prepared altogether by the department since its establishment?—A. For each year? Yes. 1900-1, Department of Public Works, 63—

Q. Just give the totals?—A. I have here the returns for the years 1900-1 to 1908-9 inclusive, and for the Department of Public Works 589 schedules have been prepared, for the Department of Railways and Canals 728, Department of Marine and Fisheries 33. The total is 1,477.

*By Mr. Broder:*

Q. That is for that term of years?—A. Yes. I would like to state with your permission that the Post Office Department before they send cheques in payment to those who are supplying the department with different articles, submit to the fair wages officer a statement which has been produced by the manufacturers or others with regard to the number of hours of work and the rate of wages paid men, women and children, and this also occupies a certain portion of our time. This has been prepared generally in the department, but of late we had to go out to ascertain whether these statements were right or wrong.

#### BASIS OF SCHEDULE PREPARATION.

*By Mr. Staples:*

Q. In preparing the fair wages schedules, what basis do you work on, how do you determine what a fair wage is?—A. By consulting the different contractors in the MR. DUBREUIL.

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locality we ascertain what rates of wages are being paid to the different classes, and by consulting also the workmen themselves.

Q. Then you take into consideration the cost of living and all that, do you?—A. The rates of wages in force in the different localities are always set according to the cost of living. The department has no desire to increase or decrease the rates of wages which are current in the different localities.

Q. The object of the department is to protect the workman and to see that he gets a fair wage. Now, then, there must be some basis upon which the department determines what is a fair wage?—A. Well, to a certain extent the cost of living is taken into consideration also, but it has not come to my knowledge that the fair wages officer had to increase the wages in the locality on account of the cost of living, because as I have said before, rates of wages are always arranged corresponding with the cost of living in the different localities.

The CHAIRMAN.—It is the current rate that the fair wages officer has to ascertain. He does not fix an arbitrary rate but he takes the current rate in the district. Where he finds two or three different rates if he concludes that one rate is not a current rate, or being a current rate is not a fair rate, then he will fix a minimum rate below which payments cannot be made; but his duty is not to fix an arbitrary rate himself. He has to be governed by the conditions prevailing in the territory.

## WAGE SCHEDULES SUBJECT TO REVISION.

Mr. KNOWLES.—Is there an appeal to the Minister of Labour?

The CHAIRMAN.—There is an appeal. If the parties wish to take it to the minister these schedules can be subjected to revision. There have been two or three cases in which the contractors have thought that the wages were fixed too high, and other cases in which the men thought that the wages were too low, and they have appealed. An appeal of that kind has generally been made the subject of at least consultation and perhaps further investigation.

Mr. KNOWLES.—But according to the Act the minister's decision is final?

The CHAIRMAN.—Yes. These figures are fixed in the schedule and become part of the contract, and if the contractors do not comply with the requirements of the schedule then the department which has awarded the contract can withhold the payment of moneys due the contractor and out of that amount make good the difference to the workmen.

Mr. KNOWLES.—Supposing a contractor refused to continue to pay what he thought was an exorbitant rate of wages?

The CHAIRMAN.—So far as the contractor is concerned he is put in a safe position in this regard, in that he knows before he signs the contract what the wages are that he is obliged to pay. These schedules are prepared and submitted when tenders are called for, so that a contractor does not enter into a contract for building a post office, or other structure, for the government without knowing what he is going to pay. The information is there before him at the outset and he sees that he must not go below the rates set forth in the schedule. All contractors are put upon an equal basis in that respect in tendering.

Mr. KNOWLES.—Would there be any cause for complaint as the work progresses such as this witness would have to go and investigate?

The CHAIRMAN.—Some contractors try to get around the schedule, they wish to pay less than the rate fixed.

Mr. KNOWLES.—That would involve an investigation to ascertain what the current rates of wages are.

The CHAIRMAN.—The investigation in regard to the current wages paid takes place when the schedule is being prepared. That is to say, if the Department of Public Works were awarding a contract for a public building in Regina they would send word to the Department of Labour that they would like to have the schedule of the current rates of wages paid inserted in the contract for that building. Then an officer

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would go to Regina and ascertain what are the current rates of wages, and he would fix a rate of so much for masons, so much for bricklayers, and so on. Then all the contractors in Regina would have the schedule before them when they were tendering, the idea being that a man who hoped to get the contract at low figures by taking it out of his working men would not obtain any advantage in tendering over the man who was treating his employees fairly and was prepared to pay the current rates of wages.

Mr. MARSHALL.—You have instanced the case of a contractor in Regina; would the fair wages schedule in force here be applied to that district?

The CHAIRMAN.—No.

*By Mr. Marshall:*

Q. How would you go about that? Would you find out what contractors were paying for outside work before you determined what rate should be paid in Regina? I am speaking about general contract work.—A. There is no special rate for government work and another rate for other work.

#### HOW FAIR WAGE OFFICERS PROCEED.

*By the Chairman:*

Q. Explain what you would do if you were to go to Regina to-day?—A. I would go to Regina to consult with the contractors of that city as much as possible and ascertain the rates of wages paid to the different classes of working men.

Q. Paid by the contractors?—A. Paid by them at the actual time, not speaking of government work whatever. And then I would go to the men themselves engaged in the different trades and ask them what they were being paid, and then I would draw a conclusion. I have to use my own judgment, but in the majority of cases both the employer and the employees agree as to the rates.

*By Mr. Marshall:*

Q. That rate would be for ten hours, would it not?—A. Ten hours or nine hours. If it was ten hours on outside work it would be the same on government work.

Q. I mean to say, supposing on outside work the hours of labour are ten hours a day, in arriving at your schedule would you give the men employed on government work the same rate of wages for eight hours as these other men were getting for ten hours?—A. No, we do not prepare schedules that way. If the current system is ten hours a day we cannot insert eight hours per day in the schedule.

Q. Then the pay in the schedule would not be for eight hours a day?—A. So much per hour and so many hours per day.

The CHAIRMAN.—At present the current rates are taken both as regards wages and as regards hours. If the prevailing system in the district is ten hours a day, the wage schedule would be made up on a ten-hour basis. That is the point we are coming to, and I will now ask this question: Does the schedule always include the number of hours to be worked?—A. Yes.

Q. And do you find in framing your schedule that the hours of labour differ as between localities?—A. They do.

#### CONDITIONS IN PRINCE EDWARD ISLAND.

Q. Can you give us any idea of the extent of the difference?—A. In large cities or large towns where the working men have the advantage or the opportunity of appealing to a labour organization, the number of hours in certain places are less than in the remote localities. We will take Prince Edward Island, for instance, where there are no labour organizations, with the exception of one, that is the plumbers and steamfitters. Throughout Prince Edward Island the plumbers and steamfitters work nine hours a day and no more. All other trades work ten hours a day, and before there

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was any schedule inserted in the government contracts. I had been assured by prominent men there that mechanics were working thirteen, fourteen and fifteen hours a day, and, strange to say, the carpenters were then being paid \$1.25 per day and the labourers \$1.50 per day, and the carpenters had to furnish their own tools.

Q. How do you account for that?—A. Because during the fishing season labourers are scarce; it is so difficult to obtain help, that in order to induce them to remain on land and perform labour the employers have had to offer them higher wages than they were actually paying to mechanics. But to-day that condition is reversed. Since the creation of the Department of Labour, by reading the *Labour Gazette* or otherwise, they have found out that this system should be reversed, and the carpenters are now getting \$1.50 and \$1.75 and the labourers \$1.25.

*By Mr. Verville:*

Q. I would like to ask if you ever had any trouble in getting the regular current rate of wages from the labour organizations in the different cities? Were they fair in giving you the minimum rate?—Yes.

Q. They never exaggerated the minimum rate?—A. No.

Q. Of your own knowledge do you know that a large number of working men are getting paid over and above the minimum rate?—A. Yes.

Q. But still they tell you that the minimum rate they are working for is so much and of course you base your schedule on the minimum rate as given you by them and sanctioned by the employers?—A. Yes.

Q. You have no trouble in large cities? That information is always given?—A. Yes.

Q. The working people in large cities are always fair in their statements when they have made an agreement of that kind?—A. Yes, that is perfectly right.

*By the Chairman:*

Q. Do you find the wages differ as between the different trades; for instance, as between carpenters, masons and plumbers; do they get a different rate?—A. Yes.

Q. Do you find that in the same trade as between different localities the rate of wages differ?—A. Yes.

Q. Do you find the same thing to hold as regards hours in the different places?—A. Yes.

Q. The hours are different in some places from what they are in others?—A. The hours of labour are shorter in large places than in remote places, and the rates of wages are also higher in cities and large towns than in remote places.

Q. Do you find, for example, masons and bricklayers having eight hours a day whereas carpenters have nine hours a day in the same locality?—A. Yes.

Q. Could you say there is any general reason that would govern the matter of hours in the different trades and localities; what is it that is responsible for one trade having an eight-hour day, another trade a nine-hour day and another trade a ten-hour day, all in the same locality?—A. It is the consequence of all the men engaged in a certain trade, every one of them belonging to the same union and they have made arrangements with the employers by which the latter agree to work them only eight hours a day. For instance, all through the province of Quebec, with very few exceptions, the stone cutters are only working eight hours a day the same as in the city of Montreal, while the carpenters are working ten hours a day. Outside of Montreal and district, and Quebec and district, the carpenters throughout the province are working ten hours a day. They only work nine hours in Montreal and Quebec.

STATEMENT, *re* HOURS FOR BUILDING TRADES IN VARIOUS PROVINCES.

Q. Considering this particular Bill respecting the hours of labour on public works, I understand you have been preparing a table which will show what at the present time are the hours of labour of the different trades engaged on public build-

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ings of one kind and another; have you that table with you?—A. Yes. The fair wages officers have prepared a statement showing by localities and by trades the number of hours which constitute a day's work at the present time. I now produce that statement. (*See also Exhibit D.*)

Q. Has this statement been prepared by Mr. McNiven and yourself?—A. It has been prepared by myself in the absence of Mr. McNiven. But, since his return to the city, Mr. McNiven has made some corrections as regards his territory, because some changes have taken place there since this statement was prepared. The corrections are made in red ink.

Q. I think you might read parts of it to the committee—you need not give the whole of it—to show the nature of the memorandum. I think this memorandum contains a good deal that will be helpful to us in the consideration of this Bill, and will show the extent to which the measure, if it went into operation, would affect existing conditions.—A. (Reads):

## PRINCE EDWARD ISLAND.

The 10-hour day prevails except in Charlottetown, where the plumbers and steamfitters are only working 9 hours per day.

Q. Before leaving that point, do you understand at the present time that if any contracts were awarded in Prince Edward Island they would be all on a ten-hour basis?—A. With the exception of plumbers and steamfitters. (*See D 3.*)

Q. Then if Mr. Verville's Bill became law and it was required that on all government contracts the eight-hour day should apply, the hours in all the trades except plumbers and steamfitters would be reduced by two hours a day in Prince Edward Island; that would be the effect of the Bill in Prince Edward Island?—A. Yes. (Reads):

## NOVA SCOTIA.

The eight-hour day prevails for bricklayers and masons in Halifax; the nine-hour day for other trades.

The nine-hour day prevails for all trades in Sydney, North Sydney and Glace Bay.

The ten-hour day prevails for all trades in other localities. (*See D1.*)

Q. In that connection let us see the effect of that Bill should it become law?—A. There is an eight-hour day for bricklayers and masons in Halifax.

Q. Then as far as bricklayers and masons are concerned it would not affect them one way or the other in that particular locality?—A. No.

Q. It would not affect the bricklayers or masons in Halifax, but it would all the other trades in the province. In respect to Halifax it would affect all the other trades to the extent of one hour, there being a nine-hour day for the other trades in that city. In Sydney, North Sydney and Glace Bay it would affect all the trades to the extent of one hour?—A. Yes, one hour.

Q. In all other localities it would affect all trades to the extent of two hours?—A. Yes. (Reads):

## NEW BRUNSWICK.

The 9-hour day prevails for all trades in St. John and district.

The 10-hour day prevails for all trades in other localities.

Q. Then the result of an eight-hour day provision in an Act with respect to hours of labour on public works would be to affect all the building trades in St. John and district to the extent of one hour?—A. Yes. (*See D 2.*)

Q. In all other localities in the province of New Brunswick it would affect all trades to the extent of two hours?—A. Yes. (Reads):

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## QUEBEC.

The 8-hour day prevails for stonecutters.

The 9-hour day prevails for other trades in Montreal and district, Quebec, St. Johns, Iberville, Valleyfield, Lévis, Westmount, Maisonneuve, St. Henry and St. Louis.

The ten-hour day prevails for other trades in other localities. (*See D 4.*)

*By Mr. Marshall:*

Q. Does this apply to government contracts?—A. It is general, I do not consider government contracts here at all. I make a statement of what is considered as current.

*By Mr. Verville:*

Q. Of the actual conditions?—A. Of the actual conditions.

*By the Chairman:*

Q. Government contracts at present are subject to the prevailing rate?—A. The 10-hour day prevails for all other trades in other localities with the exception, as I mentioned here, of stonecutters.

Q. Then the effect of the change in the law in the province of Quebec would be the same as in the case of bricklayers and masons in Halifax so far as stonecutters are concerned; it would not affect them one way or the other?—A. No.

Q. It would affect to the extent of one hour all trades other than stonecutters in Montreal and district, Quebec, St. Johns, Iberville, Valleyfield, Lévis, Westmount, Maisonneuve, St. Henri and St. Louis, to the extent of two hours and trades in all other localities to the extent of two hours?—A. Yes.

*By Mr. Verville:*

Q. Practically the whole island of Montreal is under a nine-hour day?—A. Yes, Montreal and district and the other places named. Now I come to Ontario. (*Reads*):

## ONTARIO.

The 8-hour day prevails in certain trades within certain localities, as follows:

Stonecutters.—In Guelph, Hamilton, Kingston, London, Niagara Falls, Ottawa, Port Arthur, St. Thomas, Toronto, Windsor, Owen Sound, St. Marys, Peterborough.

Carpenters and Joiners.—In Brantford, Hamilton, Toronto and Kingston.

Bricklayers and Masons.—In Brantford, Hamilton, Kingston, London, Niagara Falls, Toronto, Berlin, Windsor and St. Marys.

Plumbers and Steamfitters.—In Toronto, Brantford and London.

Plasterers.—In Hamilton, Kingston, London, Niagara Falls, Toronto.

Painters and Glaziers.—In Toronto, London and Windsor.

Electrical Workers.—In Toronto.

Builders' Labourers.—In Brantford, Kingston, London and Toronto.

The 9-hour day prevails in certain trades within certain localities, as follows:

Bricklayers and Masons.—In Chatham, Guelph, Ottawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Brockville, Owen Sound.

Stonecutters.—In Chatham, St. Catharines, Sault Ste. Marie, Brockville and Sarnia.

Carpenters and Joiners.—In London, Niagara Falls, Ottawa, Peterborough, St. Catharines, Sault Ste. Marie, St. Thomas, Windsor, Brockville and Sarnia.

Plumbers and Steamfitters.—In Guelph, Hamilton, Kingston, Niagara Falls, Ottawa, Peterborough, St. Catharines, Sault Ste. Marie, St. Thomas, Windsor, Brockville and Sarnia.

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Plasterers.—In Berlin, Brantford, Guelph, Ottawa, Peterborough, St. Catharines, Sault Ste. Marie, Stratford, Windsor, Brockville, Sarnia and Midland.

Painters and Glaziers.—In Kingston, Ottawa, Hamilton, Brantford, Chatham, Niagara Falls, Peterborough, St. Catharines, Brockville, Sarnia, Sault Ste. Marie.

Sheet Metal Workers.—In Kingston, Ottawa, Toronto, Sault Ste. Marie, Berlin, London, Peterborough, St. Catharines, Windsor, Sarnia.

Structural Ironworkers.—In Chatham, Sault Ste. Marie, Stratford and Owen Sound.

Electrical Workers.—In Kingston, Ottawa, London, Windsor, Brockville, Owen Sound and Sarnia.

Builders' Labourers.—In Berlin, Chatham, Guelph, Hamilton, Niagara Falls, Ottawa, Peterborough, St. Catharines, Sault Ste. Marie, St. Thomas, Windsor, Brockville, Owen Sound, Sarnia and Midland.

Common Labourers.—In Kingston, Hamilton, London, St. Catharines, Toronto, Windsor.

The ten-hour day prevails in other localities. (*See D 5*).

*By the Chairman:*

Q. Then, so far as Ontario is concerned, it would appear that in some cities different classes of labour have the eight-hour day?—A. Yes.

Q. And they would not be affected by any change in the existing law?—A. No.

Q. On the other hand, other trades in other localities have a nine-hour day?—A. Yes.

Q. And still in other localities the same trades have a ten-hour day?—A. Yes.

Q. So that in some localities they would be affected, if this Bill went into law, to the extent of one hour, and in other localities to the extent of two hours?—A. Yes.

Q. Then it appears, too, that the effect of the proposed change in the law would not be as considerable in Ontario as it would be in either Prince Edward Island, Nova Scotia, New Brunswick or Quebec?—A. Oh, no.

Q. Inasmuch as the eight-hour day exists more generally and also the nine-hour day? Now, what is the situation in Manitoba?—A. (*Reads*):

#### MANITOBA.

The eight-hour day prevails for stonecutters in Winnipeg, Neepawa, St. Boniface and Selkirk; the nine-hour day for other trades, except the labourers, who work ten hours per day.

The ten-hour day prevails for all trades in other localities. (*See D 6*.)

Q. The situation in Manitoba is somewhat the same as in Ontario?—A. About the same. (*Reads*):

#### SASKATCHEWAN.

The eight-hour day prevails for stonecutters in Regina and Maple Creek.

The nine-hour day prevails for stonecutters in Moosejaw, Alameda; for bricklayers and masons in Moosejaw and Regina; for carpenters and joiners in Moosejaw and Regina; for plumbers and steamfitters in Regina; for plasterers in Regina; for electrical workers in Moosejaw and Regina.

The 10-hour day prevails for all trades in other localities. (*See D 7*).

Q. Then, the effect is somewhat similar in Saskatchewan, Manitoba and Ontario?—A. Yes, about the same. (*Reads*):

MR. DUBREUIL.

## APPENDIX No. 4

## ALBERTA.

The eight-hour day for stonecutters is general: for bricklayers and masons in Calgary and Edmonton; for carpenters and joiners in Edmonton; for plumbers and steamfitters in Edmonton; for plasterers in Calgary, Edmonton and Lethbridge; for painters and glaziers in Edmonton; for electrical workers in Edmonton; for builders' labourers in Edmonton. (*See D 8*).

May I make a remark which has just occurred to me. Bricklayers, masons, joiners, painters, glaziers, plumbers, steamfitters and stonecutters are not available in some small places where there is a very small population. Now, if the government was to build a post office in a village of, say, a thousand souls the contractor would not be able to secure that labour there: he would have to go to a large centre. If the fair wages officer happened to pay a visit to that small place he would go to the mayor of the town, or the contractor, if there was one, and inquire what were the working hours for certain trades. The employer would probably be obliged to secure his labour from the next large place, mechanics not being available in that town, and if the working day was composed of eight hours he would have to adopt eight hours a day.

*By Mr Marshall:*

Q. Supposing he secured his labour in the town itself, how would it affect the matter? Supposing in the town of Aylmer, where I live, a new post office was to be built and the men on the contract worked eight hours a day, would it not create feeling among the other workers there?—A. It would not affect Aylmer at all, inasmuch as you state that there are other workers there.

Q. But supposing that you bring men from other cities to do the work?—A. It would not be necessary in that case, because you stated that in Aylmer there were other workers besides those whom the contractor might bring in.

Q. I do not think you understand me: would it not create a feeling which would not be a desirable one. They would say, 'Here is the government using our money for paying men to work eight hours a day while we have to work ten hours.'

The CHAIRMAN.—You are speaking now on the assumption that this Bill of Mr. Verville's is in force?

Mr. MARSHALL.—Yes.

The CHAIRMAN.—Mr. DuBreuil is speaking of the actual conditions as they are at present.

Mr. MARSHALL.—But supposing this Bill passes.

The CHAIRMAN.—That is another thing.

The WITNESS.—You stated that in Aylmer there are some workingmen, and I suppose if they are working ten hours a day they would not be satisfied if the contractor were to bring hands from outside and worked them only eight hours a day. Still, if there are workingmen in Aylmer working ten hours a day the rates set forth in the fair wages schedule would be ten hours also.

*By Mr. Marshall:*

Q. The men employed on the government contract might be working eight hours a day and the men beside them on other work would be putting in ten hours a day?—A. Of course, the contractor is at perfect liberty to work his men only eight hours a day, even although the fair wages schedule might call for ten hours, and he is at perfect liberty to pay fifty cents an hour instead of twenty-five cents as stated in the contract.

Q. What I am getting at is, you pay the men who work eight hours just the same as another man who works ten hours?—A. I have nothing to do with that.

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The CHAIRMAN.—I think we had better get Mr. DuBreuil's opinion on the point you raised, but perhaps it would be better to let him finish his statement as to the existing hours of labour.

Q. As far as Alberta is concerned, in Edmonton the eight-hour day seems to be pretty general in the building trades?—A. Yes.

Q. And this proposed change would have no effect at all on existing conditions so far as Edmonton is concerned?—A. No.

Q. It might affect some of the smaller localities except where the places are so small that they have not any local labour. Then the effect of a change in this regard would not be as considerable in Alberta as in the other provinces you have already mentioned?—A. No.

Q. There are still some further particulars to be given?—A. Yes. To continue with Alberta. (Reads):

The 9-hour day prevails as follows:—For bricklayers and masons except in Calgary and Edmonton; for carpenters and joiners except in Edmonton; for plumbers and steamfitters in Calgary and Lethbridge; for plasterers 9 to 10 hours a day except in Calgary, Edmonton and Lethbridge; for painters and glaziers in Lethbridge and Calgary; for sheet metal workers in Lethbridge, Calgary and Edmonton; for electrical workers in Lethbridge and Calgary; for builders' labourers in Calgary and Lethbridge; for common labourers in Calgary, Edmonton and Lethbridge.

The 10-hour day prevails as follows:—for plumbers and steamfitters in MacLeod; for plasterers 9 to 10 hours a day, except in Calgary, Edmonton and Lethbridge; for painters and glaziers except in Edmonton, Lethbridge and Calgary; for sheet metal workers except in Edmonton, Calgary and Lethbridge; for structural iron workers throughout the province; for electrical workers in MacLeod; for builders' labourers except in Edmonton, Calgary and Lethbridge; for common labourers except in Edmonton, Calgary and Lethbridge. (See D 8).

*By Mr. Macdonell:*

Q. There is a uniform 10-hour day in all those cases?—A. Yes.

*By Mr. Knowles:*

Q. When you say 'the prevailing rate,' is there a prevailing rate for every day in the year, long days and short days, or is there a winter rate and a summer rate?—A. They work eight hours per day, or nine hours per day or ten hours per day. When the days are shorter, that is during the winter season, they are not able to work ten hours, they only work seven or seven and one half hours, but the contractor can have his men work according to his contract, viz., ten hours per day if ten hours is inserted in the schedule.

*By the Chairman:*

Q. What Mr. Knowles means is this: in any locality what is the prevailing custom as to hours of labour in trades? Do they have to work eight hours a day, if that is the working day, right through the year or only in certain months?—A. Yes, right through the year.

*By Mr. Macdonell:*

Q. Where do you get this information?—A. From the contractors and from the workmen themselves by visiting different localities from time to time in the preparation of the fair wages schedules to be inserted in the government contracts.

The CHAIRMAN.—This is based on the observation of our own officers.

Mr. MACDONELL.—And on information obtained by the bureau?

The WITNESS.—By the fair wages officers.

MR. DUBREUIL.

## APPENDIX No. 4

Mr. MACDONELL.—Well, they are officers of the labour bureau.  
The WITNESS.—(Reads):—

## BRITISH COLUMBIA.

The 8-hour day for stonecutters is general; for bricklayers and masons in Nanaimo, New Westminster, Victoria and Ladysmith; for carpenters and joiners in Nanaimo, Ladysmith and Victoria; for plumbers and steamfitters in Revelstoke, Nanaimo, Victoria, Cumberland and Ladysmith; for plasterers in Nanaimo, Victoria and Ladysmith; for painters and glaziers in Nanaimo, Victoria and Ladysmith; for sheet metal workers in Revelstoke, Nanaimo, Victoria, Cumberland and Ladysmith; for structural iron workers in Nanaimo and Revelstoke; for electrical workers in Victoria and Cumberland; for builders' labourers in Nanaimo, Victoria and Ladysmith; for common labourers in Nanaimo, Cumberland, Ladysmith, Cranbrook and Revelstoke.

The 9-hour day prevails for bricklayers and masons in Cumberland and Osoyo; for carpenters and joiners in Cumberland, Osoyo, Cranbrook and Revelstoke; for plumbers and steamfitters in Cranbrook and Osoyo; for plasterers in Cumberland, Osoyo, Cranbrook and Revelstoke; for painters and glaziers in Cumberland and Osoyo; for sheet metal workers in Cranbrook; for structural ironworkers in Osoyo; for electrical workers in Osoyo, Cranbrook and Revelstoke; for builders' labourers in Cranbrook, Cumberland and Osoyo.

The 10-hour day prevails for electrical workers in Nelson; for common labourers in Osoyo and Corvitchan Lake.

The department has no recent information regarding the number of hours per day prevailing in other localities. (*See D 9*).

The CHAIRMAN.—That covers pretty well the main localities through the Dominion.

Mr. KNOWLES.—The statement contains no information as to Atlin.

The CHAIRMAN.—There is nothing with respect to Atlin.

Mr. KNOWLES.—It would be interesting when we are providing for an eight-hour day on public works all over the Dominion to know what the effect would be in those parts of the country where the seasons are shorter and the days very much longer. It would be a serious thing in such a district to have to curtail the hours of labour. Have you no information from the Yukon?

The CHAIRMAN.—There is none from the Yukon. (*See D 10*).

Mr. KNOWLES.—This Bill would have much greater effect in places where the season is short and the day is longer than it would in other parts of the country where the conditions are more normal.

*By Mr. Verville:*

Q. From your experience have you ever found discontent to prevail among the workmen on the buildings where some were working eight hours a day and others nine?—A. Yes. There is always discontent manifested when the fair wages officer makes an appearance to investigate a complaint or anything else; they all take advantage to complain and to say that every man should be treated the same way. That is on the part of the workingmen.

Q. In winter time, to your knowledge, it is not possible for any trade, in construction work especially, to work much more than eight hours and a half anywhere around this part of the country?—A. They cannot work eight hours and a half a day.

Q. Well, they can work eight hours a day?—A. When I was working in the building trade we worked seven hours and a half in winter time.

Q. A man would be able to work about eight hours in winter time?—A. Eight hours would be about the limit.

Q. So that for five months at least workingmen of the building trades are working eight hours?—A. Yes.

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Q. So that this Bill in some parts of the country would only affect seven months of the year on that line of work because for five months at present they are working eight hours a day?—A. Yes, about seven months.

Mr. KNOWLES.—I would like to know what the effect of this Bill would be in the case of a building constructed by the government in Dawson City. There must be some information attached to these contracts.

The CHAIRMAN.—Have you any information, Mr. McNiven?

Mr. McNIVEN.—No.

The CHAIRMAN.—I think probably the explanation is that in some of these remote parts of the country the department has inserted a general clause in the contracts awarded, that the current rate of wages in the district must be paid. Schedules are inserted in all contracts as an extra precaution; in fact I know that when I was deputy minister two or three requisitions were made for schedules for the Yukon and it was thought unnecessary to send an officer away up there in view of the limited quantity of labour, that there was just so much labour in the locality, and the contractors would have to accept the rates provided in the case of the few contracts that were awarded.

Mr. KNOWLES. I wish we had the information because it would help us in considering the effect of this legislation.

The CHAIRMAN.—I think we can get that information. I will ask the deputy minister of the department to secure information as to rates of wages and hours of labour in the Yukon. (*See Exhibit D 10*).

*By Mr. Broder:*

Q. You do not hinder a man who chooses to work overtime in case of emergency from getting extra pay?—A. No, we have nothing to do with that. The question of overtime and the rate that is to be paid for overtime is generally settled between the employer and the employees themselves.

The CHAIRMAN.—In addition to the statement which Mr. DuBreuil has given by provinces, the fair wages officers have prepared a series of additional statements setting forth the prevailing hours of labour in individual trades and classifying them according to the province. For example here is a statement of hours of labour for stonecutters in Prince Edward Island, Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia.

Mr. BRODER.—Apparently in Alberta and British Columbia they have the shortest day of any.

The CHAIRMAN.—They have a ten-hour day in Prince Edward Island, a nine-hour day in four localities in Nova Scotia and a ten-hour day in sixteen other localities in of the same province, an eight-hour day in St. John, New Brunswick, and a ten-hour day in five other localities, an eight-hour day in different localities in Quebec, and an eight-hour day in a large number of localities in Ontario, Manitoba and Saskatchewan. In Alberta and British Columbia an eight-hour day is general. These statements embrace figures in regard to stonecutters, bricklayers and masons, carpenters, joiners and stair builders, plumbers and steamfitters, plasterers, painters and glaziers, sheet metal workers, structural iron workers, electrical workers, builders' labourers, common labourers. I think if Mr. DuBreuil were to read to us two of these statements, say bricklayers and masons and builders' labourers, the remainder could be filed as part of his evidence. This is very valuable information as illustrating—

*By Mr. Broder:*

Q. Will you allow me to ask this question: The stonecutters use a great deal of machinery in their work, I suppose that has had the effect of shortening the hours of labour?—A. No. This system of eight hours a day was accepted by both employers and employees prior to the introduction of those machines. The Union men generally do not work with those machines.

MR. DUBREUIL.

## APPENDIX No. 4

*By Mr. Knowles:*

Q. How does it come that the stonecutters have succeeded in getting an eight-hour day to a greater extent than the rest of the trades?—A. That I could not say, it is a question of understanding between the employers and the employees themselves. I understand that the stonecutters are a body of men possessing one of the best organizations of their trade.

*By Mr. Broder:*

Q. They are nearly all skilled workingmen?—A. They are all skilled workingmen. They are only allowed to have so many apprentices to every hundred men, and they are very careful in their intercourse with their employers.

*By the Chairman:*

Q. Read to the committee what the prevailing hours for bricklayers and masons are in the different provinces?—A. (Reads):

## BRICKLAYERS AND MASONS.

Prince Edward Island.—The ten-hour day is general.

Nova Scotia.—The eight-hour day prevails in Halifax; the nine-hour day in the three localities following:—Sydney, North Sydney and Glace Bay; the ten-hour day elsewhere.

New Brunswick.—The eight-hour day prevails in St. John; the ten-hour day in twenty-four other localities.

Quebec.—The nine-hour day prevails in the nine localities following, viz.:—Montreal, Quebec, St. Johns, Iberville, Valleyfield, Levis, Three Rivers, Westmount, Maisonneuve; the ten-hour day in other localities.

Ontario.—The eight-hour day prevails in the eight localities following, viz.: Brantford, Hamilton, Kingston, London, Niagara Falls, Toronto, Windsor, St. Marys and Berlin; the nine-hour day prevails at the localities following, viz.: Chatham, Guelph, Ottawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Brockville, Owen Sound; the ten-hour day elsewhere.

Manitoba.—The nine-hour day prevails at the five localities following, viz.: Winnipeg, Neepawa, St. Boniface, Selkirk, Brandon; the ten-hour day elsewhere.

Saskatchewan.—The nine-hour day prevails in Moosejaw, Regina, Saskatoon, Prince Albert; the ten-hour day elsewhere.

Alberta.—The eight-hour day prevails in Calgary, Edmonton and Lethbridge; 10 hours at Medicine Hat.

British Columbia.—The eight-hour day prevails in the localities following, viz.: Nanaimo, New Westminster, Victoria, Ladysmith, Vancouver, Rossland, Nelson, Fernie; the nine-hour day in Ashcroft, Vernon, Revelstoke, Greenwood, Grand Forks, Cranbrook.

*By Mr. Verville:*

Q. Have you nothing for Vancouver there?—A. Yes, I have Vancouver here.

The CHAIRMAN.—This statement would indicate clearly that the effect of any Bill which would fix an eight-hour day would be very different on trades in different localities; that seems to me to be the significant feature it brings out.

*By Mr. Knowles:*

Q. I notice that in pretty much the same sized towns, not very far apart, one will have nine hours and the other eight hours a day. Does the department find that their wages correspond or are they paid by the hour?—A. They are paid by the hour.

Q. Do the ten-hours a day men get one-eighth more wages than the eight-hour men?—A. I do not know. I would have to make a comparison by looking over the schedules.

*By the Chairman:*

Q. What is your memory; could you say if there is very much difference or are they the same?—A. The rate per hour?

Q. Supposing you have two localities. In one place they are working nine hours a day and in the other place, eight hours a day; will they get the same rate of pay in each case?—A. Certainly they will get the same rates per hour. Those working only eight hours will get an hour's less pay than those working nine hours.

*By Mr. Broder:*

Q. That would make a difference in the minimum rate of pay in the schedule?—A. Not per hour.

Q. No, but per day?—A. Yes. In those places when they work eight hours or nine hours per day the rates of wages are not necessarily so much per hour, but so much per day.

*By the Chairman:*

Q. By the day of so much per hour?—A. Yes. The schedule is prepared this way, 'Stonecutters, forty cents per hour, eight hours per day.'

Mr. KNOWLES.—When they work an hour longer they get proportionately more money.

The WITNESS.—In some cases the rates of wages are given as so much per day, not considering the number of hours, but it is stated that they work ten, nine or eight hours per day, but not in localities so near one another as you state, but in localities with quite a distance between the two. Take, for instance, Montreal and Ste. Flavie, or take Toronto and Peterborough. The distance is so great that the same rate does not apply.

Mr. KNOWLES.—We have had the hours of work of different trades in different towns. If we could have a table prepared showing what they get per hour it would answer my purpose. I do not think the witness quite understands what I want.

The CHAIRMAN.—I think it would be well, perhaps, to submit with this another table in this connection and it might be prepared between now and our next meeting. What you want, Mr. Knowles, is a table which will show the wages in relation to the hours of labour. That is to say, where it is an eight-hour day what the total wage for that day would be as compared to a nine-hour day. Mr. McNiven, you might be prepared to answer that question at the next meeting of the committee. (*See Exhibit D.*)

*By Mr. Verville:*

Q. Is it not a fact that where working men get a shorter work day they receive higher wages per hour?—A. It has come to my knowledge that those working shorter hours are getting a higher pay.

*By Mr. Broder:*

Q. Per hour?—A. No, per day. For a day's work in the localities where the hours are shorter the men are receiving higher pay.

#### SHORTER HOURS, HIGHER WAGES.

*By Mr. Verville:*

Q. As you said in Prince Edward Island where they are working ten, twelve and fourteen hours a day they are getting \$1.25?—A. Yes.

Q. And in other places where they are working eight hours a day, they are getting higher wages?—A. Yes, three or four dollars a day.

MR. DUBREUIL.



## APPENDIX No. 4

*By Mr. Marshall:*

Q. I am not clear on this point and I want to be clear: are we to understand that a man working eight hours a day gets just as much as a man who works ten hours?—A. I mean to say this: that in the localities where the eight-hour system is in force it shows that the men are well organized, and I can say by experience that I have found out that where the shortest hours per day are worked the men are commanding a higher salary; not only have they induced their employers to shorten the hours of labour per day, but they have also persuaded them to pay more wages.

Mr. BRODER.—Through their own exertions.

*By Mr. Verville:*

Q. Suppose for instance a contractor were to take a contract outside of the city where he belongs and his men are working eight hours in that city. He has taken a contract three or four hundred miles away from that city. Now the schedule in his contract would probably call for ten hours a day. He will have some of his men to come to the scene of that contract from the city in question and they will work there ten hours a day under the prevailing conditions. Of course he pays those men, if they work eight hours in their own city, for the two extra hours that they work on the contract every day?—Yes.

Q. That is what he does?—A. Yes.

Q. Even if they work eight hours a day in their own locality and ten hours a day at the place where the contract is being carried out, the contractor pays them extra for the other two hours.—A. He pays them so much per day instead of so much per hour.

*By Mr. Marshall:*

Q. Then they are getting more than the other man who is working for ten hours in that locality. He gets paid for ten hours while the other men who have been in the habit of working for eight hours get paid for the two extra hours?—A. This same question came up a minute ago and it was left in abeyance. Now I will answer it in this way. I will give you the effect of my experience. If the eight-hour law was adopted, speaking from my own experience, I think that the large majority of the working people will accept a reduction of two hours pay because the scale of wages, the rate of pay, would level itself little by little. At the present time what they want is an eight-hour day.

Q. Then you are going to cut the working man down to eight hours?—A. I do not know what would happen then regarding wages.

*By Mr. Verville:*

Q. We are not reducing his wages, we are reducing his hours. It is up to him to get higher wages.—A. That is what I say. In the majority of cases the working people that I have met are in favour of a reduction of the number of hours even if their wages are reduced.

Q. Proportionately?—A. Proportionately, as compared with the present time.

Q. You think that?—A. Yes. Because they think that in a very short time the rate of wages will take its own level.

Mr. MARSHALL.—Exactly. You see that is the reason we are afraid of this Bill.

#### ORGANIZED LABOUR, ITS EFFECT ON WAGES AND HOURS.

Mr. BRODER.—The eight-hour day has been brought about in certain localities by certain conditions without any statutory provision whatever. That has resulted where labour is properly organized. If labour were still better organized the eight-hour day with increased wages would be carried out to a still greater extent. You are only ask-

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ing to apply it on public works in this Bill, but if you make the minimum day on government works as eight hours, I do not see where you are going to stop; you must go further. It is only a matter of time before the same thing will prevail in the case of everybody.

*By the Chairman:*

Q. Is it your view, Mr. DuBreuil, that the workmen on government work, should this eight-hour regulation go into force, will be content to work for the eight hours at a less total per day than the men who are engaged for ten hours outside.—A. Do you mean those engaged in public works and contracts or those employed by the different departments?

Q. Supposing a certain class of labourers were getting twenty cents an hour and this eight-hour regulation were in force, for example, \$1.60 per day for men employed on government works. Would those men be prepared to accept the \$1.60 as against \$2 paid to the men working ten hours per day?—A. As I said before, according to my experience a large majority of the men engaged in the building trades would be willing to accept a reduction in the hours of labour—I mean to say a reduction of salary if there was a reduction in the hours of labour. That is in public contracts as well as in others, but I am not prepared to answer for those who are working directly for the different departments of the government. There are masons and stonecutters, bricklayers, plumbers and steamfitters employed by the Department of Public Works the whole year round in their different shops in different localities.

Q. Restricting yourself entirely to government contract work, is it your opinion that the men employed on such work by the contractor would accept a lower rate of remuneration for a shorter number of hours work in a day than they would be getting if working for the same contractor on private buildings?—A. I do not believe that any labouring man who is getting \$1.50 a day for ten hours would like his wages reduced to \$1.25 or \$1.30.

*By Mr. Verville:*

Q. Is it not a fact that wherever the hours of labour have been reduced to eight, the working men have always accepted the reduction and the matter has adjusted itself at the beginning.—A. As I said before the rate of wages would be adjusted sooner or later.

Q. The bricklayers are now working nine hours and the masons and plasterers, &c., are doing the same. Now supposing these trades have their hours reduced to eight, the men that are serving them would have to work eight hours also?—A. It is a very great inconvenience in the building trades where some men are working eight, others nine and others ten hours. Take the builders' labourers, for instance, or even the common labourers, if a post office were being constructed and the number of hours per day was eight hours, then these helpers would quit work when the time was up and the stonecutters would have to turn their stones themselves, or the bricklayers would have to mix their own mortar or carry the bricks up on the hods themselves. Fortunately it is the other way. It is the most skilled men who are working the shorter hours and the unskilled men who are working the longer hours; but in constructing a very large building it is necessary that the stonecutters, the bricklayers, the masons and the carpenters should co-operate and work together. Now, it is impossible sometimes when the stonecutters or the bricklayers and masons are gone, where they only work eight hours a day, for the carpenters to do any kind of work at all after their disappearance. They are timed to work nine hours or ten hours a day instead of eight as the others, but I consider that even in the interest of the contractor those two hours are completely lost to him.

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Q. From your experience throughout the country have you noticed any falling off in the extent and promptitude of construction of buildings since the hours of labour have been shortened?—A. Well, that would be very difficult to ascertain because since that time certain machinery has been introduced.

Q. I am not asking for positive evidence under oath, but to the best of your judgment, from your experience?—A. If they employed 25 men at ten hours per day they would have to employ thirty at eight hours a day and the building can be completed in the same time. But if I understand you well—

Q. You know my view of the matter?—A. I am not of opinion that a man can do as much work in eight hours as he can in ten.

## EFFECT OF SHORT HOURS ON BUILDING, COST AND PRODUCTIVITY.

*By Mr. Marshall:*

Q. Shortening the hours of labour would make the building cost more, would it not?—A. Yes.

Q. What would be the percentage in the increase of cost?—A. In proportion to the diminution of the number of hours worked.

*By Mr. Broder:*

Q. A man would naturally do more in eight hours than he would in ten?—A. I was reading a case in point, if you will permit me, in a publication which was issued in 1910. It is the report of the factory inspector at Rheims. He stated that a decree was promulgated by the government permitting a dying industry to work their employees twelve hours instead of ten. For certain reasons, the government granted that permission. You know that the hours of labour are arranged by the government in France. The first week the production increased proportionately with the increase in the number of hours. The second week there was a great reduction. The third week it fell far below the production of ten hours.

Q. The workingmen got on to it?—A. It was simply because the employees were so exhausted that they were unable to perform their duty at as much speed as when they were only working ten hours per day. Now, in another part of this report I read—but I can speak for myself if you like. When I was working at my own trade I never saw men over fifty years of age. They all died before that age.

*By Mr. Verville:*

Q. Have you ever seen any plumbers of that age?—A. No.

Mr. BRODER.—They do not kill themselves.

Mr. VERVILLE.—It depends upon the conditions they have to work under.

*By the Chairman:*

Q. Supposing that in the factory at Rheims to which you referred the men had been working eight hours and had permission to work two hours longer, do you think the consequence would have been the same as when the hours were increased from ten to twelve?—A. No, because the tension of work where the hours of labour are between ten and twelve hours is greater than when the hours of labour are between eight and ten hours. If a man or a woman works for ten hours he or she can work that long for a certain number of days, but the nervous system is subject to such a strain that it is impossible to perform the same amount of work the next day that he or she did the day before; on the third day the work will be less than on the second, and on the fourth it will be less than on the third.

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*By Mr. Marshall:*

Q. Do you think you will get as much work done in the eight hours as in the ten?—A. No. I have already said that I am not of opinion that a man will do as much work in eight hours as in ten.

*By Mr. Verville:*

Q. Not even with the machinery we have at our disposal?—A. You have to augment or increase the speed, you have to change the speed. Then some machinery at the present time has a maximum of speed and you cannot increase it. Moreover, these people working with machinery now are not working so much with their hands as did the old workers; they work more with their heads.

Q. That is why they do not last so long?—A. It is one of their arguments that they should have some time at their disposal to study and be of more use to the man who is employing them.

Mr. MARSHALL.—The object of the Bill, as I understand it, is to divide up the work and to give more work to more people. Now, if you are going to get as much work done in eight hours as in ten—

Mr. VERVILLE.—There is an argument on that point which has not been explained very thoroughly before the House. The fact is that I have never been asked to explain it thoroughly.

Mr. MARSHALL.—When you introduced the Bill I paid particular attention to you and you gave yourself away a little on that.

Mr. VERVILLE.—There will be evidence on that.

Mr. MARSHALL.—You said in introducing the Bill that you would get as much work done and the object of the Bill was to divide the work.

Mr. VERVILLE.—I meant exactly what I said. I did not explain the point because nobody asked me to do so, but we will have it explained before this committee.

Mr. MACDONELL.—Before we leave this question of wages, I would like to have one point cleared up. If the hours of labour are reduced, is the workingman going to get as much per day as he would get otherwise, or are his wages going to be reduced? I think if it is possible to have it, we should get a supplementary statement put in, giving the rate of wages by provinces, and localities in those provinces, in the same way as the hours of labour are set out in the report which has been filed this morning.

The CHAIRMAN.—That is what Mr. Knowles has asked for.

The WITNESS.—Pardon me, we cannot give you a statement showing whether in working eight hours the men will receive the same pay as they are at present receiving for ten hours, we cannot do that.

#### CONDITIONS IN ONTARIO.

*By Mr. Macdonell:*

Q. What I want is this: take the province of Ontario, you say the building trades work eight hours in Toronto?—A. Yes.

Q. Now, in another place, Peterborough, I think, they work nine hours?—A. Yes, eight, nine and ten.

Q. What I would like to know is this: take the bricklayer and the plasterer, or any other mechanic or artisan, does he get as much wages at the end of the week—if he is working in Toronto on the eight hour system—as he would get in Peterborough or some other place where they are working nine hours?—A. The cost of living is very different.

Q. Never mind the cost of living, that is another matter; at the end of the week when he gets his envelope does the man who worked for eight hours a day get as much as the man who worked nine, in the same class of trade in the same province but in another locality?—A. He might.

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The CHAIRMAN.—In that connection I was going to direct Mr. Knowles' attention to an investigation that was made in the department some years ago—Mr. DuBreuil has just brought it to my notice—into the wages and hours of the labourers in the building trades of Canada. This investigation took up all branches of the building trade, cigar makers, carriage makers, and some other trades. The result of the investigation is given under the following headings. For example, here is one relating to stonecutters. (Reads):—

Stonecutters:—Wages per hour, average per week, hours per day, per five days per week, per day (Saturday), average per week, rate paid for overtime, average duration of working season in months. It gives that whole information.

Mr. MACDONELL.—Can we get that information by provinces?

The CHAIRMAN.—The information is arranged according to provinces: Nova Scotia, Quebec, Ontario, Manitoba, Alberta, Saskatchewan and British Columbia. I remember the investigation well, because I happened to be deputy minister at the time. It took a tremendous amount of correspondence with contractors and workmen and a good deal of personal investigation; in fact I think we were one or two years in gathering the data. I think we could now set on foot a similar investigation and bring our data up to date.

Mr. MACDONELL.—Supposing we enact an eight-hour day law and the effect of that is to reduce the earning power of the artisan or workman. Is that in his interest, is that a result that is proper and desirable?

Mr. BRODER.—They do not expect the Bill to have that result, I think.

Mr. MACDONELL.—There are two features about this eight-hour day provision that I would like to have cleared up; one is as to the maximum amount of the earning power of the man; secondly, how does the matter adjust itself to the Saturday half-holiday? How does the man get off at twelve o'clock, and does he lose by that—

Mr. VERVILLE.—He does.

Mr. MACDONELL.—Or does he work that out in the balance of the week? The Saturday half-holiday is generally recognized, and wherever it applies does the workman lose by it?

The WITNESS.—In the building trades they are paid by the hour. Whether working eight hours, nine, or ten, they are paid by the hour.

Q. In all the building trades?—A. Yes. There is a different rate of wages in each locality. That is, in Toronto it is different from Peterborough, in Peterborough it is different from Hamilton, and so on. You want to find out what the rate of wages will be. Well, you have it there in our schedule. They are paid by the hour. If they work eight hours for forty cents per hour they get \$3.20 per day. If they work ten hours they get \$4.00.

Q. And the workman would not get as much for working eight hours as the man does who works ten hours, at the end of the week?—A. No. The statement you wish to have is to be found in our schedule. In the building trades they are paid so much per hour.

The CHAIRMAN.—I think what Mr. Macdonell wants and what Mr. Knowles requested a minute ago, which can be easily obtained, is that we should take a few typical examples.

Mr. MACDONELL.—Anything you can give.

The CHAIRMAN.—Showing where eight hours prevail, in other cases nine hours, and in others, ten hours in the same trade, and stating what the wages come to per hour and per week.

Mr. VERVILLE.—Our Bill is not of such a character that the question arises how much the workmen get per hour or how many hours they should work.

The CHAIRMAN.—I think so, Mr. Verville.

Mr. VERVILLE.—It does not say in the Bill that they should be paid so much per hour, but it says the working hour will be eight hours.

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## WILL EIGHT-HOUR MEASURE CUT DOWN WAGES.

The CHAIRMAN.—As a member of the committee, I would not want to recommend to the House the adoption of a measure which was going to have the effect of cutting down wages unless I were perfectly sure of what I was doing.

Mr. VERVILLE.—But these people are asking for it and are willing to stand for it.

The CHAIRMAN.—I would like to state to parliament, and to the workingmen as well exactly what the effect of the operation of the Bill would be; I think it is our duty to do so.

Mr. VERVILLE.—Do you think the workingmen do not know exactly what the effect of the Bill will be?

The CHAIRMAN.—If that is so there is no objection to our stating it.

Mr. VERVILLE.—We have correspondence from the labour organizations in favour of the Bill, and we have probably a thousand or more letters from different associations and it stands to reason that they know all about what the effect of working eight hours will be because the system is in force in a great many places at the present time. If an eight-hour day law were passed the wages would probably for the first year be reduced, and the workingmen would have to accept it, but the matter would adjust itself.

Mr. STAPLES.—That is what we want to get at. I understand the witness to say that the workingmen are prepared to accept the eight-hour day with the reduced wages which it will involve, but in so doing they only expect to have to accept that reduced wage for a short time; the matter will adjust itself.

The CHAIRMAN.—It is a present sacrifice for a permanent future gain.

Mr. STAPLES.—They hope to gain the same wage as is now paid through their organization.

Mr. VERVILLE.—They expect to be able to show that it would be of benefit even to the employers.

Mr. STAPLES.—That is another question. To come back to the labourer, do you expect that he will get as much per day or per week for an eight-hour day?

Mr. VERVILLE.—We expect that.

Mr. BRODER.—What was the effect of shortening the working day on those trades that already have eight hours; it did not lower their rate of wages.

Mr. VERVILLE.—It lowered them at the start.

Mr. STAPLES.—At the same time the witness has stated that his experience from investigation is that a man will do more in ten hours than he will in eight. Therefore the employer is going to be out two hours.

The WITNESS.—But the necessity will probably create new ways or methods.

Mr. STAPLES.—Probably.

The WITNESS.—And the employer will certainly find other means to get the same amount of work in eight hours that he is getting in ten hours now. I am not speaking of the pay at all.

Mr. MARSHALL.—As a matter of fact I find by making investigations it will add one-fifth to the cost of building.

Mr. STAPLES.—That is the point.

Mr. MARSHALL.—I have gone into this matter myself. Now if it is going to add one-fifth to the cost of building, should this Bill become law it is only a matter of time before the Act will have to be made general because it seems to me it is unfair to give this advantage to one class and not to another. If you are going to build a shop or a store and have to add one-fifth to the cost you will also have to add one-fifth to the cost of your groceries, and the man who is buying groceries will have to pay more. When you come to look at the effect of this Bill it is very far reaching.

Mr. STAPLES.—It is very far reaching and will not stop at the works with which we are dealing but will finally be extended to the agricultural classes. In fact it already affects the agricultural classes. If there is a public work being constructed in

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a particular locality and the men on the construction work are only working eight hours whereas men on the farms have to work fourteen hours—as they do in our part of the country—it will be a cause of dissatisfaction.

Mr. MARSHALL.—I am connected with a business that gives employment to 3,000 men at times. Supposing this law is enforced everywhere, look at what the effect will be. We handle perishable goods and there are times when even with extra help we have to work eighteen hours in order to put up our product. I am looking at the matter from a business standpoint. If this Bill becomes law, I want to know how it will affect the business of the country.

The CHAIRMAN.—I think we will have to consider the effect of the Bill in all its bearings but at this moment we are more concerned with larger public works building, so to speak. Ultimately we shall have to consider to what particular class of buildings or works the law shall apply, if any. As I gather from Mr. Verville, his intention was to have the law apply only to public works under contract, but the Bill itself goes further. It will probably be reasonable for the committee to consider when they come to draft the report whether it is really desirable to include anything other than public buildings.

Mr. VERVILLE.—If the Bill had not been so radical in its nature we should not have had this discussion.

The CHAIRMAN.—I think the discussion is all right.

Mr. KNOWLES.—The witness told us that the workingmen would be satisfied to accept \$1.60 as wages instead of \$2.00. Now, he is acquainted with the workingmen and that is a very important statement. However, I want to be quite clear on the point. The witness is an expert and there is a great deal of importance to be attached to what he says. Now, does he believe that the workingmen will accept \$1.60 instead of \$2.00 and be satisfied.

The WITNESS.—Yes, they will accept it for the time being in the hope that in the near future the rates of wages will become what they were before the introduction of the eight-hour day system. The rate of wages will take its proper level, its own level, in a short time.

*By Mr. Broder:*

Q. Here is a question I would like to ask the witness: Whether since the eight-hour day has been adopted by the stonecutters if the wages are just as high as under the previous working day?—A. No. They were getting 40 cents per hour and working ten hours per day. They were paid \$4.00 per day. Then the hours of labour were reduced to eight hours per day but they are still being paid 40 cents per hour.

Q. How long has that prevailed?—A. The stonecutters have been under the eight-hour day for the last eight or nine years. The effect was a reduction in the rate of wages.

The CHAIRMAN.—The hour of adjournment having arrived it will perhaps suit the convenience of the committee if Mr. DuBreuil would complete his evidence next Wednesday. We can then have the evidence of Mr. McNiven also.

The committee adjourned.

## HOUSE OF COMMONS,

COMMITTEE ROOM No. 62,

WEDNESDAY, Feb. 23, 1910.

The Special Committee on Bill No. 21, respecting the Hours of Labour on Public Works, met at eleven o'clock, a.m., the Chairman, Hon. Mr. King, presiding.

The CHAIRMAN.—I might mention to the members of the committee that Professor Magill of Halifax was here on Saturday last. He is chairman of the commission which was appointed by the Nova Scotia government to investigate the question of the hours of labour in that province. I took the liberty of mentioning to him that this committee would like to have him present as a witness to give evidence. I think his name was mentioned at an earlier meeting of the committee, and it was decided we should try to secure him, and I thought possibly if he was up here he might wait over until to-day. He said, however, he had in his report to the Nova Scotia government, put forth practically everything he could say before a committee, and he would much prefer the committee to secure copies of his report and take such information out of it as they desired. He was not anxious to appear as a witness unless the committee pressed for it.

I understand his report has been submitted to the Nova Scotia government, and the government is having it printed at present. It will be laid on the table of the House very shortly, and if the committee so desire we might instruct our secretary to write to the secretary of the provincial government and ask that copies of the report be forwarded as soon as printed. Is that your pleasure?

Mr. MACDONELL.—Yes.

The CHAIRMAN.—Professor Magill gave a very interesting address before the Canadian Club on the subject of the eight-hour day. The Canadian Club have adopted the practice of having some one present to take down shorthand reports and I arranged with the Department of Labour to secure a copy of the address given before the Canadian Club. I have here a copy of Prof. Magill's address; it is fairly comprehensive; at the same time it is concise. If the members of the committee thought well it might be desirable to have this turned in and printed as an exhibit.

Mr. VERVILLE.—Yes.

Mr. MACDONELL.—I have a copy, but I have not had time to read it yet.

The CHAIRMAN.—Then it is the wish of the committee that this be printed as part of the proceedings. (*See Exhibit E.*)

We were discussing the other day the question of wages in different trades in different localities. I thought it might be well for the members of the committee to know of this book if they have not already come across it—the question of the variation in wages by F. W. Lawrence, of Cambridge, England. It was published in 1899. As far as my reading has gone, I know of nothing as satisfactory regarding the causes of variations in wages in different trades in different parts of the country as is contained in this volume. This can be had by any member of the committee. It is well worth looking over if one has any time to read it.

Mr. MACDONELL.—It is not very recent.

The CHAIRMAN.—It is not recent, but it is a scientific inquiry into the variations in the rates. For example, he takes the cities throughout England and begins with a certain class as labourers, bricklayers, and so on, and runs down through a list of the different cities and compares them with London.

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Mr. MACDONELL.—Illustrates it by chart.

The CHAIRMAN.—Illustrates it by chart; and the descriptive chart has well set forth the density of population and matters of that kind.

Mr. MACDONELL.—It might be left to the secretary so it will be convenient to the members in the building.

Mr. VERVILLE.—There is also a report just out this year issued in California.

The CHAIRMAN.—That is a report on industrial disputes by Hiram Weinstock. There is interesting information in it. Have any members of the committee any points to bring up before we proceed to examine Mr. DuBreuil?

Mr. VERVILLE.—I would like to suggest that it might be advisable in the future, as we might have quite a number of witnesses during this session, to ask leave that we may sit during the sitting of parliament. It would be too bad to keep witnesses here for two or three days now, because we cannot very well afford it. I say that if you were going to make another report to the House, it would be well to have that permission.

The CHAIRMAN.—What is the wish of the members of the committee on that?

Mr. BRODER.—Do you expect to go into it pretty thoroughly?

Mr. MACDONELL.—There is no harm to get permission to sit during the sittings of the House, and if we require to hold sessions, we have the authority.

The CHAIRMAN.—It might be difficult, and as I understand Mr. Verville, his desire is to meet the emergency in the event of some witnesses being here from a distance, if we could not meet in the morning, to come up in the afternoon and clean the slate.

Mr. MACDONELL.—I think that is a good idea. We might use it if the emergency exists; if not, we won't need it.

The CHAIRMAN.—Perhaps you might move that the committee recommend that leave be granted to them to sit while the House is in session.

Mr. VERVILLE.—I will make that motion.

Mr. MACDONELL.—I second that.

The CHAIRMAN.—The last day, Mr. DuBreuil gave a good deal of evidence concerning this matter, and I had a few questions prepared in advance which I thought might facilitate the eliciting of information, and if it is the wish of the committee I perhaps might ask a few more of those questions, following along the lines of the testimony already given.

Mr. VICTOR DUBREUIL, fair wages officer, Department of Labour, recalled and examined:—

## AGITATION OF ORGANIZED LABOUR FOR SHORTER HOURS.

*By the Chairman:*

Q. As far as your observation has gone, is there any agitation in the country at all among any section of the people for a shorter working day?—A. According to my experience, the labour organizations in the provinces of Quebec, New Brunswick and Nova Scotia are nearly all unanimous in demanding an eight-hour day.

*By Mr. Macdonell:*

Q. Do you refer to any particular trades?—A. More so in the building trades than in any other, because the building trades are generally better organized than any other trades, and their unions being stronger, having better educated people as members, they took the matter up years ago and they followed it up to the present time. In some other industries they are not so anxious with regard to the shortening of hours, for the simple reason that their members are not so well educated.

*By the Chairman:*

Q. What about workmen that are not members of any organization?

## POSITION OF UNSKILLED WORKMEN.

Mr. MACDONELL.—That is what I was going to ask.

The WITNESS.—Of course you will understand our intercourse with those people outside of the labour organizations is far more difficult than it is with those who are organized, but it came to my knowledge after intercourse on several occasions, with regard to the shortening of hours, that as a whole the workmen, more especially those who are skilled men, are in favour of shortening the hours. I might state that those who are earning, at present, from \$1.25 to \$1.50 per day are not in favour of reducing the number of hours, but those are considered as unskilled men. The skilled workmen, as a general rule are in favour of shortening the hours.

Q. Union and non-union men?—A. Yes.

*By the Chairman:*

Q. Do you think they would be in favour of it if the shortening of the hours meant a reduction of wages per day?—A. I answered that question at the last meeting. Yes, with the hope that in a short time the rate of wages would readjust itself.

Q. That has not been the experience of these unions. The last day you were here you spoke of stonecutters who were getting the same wages per hour that were got ten years ago when they were working the same number of hours per day?—A. The stonecutters are not to be considered the general rule; but as I stated last meeting, those who are working shorter hours now are, in the majority of cases, earning the highest wages.

Q. At the last meeting I think it was understood either Mr. McNiven or yourself would prepare a statement of rates of wages and hours for the different localities. Has that statement been prepared?—A. Yes. I would like to read to you a statement which was prepared by the fair wages officers of the Department of Labour in connection with the rate of wages per day, and the number of hours' work per day in the building trades throughout the different provinces of Canada.

Q. We might leave that for the present. It is quite a long statistical statement. We will finish the general points first.

OPINION OF UNION MEN *re* WAGES.

*By Mr. Broder:*

Q. The unions' idea no doubt is that they should get the day shortened and then later they will agitate for higher wages again. Is that the way they look at it?—A. As you are aware, I have been present at a great number of union meetings, and the general opinion of the union men is that if they were to obtain a shorter number of hours, constituting a day's work, that through their exertions they would give proof to the employer that it is even in the employer's interest to shorten the hours; and that they would give them the same salary for eight hours as they are receiving for ten hours, by turning out more goods or doing the work in a better way.

*By Mr. Stanfield.*

Q. You are just speaking of the building trades?—A. Yes, I am just speaking of the building trades.

The CHAIRMAN.—Mr. Broder asked the question pointedly, do the trade unions admittedly say and believe that in asking for a reduction of hours, if it were effected, that one of the first things they would go in for would be to bring the wages up to the old scale?—A. Decidedly.

Q. I don't think there is any doubt about that.

*By Mr. Verville:*

Q. In your experience have you ever seen any trades of any kind that have ever got shorter hours without making a struggle for it?—A. No.

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Q. Then they are justified in making a struggle of any kind?—A. Yes.

The CHAIRMAN.—Did you ever see them get an increase of wages without a struggle?

Mr. VERVILLE.—I am not speaking about increase of wages at all.

SHORTER HOURS *re* RAILROADS, DREDGING, AND ENGINE MEN.

*By the Chairman:*

Q. With what industries do your duties as fair wages officer bring you chiefly in contact?—A. With the building trades, railroad construction and dredging contracts.

Q. You have given your view with regard to the building trades. Do you think the shortening of hours in railway construction is desirable?—A. I do not.

Q. Why not?—A. Because the season in which the work can be performed in railroad construction is limited and it would not be wise to shorten the hours per day on account of this limited season.

Q. Is not the season limited in all trades?—A. Not to so great an extent as in railroad construction.

*By Mr. Stanfield:*

Q. Not in the maritime provinces?—A. Not even in the maritime provinces.

Q. You will find many bricklayers and carpenters out of work for months. They will not build in the winter time.

The CHAIRMAN.—Is the season longer during the spring, summer or fall months?

Mr. STANFIELD.—No. We have more open spring than you have here.

Q. How does the work for building construction compare with railroad construction?—A. I should think they would get more hours for railroad than for building construction. That might be because railroad construction is not proceeded with in the winter time, while bricklayers, stonemasons, carpenters and plumbers are employed at their work during part of the winter season, while railroad construction is paralysed during the winter season. They can only work at dredging in the summer time. In the city of St. John, where the difference in the tide is about 65 feet, they have to shift every half hour or so—

*By Mr. Macdonell:*

Q. Before you leave the subject of the railways, what about railway employees? You are speaking about railway builders and contractors. What about railroad employees?—A. I did not mention those. I mentioned railroad construction.

*By the Chairman:*

Q. Mr. Macdonell is asking about your view as to the shortening of hours of men on railroad trains, the various classes of employees.—A. They are regulated by an agreement signed each year between the companies and the men themselves. They have brotherhoods. This is for the whole year. I never noticed any difference between the number of hours' work in winter comparéd with summer.

Q. How do you think a law requiring eight hours will work on the part of railway employees handling mail on the trains? Do you think it is workable?—A. It is always workable, certainly; but in some cases where the line is composed of thousands of miles,—take the mails from Montreal to Halifax, it would require the employment of three shifts to work eight hours each per day. Three shifts would work eight hours each, making 24 hours to complete the day.

*By Mr. Stanfield:*

Q. Some of these mail clerks will follow a certain run from Halifax to Campbellton; they will lay off for a certain time?—A. They leave Montreal and they

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change at Levis, and a new shift commences at Levis and is relieved at Campbellton. Another shift takes duty at Campbellton to Moncton and from Moncton to Truro on to Halifax.

Q. The shift that goes on at Campbellton goes to Truro and back?—A. The overseer is on duty from Montreal to Halifax.

Q. I know men to get on at Halifax and go to Campbellton and back?—A. That might be.

*By the Chairman:*

Q. Do you think the application of an eight-hour law to railway work generally is a practicable thing?—A. Yes.

Q. Do you think it could be worked out in connection with transcontinental railways, in connection with engineers and firemen?—A. Yes.

*By Mr. Macdonell:*

Q. Does it exist elsewhere?—A. No, not that I know of.

Q. Anywhere in the United States?—A. They work by the mile. They have so many miles to travel, not taking into consideration the number of hours. Sometimes they cover the route in eight hours and sometimes in ten or fifteen hours.

*By Mr. Broder:*

Q. They take what they call the run?—A. Yes, they have to take the run.

*By Mr. Smith:*

Q. Have you ever met any railway men?—A. Yes.

Q. Did they discuss the question of eight hours?—A. Yes; they are in favour of shortening the hours of labour.

Q. Has there ever been any application to parliament in connection with the eight-hour law?—A. I cannot answer as to that. I am not acquainted with that. I am speaking of what I was told, in speaking with railway men as I was travelling, regarding their desire to shorten the time.

Q. I have met hundreds of them and I have never had an application?—A. No. I never had an application myself. I am simply stating what I learned.

Q. Except the telegraphers, where we had a letter at the beginning of the session from the president of the Telegraphers' Union, not to present the letter, as the men would present their own views. This gentleman saw me some time ago and said they could settle it satisfactorily among themselves.

*By the Chairman:*

Q. I think all people are anxious to have shorter hours. Leaving that out of consideration, do you know of any agitation among railroad employees, as a body, for the eight-hour day?—A. No, I never was present at any of their meetings.

*By Mr. Smith:*

Q. I asked you if you had met any railway men, and you said yes?—A. Yes, but I never was present at any of their meetings.

#### EIGHT-HOUR LAW *re* GOVERNMENT CONTRACTS.

*By the Chairman:*

Q. What, in your opinion, would be the effect on the performance of government contracts of a general eight-hour day? Assuming we had an eight-hour law applicable to all government contracts, what effect would that have upon contract work as it is now carried on?—A. That is a very broad question. In some industries it would be quite impracticable, but in the building trades it would be practicable.

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*By Mr. Smith:*

Q. What special trades would it not be practicable in?—A. Take an employer of garment workers. He will probably employ men or women or boys a couple of hours each day making buttons or button-holes or anything of that kind. It is next to impossible for any man to keep track of the number of hours or minutes worked in one day on government contracts or other contracts.

*By the Chairman:*

Q. In connection with firms doing work for the government, it would be impossible to separate government work from private work. Is that what you mean?—A. That is it.

Q. In factory work?—A. In factory work, yes, but in the building trades it is quite practicable. It is very feasible.

## GARMENT WORKERS, SHOEMAKERS.

*By Mr. Smith:*

Q. If the garment workers are working ten or twelve hours a day, working on garments, and the government enacts a law making it an eight-hour day, would not that have a good effect on the tendency to reduce the hours of labour?—A. Yes. Take the shoemakers' trade for instance. The government awards a contract to the Slater Company or any other shoe manufacturer, and at the same time they are manufacturing stock for themselves from the same material which they furnish to the government. If they have an order from the government for 12,000 pairs of boots of a certain quality, they will probably order the same number of men to prepare twenty-five or fifty thousand pairs of boots of the same kind. I cannot see how a man can keep track of how many hours these boot and shoe workers have been employed at the manufacture of boots and shoes for the government and the number of hours they have been employed to work on boots and shoes for their concerns.

*By the Chairman:*

Q. As far as the building trades are concerned, what about that?—A. It is quite different, because when a man starts a day's work, he has to work the whole day.

## STONE AND BRICK SUPPLIES.

*By Mr. Macdonell:*

Q. How would that apply to contractors' supplies for government works, such as dressed stones or bricks made in private brickyards and supplied to the government? How would you follow the material in those cases?—A. The Department of Labour do not prepare schedules of wages for those who are engaged in making brick.

Q. You are not giving your opinion on the feasibility of applying the eight-hour day?—A. The same conditions will obtain as in factories, because people will be supposed to manufacture brick for the government and brick for their own concerns as well.

*By Mr. Smith:*

Q. What would be the difference between the shoe factory and the brick factory you spoke of before?—A. I say the same conditions obtain.

## BUTTON-MAKERS.

*By the Chairman:*

Q. Your idea is that unless a man is putting all his work on government work, it would be difficult to enforce an eight-hour regulation?—A. You take the button-makers for instance: men or women operating a button machine can make enough

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buttons in one day to supply the whole government of Canada. It is quite impossible to force a woman to work all the time making buttons for the government, for said employee would work a certain portion of the time making buttons for some other firms, and it would be an impossibility for the employer to keep track of the number of hours worked by this employee for the government and work for outsiders. If there was work enough to keep an employer going a whole day or a whole week or a whole month, then the condition would be possible, but otherwise, I think, it would create a very great annoyance. One portion of the personnel of the factory would work eight hours and the people employed in the other end of the room would be obliged to work ten hours.

*By Mr. Smith:*

Q. Do you think a reduction of hours would be popular with the working people?  
—A. The reduction of hours will always be popular with the working people.

*By the Chairman:*

Q. Whether it is accompanied by a reduction of wages or not?—A. As I stated before, I was under the impression that if they could obtain shorter hours, they would come to some arrangement by which they would obtain the former wages.

Q. Does that apply to all workers?—A. Especially in the building trades.

#### CEMENT AND PAINT FACTORIES.

Q. This Bill as drafted applies to all kinds of workers and all kinds of industries. Your statement is that, as I understand it, the enactment of the eight-hour law would be popular notwithstanding it would mean a reduction of wages to all classes of workers?—A. If it is popular or not, there are certain reasons for invoking a shortening of hours of labour. Take cement factories, the Portland cement factories for instance, the paint factories, where they are mixing paints, the metal polishers, the copper workers, those operating laths or buffs, cleaning wheels or polishing wheels, those trades are more or less noxious, and the shorter the number of hours the less exposed the employees would be. If you will kindly let me, I will just present one case to you. Not very long ago a man 23 years of age came to my office. He had been previously employed at a cement factory. He had completely lost his voice; he could not articulate one sound. His vocal cords were completely destroyed, as also his larynx. He came to my office to ask me to give him some pointers or some advice as to the best way to get damages from the company. He was accompanied by a friend; he could not speak himself. Well now, here is a case where a man working 12 or 13 or 14 hours a day, Sunday as well. I think if you take it in this light you will find out that employers are taking great care of their driving wheels and piston rods, allowing them to stop and to cool on Sunday, while the poor man has to work 12 or 15 hours a day, Sunday as well.

*By Mr. Smith:*

Q. Can you tell us whether these men have made any tests to have their hours reduced with their superiors?—A. I am sure they have not, because if they were to open their mouths to their superiors, you, as well as myself, know what would happen to them.

#### HOW WORKING PEOPLE WOULD VIEW SHORTER HOURS.

*By the Chairman:*

Q. The general question of certain noxious trades and industries is a matter for legislation by itself. This is a question of shortening the hours in connection with work performed by the government either directly or indirectly. The proposal is to reduce the hours of labour to eight hours a day, and, as the Bill is drawn, that would

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extend to all classes of people who might be concerned with work for the government. Do you think a measure of that kind would meet with the approval of the working classes generally, provided it meant also a pro rata reduction in wages?—A. It is my opinion that the working people in general—of course there are exceptions—would be in favour of a reduction of the number of hours, even if they had to suffer a reduction in wages.

Q. Working people generally would be in favour of a reduction of hours notwithstanding it meant a reduction in wages. Let us take the two classes, organized labour and labour unorganized. Now, as regards organized labour, is that your view?—A. That is my view.

Q. As regards unorganized labour, is that also your view?—A. To a certain extent, yes; but unorganized people, as a general rule, have not the same opportunity to educate themselves.

Q. Never mind the reasons for it?—A. They do not study so carefully the different social questions. The only difference they know is between two dollars and one dollar, whether it is earned by working ten hours or fifteen hours. That is a general rule.

Q. That being the general rule, would it not follow that the most of those who are uneducated would prefer higher wages even if it meant a longer work-day?—A. That is a question.

Q. While the better class of workers would prefer less remuneration with a shorter day?—A. Yes.

Mr. STANFIELD.—Is it not a fact that in Canada the trainmen are not agitating for shorter hours, but always for more pay.

*By Mr. Verville:*

Q. We have letters before this committee, I believe, representing 8,000 men in favour of eight hours. They are railroad men. I would also like to ask Mr. DuBreuil if there are many trades that are not organized in Canada to-day in any branch?—A. There are not many trades not organized, but there are localities where the trades are not organized.

Q. Is it not a fact that those trades which are not organized always follow the other ones in the question of hours and wages, after the organized trades have established a certain number of hours per day to work?—A. They follow the conditions which have been prepared by those belonging to the union, and I find that those who are unorganized are always the first to come and claim their share of the benefit accorded to them through organization.

## PERCENTAGE OF WORKING CLASSES IN ORGANIZATIONS.

Q. What percentage of the working class of Canada belongs to organizations?—A. In what trade?

Q. Speaking generally?—A. That is a hard proposition.

Q. I mean taking labour generally. What percentage of the working classes in Canada are members of labour organizations?—A. There are about 1,800 labour organizations in Canada at the present time. It is quite impossible for me to make a statement as to the number of those who are organized and those who are not organized.

*By Mr. Macdonell:*

Q. Do you think there are about 20 per cent?—A. More than that.

Q. Workingmen generally, including agriculturalists, domestic servants and all that?—A. No, I am not speaking of that.

Q. I think it is a small percentage.

*By the Chairman:*

Q. If you take all those who work for wages, do you think it would amount to 10 per cent?—A. More than that.

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Q. Would it amount to 20 per cent?—A. I figured it about 25 per cent.

Q. I think you had better go into it again?—A. All the miners are organized; all the longshoremen are organized.

*By Mr. Smith:*

Q. The miners are not organized. They have been, but they are not now?—A. I am speaking of my own territory all the time. I will not venture to make any statement with regard to the west because I have never been there.

Q. The province of Quebec is particularly your territory. Do you think that taking all the labour in the province of Quebec 25 per cent of it is organized?—A. Yes.

Q. Let me follow that up. If 25 per cent of the labour of Quebec is organized, how much representation have they made to the local legislature for an eight-hour law? Do they agitate for this eight-hour law in the province?—A. Not to my knowledge.

Q. How can you say they want it if they do not desire to have it?—A. By my intercourse with the different unions. I have never asked them to furnish a written statement endorsed by the secretary or the president, but through my conversation with them.

Q. I know, but you have no evidence that they passed resolutions in their unions regarding representation to the legislature?—A. Every union I know of had more or less interested itself with this question of reducing the number of hours.

Q. In the province?—A. In the province.

*By Mr. Verville:*

Q. Is it not a fact that three or four years ago there was an eight-hour Bill presented in Quebec by—I forget his name. He is dead now.—A. Where was he from?

Q. From Montreal. He was the member for Chambly.—A. Mr. Perrault.

*By the Chairman:*

Q. Take the agricultural labour in the province of Quebec, is it organized?—A. No.

Q. What percentage of the labour is agricultural?—A. It is very small. As you will understand, they have very large families there, so there is no necessity on the part of the father to hire outside labour.

Q. That is labour?—A. They are not working for wages. The father supplies them with garments and looks after their general welfare.

Q. Those are wages, real wages, as opposed to money wages?—A. They are not paid so much per day or so much per week or so much per month. If they want a fancy horse, the father will give them a horse.

Q. I think if a man working on a farm gets any return, either shelter or food or anything else, that is wages.—A. I cannot ascertain how much a suit of clothes will cost now. I do not know his tastes.

Q. As a matter of fact in your statement as to 25 per cent of the labour being organized in Quebec, have you not in mind simply the labour in those trades in which there are trade organizations?—A. Yes.

Q. I think that is what Mr. DuBreuil must have in mind, that is in the trades where there are labour organizations. I think that 25 per cent of that labour may be organized, but that is a different thing from the labour generally in the province that is organized.—A. I would add that in the building trades more than 25 per cent are organized.

*By Mr. Smith:*

Q. You made the statement that you thought that organized labour, when they asked for a reduction of hours, were willing to submit to a reduction of wages. Now you have been a member of trades unions yourself, and have been present and taken

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part in the discussion for a reduction of hours. Was there ever an occasion when you thought that a reduction of hours would be followed by a reduction of wages?—A. It was the general belief of those who took part in the discussion of this subject that if a labour organization could obtain a reduction in the number of hours for the time being, they would have to submit for the present to a reduction of wages, but in a very short period the rate of wages would be re-adjusted.

Q. My experience with trades unions has always been that a reduction of hours meant shorter hours with the same wages.

Mr. MACDONELL.—Per hour.

Mr. SMITH.—Not per hour. If they worked eight or ten hours per day, that always meant at the same wages.

Mr. VERVILLE.—There has been no representation so far as wages are concerned. The only representation we are concerned in now is hours.

## THE QUESTION OF HOURS AND WAGES INSEPARABLE.

The CHAIRMAN.—I think we ought to understand each other on that point in this committee. I do not think, speaking for myself, and I think the other members of the committee will agree with me that you can separate the question of hours and wages. It is the amount of money, the income that everybody is looking to in considering his condition in life, so I do not think you can separate the two things, and I think we are bound, in considering the effect of the reduction of hours, to consider what it will mean to the family budget as a whole.

Mr. VERVILLE.—We seem to be anxious to know that, and while the generosity of employers was wide open just as much before to-day as it is now, if they have not exercised that generosity with their employees, it is not this committee's fault. We seem to be anxious, if we are going to reduce the hours of labour, to reduce the wages as well.

The CHAIRMAN.—I think what this committee is anxious to do is in the first place to ascertain whether in the event of the hours being reduced it will be necessary also to reduce the wages.

Mr. VERVILLE.—This Bill has been asked for by a certain number of working people, and there is nothing in it that mentions wages.

Mr. SMITH.—The question is, what do they understand when they ask the government to reduce their hours by law. Do they expect a corresponding reduction of wages?

Mr. VERVILLE.—Sure they expect that in many cases.

Mr. SMITH.—I think if the government were to pass an eight-hour law and reduce the wages correspondingly, in three months you would have a petition from all these men to restore the old order of things.

The CHAIRMAN.—That is what I want to ascertain.

Mr. SMITH.—That is the reason it should be ascertained. I would not want to report in favour of an eight-hour Bill unless I was sure the consequences were going to be favourable to the men. If the committee were to bring in a Bill like this, I would not support it, because I know from experience it is not what they want.

Mr. KNOWLES.—If we are asked in the House what the effect would be, and we said we had to look into that, our work would look foolish.

*By Mr. Turcotte:*

Q. How are the wages?—A. They are far higher than where the ten-hour day is in force. The shorter number of hours, constituting a day's work, that is where workmen are getting higher wages, generally speaking, and I do not think it would take three months after the adoption of the Bill before the salaries are re-adjusted.

Mr. SMITH.—In British Columbia, wherever eight hours constitutes a day's work it has never affected the question of wages in a single instance.

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Mr. MACDONELL.—You cannot deal with reduction of time regardless of the weekly pay the man is going to get. You have to consider the two questions together. There is no benefit in giving a man a reduction of hours if he earns less wages.

Mr. VERVILLE.—Do we consider the amount he is getting now?

Mr. KNOWLES.—We did not legislate about hours before.

Mr. MACDONELL.—For instance, supposing men get paid by the hour in any particular trade, factory or business, and they are working ten hours and they get say 30 cents an hour, if you cut them down to eight hours and say nothing about it, it would seem to me they would work eight hours at 30 cents an hour. I think Mr. DuBreuil might file the statement he has there. The statement is arranged by provinces, and shows according to the different trades the wages per day and the hours per day for the main localities throughout the different provinces. A glance at this will show the rates compared, in localities where there is a nine-hour day with localities where there is an eight and ten-hour day. It is a lengthy statement. It might be printed and filed as an exhibit. (*See Exhibit D*).

#### YEARLY EARNING POWER IN BUILDING TRADES.

*By the Chairman:*

Q. Have you any statement you would like to make to the committee?—A. I would just add one or two words. The diminution of the hours of labour at first sight would seem to indicate that there would be a reduction in the wages of the men, but if you take into consideration that between eight and nine months during a whole year are worked by those engaged in the building trades, and no more—if you reduce the number of hours by two each day, they will work 25 or 30 or 40 days more during the year, so their pay will probably be less for each day, but they will work more days, so at the end of the year their revenue will probably be more. They would lose nothing by it.

*By Mr. Macdonell:*

Q. That would be assuming their wage per hour would be the same, they would work less hours per day, but they would work more days in the year?—A. Yes.

Q. Do you think in addition to wishing to shorten the hours per day that the workmen wish to shorten the number of days per year they are employed?—A. No, I don't believe that. I believe they would like to go to work every day.

Witness retired.

JAMES D. McNIVEN, Fair Wages Officer, Department of Labour, called, sworn and examined:—

#### DUTIES OF OFFICER AND PREVIOUS EXPERIENCE.

*By the Chairman:*

Q. How long have you been in the service of the Department of Labour?—A. About three years.

Q. What is the nature of your duties?—A. To provide schedule of wages and hours of labour for insertion in government contracts, chiefly for the protection of workmen engaged upon public works, and also if the contractor violates the terms of his contract in regard to those conditions and complaint is made to the department, if it happens to be in the territory I cover, I go out and investigate the complaint and report to the deputy minister.

*By Mr. Verville:*

Q. What is your district?—A. The provinces of Ontario, Manitoba, Saskatchewan, Alberta and British Columbia.

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Mr. MACDONELL.—Would you mind asking Mr. McNiven what his previous experience was.

*By the Chairman:*

Q. What has been your previous experience as a workingman, and what connection have you had with workingmen?—A. I am a printer by trade, worked at the printing business for about 28 years in different parts of Canada, chiefly in Ontario and the western provinces; during all this term, or I might say the last 20 years of it, I was closely connected with labour organizations, not confined altogether to the typographical union but to labour generally, in central bodies, trades and labour councils.

Q. What positions have you held?—A. I have held the position of Secretary of the Victoria Trades and Labour Council for a number of years, Chairman of the Executive Committee and President of that Council; also in the city of Vancouver I was connected with a typographical union, held all the principal offices, chairman of the executive committee and president; also in the city of Winnipeg, where I started my career, I was connected with the typographical union, held most of the principal offices there, secretary and chairman of the executive committee.

Q. Did you ever hold office in connection with the Trades and Labour Congress?—A. I was also vice-president of the Trades and Labour Congress for British Columbia, I think, for four years.

Q. Did you ever occupy the position of foreman?—A. Yes, I held the position of foreman on a daily newspaper the last ten years of my experience as a tradesman.

Q. What paper was that?—A. The *Victoria Daily Times*.

Q. Were you ever a member of parliament?—A. Yes, I have had experience of that kind also.

Q. And you still live?—A. And I still live. From 1903 to 1907 I was a member of the British Columbia Legislature, representing the city of Victoria.

## IS FAIR WAGE CLAUSE RESPECTED ?

Mr. MACDONELL.—Personally, I believe that this fair wage clause in public works is practically disregarded as far as contractors can do so without being caught at it by the government inspector. I do not believe there is one piece of work going on in this country to-day in which the contractors respect that fair wage clause.

The CHAIRMAN.—On what do you found your belief?

Mr. MACDONELL.—I found my belief on this, that wherever there is a government contractor, taking an average contract or anything of that nature, there is a rush of poor labouring men to get daily work, and few of them belong to the unions; they do not know there is a fair wage clause attached to that contract and they practically work for what they can get.

I am not in any way blaming the government or the inspectors, but it seems to me something might be done to put that thing in better shape than it is. I think the law is being disregarded wherever it can be evaded.

The CHAIRMAN.—As Minister of Labour I cannot escape responsibility for criticism in this connection. I would say my view is different from yours. Any case brought to the attention of the government where such contracts have been violated is investigated. If there is any case in your knowledge, or in the knowledge of any member of parliament in the country, I will see to it that a thorough investigation is made into the matter, but in the absence of any specific charge it is difficult to do anything in that respect.

Mr. MACDONELL.—What I was going to ask is, what methods are applied or adopted to see that this fair wage clause is enforced? Are the various works visited and inspected, even if no complaint is made? Do you look at the contractors' books to see the wages he is paying the different classes of workmen and so on? What is done?

The WITNESS.—I do not consider it part of my duties to go about a building and act as a detective in the matter of finding out if the regulations are violated. That, I

think, devolves upon the tradesmen who are working on the building. It is a regulation of the department that on every building under construction the fair wages schedule must be posted in a conspicuous place on the premises, so that every workman about the building may see what he is entitled to per hour, and if any workman on that building accepts a less sum than is stated in these schedules and makes no complaint, I never consider it my duty to go and make complaint for him.

Mr. MACDONELL.—There are very many men getting small wages who are afraid to open their mouths for fear of losing their position.

The CHAIRMAN.—If they are afraid themselves they can ask some third party to send in a complaint. I think you are making a very broad charge which ought to be made only with the greatest of care. If you can give me a single concrete instance of a case in which any man is employed to-day on government work and is not receiving the wages to which he is entitled under the fair wages schedule, I will guarantee that he receive it to-morrow or the contractor will suffer for it; but I do not think in the absence of a concrete case the statement should be made.

Mr. MACDONELL.—I think it exists. I have always, all along, believed this fair wage scale has not been fully enforced, not only now but in the years that have passed.

The CHAIRMAN.—Can you give us any grounds for your belief?

Mr. MACDONELL.—I am not making charges here. I am asking this witness if he can give the committee information—

The CHAIRMAN.—As long as that is clear that you are not making a charge it is different, but I would not like the impression to go out that you had conveyed to this committee that the fair wages schedule was not being lived up to.

Mr. MACDONELL.—I believe the fair wages schedule is not fully enforced. I am not blaming the government nor the inspectors for its non-enforcement. Now, I am asking this witness if he can tell what is done by him or by his fellow inspectors to see that it is enforced; because I think it is the duty of every one of us to see that the law is enforced and carried out in that respect, and if there is any means by which it can be enforced which we are not now adopting, then I think we should all readily make an effort to better the condition.

#### PRACTICE FOLLOWED IN PROTECTION TO WORKINGMEN.

The WITNESS.—I might say that during the last fiscal year Mr. DuBreuil and myself investigated about twenty complaints that had been received in the department regarding the violation of the terms of contracts by contractors. I think it was about 19 or 20.

Q. How many cases were found to be well founded?—A. Probably one-half were considered well founded.

Q. Where they were well founded what action was taken?—A. The action is that we, as fair wages officers, report to the Deputy Minister, who, in turn, reports to the minister of the department who let the contract. The usual thing is we find to what amount these workingmen have been defrauded, then we recommend that the minister of the department who has let the contract retain from the contractor the amount equal to what has been retained from the workingmen and pay it to the workingmen.

Q. That has been done?—A. Yes.

*By Mr. Knowles:*

Q. Is there no penalty at all?—A. No.

*By the Chairman:*

Q. Is there not a clause in the contract that the contractors who do not comply with the conditions may not have the privilege of tendering again?—A. There is in some departments, that the contractor who has violated his contract once shall be debarred from further tendering for government work.

MR. McNIVEN.

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*By Mr. Knowles:*

Q. That is one penalty?—A. That is one penalty.

Mr. VERVILLE.—I do not think it is fair to say it is not carried out, because I might cite a case where there were \$18,000 involved, and the contract was finished, and there were only four men concerned, and it was a case of about \$75 all told, and the Department of Public Works held the \$18,000 until the men were paid. Of course some men are afraid to make a statement, but, as you say, those statements are made by others.

*By the Chairman:*

Q. Are the contractors obliged to keep their books open for inspection?—A. Yes, there is a clause in the specifications now requiring the contractor to produce his books for the inspection of the fair wages officer at any time it is desired by the Minister of Labour to do so.

HOW LAW *re* FAIR WAGES IS ENFORCED.

*By Mr. Macdonell:*

Q. What I wanted to know was, what action the government takes from time to time, as a matter of routine with regard to seeing that this law is enforced. It is a very fair question and one in the interests of the working people of the country, and I do not see the occasion for making much ado about it. I would like to know what steps your department takes from time to time to see that that fair wage clause is carried out?—A. The usual course is to leave that with the workmen interested. It simply means if they are being defrauded or not being paid the current rate of wages as provided in the schedule, all they have to do is to intimate that to the Department of Labour, and we, in turn, wherever a complaint has been made, have always proceeded immediately to an investigation of the case.

The CHAIRMAN.—Perhaps I could explain fully, Mr. Macdonell. These government contracts extend from the Atlantic to the Pacific. In connection with every contract where a schedule is prepared, that schedule is put up in a conspicuous place in the works, so that the men employed about the works will know to what they are entitled.

Mr. MACDONELL.—Excuse me. Who is it that sees to the notice being put up? I have yet to see that notice put up. Does any one look to it that it is put up?

The CHAIRMAN.—I think if a complaint were received from any source that the notice was not there, the officer would go immediately to see why it was not there. This was done as a departmental regulation, to give further effect to the Fair Wages Resolution. It was a resolution of the House of Commons that the current rate of wages should be paid.

Then, in addition to that, the schedules are published in the *Labour Gazette* every month.

The WITNESS.—The schedules inserted in contracts are published there. It is sent free of charge to every labour organization in Canada, and those labour organizations are apt to inform their members. It is pretty generally known that that has been passed by the House of Commons, and the department is there to see it is carried out. In addition to that the contractors are obliged to keep their books open for the inspection of the officers. Considering the large number of contracts and considering the fact that the fair wage officers are supplying new schedules for new contracts that are being awarded up to the present time, their time has been taken up in the preparation of new schedules and investigating any complaint that may be made as to the violation of existing schedules; they have not undertaken the work of going about the country to see that the men are receiving the wages to which they are entitled. The department has assumed that up to the present time if he was not getting his fair wages he would make that known to the government through some

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union he may be connected with or through some other source. The department felt it was not necessary in the enforcement of that clause to go beyond that stage.

Mr. MACDONELL.—I am saying I do not believe this law is enforced.

Mr. SMITH.—When a man makes a statement to this committee that he believes a thing is not done, he ought to be able to give some evidence about it that it is not done.

Mr. MACDONELL.—It is only left to the volunteer complaint of somebody else.

The CHAIRMAN.—Our inspectors do not go about asking the people if they get the wages they are entitled to.

Mr. KNOWLES.—The answer seems to be that so far as you know the department never takes any initiative steps in seeing to the enforcement of it.

The CHAIRMAN.—It takes the initiative to this extent, that it prepares the schedule and has it posted, but if for example a post office is being put up in Moosejaw it does not send a man out to ask the men if they are getting all the wages they are entitled to.

Mr. KNOWLES.—I think there ought to be a penalty, because it is very seldom a man can break the law and not be subject to a penalty.

The WITNESS.—My experience has been that workmen have been very alert to detect any violation of the scale of wages in government contracts.

Q. So far as you know, have the unions ever made complaint?—A. Unions frequently do. When they find a member of a union, say a carpenter, has not been paid the rate of wages provided by the schedule, it is some times customary that the secretary of the union takes the case up for him or the business agent of the union communicates this to the department. It does not involve the man who is actually affected.

Q. So far as you know, labour organizations have never expressed an opinion such as Mr. Macdonell has expressed?—A. No, the very reverse; they are very favourable to the fair wage clause.

Q. Do you think, in the opinion of the trade unions, that they regard it as being well enforced?—A. Yes, I think they do as a rule. Of course we hear complaints occasionally, but as a rule I think they do.

Mr. VERVILLE.—They have adopted it in Winnipeg.

*By Mr. Smith:*

Q. Is every complaint that comes to the department investigated?—A. Always.

Q. Has every case where it has been proven that the employer did not pay the standard wages resulted in the difference between what he actually paid and the standard wage been kept out of his income?—A. As far as I know always, yes.

Mr. STANFIELD.—The Labour Department has something to do with government employees.

The CHAIRMAN.—No, not the direct employees of the government.

#### FAIR WAGES CLAUSE APPLIED TO SUBSIDIZED RAILWAYS.

*By Mr. Macdonell:*

Q. Does the fair wages clause apply to private work subsidized by the government, such as the construction of railways subsidized?—A. Yes, sir.

Q. So it would apply to all railways aided by the government?—A. Yes, it would apply to all railways aided by the government.

Q. Does it apply to the Grand Trunk Pacific?—A. Yes, it applies to the Grand Trunk Pacific. I made a very extensive investigation last summer. A complaint was received by the department last summer that the labourers on the Grand Trunk Pacific were not paid the current rate of wages in the locality.

Q. By whom was that sent in?—A. By the Secretary of the Workingmen's Association of Prince Rupert.

Q. Not by the men?—A. Few of them knew anything about it. I proceeded to  
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Prince Rupert and made a complete investigation of the case and found that there was really no ground for the complaint. I found that on the works there under contract by Messrs. Foley, Welsh & Stewart that they had about 3,000 common labourers employed. These common labourers were paid at various rates, ranging from \$2.50 to \$3 a day. I found the average rate of these 3,000 men was about \$2.80 a day. I considered that a fair rate for navy work. These men were paid an average of about \$2.80 per day, and they paid 75 cents a day for board or \$5.25 per week.

*By the Chairman:*

Q. In that case you did investigate in regard to a number of men who had not made any complaint at all, because there was a general rumour?—A. Yes. There was no complaint made by the men actually at work; they knew nothing of it.

#### HOW INFORMATION IS SECURED *re* SCHEDULES PREPARATION.

Q. There was a general rumour that the men were not paid the current rate of wages on the Grand Trunk Pacific and the officer was sent out and he spent a month going into the whole business. I will say that wherever general rumour has reached the department, so far as I have had anything to do with it as minister, I have always had the matter looked into and made the subject of an inquiry, but where there has been no rumour of complaint, no officer has been sent to seek for trouble. How is information secured on which the fair wages schedules are based?—A. When I am instructed to prepare a fair wages schedule for any locality, I immediately proceed to the locality, I first get in touch with one or two or three of the prominent contractors, according to the size of the town and get rates of wages from them. Then I proceed to verify these by workingmen in the various trades, covering all the trades enumerated. If the trade unions are fairly strong in the locality, I endeavour to see the secretary or the president or somebody in authority in the trade unions, and by that means establish the current rate in the locality. If I find there is much variation in these figures as given by contractors and workingmen, I proceed to make further inquiries, but if they coincide pretty well, I take it for granted those are the prevailing rates and also the same method is adopted in regard to the number of hours.

Q. In what part of Canada do you chiefly travel?—A. In the provinces of Ontario, Manitoba, Saskatchewan, Alberta and British Columbia.

Q. What proportion of your time is thus spent travelling?—A. Six or seven months per year.

*By Mr. Macdonell:*

Q. Did I understand you to say that on the letting of every contract you proceed as you have stated?—A. If I should visit Toronto to-morrow I would get the rates of wages; then it would not be necessary for me to go back there in two or three months. If I should be required to make another schedule for the same locality in two or three months I would take the same figures.

*By Mr. Verville:*

Q. You are always in touch with changing conditions?—A. We have means of keeping in touch with any changes that may occur.

*By Mr. Macdonell:*

Q. Your schedule contains itemizer amounts each workman should get?—A. That is the rate of wages and number of hours per day?

Q. The schedule contains those details?—A. Yes.

Q. Does the notice put up on the building contain these details also?—A. The notice is identical with the schedule.

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## SCHEDULES FURNISHED IN LAST FISCAL YEAR.

Q. How many schedules do you furnish each year?—A. During the last fiscal year I furnished 118.

Q. For what department were those schedules furnished?—A. The Department of Public Works, the Department of Railways and Canals, the Department of Marine and Fisheries and the Department of Militia and Defence.

*By Mr. Smith:*

Q. Do you know whether there were any important contracts carried on by the department that did not provide for the fair wages?—A. No. I know of none.

## AGITATION FOR SHORTER HOURS.

*By the Chairman:*

Q. Does any agitation exist, as far as your experience has gone, for shorter hours?—A. Yes, in some localities there is a marked agitation. I find that where trades unionism is strong, where they are well organized there is a decided agitation for shorter hours.

Q. How about other trades? Trades that are not organized?—A. Well, of course we hear very little of it. Frequently we meet men who do not belong to any union who are in favour of shorter hours, but of course we usually meet the organized bodies, and in the organized bodies you get a full expression of opinion in a condensed form, but with the unorganized, who seldom meet together, it is very difficult to get an opinion of the masses. Here and there you meet men among the unorganized who have advanced ideas that way and are very much in favour of shorter hours.

Q. Speaking from your knowledge of the working classes generally in Canada, do you think there is any agitation among them as a body or as a whole in favour of an eight-hour day?—A. Yes, there is a marked agitation, but I would not call it a general organized agitation as yet.

*By Mr. Knowles:*

Q. There was an agitation in British Columbia before they had the eight-hour day. You lived there then?—A. Yes.

Q. Is there anything like that in Canada now?—A. No, I might say it is really an eight-hour province.

Q. I mean, have we any agitation to compare with that agitation?—A. I think our agitation now may be a little stronger than the agitation that preceded it.

## CONDITIONS IN BRITISH COLUMBIA.

*By Mr. Smith:*

Q. You have eight-hour laws in British Columbia?—A. Yes; that apply to coal mines, metalliferous mines and smelters.

Q. How has the eight-hour day been brought about in British Columbia?—A. I think it has been largely brought about as a result of agitation.

Q. Conducted by whom?—A. By organized workmen. The eight-hour law for metalliferous mines I think was enacted about ten years ago.

Q. In 1899?—A. Yes.

Q. It went into effect in 1900?—A. Yes. Ever since the enactment of that law there has been a pronounced agitation for shorter hours. Later on we had the eight-hour law for coal miners enacted, but they practically had an eight-hour day previous to the enactment of the law, which was more stringent than the previous regulations. Two years later we got the eight-hour law for smelter men. I think the agitation that has been created in getting these measures enacted has gone out to the other trades and affected them all with a desire for shorter hours, with the result that in British



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Columbia now, especially in the building trades, they are nearly all working an eight-hour day without any enactment. In Victoria, Vancouver, Nanaimo, Ladysmith and New Westminster on the coast, and in the interior Rossland, Fernie and Nelson the building trades are exclusively on the eight-hour basis. The principal cities in the interior work eight hours almost exclusively.

*By the Chairman:*

Q. Do you think more has been effected by volunteer agitation on the part of labour organizations than has been effected by legislation or vice versa?—A. I think the legislation gave them the foundation to work upon, because they had the precedent of the metalliferous miners getting an eight-hour law.

Q. You said the coal miners had an eight-hour day before they had the legislation?—A. Yes.

Q. Was that due to organization?—A. Yes, and I think the shorter hour day in British Columbia was all due to organization.

Q. Taking all the forces at work, would you say that trade unionism was responsible for shorter hours?—A. Yes.

Q. Are the metalliferous miners and smelter employees more numerous than all the trades in British Columbia?—A. No, I think not.

Q. So, as a matter of fact, in the trades that have an eight-hour day, the majority of the men who have an eight-hour day have gained much through the strength of the unions they belonged to?—A. Through their own strength.

*By Mr. Verville:*

Q. Also to the legislation that had been passed?—A. It had beneficial effect.

*By Mr. Smith:*

Q. And the opinion of the unions affected the legislation?—A. Yes; undoubtedly.

*By Mr. Knowles:*

Q. After the reduction was made was there ever any expression from the labouring classes against it?—A. No, not that I know of.

*By the Chairman:*

Q. Are there any factories in British Columbia?—A. Very little in the way of factory work in British Columbia.

*By Mr. Stanfield:*

Q. What about the canning factories?—A. They employ Orientals.

Q. Does white labour take up the question of shorter hours on behalf of Orientals?—A. No.

Q. As a result of the eight-hour day in the province, was there any reduction of wages?—A. Not that I can recall.

Q. With the exception of the metalliferous mines, are you aware of any reduction of wages?—A. I cannot recall any reduction in wages through the reduction of hours.

Q. So far as the coal miners were concerned, their regulation with regard to wages and hours was before the law?—A. Yes.

Q. What about the smelters? What were they working before the law?—A. They were working twelve hours, and after the law they were compelled to work three shifts of eight hours.

Q. Do the men in the shifts of eight hours receive the same remuneration as they did when they were working twelve hours?—A. That is something I cannot tell.

Q. Could you find that out for us?—A. I can.

*By Mr. Verville:*

Q. Have you ever heard any complaint?—A. No.

Q. As to the reduction of wages?—A. I was a member of the legislature when that

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question was first mooted in British Columbia, and when the first Bill was brought down. Smelter men, proprietors and managers came down to Victoria in a body to protest against its passage. They declared at that time that if that law was passed it meant ruination of the industry.

*By the Chairman:*

Q. Has it resulted in that?—A. I think not. I think it is just as flourishing now as then.

*By Mr. Smith:*

Q. Are you speaking of smelters now?—A. Yes.

*By the Chairman:*

Q. You have a considerable experience of the hours of labour in different localities. Do you find the hours vary much between one locality and another?—A. Yes, considerably.

Q. The hours vary between trades?—A. Yes.

Q. You have seen the Bill introduced by Mr. Verville?—A. Yes.

Q. If that Bill became law so that an eight-hour day would be applicable generally, what, to your mind, would be the effect of a measure of that kind on the people concerned in these industries that vary in rates?—A. Take the building trades, the trades we are most interested in, if that became law it would operate very well in some localities, but in others I do not know how it would be received.

Q. You have heard the discussion here. Give your views on any of the points brought up?—A. Of course the main point to be brought out is, would the workingmen be satisfied to accept eight hours' pay for eight hours' work.

Q. Where at present they are working ten hours?—A. Yes, at a rate per hour. Would they be satisfied to forego two hours' pay in the day.

Q. What is your view of that?—A. I am sure they would not be satisfied to forego that, but I believe where trade unionism is concerned, and where they know the method of trades unionism, they might accept a reduction temporarily, but I do not think it would be accepted with any intention of having it remain there.

*By Mr. Knowles:*

Q. What limit do you think they would be satisfied with? When you say temporarily, do you mean two months or two years?—A. I think that would all depend on their ability to get back to the old rate, whether by force or otherwise.

*By Mr. Verville:*

Q. Have they ever accepted the wages they are now receiving for ten hours with entire satisfaction with the intention of never asking for more?—A. No, I think not.

Q. If they had the ability to get back to the old rate, why don't they exercise it now?—A. They would have something definite to work for. A man working ten hours, if he was deprived of two hours' pay per day would put forth great efforts to regain the two hours' pay.

Q. In what manner would he put forth that effort?—A. Agitation.

Q. Would he go on strike?—A. He might.

#### THE EIGHT-HOUR UNION LAW *re* STONE CUTTERS AND PRINTERS.

*By Mr. Macdonell:*

Q. A case was given of a stonemason who formerly worked ten hours and now works eight, who when he formerly worked ten hours got the same pay per hour as he gets now for eight hours. That change took place ten years ago; he lost two hours' pay for a day and he has never got that back, and that occurred ten years ago?—A. That might occur in some localities, but I think that would be an isolated case; the

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stonecutters now are prevented by their international law from working more than eight hours. I think I am speaking correctly when I say that those belonging to a union are governed now by an eight-hour law.

*By Mr. Smith:*

Q. Through their union?—A. Through their union the same as a printer is. All union printers are governed by an eight-hour union law.

Mr. MACDONELL.—I do not think the workman would be satisfied to take less pay per day even if it was temporarily unless there was some guarantee that he would return to his old rate.

*By Mr. Smith:*

Q. According to your experience about reduction of hours, is it not your opinion that they always expect the same pay for whatever reduction is made?—A. Undoubtedly they do. The average working man will tell you that he is only getting a living wage and that he cannot afford to take anything less.

*By the Chairman:*

Q. You say you think if the hours were reduced in this way they would try to recover the old wages, and they would do it by agitation and strike if necessary?—A. I have no doubt they would.

Q. Is it your idea that if this went into force it would probably lead to strikes?—A. I do not think it would create much friction along that line.

Q. You say if men were reduced from ten to eight hours and only secured eight hours' pay for that day, that they would begin immediately to obtain the ten-hour rate and in the course of that agitation they would probably use the strike as a weapon to secure that end?—A. If they forfeited the two hours' pay they would resort to any available means to get it back.

Q. That is an important point to bring out?—A. The Typographical unions have enacted an eight-hour law; that is the union law that no printer or member of the Typographical Union can work longer than eight hours a day.

*By Mr. Verville:*

Q. All the unions have not got four million dollars to spend?—A. That agitation cost the Typographical Union between three and four million dollars.

*By the Chairman:*

Q. In what? Strike funds?—A. In strike benefits to members out on strike.

Q. What hours were the printers working before?—A. Principally nine.

Q. When the union decided that the eight-hour day should be established in the printing trades, did any of the members concede the same amount of pay for the eight-hour day?—A. Yes.

Q. How many?—A. I think all of them.

Q. What brought about the strike?—A. Refusal on the part of the proprietors to concede an eight-hour day.

Q. When they got the hours conceded, were the two questions united?—A. As far as I can recall. I don't know of any case where they lost anything in their pay by the reduction of hours. There may have been some cases, of course.

*By Mr. Smith:*

Q. Is the printer paid by the hour?—A. Usually he is.

Q. Was it not part of the agitation that the schedule per hour should be increased in proportion to the decrease in work? When they agitated to have an eight-hour day they provided in the agitation that the wages per hour should be increased so that they would have the same money?—A. Or the wages per day would not be disturbed, yes.

*By Mr. Verville:*

Q. What means have the labour people at their disposal now to increase their wages or shorten the hours?—A. Only through organization.

PRODUCTIVITY OF EIGHT AND TEN HOURS COMPARED.

*By Mr. Staples:*

Q. What is your opinion as regards the quantity of work? Will they do as much work in eight hours as in ten?—A. I think in some industries or trades they may; in others they will not. If a man is working in a bad atmosphere, at a high rate of speed, he will do as much in eight hours as in ten.

Q. Is that your own opinion?—A. That is simply my own opinion.

*By Mr. Smith:*

Q. And experience?—A. Yes.

*By the Chairman:*

Q. What about the building trades?—A. I think in some lines of building trades the same will obtain. He is working out in the fresh air, and I think longer hours are not so detrimental to him as to men inside.

Q. Particularly the printer?—A. Yes.

Q. Do you think he can do as much in eight hours as he can in nine?—A. Yes.

*By Mr. Smith:*

Q. Taking the whole thing together, you do not think the general output would be reduced on account of the reduction of hours?—A. No.

*By the Chairman:*

Q. Coming to the building trades, do you hold the same view?—A. No, I would make certain exceptions. A stonecutter, I think, would do as much work in eight hours as in ten.

Q. What about the carpenter?—A. I would not like to say the same regarding the carpenter. I think this, that while a man may not be able to do as much in eight hours as in ten, that a good workman, a man who takes an interest in his work, can do more in eight hours, in proportion to the number of hours, than he would in ten. That is, I believe he can speed himself up to acquire the same result almost in eight hours that he could in ten.

Q. What about work in the factory? Do you think the same amount could be turned out in a factory in eight hours as in ten?—A. Well, I have not had so much experience in factory work, but I have been in factories where I would not like to be steadily employed in for more than eight hours per day.

Q. In the factories where there is a great deal of machinery you have power, steam, &c., as opposed to individual strength. In a case where they are attending looms or spindles worked by machinery, do you think it would lead to an increased productive power per hour?—A. Not in cases of machinery. Where machinery is running at a certain speed the output is fixed. If you work twelve hours you can produce more than you can in ten hours.

*By Mr. Verville:*

Q. Is it not a fact that machinery has to be attended to by some one, and through the exertion which such person would be required to exercise during the day he could do much more in a shorter time than he could in a longer time?—A. The machine is fixed for a certain speed. The attendant must keep up with his machine.

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Q. I do not mean for a day; the amount of work he can produce with a machine for ten hours, taking year in and year out and comparing that with the following year, do you think he could turn out as much the following year with a shorter day?—

A. I believe he will, if he attends to his work and speeds himself up to it. I believe a man can speed himself up to do as much work in eight hours as he can in ten, in any occupation.

Q. If he speeds himself up, is he likely to do it?—A. I think he would be required to do it.

*By Mr. Stanfield:*

Q. A lot of this machinery starts at seven and runs on till six o'clock, never stops. How are you going to get as much work out in eight hours as in ten?—A. If the attendant is there he has to keep up with the machine.

*By Mr. Smith:*

Q. The machine has to be fed?—A. If the person is required to keep a machine in running order, he has to look after it day in and day out.

*By Mr. Verville:*

Q. From your experience in British Columbia, in your own province, does it take any longer now to put up a building working eight hours as it used to working ten?—A. I do not think so. It does not seem to.

*By the Chairman:*

Q. Do you think, for instance, to-morrow, if this law went into operation, where men are working now eight and nine or ten hours, do you think it would take any longer than at present.—A. I do not think it would be noticeable.

Q. You mean to say, taking a locality like Sydney or Inverness, where the workmen are working ten hours a day?—A. Yes.

Q. If this law should go into force, with regard to working eight hours a day to-morrow, and the government were putting a post office up at Inverness, do you think it would take any longer to put up with an eight-hour day than it would with a ten. assuming they are working exactly as they are working now at so much per hour?—A. I think it would.

Q. It would take longer?—A. Yes, and it would cost more.

Q. Take in the case of Sydney, where they are working nine hours per day. Assuming the government was putting up a public building there, a wharf or something and the requirement was eight hours instead of nine, would it take longer to build that public building?—A. It might take a trifle longer.

Q. Do you think it would take the equivalent of the difference longer?—A. No.

Q. Why not?—A. Because a man can do more in the first half of the day than he can in the last half. I would say his last hour is not as good as his first.

*By Mr Knowles:*

Q. In laying bricks do they really find they lay less in the last hours than they do in the first hours?—A. I could not give you any authority for that statement. It is simply an opinion of my own.

Mr. VERVILLE.—There is a regulation in the contract as to the number that must be laid per hour. It is a well known fact that they lay more now in eight hours than they do in ten.

I would like to have the committee send a communication to the Manufacturers' Association and we will probably decide on getting a few of those regulations.

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The CHAIRMAN.—Mr. Macdonell spoke about having Mr. Armstrong of Toronto, and Mr. Guyon, factory inspector of Quebec, here.

Mr. VERVILLE.—Would you like to have Mr. McNiven answer any further questions?

Mr. MACDONELL.—Has he a statement to put in?

The CHAIRMAN.—I think he might come back. There are one or two questions we might like to ask him further, and the secretary will instruct Mr. Armstrong and Mr. Guyon to be present.

Mr. MACDONELL.—I think they had better be subpoenaed. These men are in the employ of other parties.

The CHAIRMAN.—Then it would be necessary to make a motion that we do subpoena them.

Mr. SMITH.—I move they be subpoenaed.

Mr. MACDONELL.—I second that.

The Committee adjourned.

## HOUSE OF COMMONS,

COMMITTEE ROOM No. 34,

WEDNESDAY, March 2, 1910.

The committee met at eleven o'clock, a.m., the Chairman, Hon. Mr. King, presiding.

The CHAIRMAN.—We are fortunate in having with us this morning Mr. John Armstrong of Toronto, and Mr. Guyon of Quebec. I hope we will be able to take their evidence to-day. In the meantime Mr. McNiven, Fair Wages Officer, who was examined at the last meeting, has again attended in case there are any questions to be put to him before his examination is concluded.

## THE HALF HOLIDAY.

The examination of Mr. McNiven resumed.

*By Mr. Verville:*

Q. I would like to ask you what has been your experience in cities that have adopted the half-holiday? Are the workmen who enjoy that holiday working eight, nine or ten hours mostly?—A. Well throughout the principal cities in Canada the Saturday afternoon holiday prevails very largely, and to a larger extent among those who work the shorter workday, that is work eight hours per day. As a rule they work 44 hours per week; eight hours a day for five days in the week, and four hours on Saturday. Those working nine hours largely take the Saturday afternoon making a 50-hour week instead of 54. Those working ten hours a day are usually unorganized and it is very difficult to find out, or to get accurate information concerning them, but I find that very few of them have the Saturday afternoon holiday, although they may have one hour or two hours shorter on Saturday; that is the ten-hour workmen.

*By the Chairman:*

Q. Does that apply to factory work as well as to trades, so to speak?—A. Well, there is very little eight-hour work done in factories, I believe. I know of very little in factory work, it is principally nine and ten hours.

Q. How do you account for the fact that they have the Saturday half holiday in the trades but not in the factories?—A. I account for it in the fact that the trades are better organized. I believe it is entirely through organization.

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*By Mr. Verville:*

Q. Is it to your knowledge that some of the factories close early in the afternoon in some places?—A. Well, I believe it is the fact, I believe there is a shorter day on Saturday.

*By the Chairman:*

Q. In the summer?—A. Particularly in the summer.

*By Mr. Macdonell:*

Q. Who suffers that loss of time?—A. As a rule the workmen lose it. They are paid by the hour and for a short four-hour day on Saturday they are only paid for four hours.

## CLIMATIC CONDITIONS, EFFECT ON OPERATIONS.

*By the Chairman:*

Q. To what extent do seasonal conditions affect the desirability of a short hour system in your opinion?—A. Well, I cannot see that it would have very much effect.

Q. Take for example this city, although we have not found it so this winter. But we frequently have a fairly rough winter so that outdoor employment cannot be carried on to any extent. Would that affect the question of an eight-hour day in the building trades here as compared with, say, Victoria or Vancouver, where they carry on the outdoor work all the year round?—A. They do carry it on to a limited extent. Of course in British Columbia, they work a month longer, but the rainy season there prevents outdoor work to a very large extent. Where they work nine months here they may work ten months there, but I think ten months out-door work would be the limit.

Q. You think the fact that there is one month less of out-door work here is an element that ought to be considered in framing an eight-hour Bill of general application to the whole Dominion?—A. Well, it might be, but when you consider the workingman's point of view—from the workingman's point of view now—the trades that are most affected by seasonal conditions are the trades that are now working the short hours such as bricklayers and stonecutters. These are the branches of the building trades that now work the shortest hours and are mostly affected by seasonal conditions.

## IMMEDIATE AND ULTIMATE EFFECTS OF AN EIGHT-HOUR-DAY LAW.

*By Mr. Macdonell:*

Q. How does the eight-hour day benefit the workingman if he is only paid for the time he works, that is during week-days he gets paid for eight hours a day and on Saturdays for only four hours a day? Under such circumstances wherein is the advantage to him of this eight-hour day? He loses the time during which he is not working, is that not so?—A. Yes, I do not see that it would be any particular advantage to a man who is now working eight hours a day.

Q. The whole principle of this Bill is to extend the eight-hour day?—A. Yes.

Q. Then I do not just see how it benefits the workman if he is to be at the loss of the shortening of time.

The CHAIRMAN.—In consequence of the shortening of the time.

*By Mr. Macdonell:*

Q. If in consequence of the shortening of the time he gets less wages.—A. I do not think that a man working ten hours now would be satisfied to accept a reduction of two hours' pay a day.

Q. Your idea is that time will straighten the matter out?—A. Ultimately, I think so.

Mr. MACDONELL.—So that ultimately he will get as much for eight hours as ten.

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*By the Chairman:*

Q. You say that a man working ten hours now would not be satisfied to accept a reduction of two hours a day. Is your idea then that the immediate effect of this law, if it were enacted generally would be to create some friction and discontent?—A. Well, it might create some friction in some cases, but I hardly look for that kind of thing for the reason that the men whom it would affect are unorganized and it is hard to obtain an expression of opinion or to get unorganized men to act unitedly on any question.

Q. There would be no concerted demonstration, but each individual who composed that unorganized group, would he or would he not feel that he had a grievance? If anybody said to him: 'Now we are going to let you work only eight hours a day although you have been accustomed to work ten, and you can only expect eight hours' wages in consequence,' how would he feel?—A. Well, I think he might imagine that he had a grievance if his weekly pay remained the same.

Q. Would he not have a grievance?—A. Well he might have a grievance but he would settle it with his employer.

Q. Supposing the government were to cut down your hours of labour and knock off about one-eighth of your salary, would you think you had a grievance or not?—A. Well, if I thought I was working too much or too long and injuring my health in doing so, I would not consider I had a grievance; but if I were not overworked and confined to a limited number of hours, I might think I had a grievance, yes.

*By Mr. Macdonell:*

Q. What you would prefer would be doing the work at longer hours for more pay?—A. I would, in a case of that kind.

*By the Chairman:*

Q. You put it as a question of health?—A. And enjoyment of course. Every man is entitled to a certain amount of leisure for enjoyment, recreation, education and the bettering of his condition.

Q. Do you think all men use the spare time they have in a profitable way?—A. I would not say all men, but I believe the great majority of them do. I believe they use it to advantage.

*By Mr. Verville:*

Q. Is it not a fact that the men working the shortest hours are the best educated?—A. I believe so.

Q. Is it not a fact, if you compare one family with another and scrutinize them carefully that the men working shorter hours have better homes, more happiness and drink less?—A. As a rule that is a fact.

Q. There must be a reason for that?—A. Yes.

*By the Chairman:*

Q. Is it because they have shorter hours they are better educated, or is it because they are better educated they have got shorter hours; which is the cause?—A. Education leads to the demand for shorter hours, and the better educated a man becomes, I believe the more demands he will make.

Q. In a general way what is your opinion, as to the moral and physical effect on the individual, of a shorter working day?—A. I think it has a very beneficial effect on the individual, morally, intellectually and physically—in fact in every way. If we refer to countries outside, I mean to Britain or the Australian Commonwealth, where they have eight hours a day, I think you will find a higher standard of citizenship and a better class of workmen in those countries than you will find in the long hour countries; and I think if we had an eight-hour day established throughout Canada that, in the course of a short while, we would have a better class of workmen and a better class of citizens, morally, physically and in every way better.

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*By Mr. Macdonell:*

Q. That is if all men worked less?—A. If all men worked less. I believe men would use their leisure time to bettering their condition and making better workmen of themselves.

## THE DESIRABILITY OF A SHORTER DAY.

*By the Chairman:*

Q. I think you are right. Have you as a result of your investigating the conditions of workmen in different industries formed any conclusions as to the desirability of a shorter day? I mean to say you have been brought into contact with each of the industries of this country. Now from what you have seen, and from first hand knowledge, have you framed any ideas definitely or convictions as to the desirability of shortening the hours of labour in the cases you have come into contact with?—A. I think that if I understand you correctly that in the building trades—

Q. Taking the building trades, you come into contact with them?—A. Mostly the building trades.

Q. As a result of what you have seen of conditions in the building trades where they are working ten hours or nine hours a day, do you think there are as strong reasons why the change should be made to eight, in the interest of the workers?—A. Yes, I think that ten hours a day is too long, and I think that is the general prevailing opinion among those that work long hours.

Q. Have you seen the evidence of the fact of its being too long; has this fact shown itself in any adverse way on the workers?—A. I find in going among the men who work ten hours that their rate of pay per hour is less than that of the man who works eight or nine hours, therefore their standard of living is lower.

Q. Take those men and cut down their wages as well as their hours, and the conditions would be worse still?—A. The average workingman to-day is of opinion that he cannot live and maintain himself decently and respectably on any less wages than he is at present receiving. If you cut two hours off his pay he must degenerate to a certain extent, his standard of living must go down, and that I do not think any one of them will voluntarily agree to.

*By Mr. Macdonell:*

Q. In what way, what trade are you speaking of now?—A. I am speaking of the building trades or unskilled workmen generally.

*By the Chairman:*

Q. How are you going to meet that difficulty? That is the thought in my mind—A. That is rather a difficult problem to solve.

*By Mr. Verville:*

Q. How will the difficulty be met, by an increase of wages? Mr. Macdonell says he would like to know how the lessening in wages was made up to those people who were not satisfied with what they were receiving per hour.—A. How was the increase secured?

Q. Yes, how was it secured?—A. Well it was secured through organization altogether. Now in the city of Toronto where the building trades now work eight hours a day, that eight hours, I am told, was secured in all cases practically without a strike, by voluntary agreement between employers and workmen.

Q. Have you ever known of anybody who was willing to increase the wages of their men without being asked for it?—A. No, I cannot recall any case.

Q. I do not think you can.—A. No I cannot recall any case.

Mr. VERVILLE.—No, nor anybody else.

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Mr. MACDONELL.—One difficulty is this: In the great ranks of labour they work nine, ten and twelve hours a day in factories and workshops of all kinds. Well these men get a fair wage say for the time they work and they think that if their hours are lessened that their pay will be lessened in proportion. I do not find men voluntarily offering to reduce the hours of labour to their employees and maintaining the same rate of pay per day. That does not happen.

Mr. VERVILLE.—But there is nothing in the Bill with respect to that.

Mr. MACDONELL.—That is quite right, but you were speaking of the fact that workmen do not voluntarily reduce their wages. I find they do not either and employers do not voluntarily decrease the hours of labour. How you are going to meet this difficulty of reducing hours of labour without reducing the rates of pay is something I would like to know.

Mr. VERVILLE.—Leave it to the men themselves.

The WITNESS.—Of course it is a very difficult question for anybody to state definitely what would result from it. I believe that such a condition would settle itself in the course of a short time. There might be dissatisfaction at the reduction of hours and the consequent reduction of pay, but I think the conditions would settle themselves in a very short time.

*By the Chairman:*

Q. If in presenting a measure to parliament such as is proposed here to reduce the hours of labour to eight in all the building trades engaged on government contracts it were stated that the wages in all cases were to amount to as much per day as they do at the present time, would a measure of that kind give rise to any discontent or would it be welcomed by the working classes?—A. If the rate per day would remain the same?

Q. Yes. A. I think that would be welcomed generally.

Q. Take another case; supposing a Bill were introduced reducing the hours of labour to eight and it was distinctly stated, or understood, that the wages would be reduced pro rata where the hours are at present longer, would a measure of that kind be welcomed or would it create dissatisfaction?—A. I think it would create dissatisfaction among those whom it would deprive of any amount of money.

Q. They are the only ones it would affect?—A. Yes.

Mr. STAPLES.—You cannot suggest a stationary wage. The wage may rise or fall in periods of prosperity or depression, but if you state the wage shall remain as it is to-day, how are you going to govern it?

The CHAIRMAN.—I mean by that, if you have a ten-hour day the men are paid by the hour and it is easy to figure out what the wages for ten hours would be. Whether the wages are for 20, 30 or 40 hours, they are on an hour basis and you take the number of hours per day.

Mr. STAPLES.—Always governed by existing conditions?

The CHAIRMAN.—Yes.

The WITNESS.—Of course I think that in the building trades with the ten-hour system, those working ten hours are very largely in the minority as a class.

#### FEASIBILITY OF AN EIGHT-HOUR DAY IN FACTORY WORK.

*By the Chairman:*

Q. One other question: do you think it will be possible for the government to enforce a regulation requiring all men engaged on any work for government purposes, whether work in connection with the discharging of a contract or otherwise, to work eight hours; would it be possible to enforce a regulation of that kind?—A. Well coming to factory work it would be difficult. On outside work, on buildings, it would be very simple to do that.

Q. On factory work it would be difficult? Would it be possible on all classes of factory work?—A. I think it would be possible to go to a limited extent in regard to factory work.

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Q. How far?—A. Take, for instance, if the government let a contract for the supply of militia clothing. I think it might apply as far as the manufacture of that clothing was concerned, but to go back beyond that I think it would be very difficult.

Q. Take an illustration. Among the leather workers in this city they have recently had a strike. Supposing the government were having some saddles made by one of these factories where they manufacture saddles by the thousand, say the government gave an order for 100 or 200 saddles, would it be possible in a case like that for the hands on the government contract to work only eight hours while the others worked nine hours a day?—A. Yes, I think it would be possible. I think it would also create some dissatisfaction among those not engaged on government work provided the pay was the same.

Mr. STAPLES.—Yes, but in a factory of the kind spoken of they would not set aside the government's order for two hundred saddles and manufacture those. They would naturally go on in their usual course with other saddles numbering probably a thousand or five thousand.

## GOVERNMENT CONTRACTS IN FACTORIES.

*By the Chairman:*

Q. How would they distinguish the government's order from the general order? My present view is that it is impossible and I would like to be shown that I am mistaken in regard to that.—A. Of course in regard to government work now the Militia Department and the Post Office Department require stated rates of wages to be paid to mechanics employed on contracts for supplies. If a contract were let for 100 saddles and say the Carson company of Ottawa got it they would be required to pay the stated rate of wages on that contract. The hours of labour of the workmen would be the prevailing hours of the locality.

Q. Under this Bill so far as government work is concerned the men must only work eight hours no matter what conditions are in the factory or the locality. Assuming the conditions as they are would it be possible—if possible I think it would be desirable in many respects—to carry it out. A. I think it would be possible. I believe it would disarrange the existing conditions in the factory to some extent, but I think it would be possible.

Q. How would you enforce it, how would you go about it?—A. Well, of course it would depend very largely, the enforcement of it, upon the workmen engaged.

Q. How would the workman know whether he was engaged on government work?—A. I believe there are very few of these contracts that the workmen do not know exactly what work they are on.

Q. Take the case of this leather business, how would a man know who was making saddles, or parts of saddles, when he struck the government order?—A. Well I think he has a pretty good idea and in giving orders for supplies—

Q. Would he know that the government had given that order in all cases?—A. Well, I do not know that he would unless, of course—

Q. Take Polson's Iron Works, Toronto, for example, when they are turning out particular products would the workmen have an idea that certain of these are put out say for government work and certain others for private work?—A. Even now a schedule is required to be posted even in a factory and that schedule covers a certain contract. Well all the workmen in that factory know that this contract is being executed and therefore—

Q. For the reason that a statement is required from the head of the concern as to the wages paid to the men and it may be the wage they are getting for all the work they are doing?—A. Yes.

Q. And of course if government work comes under that category that is all right. Now, if you bring in a new feature and make a change in hours say, the minute you

touch government work you have to work a shorter number of hours on that than on the other work?—A. It would be difficult.

Q. That is the point. We have got a measure before us which proposes going the length of saying that eight hours shall be made compulsory on that kind of work whether there is any relationship one way or the other—to government contracts as I understand it. I think that in some respects that measure is impracticable, it is not workable. I think up to a certain point it is and I want to see just how far it is practicable.

*By Mr. Prowse:*

Q. Supposing some men are getting as much pay as the others and the others are working longer hours?—A. It would not be satisfactory, I must admit that much.

Mr. VERVILLE.—How would you apply the fair wages clause, for example in the Polson Works?

The CHAIRMAN.—In the case for instance of orders for post office supplies, the firm in tendering has to make a statement of the rate of wages paid to their employees engaged on that class of work. Then those rates are examined and if they are not fair the tender of that firm is not considered unless it will submit a different rate. You see that is the rate applicable to employees on that kind of work whether they are on government work or not. And then a declaration is required that the current rate of wages has been paid. In that case it is not necessary to distinguish between government work and other work because the same rate of wages applies to all the work in the factory. But once you introduce the eight-hour system and make it applicable only to government work you bring in a new feature.

Mr. VERVILLE.—That is the way I interpret the Bill.

The CHAIRMAN.—I am open to conviction and I want to be convinced on the point if I can.

Mr. VERVILLE.—If I understand you, Mr. Chairman, your contention is that the Bill if it became law, would apply only to the work done for the government but not to the balance of the work performed in the factory. Is that it?

The CHAIRMAN.—My idea is that a Bill such as you have introduced would be absolutely workable—leaving out the question of the advisability of it altogether and considering just simply the enforcement and the workability of it—so far as practically every public building is concerned like a post office, custom house, or anything of that kind where you have one piece of work and it is perfectly evident that that work is being done for the government. In such a case I think you can make any regulations you like and hope to have them carried out; but if you go beyond that and say 'We propose to carry these regulations further into private businesses,' which may be doing government work in part only—not perhaps this year doing anything for the government and during the next ten years doing nothing for the government, but one day getting an order for a certain specific amount of materials or something like that—and it is hoped to enforce the eight hour regulation on that business and with that condition I do not think it would be possible, and I think you would sacrifice the first part of the measure by introducing that other feature.

Mr. MACDONELL.—Unless you can separate the work.

The CHAIRMAN.—Yes.

#### TEN-HOUR FACTORY *re* EIGHT-HOUR GOVERNMENT CONTRACTS.

*By Mr. Macdonell:*

Q. How would you separate that?—A. It would be very difficult to separate factory work.

Q. Supposing the factory is running on a ten-hour basis ordinarily and normally and that is satisfactory to everybody, and government work is undertaken upon which

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the hours of labour would be restricted to eight, how could that work be separated from the other? I would like to see in what way the measure could be made workable?—A. In some instances it could be separated. Of course a contractor tendering on government work would have to adopt eight hours a day and he would be required to fix the rate of wages he would pay on that basis.

Q. He would have to reduce his shop to an eight-hour a day shop?—A. Not necessarily. He would have to pay the men engaged on this particular work at an advanced rate.

Q. My mind is the same as the chairman's. I would like to be able to follow the effect of the Bill. How can you follow the work that is particularly government work? For instance take the Polsons where they are making thousands of nuts, bolts and screws for their miscellaneous work and some of them are being used on the government work. How can you separate those particular pieces of work from the ordinary work of the factory?—A. I might give you an example of a recent investigation I made at Regina where a contractor there had a contract for putting interior fittings in the Custom House, and a complaint was received by the Department of Labour that this contractor was not paying the current rate of wages to the joiners and carpenters. I went to Regina and I found out by inquiry and investigation that he was paying 3 cents per hour less than the current rate of wages to the joiners engaged in the work. I reported back to the department these facts and recommended that the contractor be required to pay the workmen the extra 3 cents per hour with the result that this contractor agreed to keep an accurate account of the time of the men engaged on that particular work and when the work was completed he was to pay them the extra 3 cents per hour.

*By the Chairman:*

Q. That was quite simple, because you had a concrete piece of work which you could examine and see that all of it was distinctly government work, and that the group of men who were engaged on it were paid the correct wage. What was the nature of the fittings they were putting in?—A. Well, tables, office desks, &c.

Q. Well, let us take the tables. Mr. Verville's Bill, if I read it rightly, would go so far as to say that a man working on the tables, turning the leg of that table on a lathe would have to work 8 hours only, even if the whole shop were on a ten-hour basis. How would the man know when he struck the leg for the government table?—A. That would be difficult.

Q. I think it would be impossible, he would not know it, it is absolutely impossible in some cases for him to distinguish?—A. In some cases it would be, yes.

Q. I think it would work up to a certain point. I think one of the main objects of this committee should be to endeavour to discover if possible the line up to which the regulation might go in order that we may be able to achieve something.

Mr. MACDONELL.—In order to make an effective measure and an acceptable measure, I must say it seems to me there is a great deal of difficulty and I would like to have it made simpler than it is. To my mind, the difficulty is great in applying the measure to work done in a miscellaneous manufacturing business unless you reduce the whole factory to an eight-hour basis. For instance, you start to apply the Bill to any kind of industry you like to select; the fireman, the machinists, the oilers and men of that kind get there in the morning and start in for a ten-hour day, and supposing that a piece of government work comes in, under this Bill work on that particular contract would have to stop after eight hours; supposing you can separate and do separate the government work from the other work that is being done in the factory at the time and the factory goes on for another hour or two hours or for another minute or two minutes; these men who are working, say in the engine room, the engineers, who have worked for 8 hours in their engine room on the government work, that is assuming you put the first eight hours of the day on that work.—If the

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manufacturer goes on and works those men another five minutes after they have worked 8 hours on the government work, then he is working them more than 8 hours a day, and it seems to me the measure would prevent that being done?—A. Yes.

Q. Is there a way out of that, I am waiting and anxious to see if there is not some way in which it could be simplified beyond shutting down, but I do not see how you are going to do it; it may be desirable to shut down, I am not saying whether it would or would not, I am not taking a position one way or the other, but I do not see any reasonable way in which it could be worked.

FEDERAL AND PROVINCIAL JURISDICTION *re* HOURS OF LABOUR.

*By the Chairman:*

Q. Do you know anything about the jurisdiction of the different governments in the matter of the regulation of the hours of labour? Do you happen to know whether the Dominion Government has power to pass a general eight-hour law, or whether the hours of labour in factories and shops are regulated by the provinces?—A. I am inclined to think they are regulated by the Provincial Governments.

Q. You were a member of a Provincial Legislature?—A. Yes.

Q. And you think the Provincial Government have the power to enact an eight-hour law?—A. Yes, I am inclined to think so.

Q. And the Dominion Government has not that power, is not that the fact?—A. Yes, I am inclined to think so.

Q. And it is only over a limited area that the Dominion Government has jurisdiction?—A. Yes.

Q. I think we all agree that the Dominion Government has no power to fix the hours of labour in the matter of industrial employment, generally; any legislation which fixes the hours of labour generally must be enacted by the province in order to be effective.—A. Yes, I think it would be, that is my own opinion.

*By Mr. Macdonell:*

Q. They have legislation already in some of the provinces, haven't they?—A. Yes.

Q. Could it not be worked out this way: supposing you permit a man after working 8 hours on a government contract to work for any longer period if he choose to do so, on other work; would that meet the difficulty I have pointed out, say, of a man running the engine room, to begin at the initial movement of the factory itself; how would it work out if provision were made that the workmen should work 8 hours on the government work and no more, but that after or before the time he did the 8 hours on the government work he should be permitted to work any additional time he chose to for the contractor. Would that be desirable or would it be possible?—A. I do not think that would better the condition of the workingman; no, I do not think that would benefit him in any way.

Q. It would give him the option that if he chose to work a longer period than 8 hours and get more money for it he could do so.

*By the Chairman:*

Q. There is another question I would like to ask: If the province were to enact an eight-hour law in regard to an industry, so far as that industry is concerned it would remove all difficulty in regard to the Dominion Government contracts, would it not?—A. Yes.

Q. And that would be an effective way of meeting the situation?—A. Yes, it certainly would.

Q. To that extent would it meet the situation?—A. Any law passed in that way would certainly be of assistance.

Q. And in the absence of legislation by the provinces the most that the Dominion Government can do is to make regulations in regard to its own work? A. I think so.

Witness discharged.

MR. McNIVEN.

## APPENDIX No. 4

Mr. JOHN ARMSTRONG, Toronto, called, sworn and examined.

## DUTIES AND EXPERIENCE.

*By the Chairman:*

Q. What position do you hold, Mr. Armstrong?—A. I have been for the last three years—since last October I am Chief of the Bureau of Labour of the Ontario Government.

The CHAIRMAN.—Mr. Macdonell, I think you asked that Mr. Armstrong should be called, perhaps you had better conduct his examination.

Mr. MACDONELL.—You might lay the foundation, as you have with the other witnesses, as to his profession and knowledge of labour conditions.

*By the Chairman:*

Q. What is the nature of your duties in the position you now occupy?—A. I collect statistics from the manufacturers, from the town and township clerks, and from organized labour, and I am called in to settle trade disputes and when I am requested to give my advice I do it; I attend to all correspondence in regard to the labour laws of Ontario; I have had a very large volume of correspondence from Europe lately, and the increase in the number of schedules also increases the volume of correspondence. Every state in the United States and South America and all over Europe have Bureaus of Labour.

Q. So you are brought into first hand contact with both the employers and the employees with regard to industrial conditions?—A. Yes.

Q. Would you state to the Committee what your qualifications were for the position you now occupy, what experience have you had as a workman?—A. I have had an active experience—I am still a member of my union, the Typographical Union, and I was corresponding secretary of the International Typographical Union at the age of 22; I was President of that body at the age of 24, in the year 1879, at Washington; I assisted in organizing the Dominion Trades Congress many years ago, and I assisted in organizing the Trades and Labour Council of Toronto. I have taken a very active part in social ideas and in the organization of my fellow workmen and I have also tried to encourage a good feeling between the employers and the employees for thirty years, that is outside of the position I occupy now.

Q. Were you not a member of a Commission appointed by the Federal Government at one time?—A. I was a member of the Royal Labour Commission appointed by this government.

Q. Appointed to deal with questions of capital and labour?—A. Yes.

Q. Do you remember what year that was?—A. I think it was in 1886 or 1887; the reports are in your Library here, I think the Commission was appointed in 1886 or 1887 and we came to Ottawa the following year and made our report; the evidence was printed the following winter.

*By Mr. Macdonell:*

Q. Was the late Mr. E. F. Clarke a member of that Commission?—A. No.

Q. I thought he was?

The CHAIRMAN.—I do not think he was a member but he had something to do with its appointment; there were quite a large number of representatives on it.

A. Both capital and labour were well represented on it.

## FOUR LABOUR BUREAUS IN ONTARIO.

*By the Chairman:*

Q. Do you travel about much in connection with your duties?—A. Sometimes. I attended the Convention of the United Bureaus at Rochester, and I think Mr. Coates was also there as representative of the Dominion Government.

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Q. Do you in gathering information for your Department, have occasion to visit the different localities in the Province of Ontario?—A. Not for the purpose of gathering information but I go there on other matters. We have four Bureaus, one at London, one at Berlin, one at Hamilton and one at Ottawa. Sometimes I go around and visit them.

Q. What do they do; what is their work?—A. Their work is to make a record of the unemployed, and another record is kept of the names of employers of labour who are in quest of help. Any one can go there and ascertain where employment can be obtained, and it is free which I think is a great blessing, for some of those employment agencies in Toronto, where they are very bad, sometimes fleece a poor servant girl out of the last dollar she has when she is looking for work.

Q. Have you seen this Bill of Mr. Verville's?—A. Yes, I have read it over.

Q. Have you considered this question of shortening the hours of labour?—A. I have, sir.

Q. What are your views with regard to it, in a general way?—A. I think that all governments and all corporations who are representatives of the people should be the most exemplary employers, and should, in that respect, show an example to the individual contractor and employer by both advancing the wages and shortening the hours.

Q. All corporations representative of the people, you say?—A. Yes, such as the city corporations and the public school boards.

Q. You feel they should all set an example?—A. Most decidedly.

Q. What example would you have them set?—A. I would have them set an example by shortening the hours under the prevailing number of hours that the trade generally seeks for, and also that they should give an increase in the matter of wages. In many instances that is done in the United States now. I know that the Washington government has done it for years in connection with the printing bureau to my certain knowledge.

Q. Where the trade is working 8 hours a day, would you have the government shorten it down to 6?—A. Some statisticians have computed that if the working class of humanity in the whole world would work for seven hours a day they could supply all the products necessary for humanity in that seven hours per day.

*By Mr. Macdonell:*

Q. If the lazy fellows would all work?—A. And the non-producers.

#### PRINTERS' EIGHT-HOUR UNION LAW.

*By the Chairman:*

Q. In so far as your observation goes is there any agitation for an eight-hour day among the workers in Ontario?—A. Yes, much more than for an advance of wages. Take the printing business, my own trade, they could have got on the other side a large advance of wages, but they did not want it, they wanted 8 hours; they spent two years in trying to conciliate the Masters' Association, and every time our representatives went to see them the employers unfortunately thought it was a sign of weakening on their part and they exhausted themselves, for two years. The printers—I think it was five years this coming summer—at their annual convention in Toronto passed a resolution, 'That we sell eight hours of our time to our employers and do what we please with the other sixteen hours.' They fought for two years for that and they won out; and when it was won on the other side eight hours prevailed all over Canada, and we got it without a struggle, and in many cases with an increase of \$1 or 75 cents a week besides. Of course in Toronto it was a book and job end difficulty, they made an arrangement for 3 years, or 5 years, by which they get an advance every year, even in the face of the eight-hour day being granted.

Q. When the reduction was made to 8 hours a day was there a corresponding reduction in the rate of pay per day?—A. No, there was an increase.

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Q. I see, the two things went together.

*By Mr. Macdonell:*

Q. Did they get the same rate per day?—A. Yes, they got the eight-hour day and they got an increase; they get an increase from year to year for 5 years under the agreement with the Master Printers' Association in Toronto, and I think it also obtained in Hamilton.

Q. You are talking now with regard to the Printers' Union?—A. Yes.

*By the Chairman:*

Q. What hours were you working in Toronto when the arrangement was made?—A. 9 hours.

Q. And when they succeeded in getting an eight-hour day did they receive for the 8 hours the same as they got for 9?—A. Oh, yes they get more now for 8 hours than they got for 9.

Q. I mean did they get as much for 8 hours at the time it went into effect as they were getting for 9?—A. It was a little while after.

Q. They preferred to make a sacrifice in wages for the time being?—A. Yes, the way it was is this: Their previous contract expired some 5 or 6 months after, and they could not attempt to do anything more at the time, but when it expired they got a decrease of time and an increase of wages.

## PRINTERS WAGES UNDER EIGHT AND NINE HOUR BASIS.

*By Mr. Verville:*

Q. There was a reduction in the meantime, was there?—A. There was no reduction, they made an arrangement on an eight-hour basis, and when the time expired under the old contract they made another arrangement and they got an increase in the rate of wages, so that they got for the 8 hours more than they were receiving for the 9.

Q. Do you know whether the Master Printers charge more for the printing now in Toronto than they did before the eight-hour day came into effect?—A. I cannot really say that, competition there is very keen, it must be an extraordinarily clear-headed man there who could increase the price and compete with his fellows; if there has been any increase it is very small, the competition is very keen indeed.

Q. You do not believe there was any increase in the cost of printing to most people?—A. The tendency is to make it cheaper; machines have come into existence and one machine will do the work of five men.

Q. Are they getting their establishments running in better shape?—A. Yes, of course they put it up by machine, which sets type much cheaper than it could be done by hand.

*By Mr. Marshall:*

Q. That machine you are speaking about would do the work much quicker than by hand?—A. One man with a machine would do as much as five men by hand.

Q. And the machine will do more work in 10 hours than in 8?—A. Oh, yes.

Q. Therefore it will cost more to put that printing out, whatever time it took, with an eight-hour day than with a ten?—A. Yes

## THE PRINTERS' SHORT LIFE—ITS CAUSE.

*By Mr. Verville:*

Q. Do you believe it is possible for a man to do machine work for more than 8 hours in a day and to do his work right, from your experience?—A. It would be a great drag on his system. Yes, I believe he would go to a very early grave, I know several who have gone there. The average age of a printer in America, you know, is 37 years.

*By Mr. Macdonell:*

Q. Is that 37 years of work or 37 years of age?—A. Thirty-seven years of age, taking the average all over America.

Q. Why is that?—A. His work, the confinement and the unsanitary conditions that prevail—which I believe are improving—but besides that there is the type-setting machine with the antimony coming up in your face all the time and the gas, which is very injurious. I have known several men who have died in Toronto, they were anxious to make as much money as they could, thinking that they would save some money and retire and go into some other business, they worked longer than they should have and it killed them.

*By Mr. Marshall:*

Q. That does not apply to all factories, take the canning shops where they use acids.—A. You mean the canning factories?

Q. No, not the canning factories, but the men who manufacture the cans, where they run all the year round.—A. Yes.

Q. Men who are making those cans and working there all the year round continue that work for years?—A. A great many young women work there, doing a man's work, but they do not get a man's pay.

Q. I am not discussing that, but the length of years that the workmen live who are doing that kind of work. I do not think that is quite right because I know some parties who are working in tinshops, men and women too, and they are as healthy and as strong as they were years ago when they started at it.—A. They stand up and move round in their work, the type setter has to sit down.

Q. No, they have to work on a lathe?—A. I would not consider it as bad or as unhealthy as the printing business, such a shop is generally a large open place; go to Kemp Bros. in Toronto and you will see one large room about 200 feet long with high ceilings, whereas in a printing office it is the very opposite.

Q. Do you not find that the sanitary condition is improving to-day?—A. Yes, the sanitary condition has improved and the working men are helping that improvement too.

#### MACHINERY—OUTPUT—HOURS OF LABOUR.

*By the Chairman:*

Q. You say that by the use of the new machines one man can do as much work in one day as five men could have done before?—A. Yes.

Q. I suppose as a result of the introduction of the machine it should be possible to have the same quantity of work done in fewer hours?—A. Yes, there is no doubt in 75 years there will be such a saving by the use of machinery that you will have either to reduce the hours of labour or to stop the propagation of the race.

*By Mr. Marshall:*

Q. I know that in many cases where they have adopted these improved machines they are employing more men?—A. What business is that in, please?

Q. In the canning business. I might say that with a machine that fills 60 cans of corn in a minute, doing away with all the help that formerly had to be employed to do it by hand the result is that we are now using more men.—A. The demand for your product is greater, probably.

Q. But it is a fact that although the machine cuts off the help it has increased the business tremendously.

The CHAIRMAN.—That is not the point I was trying to bring out by that question, but rather that it should render possible the production of the same quantity of goods in a less time. One of the effects of the introduction of machinery as a whole, one of the results should be that somebody should have his day's work shortened, but the

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complaint of the working people is that in many cases the introduction of machinery enhances the profits of the employers and the men who do the work haven't any benefit from it in the way of shortened hours.

*By Mr. Marshall:*

Q. I understood Mr. Armstrong to say that machinery was reducing the amount of help required, and I was giving him an illustration to the contrary.—A. Do you say that you are employing more men with improved machinery than you did heretofore when the goods were made by hand?

Q. Yes.—A. You are employing more people now. Suppose your machinery was immediately taken out of your shop, would you not employ more hands than you are employing now to put up the same amount of goods?

Q. Yes, to put up the same number of cans.—A. You would employ more than you do now?

Q. To put up the same number of cans, but I do not think I would employ more hands for the simple reason that if the work were done by hand it would so enhance the cost of it that the price would go so high we would not be able to sell the goods.—A. And you would have to curtail the output.

Q. Yes, we could not get enough help to do the work and the price would be too high so that we would have to curtail our output. You mean that the introduction of machinery has not curtailed the hours of labour to the extent it should?—A. It has not curtailed the hours of labour to the extent it should.

Mr. MACDONELL.—It is on outside work, buildings largely, that the hours of labour have been reduced.

The CHAIRMAN.—Yes, take the cotton mills in England, for instance and there were at one time two shifts to do the work, the mills were running 24 hours, and the shifts worked there always 12 hours right through.

## PREVAILING EXTENT OF THE EIGHT-HOUR DAY.

*By the Chairman:*

Q. Can you give any idea of the hours prevailing in different parts of Ontario; is there an eight-hour day to any extent?—A. Generally the building trades have an eight-hour day, from the hod carrier to the bricklayer; in Toronto there are between 6,000 and 8,000 mechanics working 8 hours by agreement between the employer and the employee, they have signed an agreement for a certain length of time and they renew it at its expiration. I strongly approve of that system.

Q. What I am trying to get at is the extent to which the eight-hour day is already existing. If it were general, if the eight-hour day existed everywhere in the different parts of the Dominion there would be no need for this measure at all, because it is only in regard to 8 hours on government work.—A. It does not obtain in every trade throughout Ontario.

Q. What trades does it obtain in?—A. Except in the inside trades, I do not think it obtains in the tailoring or in the shoemaking or in the plumbing trades.

Q. Take the building trades, does it obtain there?—A. I have statistics with regard to 350 of the various trades in my report from all over Ontario which is a good indication to go by.

Q. Here is a statement which was submitted by one of the witnesses on the last day the committee met, compiled from figures of the existing rates of wages in Ontario, Toronto, and other places, and looking over the list of the building trades it appears that every trade in Toronto has an eight-hour day with the exception of the sheet metal workers, which are 9 hours, whereas in Ottawa the trades have 9 hours with the exception of the stone cutters who have 8 hours, and in Goderich they all have 10 hours with the exception of the plumbers who have 11 hours, so that it appears to vary according to the locality.—A. Yes, it does vary, but there are several indoor trades in Toronto that have an eight-hour day.

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Q. Yes, there is another table here for Kingston, Brockville and Cornwall, there are three localities which also vary, most of the trades have an eight-hour day in Kingston, although some of them have nine hours and in Brockville they all have nine hours. In Cornwall as in Goderich they all appear to have a ten-hour day?—A. Yes.

Q. How do you account for the hours being shorter in some localities than in others?—A. Because they are better organized, I would say they are nearly all non-organized places where the hours are longer. Where the workingmen have their trade organizations they resort to conciliation and they are assisted by the other trades, but where they are not organized it is pretty hard for them to get the eight hours.

*By Mr. Macdonell:*

Q. Would it be desirable to have uniformity in the hours of labour?—A. Yes, but all localities are not educated up to that point, you see that in some they work eight hours and in others they work nine and ten.

#### SHORTER HOURS, HOW BEST OBTAINED.

*By the Chairman:*

Q. Are the workingmen thanking themselves or do they thank the government for the advance that has been made in regard to the hours of labour?—A. Generally I think they thank themselves for every labour measure that was ever passed, no matter whether provincial or Dominion.

Q. Take the eight-hour day, has it been brought about by legislation or by organization on the part of the workmen themselves?—A. Organization.

Q. That is a more effective method do you think than an eight-hour day measure?—A. Both are very effective if carried out.

*By Mr. Macdonell:*

Q. Both are welcome, you think?—A. Both are welcome.

*By the Chairman:*

Q. Have they considered the effect on existing conditions which this measure would have if it became law?—A. Mr. Chairman, to tell you the truth I really do not think there is anything radical about this Bill.

Q. You do not think there is anything radical?—A. No, sir.

Q. Do you approve of it in its entirety?—A. With regard to the building of roads and railways I do not think that I am in a position to pronounce on that to a great extent. I would far rather work in the open in seasonable weather at nine hours than I would in a factory at eight hours. Still I think that is an infinitesimal affair. I do not think the government would make two bites at a cherry. I think they should pass it all round. You were talking, Mr. Chairman—just allow me—you made a point about this saddlery business and the Polsons were also mentioned.

#### INCORRECT SCALE OF WAGES MADE RIGHT.

Q. Yes. A. I would like to just draw your attention to a matter about that factory where they work for the ordinary public and in the same factory do government work. In the last year of Mayor Coatsworth's regime the Polson Company contracted to build a steam dredge to cost \$57,000 for Toronto. The late Mr. Frank Polson, who was living at this time, was required by the Board of Control to put in the wages bill.

*By Mr. Macdonell:*

Q. Showing the wages paid?—A. Showing the wages paid in these industries. He had to submit a statement showing the rates of wages but the mayor would not sign it until such time he was more than sure on that matter. Engineer Rust was instructed by the Board of Control to consult me on the matter. I went around to the various labour bodies connected with the industries that were to be employed on the

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building of that dredge and I found out that Mr. Polson's scale of wages was considerably wrong in two or three instances. I got the original documents from the presiding officer, got their printed constitution and by-laws. Sometimes the scale of wages were attached to them. Whenever it was not I got the original documents with the seal of the union. I then went to Mr. Rust and told him that Mr. Polson was wrong in some of his figures and the latter had to alter his own figures to the prevailing rates of wages obtaining in the industries that would be employed in the construction of this steam dredge.

## PATTERN-MAKERS AND MOULDERS.

*By the Chairman:*

Q. That was in regard to the rate of wages?—A. Yes, at the time.

Q. Supposing this Bill had been in force and you were administering it, would it have been possible to make arrangements with Mr. Polson for the men who were making the nuts or bolts that had to go into that dredge to work only eight hours?—A. We will take the pattern makers. When they made the patterns they knew very well it was something for the corporation and of course they are all expert—

Q. How many hours do the pattern makers work?—A. Eight.

Q. So there would be no trouble about that?—A. No. The difficulty was the wages I think.

Q. We are taking now this first phase of the case as to the number of hours?—A. On the hour basis?

Q. Are there any classes of labour in Mr. Polson's works working nine hours a day?—A. Yes, sir.

Q. What class are they?—A. The moulders, I think.

Q. Very well, then, let us take the moulders?—A. Yes.

Q. They are doing a quantity of moulding?—A. Yes.

Q. And suddenly work of this class is required for some of the government dredges?—A. Yes.

Q. Supposing this were enforced?—A. Yes.

Q. Do you think it would be possible to have matters so regulated that the men who had to do with the moulding for those particular dredges would work only eight hours while the others would work nine?—A. Well, Mr. Chairman, I think it would be very difficult indeed to distinguish between them. In a broad sense it would depend upon the honesty of the contractor. If a contractor would be guilty of doing such a thing as that he is not worthy enough to get a contract.

Q. Guilty of doing what?—A. Taking the man on government work labouring eight hours, and working them another hour on a job.

Q. I do not think you understand my point, Mr. Armstrong. Assuming that Mr. Polson is turning out, or the Polson Iron Works is turning out, work according to pattern and one of the pieces is intended to go into a Dominion government dredge?—A. Yes.

Q. Would it be possible for him or for anybody in connection with the firm to say in advance: 'Now this particular piece is intended for a Dominion government dredge and you must only work eight hours because an eight-hour law is in force in regard to all work that has anything to do with government contracts.' Do you think such a thing as that could be made workable?—A. Well, it is a finely drawn point, Mr. Chairman.

Q. But it is an actual condition that we have to consider?—A. Yes, I understand. Well I think it could.

Q. How would you go about it?—A. If the contract was to any extent I would select ten men. 'Here is a contract for eight hours at the same rate of wages.' I will put ten men on this government work for one week, and make it even all over the shop. The men that you put on say the first week on government work can go back

to nine hours on public work. Then I would put another ten men, on the government work who had been working nine hours on other work and in that way give them all an equal show all around on the eight hours. I think that would be a fair way and it would not create any jealousy between the men.

Q. But taking the case I have cited of workmen turning out a number of things at the same time, would it be possible at all for the firm to say 'Now this part that you are doing at this moment is for the government work, therefore you must only work eight hours on it?'—A. Well the firm, Mr. Chairman, would tell the men that.

#### CIVILIAN AND MILITARY BOOTS AND SADDLES.

Q. Would it be possible for them to tell as the work was carried on and they produced the multitude of things desired—could you take the things after they are produced and use part of them for one job and part of them for another?—A. On a large job a man is generally kept on one piece for quite a while. At a shoe factory a man is kept for years making heels for a boot.

Q. Making heels only?—A. Making heels only.

Q. Yes?—A. On a large job a man may be making one piece of metal, or he may be kept a week or two making one or two pieces.

Q. Suppose the government decides to purchase one hundred pairs of boots for the Dominion Police, how are the fellows who are working on boot heels to know when they strike the hundred pairs of boots for the Dominion Police?—A. He would be a very poor man if he could not tell the difference between a civilian and a military boot. The military boot has a broader heel than the civilian boot.

Q. Do you think there is any difficulty in administering the law as it stands?—A. If there would be any difficulty it would be very rare. If there was a case where it came up it would require very close defining, I admit that.

Q. That is your calm expression of opinion as an expert in labour matters, that there would be very little difficulty in administering this measure as proposed by Mr. Verville?—A. Yes.

Q. Is that what we are to understand?—A. I would think so. There might be one or two cases where a small job might be done by the government and the workmen might think it was for civilian work. There might be one or two cases like that, but on broad principles I think the Bill is possible. You were talking, or some of the gentlemen were talking, about making saddles. The case was put that if the government ordered a couple of hundred saddles for the volunteers, how could the workmen tell for whom they were being made.

Q. I think I was speaking of that?—A. Well there is quite a difference between civilian saddles and military saddles and a man making a portion of a military saddle would know it was part of some contract and would have the intelligence to ascertain from some of his friends around whether it was government work or not; but there are cases I admit it would be pretty hard to draw the line. I know one contractor who is making—

Q. Can you classify those cases?—A. Yes, classify them.

Q. Can you classify them for us? That is what we want if possible.—A. The larger the contract the more easy it would be to classify.

Q. I think it would be?—A. Yes. There is one case of a contractor down on the Esplanade. In Toronto there are a good many contractors who will never get a collapse from softness of heart. Well, one contractor got a contract for corporation work and the civic by-law provided for the payment of 15 cents per hour for unskilled labour. He was only paying his men 13½ or 14 cents and this man was small enough to take his labourers off the corporation work at 15 cents an hour and put them on at other work every other hour. But that would not obtain again in twenty years. The small contract would be much harder to define properly than the large contract.

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Q. You were saying you thought that the government and the public corporations are setting the example?—A. Yes, sir.

Q. Do you regard that as really the effective way of achieving the eight-hour day?—A. Well, it is the forerunner.

ONTARIO GOVERNMENT REGULATIONS *re* HOURS AND WAGES.

Q. Has the Ontario Government adopted any regulations in that regard?—A. They have adopted a regulation in this respect that they pay the prevailing rate of wages and require the hours of labour on all their work that prevails in the locality where the work is being done.

Q. That is similar to the Dominion Fair Wages law?—A. Yes, just the same.

Q. Has the Ontario Government passed a law similar to the Bill introduced by Mr. Verville?—A. I understand that Mr. Studholme, of Hamilton is bringing in a Bill as regards eight hours as a provincial matter.

Q. Is there any such law in existence at the present time?—A. No, sir.

Q. The member to whom you refer is bringing in a Bill is he?—A. He is bringing it in at this session.

Q. Do you think it would be a good thing for the provincial government to enact a similar legislation to this?—A. Well, a matter of this kind I really think should be enacted by the Dominion.

Q. You think it ought to be enacted by the Dominion Parliament?—A. I do, sir.

Q. This Bill in its application is limited to contracts for work which the Dominion Government is letting?—A. Yes.

Q. What you have said would confine a measure of this kind to Dominion Government work and is equivalent to saying that provincial government work should be subject to similar legislation?—A. I know this Bill applies to Dominion Government work but the object of Mr. Studholme's Bill is to make the eight-hour day prevail in all other classes of work.

Q. I am speaking now only of government work. Take this same Bill, if it were introduced into the provincial legislature do you, as an expert, think it should apply only to contracts let by the government there?—A. If a Bill like this came into the Ontario legislature and you asked me to give my opinion I would say decidedly yes, or a corporation or a school board should be required to grant the eight hours.

*By Mr. Verville:*

Q. Have you read the Bill which is before us?—A. Yes. I will tell you that on nearly all the work, particularly in the cities, where the Ontario government does work, the eight hours prevail.

*By the Chairman:*

Q. Where is that?—A. In the Ontario government's works in the cities the eight hours prevail generally in the building trades.

Q. Does the Ontario government do any work in Cornwall, Brockville or Kingston?—A. In Guelph they have a Model Farm.

Q. The eight-hour day does not prevail in Guelph?—A. No, I may say that if the Dominion Government passes this law the provincial governments would very soon follow on the same lines.

## MEANING OF BILL NO. 21.

Q. What is your idea as to what the Bill means?—A. I was going over it this morning (Reads) 'Every contract to which the Government of Canada is a party, which may involve the employment of labourers, workmen or mechanics, shall con-

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tain a stipulation that no labourer, workmen or mechanic in the employ of the contractor or sub-contractor or other person doing or contracting to do the whole or a part of the work contemplated by the contract, shall be permitted or required to work more than eight hours on any one calendar day, except in cases of extraordinary emergency caused by fire, flood or danger to life and property.' Of course that kind of work is government contract work. It says here in section 3 (Reads): 'This Act shall apply to work undertaken by the Government of Canada by day labour.' I look upon that as the government doing its own work under its architect, doing away with the middleman or contractor. I would look upon that section as applying to work of that kind. But the Bill apparently provides for an eight-hour day whether the government does the work directly itself under its own architect or whether it gives the work out to a contractor. I would consider the eight-hour law prevails there.

Q. You have just read the clauses of the Bill. Now, give us in your own words an idea of what the Bill really amounts to. What do you think that measure proposes?

Mr. VERVILLE.—I do not think that is fair, Mr. Chairman.

The CHAIRMAN.—Why is it not fair?

Mr. VERVILLE.—I do not think it is fair for you to put a question like that. Mr. Armstrong is not a lawyer and you are trying to put technicalities to him.

The CHAIRMAN.—Mr. Armstrong has said in this committee that he thinks the Bill should be passed in the form in which it is presented here. Now Mr. Armstrong may have one idea of what that Bill contains and this committee may have another. I want to find out what he thinks the Bill really stands for.

Mr. VERVILLE.—Exactly. I do not believe Mr. Armstrong understood your question when you asked a few minutes ago would it be proper for the Government of Ontario to have a Bill of that kind.

The CHAIRMAN.—What was there difficult to understand?

Mr. VERVILLE.—The province of Ontario has larger scope in enactments of this kind, it has not the same scope the Federal government has.

The CHAIRMAN.—In what way?

Mr. VERVILLE.—The provincial government can pass an eight hour Act for factories.

The CHAIRMAN.—Exactly.

Mr. VERVILLE.—And we cannot.

The CHAIRMAN.—I asked, supposing the provincial government did not go to the length of enacting an eight-hour law with regard to industries generally, would it be advisable to take the steps we propose to take and make some special regulation in regard to work coming within its jurisdiction, which is a perfectly fair question and I think Mr. Armstrong understood it.

Mr. VERVILLE.—We do not want to be unfair.

The CHAIRMAN.—I cannot see anything unfair in asking Mr. Armstrong to tell us what his idea is of this measure. He is giving evidence as regards the measure itself and his evidence is no good unless he knows what he is talking about. All that I am asking for is for him to give us his opinion of this measure.

Mr. MARSHALL.—As a practical man.

The CHAIRMAN.—Yes. I do not think I am asking him an unfair question. Assuming Mr. Armstrong has a wrong idea of what that Bill proposes, all the evidence he has given here will to that extent be discounted in so far as it bears on this particular measure. I want to get from him his statement as to what he thinks it really means and possibly we will all agree with him. I do not think Mr. Armstrong really sees the extent of the provisions of the Bill and I think the evidence which he has so far given, goes to indicate that he had one thing in mind and that we have had another.

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Mr. VERVILLE.—The point is bringing the line on which the provincial government has legislated into the matter.

The CHAIRMAN.—What is your objection?

Mr. VERVILLE.—As the promoter of this Bill if the scope of the Federal parliament had been larger I would have presented a Bill for the enactment of an eight-hour day generally.

The CHAIRMAN.—Certainly.

Mr. VERVILLE.—Very well. The scope of the province is larger than ours.

The CHAIRMAN.—The provincial legislature could do precisely the same thing as regards government contracts in the province as this Bill does in the case of federal contracts in the Dominion. The same legislation could be carried out with respect to government works in Ontario and could be extended to municipal councils and other corporations representing the public interest.

Mr. VERVILLE.—Exactly. But the point I want to make clear because this evidence is going to be printed and become public property, is this: I do not want the idea to be conveyed that I introduced a Bill which is simply applicable to government contracts when a measure of larger scope could be enacted.

The CHAIRMAN.—No. You misunderstand me, Mr. Verville.

Mr. VERVILLE.—Then make your meaning plainer.

The CHAIRMAN.—I will make it plainer. The Bill introduced by you goes just as far as the powers of this parliament permit.

Mr. VERVILLE.—Exactly.

The CHAIRMAN.—There is no misunderstanding on that. Now you say that the provincial legislatures have power to go very much farther than the Dominion parliament has in regard to the matter of enacting eight-hour legislation. That is right is it not.

Mr. VERVILLE.—Certainly.

The CHAIRMAN.—If you had been a member of the provincial legislature instead of a member of the Dominion parliament you would have introduced a general eight-hour Bill applicable to the whole province that is all.

Mr. VERVILLE.—Yes.

The CHAIRMAN.—That is all right. Your position is perfectly clear. All I am pointing out to Mr. Armstrong is there may be in the Ontario legislature at the present time some man like Mr. Studholme who would like to have a general eight-hour law. There may be others who think that possibly they could not get the provincial government to enact an eight-hour law, but they might go one step forward in the eight-hour movement by inducing the provincial government to enact a law requiring the observance of eight hours on its own contracts. I am asking Mr. Armstrong whether if there are men of that opinion, it would not be desirable to introduce in the legislature a similar measure to this. I do not think he understood my question.

The WITNESS.—Mr. Chairman, of course, I have not given the Bill deep thought line by line but I say that if it intends to put in force the eight-hour law on all work done by the Dominion government I approve of it.

*By the Chairman:*

Q. What do you think Mr. Verville's Bill proposes to do?—A. Well, if there is any technicality in it I would like to be informed of it and base my opinion on that technicality.

Q. Irrespective of technicalities what does the Bill propose? If you were obliged to tell the House of Commons to-morrow what this Bill proposes to do in the way of changing conditions from what they are at the present time, what would you say?—A. I would say that it proposes to enforce the eight-hour law on all government work done by the Dominion government and the same to be inserted in all contracts awarded by them.

Q. On all government work?—A. Yes, sir.

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Q. Just how far does government work extend in your opinion? We have had that question up. A. Yes, we have had that.

APPLICABILITY OF BILL TO MATERIALS FURNISHED.

Q. So far as the government contracts for public buildings are concerned would it extend to them?—A. It would.

Q. Now in connection with these government buildings which are being put up, window sashes and frames and similar materials are required. Would the Bill apply to the labour engaged in the making of those materials according to your point of view?—A. That is bringing it down fine.

Q. That is a point we want light upon?—A. I understand. I would say that it should.

Q. Not that it should but does the measure do that?—A. Oh, that is the idea.

Q. I am trying to get from you just what in your opinion this measure proposes. We have all had difficulty with it and therefore you need not be surprised if you meet with difficulty also.—A. I understand.

Q. One of the objections some of the committee have to the measure as it is drafted is that they find it difficult to determine just how far it proposes to go, and not only the members of the committee, we are not the only ones. A. I would say that it covers the man who makes the sashes and doors under the eight-hour law. It says here: 'Or other person doing or contracting to do the whole or a part of the work.' Well the man that makes door sashes is doing part of the work of the building.

Q. So the Bill would apply to the men who make the doors and sashes?—A. I should say so, if it did not it ought to.

Q. No, but the point is just what it does. Assuming that this building is being put up in Ottawa. Take this public building at the end of Metcalfe street which is being put up. Some of the doors and sashes for that building have been made in factories here in this city. If this Bill were in force would the eight-hour provision apply to the men engaged in the making of these doors and sashes in that factory?—A. It is bringing it down pretty fine. I would say that it ought to apply.

Q. But does this Bill make it so? Is it the intention of this Bill to go so far?

Mr. VERVILLE.—We are supposed to decide the intention.

The CHAIRMAN.—We have got an expert here, we are trying to get expert advice.

The WITNESS.—What part of the work, is embodied in this work, whether it is part of a building or part of the work going into the building, it is pretty hard to say.

Q. That is what we want to find out, we cannot say what it means.—A. I do not think it implies the making of a sash, 'doing or contracting to do the whole or a part of the work contemplated by the contract.' That would be a part of the work, a part of the building. I do not think it covers the manufacture of a door or sash. At least that is my opinion.

*By Mr. Marshall:*

Q. That is what we want to get. Would that not apply to the stone, which is part of the building itself, cut probably ten or twenty miles from here?—A. But it says: 'The work contemplated by the contract.' It may say in the specifications that the windows or other materials would go in that. I think it covers the building.

*By the Chairman:*

Q. We will assume the contract has been let. This Bill provides that the contract must contain this stipulation: 'No labourer, workman or mechanic in the employ of the contractor or sub-contractor, or other person doing or contracting to do the whole or a part of the work contemplated by the contract shall be permitted or required to work more than eight hours on any one calendar day.' Now let us see, follow the

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case down. The government has awarded a contract for the erection of a public building. The contractor lets a sub-contract to supply the government with sashes and doors. Now this Bill says that this sub-contract as well as the contract must contain a stipulation that no workman or mechanic in the employ of the sub-contractor shall do more than eight hours' work. So it would apply there?—A. I would say so, to a sub-contract.

Q. Does it go farther than that? Supposing that a man has in his factory a lot of men who are not only working on government work but on private work as well; would it apply to these men doing private work?—A. For—

Q. Eight hours—A. No.

Q. You think not?—A. Only doing work for the government?

Q. Do you think according to the text of this Bill it would not?—A. I do not think so.

Q. Let me read this sentence, 'that no labourer, workman or mechanic in the employ of the contractor or sub-contractor,' would not that mean any employee of the contractor?—A. Yes, but I do not think that has reference to employees beyond those employed in the work.

Q. You may feel that it would not be desirable to have it so, but reading that as law on the books would it be open to any other construction than that it applies to men in the employ of the contractor? Just let us take it in regard to a contractor; here is a contractor that has 300 men employed, he takes 20 of them and puts them on a government job, and this government contract has a stipulation in it which says, 'no labourer, workman or mechanic in the employ of the contractor or sub-contractor,' now we will make it personal and say Mr. Armstrong instead of the contractor, 'no labourer, workman or mechanic in the employ of Mr. Armstrong, shall be permitted or required to work more than eight hours in any one calendar day,' would not that include all your employees?—A. I think if it went before a judge and jury in the courts they would come to the conclusion that it only covers the government contract.

Q. That is not the conclusion I have come to, my conclusion is if it were restricted to government work it would not be open to the objection it is open to, but insofar as it goes beyond government work I think it is open to objection.—A. If it goes beyond government work decidedly I would say it is open to objection.

Q. Don't you think it does go beyond government work as it is framed?—A. It may be construed in that way, but I do not feel myself in a position to say so, I think myself if it were to go before a judge and jury, if I were on the jury I would decidedly say it had reference to the government work, I would not say it has reference to all the employees of an establishment doing work for the private individual.

Q. In giving your evidence and in recommending this measure for the adoption of the House you do so assuming that it is intended to apply only to government work?—A. Yes.

## APPLICABILITY OF BILL TO SUB-CONTRACTS.

Q. Now in regard to the other point as to the sub-contractor did you intend when you suggested that it should apply to government work that it should go beyond the mere men employed by the contractor himself and immediately engaged on the work of the contract?—A. If the contractor gives out a portion of the work to a sub-contractor the original contractor is responsible for the work of the sub-contractor.

Q. Yes, that is for the work of construction?—A. Yes.

Q. But take it beyond that for the next stage, the work that has gone into the mills that is used for the construction?—A. Yes, I think when it is for government work that the sashes, for instance, should be made on an eight-hour basis.

Q. That is what I wanted to make clear, that you would carry it right back?—A. Certainly.

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Q. Do you think that the workmen employed on government work would approve of a measure which would reduce their hours of labour and also reduce their wages pro rata if the measure were made to apply to tradesmen that were engaged on a ten-hours' basis and it was proposed to reduce them to eight-hours?—A. By the government?

#### HOURS AND WAGES.

Q. By the government, and that the government would also reduce the wages proportionately; would a measure of that kind be approved by the working man?—A. No, the great tendency now is, and I think all governments are strongly of that opinion that with the shortening of hours there should be an advance of wages, or there is a tendency that way; suppose 10 men work eight hours a day instead of 10, there is work for 2 extra men—

Q. But what I want to get at is this: supposing this law were to be put into effect and the effect of it was that wherever men work ten hours to-day they would hereafter be obliged to work 8 hours?—A. Yes.

Q. And not only that, but instead of getting 10 hours' pay as at the present time, they would only get 8 hours' pay; would the workingmen who were affected by it thank the government for a thing of that kind?—A. The government would not do a thing of that kind, that is drawing it too fine; no government could live and do that kind of thing, as a government.

Q. You feel that the resentment of the workingmen would be so strong that the government could not live?

*By Mr. Verville:*

Q. What do you mean?—A. No government would do that—that question is away off, I think.

*By the Chairman:*

Q. It is very much to the point, to my mind?—A. Oh, yes, it is very much to the point—I'll tell you, there are cases where men would prefer, I have known of cases where men have preferred, a slight reduction in their wages in order to get the eight-hour day instead of nine; I have known of cases of that kind in Toronto which is tantamount to the wages being cut.

*By Mr. Marshall:*

Q. Take a man who is getting say \$2.50 per day, he would not stand for that, would he? The man who was getting large pay might submit to that?—A. I have known of men in years gone by who were getting less than \$2.50 per day who preferred a reduction in the hours of labour to an increase in wages.

Q. The complaint, so far as I can judge in that part of the country I come from is that they do not get long enough hours.—A. I do not agree with you there.

Q. Well, I know the section I am living in better than you do, you may know better about the section where you live, but in my section of the country the great complaint is that we are not giving them work enough, they want to earn more money and they want more hours' work in order to do it?—A. Why can't they get more money without being required to work longer hours?

Q. It would increase the cost of production considerably to do that?—A. Then let the public pay for it.

*By the Chairman:*

Q. The public might not under those circumstances be prepared to pay the increased cost, they might buy from abroad?—A. When machinery comes in to take the place of hand labour so that the output is greater with less labour employed in the production the wages should be increased accordingly.

MR. ARMSTRONG.

## APPENDIX No. 4

## WHAT LABOUR MEASURE WORKMEN WOULD WELCOME.

Q. As I understand your evidence with regard to this measure it would not be feasible, nor would it be welcomed by labour throughout the country for the government to introduce a Bill which would shorten the hours of labour that meant also a pro rata reduction in the wages, is that right?—A. Well, I do not know any instance of that nature, but I do know of instances where men have preferred a shorter work day to an increase of wages, knowing full well that the wages would advance in the near future and that wages fluctuate whereas if they once come down to eight hours' work it is a very rare thing to see men who are working 8 hours jumping the hours up to 9 or 10.

Q. I do not know whether you quite grasp my meaning?—A. I grasp it all right.

Q. Then you do not answer the question. I want to find out—there are two possible alternatives in a measure of this kind; one for the government to say we are going to make an eight-hour day, and we will see that in so doing no man loses anything of the total wage he is getting at the present time; in other words that he is to receive the same remuneration for 8 hours as he is receiving at the present time whether working 9 hours or 10 hours. A measure of that kind would undoubtedly be acceptable to the working classes, it might involve some expense on the part of the State, but it would be acceptable?—A. No doubt about that.

Q. On the other hand, supposing the government brings in a measure saying we will give you an eight-hour day, but we feel that we cannot go further than to say that if you are going to work eight hours you must get eight hours' pay, according to the rate per hour that is customary in the industry in that district; would a measure of that kind be acceptable?—A. As an individual, Mr. Chairman, I would prefer the shorter hours and the cut in wages.

Q. That is your opinion as an individual; how would that view square with the view that would be taken generally on a measure of that kind by the working classes?—A. I think it would be acceptable to a great extent.

Q. Would it be acceptable to such an extent that it would be desirable to introduce a measure along those lines?—A. I cannot say that. In some trades it might be preferable, I think it would be, that is my opinion. In unskilled lines it might not, but in skilled work it might.

Q. Would it be acceptable to the extent that the workmen of the country would like a measure of that kind put upon the statute-books? If that were done, what would be the effect of it?—A. I would say that the majority of skilled industries, mechanics, would prefer that, I think they would, knowing full well with regard to the money question that the wages would not remain stationary as long as the eight hours would be stationary.

ONTARIO'S FEELING *re* BILL No. 21.

*By Mr. Verville:*

Q. You are from Toronto, and this Bill has been on the Order Paper now for many years?—A. Yes.

Q. But this is the first time that it has been before the committee, although you have heard of this Bill before?—A. Yes.

Q. You have heard of the eight-hour Bill before?—A. Yes.

Q. Have you ever heard of any working people in Toronto or elsewhere, that were against the eight-hour Bill?—A. Never.

Q. Have you ever heard of any working people that were against it because it would reduce their wages?—A. No.

Q. In the many discussions you have had with these men, have they ever told you that they were willing to accept that Bill as it is?—A. I know that they are willing to accept an eight-hour day in preference to an advance in wages.

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Q. But from your knowledge of their opinions, do you think they would accept that Bill as it is?—A. Oh, yes, that has obtained for years in my opinion, they want an eight-hour day.

*By Mr. Knowles:*

Q. I wish to ask a question and to mention it in the way of a specific amount per day. You were speaking about the skilled workmen; let us, for illustration, suppose they get 40 cents per hour for a 10-hour day; that is \$4 per day, at present. If that were reduced by arbitrary legislation to an eight-hour day, it would mean that their daily wage would be reduced to \$3.20?—A. Yes.

Q. From your knowledge and intercourse with the workmen, do you think that even with the skilled workmen that would be acceptable?—A. A corresponding reduction of wages with a corresponding reduction of hours?

Q. Yes?—A. I believe they would prefer that, a corresponding reduction of wages rather than forego the eight-hour day.

*By the Chairman:*

Q. That is the skilled workman?—A. Yes, well, I will tell you, there are certain places where there are skilled workmen and unskilled engaged together; take the building trade, for instance, the hod-carrier is what is called an unskilled workman, and he would have to come under that eight hours, too, because the bricklayer would lay off work after eight hours, they only work eight hours, so that the unskilled workman in that case would come under the eight-hour day.

*By Mr. Knowles:*

Q. Now, I want to ask you about the unskilled man, presuming he is getting 20 cents per hour, for 10 hours per day, that is \$2 per day; now that would mean that the unskilled workman would be reduced from \$2 a day to \$1.60 per day, with which to support his wife and family?—A. You will find that in unorganized labour particularly some of them will prefer to work 10 hours instead of 9.

Q. Do you think that a compulsory law providing that they should not work more than eight hours would be acceptable to them?—A. I believe so, certainly.

#### ACCEPTABILITY OF EIGHT HOURS' PAY.

*By the Chairman:*

Q. Would it be acceptable to the unorganized labour, the unskilled labour of which Mr. Knowles is speaking?—A. Well, they would work the eight hours if that were the law, they would not want to work any more, but they would make a strenuous endeavour to enhance their wages, and perhaps they would organize and get themselves into shape and get into line with organized labour, I have known cases of that kind.

Q. In the meantime it will be 40 cents a day less for their families to live upon, do you think that would be acceptable to them, the compulsory resting of two hours from their labour and the consequent loss of that 40 cents a day?—A. Well, I cannot exactly say in the case of unskilled labour, but I have known unskilled workmen to put a price on their labour and stand by it. If they did lose for a little while 40 cents a day, they would probably combine, as their fellows did, and say: 'Our labour is worth so much, we will put a price upon it, if you do not want to pay that price you need not take it, but unless you do pay it you will not get our labour.'

Q. Your evidence is that a measure of that kind would be viewed differently by different groups of men; some of them would prefer it, and others would not, they would not be unanimous on the point?—A. No, they would not be all unanimous; but the great majority of them would be; in fact skilled labour, organized labour would prefer eight hours to an advance in wages.

MR. ARMSTRONG.

## APPENDIX No. 4

Q. You are speaking now not of labour generally throughout the country, but of labour which would be affected by the measure?—A. Yes, I am under the impression that they would prefer the reduction of hours to an increase in wages.

*By Mr. Knowles:*

Q. The witness is speaking all the time about the workmen preferring a reduction of hours to an increase in wages, I do not quite understand what he is alluding to, he seems to have some object in speaking that way.—A. I have known cases where men would forego an increase in wages for the sake of getting a reduction of time to 8 hours a day, is that what you have reference to.

Q. Not forego it as much as tolerate it, perhaps.—A. Well, they gave it up preferring to have the reduction in hours.

*By the Chairman:*

Q. That is they gave up a part of their earnings in order to get shorter hours? —A. Yes.

*By Mr. Marshall:*

Q. Don't you think if the Bill passes it would be the idea of labour to get just the same for 8 hours' work as they now get for 10 hours; is not that the whole thing in a nutshell?—A. They have a perfect right always to act together and to raise the price of their article.

Q. That is what it means, is it not?—A. I would not say that it is taking advantage of the workmen, but the article that the workman has to sell is his labour and he has the right to put his price on it, and he combines with his fellow who has the same article to sell in order to get a better price for it.

*By Mr. Knowles:*

Q. That question of mine is not answered yet. Mr. Marshall asks you if it is not the general idea of the workmen, skilled and unskilled, that if they get a reduction in the hours of labour they are not going to be reduced in wages; is not that the general idea with reference to this Bill?—A. I could not say that, I could not say that is the idea of the workmen in regard to this Bill—

*By Mr. Marshall:*

Q. Of course you know, Mr. Armstrong—A. I do not think this Bill has been discussed in my presence by the great body of the workmen, but the great majority of the workmen are in favour of shorter hours.

Q. I think that the great knowledge you have of the working class and with your great experience you must know that their idea, right from the start, is that they will get just as much for 8 hours' work as they are getting now for 10 hours. That is the view I take of it, but I do not think this Bill goes far enough. I think it is discriminating, that is what I think about it, and if it passes it just means that we will have added about one-fifth to the cost of building in any work that we do, because the public will have to pay, as you said a minute ago. If the reduction is made the men will be compelled to put a price upon their labour and they will stand out for it, because there is a large number of men that are getting hardly sufficient wages now to support their little family and they could not stand a reduction and live.—A. Well, all along the line the cost of living has gone up, take what they pay for rent alone.

*By the Chairman:*

Q. Is not this the view that the workmen take of the matter: that it is government work and the government might just as well pay the same wages and reduce their hours, is not that the point of view they take?—A. My idea is that any government is and ought to be the best employer and their employees should know that

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they are getting the best wages and that their salary is sure. I have known men work a week and two weeks for a contractor and could not get their money. Now the men employed on a government work are sure of their money no matter how small it is.

Q. Now if the government put on the books a law reducing the hours of the men from 10 to 8 on government work would ten minutes pass before an outcry would be raised that an injustice had been done the men if the two hours wages were knocked off.—A. It would depend upon what class of men they were. Some men are better posted on the labour question than others.

Q. Wouldn't it be an injustice?—A. It would be an injustice to reduce their wages from 10 to 8 hours in proportion to the reduction of the hours, it would be a great injustice; I do not expect the government would do that.

*By Mr. Knowles:*

Q. Do you think the workmen would consider it an injustice if it were done?—A. I think they would be inclined that way considering that it is a government measure.

*By Mr. Marshall:*

Q. I want to ask you another question, why should a man who is working his factory on a ten-hour basis, if he gets government work, have to pay the men working on that government work the same for 8 hours as they would receive for 10 hours on other work?—A. On government work?

Q. Yes, why should he be compelled to do that?—A. Why should they be compelled to reduce the hours of those employed on government work?

Q. Yes?—A. I consider that the money of the government belongs to the people at large, and that the government should be the most exemplary employer of labour and show an example to all other contractors and employers of labour, that has been general all the world over.

Q. You do not seem to understand me very well, Mr. Armstrong. I would like to ask you why the labourer on a government contract should get more than the man working alongside him on another contract? Why should he do it, that is the question?

#### VOLUME OF WORK.

*By the Chairman:*

Q. Is there any difference in the labour itself, or is it that one is engaged on government work and another is engaged on private work?—A. That brings up another question: you take the volume of work that a man working 8 hours a day will produce for the year, and that produced by a man who works 9½ or 10 hours, and I believe that the man working 8 hours will put out as much work in the year as the man who works 10 hours, and he will be able to do as good work.

Q. You said a few minutes ago that the man could not do as much work in eight hours as he could in ten?—A. Well, that is on a machine.

*By Mr. Verville:*

Q. We will take a machine that will run 300 days in the year, and there is a human part of that machine, that is the man or woman engaged in running it; do you suppose if that machine is run ten hours a day for 300 days in the year, and if it is run eight hours a day for 300 days, do you suppose at the end of the year that machine will have done more work if you keep the same parties on it all the time?—A. Oh, no; I know a machine that is running in Toronto all the year round, three shifts a day, but each shift has eight hours work a day.

MR. ARMSTRONG.



## APPENDIX No. 4

*By Mr. Marshall:*

Q. How do you account for that, most of these machines are speeded up to a certain speed, they are fed automatically, would not that machine do more in ten hours than in eight hours? You cannot speed that machine beyond a certain number of revolutions per minute whether it is working eight hours or ten hours; will not its rate of production per hour be the same?—A. All right, then, allow one man to work eight hours and when that period has expired put another man on in his place.

Q. But do you think you will get more work out of an automatic machine in that way, it is set at a certain speed?—A. You can get more work, steadier work, out of the machine; I know of machines that are going twenty-four hours a day, but the operator does not work that time, there are three shifts of operators in the day.

Q. There are many things you do not understand, I could take you up to a country place where the machines are operated in a different manner.—A. I know that there are men in the country who are working longer hours.

Q. You cannot make me believe that it is possible for the machine to turn out as much work in eight hours as it can in ten, if it is speeded up to the same number of revolutions per hour, it must do more work in ten hours than in eight hours.—A. Yes, the machine will, but you don't work men as long as you would a machine, a machine will go on continuously.

Q. The question is whether you are going to get as much work done in eight hours as you will in ten.—A. Yes, that is all right, but put a second man on, you do not expect to work a man the same as you would a machine, do you.

Q. You do not seem to understand the question.

Witness retired.

Mr. LOUIS GUYON, called, sworn and examined:—

*By the Chairman:*

Q. What position do you occupy?—A. I am chief inspector of factories in Quebec.

Q. How long have you held that position?—A. 22 years. I have been chief inspector for 6 years.

WORKINGMAN—EMPLOYER—GOVERNMENT OFFICIAL.

Q. What experience have you had, speaking generally, of industrial matters, to enable you to give evidence as an expert before us here?—A. Before I was inspector I was connected with labour personally, I have been contractor, superintendent of a factory, and I have learned a trade, machinist.

Q. You have had experience both as a workingman and an employer?—A. Yes.

Q. And as a government official?—A. Yes.

Q. So that you can speak from those different points of view with regard to a measure of this kind?—A. Yes.

Q. In connection with your work have you had occasion to take any notice of the hours of the workingmen in the different trades?—A. I have.

Q. Can you give us an idea of what hours prevail in the different trades in the province of Quebec?—A. Ten hours is about the general run, nine and ten hours.

Q. That is in most of the trades?—A. In most of the trades.

Q. Would that include outdoor work as well as the factories?—A. I am speaking about the factories more than anything else because we have no jurisdiction over any work except what is done in the factories.

Q. What would you say to the hours of labour, for example, in the building trade?—A. I could not give you anything certain, I have no data in connection with the building trades.

Q. In the course of your observations have you noticed any agitation for a shortening of the hours of labour in your province?—A. As far as I can look back in my career, my first career as a mechanic, I think in '76; in 1878 we had the nine-hour movement in Montreal which threatened to tie up the whole business in Montreal city. We can I think get this information by going through the files of the papers, I think that is the date, but there was a very strong move in that direction at that date. Later on when the Knights of Labour came through the country their organization aimed at all kinds of ideals outside the salary business, the bettering of the conditions of the men, the bettering of the conditions in the factory and greater leisure moments for employees. I believe that the Knights of Labour made very strong and urgent appeals in connection with the shortening of the hours of labour. Later on the organizations were formed into trade unions, they drifted into trade unionism, and of course the main object of which has been, the most important object in trade unionism has been, the raising of salaries and bringing of political pressure to bear upon all issues connected with trade unions; that is the main idea, and I think the idea of shortening the hours of labour has been to some extent lost sight of; however, it has always been a very popular question in any labour union.

Q. Have you ever seen any special agitation at the present time for an eight-hour day in the trades or through the province generally?—A. Of course I do not come into contact with the labour unions now as a public officer. I deal with grievances that are brought into the office frequently, but I could not say for certain what are the questions discussed, or whether this question has been discussed in their unions. I have merely heard of it in certain branches.

Q. What is your own view of the eight-hour day as applied to working people generally?—A. From a government standpoint, do you mean?

Q. Speaking generally, as an individual?—A. I think it is coming.

Q. Do you favour an eight-hour day?—A. I do.

#### REASONS FAVOURING AN EIGHT-HOUR DAY.

Q. On what grounds would you favour it?—A. On all those grounds upon which the shortening of the hours of labour have been favoured ever since the question first came before the public, and I would also favour it because the conditions of working people all tend to show, if you look back at the work in general in the different countries of the world, there has been continual progress made that way and I think it is the great hope of the working class, for more leisure will mean mental and physical improvement.

Q. You have a good deal to do with industrial accidents, you are an expert in that branch in particular among others. Have you in your experience found that any accidents are traceable to the effect of excessive hours of labour?—A. I have in quite a number of cases.

Q. Would they apply to other than cases in factories?—A. No, they would not. I have often heard that before the large railroad companies placed a limit on the services of their employees on trains and places of importance of that kind, quite a number of accidents were traceable to the excessive length of hours of the workmen.

Q. What are the cases in your mind?—A. In connection with my business so far as factories are concerned, we have had quite a number of serious accidents in connection with working excessive hours in saw mills.

Q. In saw mills?—A. Yes.

Q. Do you think there are any reasons to be urged in support of an eight-hour day which would apply with greater force to the building trades than to employees in factories?—A. No. I look upon it favourably from all points of view, for any trade.

Q. One trade as much as another?—A. As much as another.

Q. Do you think that some trades are more in need of a shorter work day?—A. I am sure of that.

MR. GUYON.

## APPENDIX No. 4

Q. What classes of trades do you think primarily?—A. I would class all those trades that affect the health of employees and that bring them in contact with more elements of danger. The attending of large furnaces, work in rolling mills, the manufacturing of white lead and paints, noxious labour of all kinds in factories which are very hard to control all urge upon the government, or anybody that can pass a measure of that kind, to do it now, because I think that shorter hours of work in all these industries would be beneficial to humanity at large.

Q. You think there is special need on humanitarian grounds in regard to these classes?—A. Very strongly.

Q. Would that apply equally to the building trades do you think?—A. Well it would in a large measure if we waive the health point of view. Ordinarily the extra hours that are worked by the building trades involve a person's health, but then you have got to look at the other points: the better facilities for conducting and overlooking, the hundreds of things that surround an ordinary workingman's life which he did not dream of years ago. I think, that these are strong reasons to be considered.

Q. There are special reasons in connection with industries where health is affected primarily?—A. Yes that is the chief reason in my estimation.

Q. Have you had an opportunity of looking at this Bill which has been introduced in the House of Commons?—A. I have read it.

OPINION *re* MEANING OF BILL 21.

Q. What is your opinion of it?—A. I think it is a very good measure. I do not know exactly how all the Bills in the House of Commons pass, but I know that in connection with provincial legislation any measure of this kind that is drawn up is always followed up by explanatory regulations. That is where a point appears to be obscure or appears to mean or go further than it really does, there are a certain number of regulations which make this law workable. In fact our Factories Act in the province of Quebec is a series of measures. To interpret this measure we have a series of regulations. By reading the dry text of the Act you might assume that the idea of the legislature was so and so when it was not because in the following case you will find the regulations will perfectly explain this matter.

Q. What is your idea of the meaning of this measure?—A. You mean the whole Bill?

Q. This Bill respecting the hours of labour on public works? How far does it propose to extend the regulations of hours?—A. Well, as I read it it would seem that it would reach the maker of any material or anything that would go into a contract or a public building, or anything that was being made by a contractor for the government. It seems to me it would reach that.

Q. Would there be difficulty in enforcing a measure of that kind?—A. I do not think there would be.

Q. You have had a good deal of experience respecting factories. You say that a ten-hour day prevails mostly in the factories of Quebec, would there be any difficulty in enforcing a regulation which would require the employees in that factory engaged on government work to work eight hours while the other employees are working ten?—A. I have listened with great interest to the evidence which has been given here. In that connection I am particularly well informed having had to do work of that kind and work under contract. Now in 1878 I was one of the tool makers in a large arms factory in Providence, Rhode Island. We were making for the Turkish government 150,000 rifles. We made all these rifles under government supervision. They were at the same time making rifles for ordinary use and all kinds of arms and there was no difficulty whatever. The contract which went through there was made according to the size and regulations as to what the arm was to be and there did not seem to be any trouble at all in connection with the supervision of this work. Very truly there was no such thing as the limitation of hours for government work; it all went on for the same day. But at the same time that work was kept entirely distinct. There was

another instance which struck me at the time. In Montreal we have prison work that is being done, that is we have a reformatory. In connection with this reformatory there are a certain number, probably 150 or 200, delinquent boys, who are prisoners in the institution. There is a contractor who does this work and uses this labour, and he has 40 or 50, probably more than that, probably 80 men working, and there does not seem to be any trouble at all in running that factory.

Q. What does he manufacture?—A. Oh they make shoes and they do a little printing. I do not see how it could be possible—for instance if we go to the making of clothing, there is no doubt, Mr. Chairman, that any manufacturer that would have an order to-morrow and so equipped his factory would keep that entirely distinct from his other work and carry that contract on with all satisfaction possible. There would be no trouble about it.

#### GOVERNMENT CONTRACTS IN FACTORIES.

Q. That is in regard to certain classes of work?—A. Certain classes of work.

Q. Take the case of the manufacture of rifles which you have just mentioned, were other rifles being made at the same time in that factory?—A. Pretty much so.

Q. Was it possible to tell the pieces which were to go into the rifles for the Turkish government?—A. Yes, because the representatives of the Turkish government were there. First of all there was not a piece that went into a rifle intended for them that had not passed a certain standard of gauge which a Turkish officer had in his hand and tried on the arm.

Q. What effect would it have upon the discipline of the factory generally and the carrying on of the business if the regulation had been in force at that time that the men engaged on these rifles for the Turkish government should work only eight hours per day whereas the other workers in the factory were working ten?—A. Well it is very hard to tell you what that would have caused. Of course there would have been great anxiety on the part of those working shorter hours to get on the Turkish job, there is no doubt about that. There would be no disadvantage to the ordinary workers in the factory, because the better class would have got the better job. It is really hard to say what would have taken place.

Q. That is exactly the kind of case we have to face. If this measure were to go into force in the form in which it is drafted, do you, as an Inspector of Factories, I think it would be in the interest of the factory workers and the work of factories generally, that there should be a regulation that would make the Bill work that way?—A. Yes, I think so. I think that organized labour throughout this country are looking to the government as the pivot upon which this measure has got to live or die, and in the event of this measure going through I have no doubt that the workmen employed by government contractors doing work in large factories where other men are employed would necessarily bring that factory in line and would so force the people at large to organize and demand this. As a general measure it would be a question of time.

#### THE PIECE WORKERS.

*By Mr. Marshall:*

Q. By that you mean that if this Bill becomes law it will be followed by a general law applicable to every factory in the country?—A. I think so. It is my opinion because the natural result would be that the provincial governments would be forced to do the same thing in regard to their contracts, and if that came to pass and every provincial government had a provincial act regulating their own works it would naturally follow with the manufacturers. And then again, gentlemen, we have the piece workers whom we are forgetting. Now the piece worker does not really care very much, there is not a man in—

MR. GUYON.

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*By the Chairman:*

Q. Does not care about what?—A. Does not care whether the hours of work are shortened or not. In fact he would prefer—

*By Mr. Marshall:*

Q. He wants longer hours?—A. No, he does not, sir, he does not care. In this case he could always make enough on his job.

*By the Chairman:*

Q. Does he only work eight hours?—A. Yes. Supposing the piece worker were to be told 'You are going to work eight hours now and you have been working ten hours.' If you are a piece worker you will be wanting more money for the job because you are going to be shortened up on your work. That is the position of the piece worker and he will get along with the eight hours.

*By the Chairman:*

Q. Would he supplement it by doing other work?—A. There would be a little more put to it and he would come out all right at the end of the week because to-day a man is paid a certain price to do a certain piece of work and if he has to lose half a day it does not appear in his pay at all.

Q. Is it your idea that the piece workers in Quebec to-day are working in such a way that if to-morrow their time is reduced from ten hours to eight it would not make any difference in their pay?—A. It would not make any difference in their pay or output.

Q. Not reducing their hours from ten to eight?—A. Well I may be putting it too much at two hours, taking two hours off. As a rule now our piece workers do not usually work ten hours. There are no people working ten hours on piece work. The factory runs ten hours but they are through an hour or half an hour before them.

*By Mr. Marshall:*

Q. I do not think that applies to all factories, the piece workers generally work ten hours.—A. They are out of the factory at a quarter past five.

Q. They may be in some cases but not in all. I know in some factories they work the full ten hours.—A. They are not the people that are so very anxious about that.

*By Mr. Verville:*

Q. They do not work sixty hours a week?—A. Oh, no, they do not.

## EXTENT OF GOVERNMENT WORK IN FACTORIES.

*By the Chairman:*

Q. Have you any idea what proportion of the work done in the factories of Quebec is performed on contracts for the government?—A. I do not know.

Q. Do you think it is one per cent?—A. On government work?

Q. Do you think one per cent of the total work done in the factories of Quebec is work done for the government of Canada?—A. Well, I have no opinion on that Mr. Chairman.

Q. Would you think it was one per cent?—A. I do not think it would be one per cent because really the census does not give us full credit.

Q. I do not think that it would be really one per cent. Assuming that the government were buying one one-hundredth of the total output of the factories of Quebec would be to assume that they were buying supplies pretty extensively. Well now, that being the case, the only extent to which this measure could influence the move-

ment for shortening the hours in factories would be on work amounting to less than 1 per cent of the work in the factory. Do you think that a regulation of that sort would be the means of bringing about a reduction to an eight-hour day on all work, if it were limited to so small a percentage of the total output?—A. I do think so, because I look upon the moral effect more than anything else; it would have a tremendous effect on the whole Dominion.

Q. Just let us consider it, I believe if one were to figure it out it would be below one-one hundredth of one per cent.—A. It would be very small, particularly in time of peace when there is nothing being done extra.

Q. It would be very very small. Now assuming that as a fact, would the amount of possible confusion and possible annoyance and disruption which would inevitably follow a regulation of that kind be offset by the good which this regulation would ultimately achieve in bringing about a shortening of the hours of labour in factories?—A. I am fully convinced of that.

#### EFFECTIVENESS OF A PROVINCIAL MEASURE.

Q. As between that and shortening the hours of labour by an Act of the province itself which has the power to pass an Act, which do you think would be the most effective way of shortening the hours of labour?—A. If the federal government had the power I would be in favour of having a government measure fixing the legal working hours for the whole Dominion. Of course, I quite understand that our legislatures provided in the Factories' Act for the regulation of the factories, when they were called upon to pass those measures.

Q. They are the only authorities that have power in that matter?—A. In fact I think at that time it was recognized the Dominion Government had no power to pass that law for the provinces, consequently there was a law framed by the Dominion Government and it was sent to the different provinces for them to organize, and I think it was organized immediately the Commission was named.

Q. The constitution being what it is to-day, and the Dominion government not having power to enact a general eight-hour law, but the provinces having the power to enact a general eight-hour law for each province, which would be the more effective way to bring about an eight-hour day, for the several provinces to legislate generally for an eight-hour day in each province or for the Dominion government to approach the subject along the lines of this measure—A. Well, of course it would require considerable work on the part of the working people to bring the provincial governments in line, but I am convinced that if the Dominion government passed an act limiting the hours of work on their contracts it would not be long before the provincial governments would do the same, and I think the provincial governments would be the proper authorities to pass general legislation.

Q. That is not the point, I do not think you quite grasp what I mean. We are assuming that all this legislation has for its object the shortening of the hours of labour generally, that this measure is only one plan for bringing about a general shortening of the hours of labour, I think that is the purpose of it, and as such it is commendable from a certain point of view; assuming that is the object would that object be attained more effectively and more quickly by the provincial governments legislating and saying that 8 hours shall prevail throughout each province, or by this measure being made applicable to the extent to which the Dominion government can make it applicable.—A. Well, I think it would be equally effective except that I would favour the provincial idea.

Q. You think this would be equally effective?—A. Yes, but I would favour the provincial measure.

Q. How could it possibly be equally effective? I mean to say this measure can apply only to that fraction of one per cent of the work which is being done in the fac-

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tory, but the provincial law would apply to 100 per cent of it?—A. Oh, yes, as it stands now.

Q. That is what I mean, that is as far as we can go.—A. Yes, I think the provincial law would reach it.

Q. If what you are really after is the shortening of the hours of labour for industries generally, provincial legislation is the most effective way of doing it?—A. Oh, I think so.

Q. That is the point, but you feel that if this were to become law it might be a lever by which the object sought might be ultimately attained?—A. Exactly.

Q. Is there any reason why the provinces should not adopt a measure such as this, the same as the Dominion?—A. I do not see any reason.

Q. You think it is desirable that they should?—A. I think so.

Q. Have you any regulations in Quebec with regard to government contracts?—A. Not that I know of.

*By Mr. Macdonell:*

Q. You have heard Mr. Armstrong's testimony about Ontario, have you anything similar to that in Quebec?—A. No, we have not.

*By the Chairman:*

Q. You know the system adopted here with reference to the fair wage clause?—A. I do not think we have anything like that.

Q. Do you think anything along that line would help to attain the same object as aimed at in this measure?—A. I think so.

*By Mr. Verville:*

Q. Would the passing of this Bill, the enactment of a law for federal contracts keep back any similar measure for the province?—A. Would it have that effect?

Q. Would it have the effect of keeping back any law that may be presented in the provincial houses?—A. No. I do not think so.

*By the Chairman:*

Q. It would, I should think, rather advance it?—A. I think it would be an advance in the movement.

*By Mr. Verville:*

Q. I suppose you know it has been started in that way in other countries?—A. Yes, I heard the law discussed when two hours were clipped off the hours of labour in 1900 in France, but they did not put it in force immediately except on all work done by females, boys and children in factories, but it was made effective four years afterwards on other works.

*By the Chairman:*

Q. Why did they put that limit?—A. Because they are very conservative there, and they wanted to allow the people who had entered into long contracts to prepare for the change.

Q. Do you think that was a wise precaution?—A. I think it was.

Q. Do you think that is a wise precaution to adopt here?—A. Well the conditions in different countries are different, we have not been working long hours here as they have, and I do not think the conditions are quite the same here as they were in France.

Q. How do the hours of labour in Quebec compare with those in Ontario, generally?—A. I think the hours are a trifle shorter in Ontario, they are better organized so far as labour is concerned in Ontario.

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Q. You think it is due to the organization of labour that the shortening of the hours has taken place?—A. Yes.

Q. Then a measure of this kind would probably have a greater effect in Quebec than in Ontario?—A. I think so.

#### HOURS AND WAGES PROBLEM.

Q. You have heard the discussion here on the two problems, first as to a measure being introduced which would reduce the hours of labour and the wages pro rata, and secondly, the possibility of a measure being introduced which would reduce the hours of labour, but would provide that the total payment per day should be the same as for the greater number of hours existing prior to the change?—A. Yes.

Q. How do you think the former measure would be accepted or viewed?—A. It would not be popular.

Q. How about the latter?—A. I think the workingman would want to have the same wages; I think the organized labour would be willing to accept the conditions that were offered, but I think that the unorganized people would object strongly. Organized labour would feel that the reduction would only be temporary and that if the law were passed they would take care of their own affairs and look after that themselves.

Q. Speaking for your province, what proportion of labour is organized?—A. I am not prepared to say exactly. Of course I know that the larger cities of Quebec and Montreal are very well organized, but I do not think we are as strongly organized in proportion as they are in Ontario.

Q. I suppose it depends on the trades largely?—A. Largely, yes.

*By Mr. Macdonell:*

Q. From what you have just said I would judge that your opinion is this that if this Bill were passed reducing the hours of labour and making no provision for maintaining the existing wages per day the effect would be that the measure would not be welcome to unorganized labour, but it would be welcome to organized labour?—A. Well, organized labour would be more prompt at accepting it; of course I presume that if there was a lowering of wages the lower class of labour, of workers who are largely unorganized would be affected.

Q. And they would object?—A. They would feel it harder and they would have great reason to object. A man that is getting \$3.80 or \$4 a day and loses 80 cents of it would not feel it as much as the man who is getting \$1.25 would feel it if you took 25 cents away from him, by doing that you would take his very blood away, he could not stand it.

#### SCOPE OF BILL 21 *re* CONTRACTS IN FACTORIES.

Q. Have you considered this Bill carefully, have you read it?—A. Yes, I have read it.

Q. Do you regard it as a Bill applying only to work done on a government public building, public works rather, or do you regard it as having a more far-reaching effect? A. Well, in reading it over it would seem that it would affect even the goods that are coming to a contractor, goods that are manufactured outside of his own control for this contract; it seems that it would apply to that as well, in fact the way I read it here I would imagine that the second or third man that was manufacturing goods for the job would come under the reading of that act.

*By the Chairman:*

Q. Would all the employees in his employ come under it?—A. But at the same time it seems to me that the work proper that is being done on the contract would be the part of the work which would be affected so far as the shortening of the hours of labour is concerned.

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Q. You mean that is the part that should be affected, or do you mean to say that is the part that would be affected under this Bill?—A. Well, under this Bill here it seems to me that the men that would be furnishing work for a contract, it would seem by what I read there, that the Bill aims at that, that even the manufacturer that is supplying the contractor would have to do that, but again it seems to me that would be going a great deal farther than this law intends it to go.

Q. You mean that it goes farther than it should go?—A. Yes, I think it should simply cover the construction that would be in the hands of this contractor.

Q. If you were introducing a Bill in the House you would aim at having it deal primarily with the contract and the men employed immediately on the work, is that the idea?—A. That is what I think, because it would lead to so many things we could not control, it would require an army of functionaries to control them.

Q. That is exactly the point we want to get at, and you as inspector, can give us very valuable assistance on that point in endeavouring to further the eight-hour movement on government work. It is in your opinion advisable to go a certain length and be effective rather than to go beyond that length?—A. I think the Bill should better apply to the work proper, that is to the work the contractor has engaged to do for the government, letting alone the furnishing part of the work, the accessories needed in that particular work.

Q. By leaving alone you mean omitting?—A. Yes, because I am afraid it would be almost uncontrollable, unless an addition to this Bill in the shape of a regulation should say exactly in what sense it should apply, and there should be a schedule at the end of an act of this kind which would simplify the whole matter, and we would know exactly what would come under this heading. We had to do that in the case of the Factories Act, at first we had to specify what industry was an industry within the meaning of the law, and it was through knowing that we were able to map out all the industries, but the year that we amended that act and said that all factories outside domestic factories should come under the meaning of that act, we did not want that schedule any more.

*By Mr. Macdonell:*

Q. That is why you made the remark in the early part of your evidence about the necessity or wisdom of having a schedule or regulation explaining this Bill?—A. Exactly.

## OTHER GOVERNMENTS WOULD LEGISLATE.

*By the Chairman:*

Q. Do you think that if a measure of that kind were introduced here it would have the effect of leading other governments and public bodies to follow the example of the Dominion Government?—A. I am sure it would.

Q. Do you think that in that respect it would be a material contribution to the welfare of the working people?—A. It would be a great and noble thing, there is nobody knows any more about that than the factory inspector.

Q. Do you think it would mean much in the way of additional cost to the government?—A. No I do not think it would to a great extent. I think that a man who works eight hours and has not been ground down by excessive work, by excessive toil—and particularly on government work where a good deal of it is done in the open air in the hot broiling sun—I think that a man that has done eight hours' work would the next day feel a good deal fresher and do better work than the man who had worked ten hours and would have to do the same class of work the next day. That is my opinion. I think it would work all right in connection with factories where people are not engaged in such heavy work because they have the help of the machinery.

LONG HOURS *re* ACCIDENTS IN FACTORIES.

*By Mr. Marshall:*

Q. You mentioned a short time ago that the accidents were greater where the men worked longer hours. Do you think the accidents would be any greater for ten hours' work than they would be for eight?—A. Well the accidents in factories, of course, are the only ones we have to deal with and they present themselves for several reasons. We have, for instance, the lack of preventive appliances in connection with the protection of machinery. That is one source. Then we have the centralization of unskilled labour from the rural parts into large towns, the bringing in of unskilled men unacquainted with machinery. That is another source. I do not pretend to say that the excess of labour involves very frequent accidents, but we must have quite a number of accidents in heavy work in large rolling mills for instance.

Q. The reason I ask you—of course you are an inspector and I have some idea of what you see when you are travelling because I have had a wide experience in the factory business myself. Now the man or woman, or boy or girl that gets hurt it is generally in their first or second hour's experience because they are unskilled. It is not the boy or girl that has been working for years that gets hurt, it is the boy or girl that comes in unskilled. What I want to get at is this: I do not think you are right in stating that excessive hours cause the accidents, that ten hours would cause more accidents than eight. I am speaking from experience and from what I have seen in our own factories.—A. I mentioned that fact as merely a corollary to the whole affair. The accidents I put at the very minimum in connection with the excessive hours and only in certain industries. They will certainly contribute to a certain extent but not to any extent in comparison with the unskilled hands or the lack of protection of machinery. Of course there are a few instances, in 22 years of inspection work I have seen a few cases which, however, are nothing to the hundreds and hundreds of cases I have inspected.

Q. I would like to know if I am right in understanding from you that you do not consider any more accidents result from ten hours labour than from eight.—A. No I would not make that a question. I have noticed a few but I would not make that a question. We know where the accidents come from; they are due to lack of installation.

*By Mr. Verville:*

Q. Take in the textile factories. The accidents will happen in the early or the late part of the day. Or you may take rolling mills and industries of that kind. I suppose you have no data as to that, you do not take the hour at which an accident happens or anything of that kind?—A. No we do not. We have reason to believe, however, that quite a number of these accidents are produced by excessive fatigue of the toilers.

Q. You have statistics to prove that?—A. I think that is right.

Q. Common sense teaches that?—A. I have heard it discussed at conventions where people have made a study of these things.

## TEXTILE WORKERS—WOMEN—CHILDREN.

Q. One more matter, I would like to ask you if the textile workers, for instance, in the province of Quebec, ever made a motion of any kind to shorten the hours of labour?—A. I believe they have repeatedly. I think they are moving now in connection with the changing of the hours of labour which are badly arranged for women and children.

Q. Even when they made that move for shortening the hours of labour, the first time they made the move for 54 hours of work, we will say, were they not even willing to accept a reduction in pay and still get the shorter hours?—A. Yes, sir.

Q. In those factories where there are women and children?—A. Yes.

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*By the Chairman:*

Q. I think the women and children do get excessive hours in many of the textile factories in Quebec and it would be very much in the interests of humanity to have those hours shortened? A. We are suffering you know from the importation into the cotton factories in the province of Quebec of the old style that they were working under in England and we have got to eradicate it.

*By Mr. Macdonell:*

Q. What hours are they?—A. They have the Saturday afternoon and they work eleven hours and sometimes twelve, and of course all other matters in connection with the employment of boys and girls in these factories makes it pretty severe for those employees. We are taking these boys out of these factories and putting them to night school in the evening. But when boys work so long in the factory, work for ten or twelve hours and go to the night school at night and try to get the result of the multiplication table you know what that means.

Mr. MACDONELL.—It is a great and crying evil. You send women and children to factories. They go on at daylight and do not leave until after darkness sets in and consequently in the winter months they rarely ever see the sunshine. The poor creatures, more than half of them boys and girls, become stunted and dwarfed and never attain to their full maturity in mind, body, intellect or anything.

Mr. VERVILLE.—And that is the material you have got to build up future generations with.

Q. There is one question, I do not know whether it bears on this, but it does indirectly and your experience would make what you say all the more valuable. Do you think it would be an advantage to have all the legislation in regard to labour under the Dominion government?—A. Well I think it would.

Mr. MACDONELL.—You cannot change the British North America Act.

The CHAIRMAN.—I think the greatest handicap in the way of reform so far as industrial conditions are concerned, lies in the fact that unless one province keeps paripassu with every other province you give to the province that is behind in labour legislation an unfair advantage in industrial competition over the one that wants to do what is right, and I do not see why we should not get this thing under a law of general application.—A. I have heard that said before every industrial convention I have attended and I have attended a great many. The Americans are placed in the same situation. They have splendid labour laws and they have everything in connection with labour matters and statistics in Washington, but they have all these state laws which are varying from one state to another. They have a law in Massachusetts of a certain character which is different from the laws in New York or Connecticut and all this is wrong.

The CHAIRMAN.—Do you think we have sufficiently examined the witness Mr. Verville?

Mr. VERVILLE.—I am entirely satisfied. Mr. Guyon has given us much valuable explanation in a very short time.

Witness discharged.

Committee adjourned.

## HOUSE OF COMMONS,

COMMITTEE ROOM No. 20,

WEDNESDAY, March 9, 1910.

The Committee met at eleven o'clock a.m., the Chairman, Hon. Mr. King, presiding.

The CHAIRMAN.—I am glad to see you present this morning Mr. Murray; do you wish to give evidence yourself?

Mr. G. M. MURRAY (representing the Canadian Manufacturers' Association).—I had intended, Mr. Chairman, in presenting the case for the Canadian Manufacturers' Association, to bring forward, in the first instance, a general argument, but in working this argument up I find it will take so long that it might be the means, if I go on first, of preventing the hearing of some gentlemen I have brought from the Hamilton Steel and Iron Company. As their evidence, I think will not take more than an hour in the ordinary course of events, with your permission I should like to bring these witnesses forward first and then such time as may be left over can be given to the hearing of my own remarks.

The CHAIRMAN.—I think the members of the committee would like to further your convenience in the matter.

Mr. MURRAY.—Very well. This is a memorandum of the witnesses whose evidence I want to bring forward this morning (handing in a statement.)

Mr. F. B. MCKUNE, Hamilton, called, sworn and examined.

*By the Chairman:*

Q. What position do you occupy?—A. I am superintendent of the open hearth department of the Hamilton Steel and Iron Company.

Q. How long has that been in existence?—A. The steel plant, about eleven years and the blast furnace, about fourteen or fifteen.

Q. How long have you been connected with the company?—A. About ten years.

Q. How many men are employed?—A. For the whole plant?

Q. Yes?—A. Approximately fifteen hundred.

A. Give us an idea of the business you do?—A. Do you mean the gross business of the plant?

Q. Yes?—A. It is about four millions a year.

Q. Have you seen this Bill No. 21, an Act respecting the hours of labour on public works?—A. We, of course, do some government work down there once in a while. The objections of course—

Q. You have looked at these provisions, have you?—A. I am looking at the Bill now, Mr. Chairman.

Q. Look over it carefully. Do I understand you to say that you had not seen this Bill until this morning?—A. I had not seen it in that shape any more than Mr. Murray—not as condensed as that.

Q. Is the evidence you intend to give us based upon what some one has told you in regard to the Bill or what you have seen of the Bill yourself?—A. I do not know that I just understand your question.

Q. What I mean is this: You have come here this morning to give evidence in regard to this Bill No. 21 which is the measure this committee has been appointed

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to look into. Now, do I understand that until this morning you had not seen the Bill itself?—A. No.

Q. And the evidence you intended to give in regard to it was based on what some one told you about it?—A. Yes.

Q. You have now had the opportunity of looking at the Bill?—A. Yes.

Q. What have you to say in its favour?—A. I have not very much to say in its favour.

## OBJECTIONS TO BILL NO. 21—REASONS.

Q. What have you got to say against it?—A. Well, the objection we would urge is that we would not undertake any government work under those conditions.

Q. What conditions?—A. That a man would not have to work any longer than eight hours; we could not do it. That is supposing we take into consideration our work. The heats run from six to twelve hours, or six to eight hours, or six to ten hours, there is no set time for them. Supposing we set an arbitrary time for tapping or changing turns. Say it was two o'clock. If we were tapping at that time or forced to change turns and some of the men were late we would not be able to let the men on duty remain at work until they were relieved. As it is our men work eleven or thirteen hours, and the men who are being relieved stay until the other men come. Now, as I understand the Bill the men in the turn would have to stop at the end of eight hours. Is that not correct?

Q. You notice this Bill is intitled, 'An Act respecting the Hours of Labour on Public Works.' Your concern has nothing to do with public works?—A. No.

Q. Well, is it your idea that the Bill deals with something other than those? What does the title lead you to believe?—A. As I understand it the Bill deals with all government contracts.

Q. That is our understanding of it. As drafted the Bill deals with all government contracts?—A. Well, we deal in some government work, such as railroad fastenings and so on—fish plates, tie plates and spikes.

Q. For what department of the government?—A. For the Transcontinental Railway and so on, contracts which have been let by the government. We do quite a bit of that, and I think we have some government business yet in hand at our works.

Q. And you think that if the Bill in the form in which it is drafted were passed, it would apply to your establishment, and if applied you would not be able to execute these contracts?—A. Not at all; we would have to cancel them. We could not live up to the eight-hour clause with these contracts we have now. We could not live up to this condition of the Bill.

Q. You could not put a set of men on the government work and have other men do the ordinary work?—A. You cannot do that; it is impracticable.

Q. Why is it impracticable?—A. In the first place, we work along two turns, and we would have to organize another turn. We run continuously, we do not stop at any time except Sunday. We would have to organize a third turn, and we could not get the men. We would have to get skilled men such as first helpers and metal men, melters, men to whom we pay high wages, and we have a lot of them. We would have to go and get that class of men and then we could not get them unless they felt sure they were going to have at least a year or two year's work. Supposing you worked three months. You could not get government contracts that would last that long in our business where we make 75,000 tons or 100,000 tons of rolled steel a year. You would have to disorganize your forces at least once a year.

## DIFFICULTIES UNDER AN EIGHT-HOUR REGULATION.

Q. In your business would you be able to distinguish in making some of these articles you have spoken of between what you are making for the government and what you are making for a private firm?—A. It is absolutely impossible. The ore

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we get, some of it comes from the Michipicoten district, and some from the United States, and the coal from Pennsylvania. There are probably three or four or five different mines it comes from. It is brought in and delivered with four or five hundred thousand tons of three or four different kinds of ore. Now, if I understand the Bill we would have to trace the ore, the coal and the coke and see that it was mined and coked under the conditions provided in this Bill. Is that right?

Q. Some have placed that interpretation on the Bill?—A. Whenever we used 2,200 pounds of coke would we have to see that that coke was coked under the eight-hour law in Pennsylvania?

Q. You will have to ask Mr. Verville; he is responsible for the Bill?—A. These are the conditions and we have absolutely no control over the hours of labour in the coal mine. We cannot go to the coal mines and say: 'We want that coke coked in a certain time.'

Q. Without going back as far as the coal mining. Take the finished article itself. The Bill would apply to fish plates, you say?—A. Fish plates or tie plates.

Q. When you are making these fish plates, could you manufacture a certain number for the government and then go on turning out others for other people, could you distinguish between the two?—A. You take fish plates. We might roll them and have 150,000 pounds covering eight different people.

Q. Yes.—A. We have standard 7 or 8-inch-rolls and 1½ inches thick. Usually we have 150 or 200 of that one size; we generally wait until we get a bunch. Now, it takes time and expense to change those rolls. We would wait until we get those and roll them out in one or two turns or whatever it takes. The difficulty there would be that in order to roll so as to distinguish between these to be made on an eight-hour basis and the remainder, we would have to reorganize our force, hire new rollers and so on, and perhaps only have ten days' work. After that you would have to do away with your extra men. You could only fool with them but once. After that you would not be able to do it. They would say: 'We will not go back there to work for a week or ten days.'

Q. You say your men work from eleven to thirteen hours?—A. It is optional with them; they can suit themselves. They prefer working thirteen hours at night and eleven hours a day. They want to work that way and they work straight along. During that time they may have a spell off of anywhere from two to five hours. The night men start at six o'clock at night and work until seven in the morning.

Q. What I am trying to get at is, do they do eleven or twelve hours' night labour?—A. We pay them for thirteen hours' work at night and eleven hours during the day.

#### WORKING HOURS—MEAL HOURS—WAGES.

Q. Do you pay them by the day?—A. By the hour.

Q. And you pay them for twelve hours' work?—A. For thirteen hours' work when they are on at nights.

Q. What time do they take off for meals?—A. They can suit themselves about that; we have no set time at all. They have plenty of time to eat whenever they want to. We do not object to their eating whenever they want to.

Q. Then I understand these men work steadily for eleven, twelve or thirteen hours at their option, and within that time they can take whatever time they please to eat?—A. Yes.

Q. Are they allowed a certain time for their meals?—A. We generally allow them a certain time. Suppose we tap a heat at six o'clock at night, they have to work till ten. Then they may have a spell off from ten to eleven and work from eleven to twelve. After that time they will eat.

Q. The work is intermittent, depending on the furnaces?—A. Depending upon how fast the furnaces are running.

MR. McKUNE.

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*By Mr. Murray:*

Q. During that spell these men, I understand, can do anything they like?—A. Yes.

Q. They can eat, sleep, or even play a game of baseball?—A. They simply have to do so much work and after that they can sleep and eat and we do not bother them.

*By Mr. Smith:*

Q. Can they leave the premises?—A. No.

Q. Then they cannot play baseball?—A. We do not expect them to go home.

Q. Mr. Murray suggested that the men could play baseball during the spells when they are not working?—A. They do not go off the ground altogether; we have a plant that covers seventy-five acres. We would not expect them to go home and go to bed and be obliged to send after them. That would be unreasonable.

Q. What do you pay these men?—A. Those fifteen hundred men will average, I should say, approximately, \$2.50 a day. Our minimum pay is 15 cents an hour on a straight ten hours' work.

Q. Then the workman gets \$2.50 a day?—A. On the average.

Q. For a period of twelve hours?—A. A period of twelve hours.

*By Mr. Verville:*

Q. You pay them so much an hour?—A. Well, some of the work is on a tonnage basis.

Mr. SMITH.—Mr. McKune has given the average.

The WITNESS.—If I were making up the average of our 1,500 men for a month it would amount to about \$2.50 a day.

*By Mr. Smith:*

Q. For twelve hours?—A. For twelve hours it may run a little more than that.

*By Mr. Verville:*

Q. Take the case of the men who are paid by tonnage, would their pay amount to an average of 15 cents an hour?—A. No. The minimum rate paid for labour is 15 cents an hour.

*By Mr. Smith:*

Q. But taking the general average.—A. The general average for the 1,500 men would be \$2.50 a day.

Q. Per day of twelve hours?—A. Yes. It may be a little more than that.

Q. Divided into two shifts?—A. Yes.

Q. Can you conceive of any great difficulty in dividing your men into three shifts?—A. It would mean of course one-third more of skilled men. They are scarce at present and hard to get.

Q. You think you would have difficulty in getting men?—A. There would be difficulty in getting these men and you would have to guarantee them twelve months or a year's work.

## COST OF PRODUCTION UNDER TWO AND THREE SHIFTS

*By Mr. Verville:*

Q. Do you guarantee that to all your men?—A. The two shifts? They do not need it. With two shifts we can afford to go out and compete for business.

Q. Do you give them a guarantee of any kind?—A. None except that we are going to allow them 365 days work.

*By Mr. Marshall:*

Q. What would the addition of another shift add to the cost of production?—A. Thirty-three and a third per cent. That is supposing that a ton of finished bars cost—the actual labour on that was \$10 it would add \$3.33.

Q. Per ton?—A. Per ton.

*By Mr. Smith:*

Q. On what basis do you work that out?—A. Suppose we started at the coke, the coal, and the ore, the cost of transportation and the labour of putting it through the blast furnace, through the open hearth and through the mills. The cost there would be approximately \$10. That is not official, but I would say it would be \$10 and you just add thirty-three and a third per cent to that.

Q. Supposing you had three shifts working eight hours each would it be possible to have continuous production?—A. The work is continuous now.

Q. But you say you have intermittent work?—A. That is quite right.

Q. I asked you if you had three shifts of eight hours would it be possible to carry on continuous production?—A. Not any more than it is now. It takes so long to make a heat. A heat will run from six to twelve hours, or from six to eight hours. We cannot get that out as quickly as we would like, it depends upon the furnaces. In that way you cannot settle an arbitrary time to tap the heat. You must tap it when it gets into a certain condition whether it is two o'clock or three o'clock. If we had to change turns at two o'clock and those men going off had to stop right then it would simply mean that there might be nobody to handle the heat. Supposing the next turn men did not turn up? Six o'clock is our time to change and the men in the next turn might not come until ten minutes after six, but the other men have got to remain in their place because the heat has got to be handled and taken out of the way.

Q. That seems to me to be a matter of management. If the men are supposed to be there at six o'clock they should not arrive at ten minutes after six?—A. Supposing they were late. How would you meet that condition.

Q. In the very large industries they are not allowed to be late. If they are late they can go back again; in consequence they have perfect discipline. I do not see anything in that objection?—A. Supposing you have men at work whose places were hard to fill? You cannot go and round up men and pick them up on the street corner. Take our melters, rollers and first helpers, they are skilled men and the next man to one of these cannot take his place. The second helper or third helper cannot take the place of the first helper and the same way with the men at the ladles; it is practically a job by itself.

Q. We have necessity for skilled labour in every department of production and yet there are enterprises running at eight hours a day. They have the same difficulties as you have explained, and yet those industries are operated successfully. I am trying to get at the point as to whether the same thing cannot be done in your business and if not, why?

*By Mr. Murray:*

Q. I take it some of these men live at a remote distance from the steel plant?—A. Yes.

Q. And how do they reach the steel plant?—A. By street car.

Q. And the street cars do not always run on time?—A. That is one of the troubles. The men may leave their homes on time and yet be delayed fifteen minutes on the way to work.

*By the Chairman:*

Q. That is not the point raised by Mr. Smith. I understand you are working day and night?—A. Yes.

MR. MCKUNE.



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Q. And you work continuously and work in two shifts?—A. Yes.

Q. When you shift from one to the other these difficulties you are raising at the moment must arise?—A. Yes.

Q. Now, suppose instead of having two shifts you had three?—A. Yes.

Q. Would you not get over the difficulty as between the three shifts in the same way as you get over the difficulty with the two shifts now? Leaving out altogether the question of hours, cost, or anything else, if you were working your plant by three shifts instead of two, would you not be able to manage as between the one shift going on and the other coming off just as you do now?—A. I would say this—

Q. That is a point, I think, Mr. Smith was anxious to have met.

*By Mr. Smith:*

Q. You are running your business at present with two shifts?—A. Yes.

Q. We want to consider the interests of your industry?—A. Yes.

Q. If this Bill went into effect you would have to run your business by three shifts instead of two?—A. Yes.

Q. What I want to know is the difference in the cost of production and the difficulty of conducting the business if this change were made?—A. The additional cost would be 33½ per cent more, that is just exactly what it would cost.

## MANAGEMENT AND DISCIPLINE.

*By the Chairman:*

Q. As far as the management is concerned, and the discipline and the arrangement of the men, if you could get the men and were prepared to pay the money that was necessary, you could manage it just as well on an eight-hour basis as on the other plan, perhaps better, could you not?—A. Under this Act which says a man must only work eight hours on government work when two o'clock came he would have to stop. Well, supposing the other man was not there, what good is this. I would have to say to the other man: 'You must stay there until you are relieved whether it is three o'clock or half past three or six o'clock at night.'

Q. If we assume this Bill went into effect and that it was wider even than it is so that the men in the factory would have to work on the eight-hour basis, the point that we are trying to get at now is, can you run your business with men working in eight-hour shifts instead of twelve-hour shifts? We will say nothing about the cost of it at all, could you, as a matter of discipline and management run on an eight-hour instead of twelve-hour basis?—A. I would say yes to that, Mr. Chairman, provided you cut this provision out.

Q. I see your point. The gnat you are straining at is that if you happen to strike just at that hour—A. And we were tapping a heat.

Q. And a man was in the act of pouring out a ladle he would have to drop that ladle at the second?—A. Exactly.

Q. No law in the world is administered in that way. Take to-day there are some industries regulated as to hours.—A. We have got that handicap over us if you pass this Bill.

MR. SMITH.—The law provides for extraordinary emergencies.

*By Mr. Marshall:*

Q. I understand your point to be this: at present you have got control over your help?—A. Yes.

Q. You require them to perform twelve hours full work?—A. Yes.

Q. If this Bill becomes law they will say: 'You cannot compel me to work longer than eight hours, I must stop.'?—A. That is the point I am making. When it comes to two o'clock the men will say: 'You can keep on if you have a mind to but I must stop; the law says so.'

*By Mr. Smith:*

Q. You can have your men, stop within any length of time and they are quite willing to do it?—A. We have absolute control of our men.

Q. Do they always comply with your request to stop any length of time? For instance, if you want men to work fourteen, fifteen or sixteen hours, are they always willing to do it?—A. Are they always willing?

Q. Yes?—A. Well, we always—

Q. Do they make any protest?—A. We always listen to our men; they have the right to make a protest; we give them that privilege.

Q. Have they any union?—A. No, sir. Not any union except the bricklayers' union. We have had no union and no dissatisfaction there at all.

Q. Supposing the men attempted to organize a union, would you be willing to work with them?—A. I do not think we would be willing to, except it was something we considered was in the interest of the company.

Q. Supposing the men came together and represented their wishes to you as a union, would the company have any objection to that?—A. Well, I cannot speak for that. I am the superintendent of the steel plant.

Q. I was just asking your opinion?—A. I cannot speak for that at all. That would be the manager's place.

Q. When a man applies to you for work, you do not ask him whether he is a union man?—A. It does not make any difference. We have no union in our mills, and therefore we have no trouble from strikes, no trouble and no dissatisfaction.

#### LONG HOURS IN SIMILAR ESTABLISHMENTS.

*By the Chairman:*

Q. How do the hours of labour in your establishment compare with the hours of labour in other industrial establishments in Canada?—A. Wherever there is continuous operation there are long hours just the same.

Q. Are there many plants like yours in Ontario?—A. Yes.

Q. How many?—A. There is the Algoma, which is about half as large again as ours, the Swansea Rolling Mills and the Belleville.

*By Mr. Stanfield:*

Q. How do your hours compare with those of the Dominion Iron and Steel Company?—A. The hours are the same. Our men prefer to work thirteen hours at night and eleven in day. They prefer to work at night and then they go home, go to bed right away and sleep all day. They get up at five or half-past five and go to the plant. We do not care whether they work the thirteen hours or the eleven.

*By the Chairman:*

Q. Do they work on Saturdays right up to midnight?—A. Yes, we generally stop over Sunday.

*By Mr. Smith:*

Q. Do I understand you to say that the manufacturers of this class require their employees to work twelve hours?—A. Yes.

Q. All over Canada?—A. Yes.

Q. Six days a week?—A. Yes, and seven days a week in some respects.

#### HOURS AT WORK—HOURS AT HOME.

*By the Chairman:*

Q. How much time do these men get to see their families and homes?—A. From my own experience, Mr. Chairman, I would say that they seem to have sufficient time.

MR. McKUNE.

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Q. What is your idea of 'sufficient' ?—A. Well, I would leave at half-past six and be at home till seven o'clock in the morning.

Q. Do you think that is sufficient time for a man with his family?—A. Well, of course, that depends. I was speaking for myself.

Q. You said you thought they got sufficient time, I am trying to get your idea of what is sufficient?—A. Well, that is a matter of opinion.

Q. If it came down to yourself, would you think that was sufficient?—A. I have found it so.

Q. Quite sufficient to see your family from six at night until seven in the morning?—A. Yes, I am speaking only personally, you know.

Q. For every day in the week?—A. And a break on Sunday.

Q. How much break on Sunday?—A. Anywhere from twelve to twenty-four hours.

*By Mr. Smith:*

Q. You do not work on Sundays?—A. Some few of the men do and the blast furnaces work on Sunday. They must work on Sunday; their work is continuous for 365 days of the year.

*By Mr. Verville:*

Q. I suppose some of these men require three-quarters of an hour to reach their work?—A. Before they reach their work?

Q. Yes. It will take about three-quarters of an hour?—A. We like them to live as close as they can, but that is left to themselves.

*By the Chairman:*

Q. You said they use the street cars?—A. Our plant at the east end is a little way out?

Q. You said they have to use street cars?—A. Some of them do.

Q. That would cut another quarter of an hour off from their time at home?—A. Yes. That is up to the men---

*By Mr. Marshall:*

Q. Supposing you let the men off at five o'clock in the afternoon, would they go straight home?—A. I do not think so; I do not think they would go straight home.

*By Mr. Verville:*

Q. What makes you think so?—A. I am judging that they would stop off on the way; they do so now. That would not improve it any, but if anything would make it worse.

*By Mr. Smith:*

Q. Would you think that a good reason to lengthen the men's hours?—A. From my experience the best men we have and from whom we get the best results are the men who stay at work at least 325, 330 or 340 days a year. These are the best men we have. Just as soon as you begin to close down on Saturday morning and not start up until Sunday night late, or until Monday, we have constant trouble with that class of men. It seems to give them too much time off; too much chance of spending money or to get around.

*By the Chairman:*

Q. Do you think a man ought not to have a chance of spending his money?—A. I think he ought to have some.

*By Mr. Stanfield:*

Q. How are the conditions in the United States in similar industries?—A. Very similar to these.

Q. Do they work the same hours?—A. Yes, the same hours.

*By Mr. Verville:*

Q. There is no place that you know of where they are working three shifts?—

A. I do not know of a place where it is practised.

#### STEADY WORK.

*By the Chairman:*

Q. Do you regard this as a pleasanter job than the work of a bricklayer, mason or carpenter?—A. As a rule our works can get all the bricklayers, helpers and such employees whenever we want them. All that is necessary is to let them know that we want some men for the steel plant and they are down there after the work; they leave the job where they are only working for five or five and a half days a week. The reason is they cannot make time enough; they do not get their ten hours and the work is not steady enough and is broken up by bad weather and other conditions all during the summer season. At our works we can give them good steady work, and at the end of the year they are considerably ahead as compared with the five or five and a half days a week.

Q. Of the two classes of work which do you think is the more congenial?—A. Which is the more preferable?

Q. Yes?—A. I would say ours.

Q. You think your work is pleasanter than carpentering?—A. We have no trouble to get our men at all; they stay right with us.

*By Mr. Marshall:*

Q. It is all inside work?—A. No, we have outside work, too. Some of our labourers are outside a good deal.

Q. If this Bill becomes law, what will be the effect so far as you are concerned? Your company does business with the government?—A. Yes.

Q. And you do business with others, do you not?—A. Yes.

Q. Supposing you have part of your help working on a government contract for eight hours while the rest are working ten hours, what will the effect be?—A. It is not practicable. We would simply have to give up government orders. Supposing we had a government order for 500 tons. That would not be very much. We would not touch an order of that kind. We would hardly consider it unless we had a year's work, guaranteed for a year or two, because it would disorganize our force. Once we started the eight-hour system they would all ask for eight hours, and we could not agree to it at all.

Q. It would create disturbance?—A. It would create disturbance and we would lose the control of our men.

#### SHORT HOURS AS OPPOSED TO LONG HOURS.

*By the Chairman:*

Q. Supposing this Bill were limited in its application only to public buildings being constructed for the government, would you have any objection to it?—A. Supposing we wanted to use reinforced concrete bar—

Q. We will say that the law would not apply to materials to go into the building or to those engaged in making the materials, but only to the actual labour engaged in the construction of a public building, would you have any objection to the measure in that particular?—A. I think, Mr. Chairman, I ought not to express an opinion, if that is what you want. It does not enter into what I am giving evidence on.

MR. MCKUNE.

## APPENDIX No. 4

Q. You are a citizen of this country, and we want to get your opinion. You are an expert man on this industrial question; would you have any objection to the Bill if it were framed in that way?—A. I would say that I would, yes.

Q. On what ground?—A. I think it would be establishing a bad precedent. It is something they will take the cue from to bring about the condition we are speaking of here. The government does work on an eight-hour basis and they pay so much. You take a man that works on a trade on the street and gets \$1.75 or \$2 a day for working nine hours. That pay does not compare with what we pay him. We pay \$1.50 a day, but he gets steadier work at our place.

Q. Do you believe in short hours?—A. Do you mean eight hours a day?

Q. Short hours as opposed to long hours, or eight hours if you like; do you believe in the eight-hour day?—A. If it is practicable. Well, I do not know that I ought to express what my own personal view is.

Q. That is all that is of any value to us, your own personal belief.

*By Mr. Smith:*

Q. According to your evidence, long hours are a safeguard to the individual himself?—A. Long hours? We get better results from our men where we have them work 11 and 13 hours.

Q. That is what I say, your evidence goes to show that long hours would be to the advantage of the individual himself?—A. That is the point. The steadiest men we have are the men that work the long hours, work regularly. They are the best men we have.

*By the Chairman:*

Q. Your own personal opinion is valuable because this question is a many-sided one. The question of the hours of labour is one that affects the home life, the moral life and the physical life of those who are subject to these conditions. What is your opinion as to the effect of an eight-hour day as against twelve hours; if you had to organize the whole of an industry on the one basis or the other, which would you put it on?—A. I would put it on the twelve-hour basis.

Q. You would have everybody work twelve hours instead of eight?—A. The melters work twelve hours and the labourers ten as it is now.

*By Mr. Stanfield:*

Q. How about your office staff?—A. I would not work them twelve hours, but ten or nine hours if they want to.

*By Mr. Verville:*

Q. How many hours do your office staff work now?—A. They go to work at eight o'clock and quit at five or five-thirty, that is the office staff.

Q. Do they get an hour or an hour and a half for dinner?—A. They do not stop for dinner. They just eat a little luncheon and go along. That is just in the main office. Our clerks around the departments work just the same as the men do.

Mr. VERVILLE.—I know, but I am speaking of the clerks in your office.

*By Mr. Marshall:*

Q. Do you find the men generally complaining of the long hours?—A. No, sir.

Q. Do you find the general complaint to be that you do not give them work enough?—A. Yes.

Q. That is the general complaint?—A. Yes, that is what we find. Suppose it is our outside labour and a rain storm came on and we wanted to send those men home, there would be the worst howl you ever heard. In other cases they send the men home because they cannot work right through or they cannot be furnished with work inside which we do, so as to give them steady employment all the time.

*By Mr. Verville:*

Q. So that they shall receive a certain amount at the end of the week?—A. Good steady work.

Q. The question is that they receive so much at the end of the week for their families?—A. Yes.

Q. For that reason they want the work inside?—A. They want to make a large amount.

*By Mr. Marshall:*

Q. They want to get the money?—A. They want to get the money.

*By the Chairman:*

Q. Supposing a half dozen of the men came to you and complained that thirteen hours was rather long, and that they would prefer to work twelve hours, what would you say?—A. If there was enough of them I would let them work twelve. I would say, 'That is up to you. Do you want to work twelve? All right.' But they want to work thirteen.

Q. Suppose they were working twelve and came and asked to be allowed to work eleven hours?—A. We could not do it. We could not arrange our turns to work eleven hours any more than to work thirteen and eleven. We could work fourteen and ten.

Q. Then there would not be much good of their complaining?—A. No.

*By Mr. Marshall:*

Q. I was just going to ask you as between the eleven and thirteen-hour shifts. Do you find the men expressing any preference as to which shift they will work? Can a man choose which shift he likes? If so, which would he join?—A. I would rather think the majority of them want to work thirteen hours so as to make more pay.

*By Mr. Murray:*

Q. Your experience with the men is that you do not think family considerations would induce them to ask for a reduction in hours?—A. No. I do not think so.

Q. It is rather the other way, they would ask for an increase in hours so as to earn more money to support their family?—A. Yes.

Mr. VERVILLE.—It is an unusual thing to allow an interested party to question the witness who is before the committee. If Mr. Murray is going to be a witness I do not think that he has any right to put questions to the witness himself.

Mr. KNOWLES.—What harm does it do?

The CHAIRMAN.—It is a matter for the committee to consider. When the point was raised before, it was thought that on the whole it might help to the elucidation of the facts, which is what the committee is after.

Mr. VERVILLE.—But Mr. Murray is a paid officer of the Manufacturers' Association, and that makes all the difference in the world.

The CHAIRMAN.—This is for the committee to consider. I think it will help matters along if we allow Mr. Murray to ask any questions he likes. I am strongly in favour of allowing anybody who wishes to ask questions.

Mr. KNOWLES.—There is no danger, I think, of Mr. Murray abusing the privilege.

Mr. VERVILLE.—When a man is a paid officer he has got to conduct his business. Nevertheless, if Mr. Murray is going to be a witness he can take a note of these things and bring them before the committee himself.

The CHAIRMAN.—It is for the members of the committee to say. With regard to Mr. Murray putting questions I do not see that it in any way affects the evidence of the witness, nor any question no matter who it is put by; we will only take cognizance of the answer that is given to it. I think the more information we can obtain from every point of view the nearer we shall get to the truth.

MR. MCKUNE.

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Mr. VERVILLE.—My reason for the objection is that when the witness took the stand at first he said that he had not seen the Bill and was simply giving his opinion of it from what he was told.

The CHAIRMAN.—Were you not pleased to hear him say that?

Mr. VERVILLE.—I was.

The WITNESS.—I had not seen the Bill in the shape in which you have got it here.

Mr. VERVILLE.—This Bill was never in any other shape.

The CHAIRMAN.—Perhaps it would suit your views if we went on and allowed members of the committee to ask questions and afterwards—Mr. Murray might put such questions as he desired.

Mr. VERVILLE.—Afterwards, certainly.

Mr. MURRAY.—The only reason I interjected any remarks at all was because you yourself, Mr. Chairman, suggested that I might do so.

The CHAIRMAN.—I think that is so.

Mr. KNOWLES.—I think it should not be used as a precedent, but if counsel comes here and wishes to be allowed to ask questions in a civil way, permission should be granted. I would not like it to be taken as a precedent that objection should be raised because any person is here for remuneration.

Mr. VERVILLE.—You are creating this precedent.

Mr. KNOWLES.—I am quite content with the decision in this case because I do not think Mr. Murray will abuse the privilege.

The CHAIRMAN.—I think we can go on now and if the question comes up again we can deal with it as it arises.

## MORAL AND MATERIAL GAIN UNDER SHORT HOURS BASIS.

*By the Chairman:*

Q. You said a moment ago, Mr. McKune, that if you were arranging the organization of an industry you would do it on a twelve-hour basis rather than on a basis of eight hours. Of course this committee is here to consider the eight-hour question in all its bearing?—A. Yes.

Q. It is important to see from what point of view you approach the subject in giving a statement of that kind. Is it your idea that society is better off, that people are on the whole better off by working twelve hours than by working eight? If we could arrange matters everywhere according to our liking do you think the welfare of the community would be promoted by everybody working long hours rather than short?—A. That is if it is going to be universal, if everybody is going to work eight hours in all manufactures?

Q. Yes. All movements of one kind and another have an ultimate object in view and I presume one of the aims of this eight-hour movement is to get the industries of the country on an eight-hour basis. Supposing that were general, do you think the community would be better off than if every body was working twelve hours, or do you suppose the movement should be in the other direction to try to lengthen the hours of labour and get everybody working twelve hours instead of eight; what is your view?—A. I do not know that I would like to express it. The conditions have to be considered. Here is Germany working twelve hours or thirteen hours, here is England working twelve or fourteen hours and the United States working twelve hours. If you cut down our time of employment and say we have got to work eight hours it puts such a different complexion on the matter that I do not feel competent to express an opinion.

Q. What you were saying would have an important bearing on the effect of a movement of that kind if started in one country rather than in another, but let us assume we are all working towards one end, towards the betterment of the condition of the mass of the people?—A. I see the point that you are making.

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Q. Do you think we should aim at shortening of the hours of labour or at keeping them up at a higher figure, if possible, than they are now?—A. I think the experience so far as to most of the people that have worked eight hours is that they are not better off. Taking bricklayers and other mechanics, carpenters, and so on, who work eight hours, it is a question in my mind if they are any better off than when they worked nine or ten hours.

Q. Is it your idea that men are greedy for work?—A. I think they are greedy to do a good bit of work.

Q. Is the primary end to be aimed at in life that workingmen shall spend most of their time working, or ought they to have leisure for some other things, as well as work?—A. I do not know, Mr. Chairman—

Q. I think that is a very important point?—A. I do not know that it is a fair question to ask me for an opinion on that.

Q. Then I will put it in another way that is perhaps fair. My belief is that work is only incidental to living, that men work in order that they may live, in order that they may enjoy the opportunities which life affords of social happiness and intellectual and moral improvement and betterment, and that work is a means to that end, not that everything exists for the purpose of enabling men to make dollars and cents; do you agree with my view or not?—A. Well, I would agree with your view if you were able to control those things, if you were able to tell a man he was to work eight hours and that he was to do certain other things on an eight-hour basis. But you cannot control that, and nobody else can. Those men may be dissipated. Men may work for eight hours and then spend the next six hours in dissipation.

Q. That is the point. Do you think that shortening the hours of labour tends to everybody in the community becoming dissipated?—A. So far as I have seen, in the trades where they work eight hours, it has not done much to improve the moral and religious upbuilding of these men. I would say it certainly has not.

#### MORAL GAIN UNDER LONG HOURS BASIS.

Q. And do you say that very long hours tend to make men dissipated if they work for more pay?—A. We have not found it so. I think it has just the reverse effect. They will go home and go to bed. If they only work eight hours they will spend a third of the time somewhere else.

Q. Your idea is that men should work and go to bed?—A. I think they would be better there certainly than in some other places. Do you not think so?

Q. Do I understand you to say that the hours of labour should be so regulated that when the average man gets through work it would be better for him to go to bed in order to keep out of mischief and be a good working machine for the rest of the time?—A. We have found it to be an advantage for men to be working for eleven, or twelve or thirteen hours. There is that advantage that confronts us. The best men that we have got are the men who work thirteen hours or eleven hours. We find it works out very well, and we have had no complaints from them.

*By Mr. Smith:*

Q. That does not make any difference. Your average is twelve hours a day?—A. Exactly so.

Q. There is no point in that at all. Your men are not placed under any disadvantage. They work twelve hours a day, and in your opinion it is better for the men themselves that they should work that length of time in order to be secured against dissipation and be more able to carry on production for you the next day. That is the substance of your evidence.

Mr. MARSHALL.—He gives his reason for that, Mr. Smith. He says some of these men are dissipated, and if they are working they are not drinking.

MR. MCKUNE.



## APPENDIX No. 4

The CHAIRMAN.—If that reason means anything, Mr. Marshall, it simply means that the ideal to be aimed at in the life of the average working man is to keep him working so long that he will have leisure for nothing else than to go to bed.

Mr. VERVILLE.—In other words, make a horse of a man and after that put him in a stable.

Mr. KNOWLES.—I do not think it means that. The witness might mean a man would have six hours of recreation apart from work and sleep.

The WITNESS.—What we have found is that if you stop work on Saturday morning you would not see that man again until Monday morning, nine times out of ten. I would not say but probably half the time he would not show up on Monday morning.

The CHAIRMAN.—I hope no member of the committee thinks I am trying to in any way get the witness to say something he does not believe. If I have understood his evidence as given here it is defending a twelve-hour day against an eight-hour day. I am trying to draw out from him what his point of view is in that regard. There are other witnesses who have given evidence here that have defended an eight-hour day, and they have given us their reasons, saying they thought that an eight-hour day would result in moral and intellectual improvement and a greater opportunity for social relations in the lives of men. This witness thinks that would not be the effect of an eight-hour day, but that keeping a man at work for a longer time will prevent him from becoming dissipated. These are two entirely different points of view.

The WITNESS.—That is my view.

Mr. KNOWLES.—I interpreted his statement as meaning that in any event there is opportunity for a certain amount of recreation apart from work and sleep. There may be a question as to whether an excess of hours for recreation may not be a dangerous thing. I do not think the witness means that there should be no hours for that purpose.

The WITNESS.—No, we have our holidays and so on.

Mr. VERVILLE.—What time in the day have they for recreation?

## SLEEP AND MEALS.

*By the Chairman:*

Q. How long do you think men ought to have to sleep?—A. I want about eight hours.

Q. How long should a man take for his meals?—A. I should judge, half an hour would give him all he would want, less than that.

Q. For a meal?—A. Yes.

Q. Take the three meals, would he want less than that?—A. He takes two meals at home. The other he has at the expense of the company.

Q. That gives eight hours to sleep and one hour to eat. And you say these men take a little time to go back and forth from their work?—A. Yes.

Q. And if you deduct that, it leaves the workmen a little over two hours for recreation and the society of their families?—A. Suppose we changed turns at seven o'clock in the morning and there did not happen to be a heat coming until eight-thirty, that man might leave at twenty minutes to seven.

Q. But those are the natural conditions under your system of work at the present time?—A. Yes.

Q. Do you think that kind of thing is calculated to make intelligent citizens out of men, having only that fraction of two hours and a half to spend in their homes? I think that is a very important point.

*By Mr. Smith:*

Q. Mr. McKune, have you ever had any experience where men have worked eight hours?—A. Directly under me?

Q. Yes?—A. Not any more than the bricklayers.

Q. You have had experience with bricklayers who worked eight hours?—A. The bricklayers worked eight hours and the helpers ten.

Q. What would be the moral difference between those bricklayers—A. And the helpers?

Q. The men who worked ten hours under you and those who worked twelve?—A. I did not notice any difference morally.

Q. You did not notice any?—A. No difference, morally.

Q. So the eight hours has not lead to any deterioration among the men who worked for that period of time?—A. That is as to the particular men that worked for me? There were only two or three men, there was not any big number. I did not see any difference between the men that worked eight hours and those who worked ten.

Q. Have you had any experience with enterprises that worked men for eight hours?—A. No.

#### FACTORY AND CONTINUOUS PROCESS LABOUR.

*By the Chairman:*

Q. Would your argument in favour of twelve hours as opposed to eight, hold equally well in the case of factory labour, do you think?—A. Well, of course, they do not work twelve hours in factories, they only work ten.

Mr. STANFIELD.—The committee needs to take into consideration the business this witness represents.

The CHAIRMAN.—That is just why I am asking this question.

Mr. STANFIELD.—In this connection I might relate a little experience that a certain gentleman told me he had. He went to a place at two o'clock, and until half-past four, ninety per cent of the men did nothing but sit around and smoke for those two hours and a half. In the ordinary factories those men would be working all that time.

The CHAIRMAN.—That is why I asked him the question whether his workmen would work equally as well in the case of shorter hours. My own opinion is the witness is not doing himself justice in presenting the views he has as to twelve hours' labour. If one looks into it, certain reasons hold good in the case of that particular employment not applicable to other employments. I do not see that those reasons are sufficient to justify any man working twelve hours a day. There may be certain reasons which make twelve hours necessary in this particular industry alone, whereas the hours may be eight or ten in others. I am asking whether the arguments in support of twelve hours would apply equally well to all other industries?—A. If I understand it, other industries only work ten hours. You see, taking the International Harvester Company—

Q. They only work ten hours where you work twelve?—A. It is not a continuous process. Ours is a continuous process and must be run that way. Supposing we worked ten hours we would have to start some time during the night and we would have to wind up some time during the next night. Our heats run anywhere from eight to twelve, thirteen and fourteen hours.

Q. How about the operation of the railroad, is that a continuous process?—A. They have got a certain run just as our men have got a certain heat to attend to. We put them on for twelve or thirteen hours and they only work ten hours out of that.

Mr. SMITH.—Coal mining is a continuous process.

Mr. STANFIELD.—Well, it is a different class of work though.

Mr. SMITH.—One man has got to continue the work of another; the whole technical process has to be maintained.

Mr. MARSHALL.—I understand that Mr. McKune is only giving evidence on what he knows himself. This is what we want; he is a practical man and he is telling us only what he knows of his own business.

MR. McKUNE.

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*By Mr. Verville:*

Q. What is the percentage of your workmen who have to take the street cars to go to work and to return home?—A. Perhaps I am safe in saying fifty per cent, probably forty per cent. I would not want to set any arbitrary or definite amount.

*By the Chairman:*

Q. To sum up just what you have said in regard to this matter, do we understand that if this law were made applicable to your industry you would not be able to accept any government contracts because of the impracticability of putting it into force without disorganizing your whole establishment?—A. That is quite right, sir.

Q. If it were made applicable only to public buildings, construction work, you would be opposed to it because you think it would be establishing a precedent which might lead ultimately to shortening the hours in your business?—A. That is my opinion.

## WAGES PAID PER HOUR—EFFECT ON COST OF PRODUCTION.

*By Mr. Smith:*

Q. You stated that if the eight-hour law were established in your factory instead of twelve hours it would increase the cost of your production one-third?—A. Yes, sir.

Q. Still, if your men are paid by the hour, how would that happen? You pay them for eight hours not for twelve?—A. Just take 15 cents an hour at eight hours. That is \$1.20 as against \$1.50. You know how long a man will work at that.

Q. You just pay your workmen per hour and the Bill does not propose that you should give them twelve hours' pay for eight hours' work. The Bill says nothing about wages?—A. But you know the results.

Q. You have given evidence that you pay your men per hour?—A. Most of them, not all.

Q. If the hours of labour are reduced to eight you pay them 15 cents for eight hours?—A. You are not going to get a man to work eight hours for \$1.20 when he can get \$1.50 somewhere else.

Q. That is another question?—A. It is another question, but it is very important. Because if men are getting \$1.50 per day—

Q. Wait a moment. You calculate the increased cost of your production on the assumption that you would have to pay more for eight hours than for twelve?—A. Yes.

Q. Well, you would not have to do that because you pay them by the hour, and if they just worked eight hours you would pay them for that time at 15 cents an hour; you would pay them 15 cents an hour for twelve hours?—A. That is just the labourers.

Q. I am speaking of the men who are paid 15 cents per hour. So that the cost of your production would not be increased?—A. I would say that would probably affect ten or fifteen per cent of our men that worked ten hours. The rest of our men are on shifts.

Q. That is another aspect of your business. You said in your former evidence that most of the men were paid by the hour?—A. Not all of them. I will say probably one-half or a little better.

Q. I understood you to say that they were all paid per hour and the point I was making was that if you paid them by the hour a reduction to eight hours would not increase the cost of production to the extent you said it would?—A. You could not get our skilled men to work for eight hours because they can do better. All that is necessary is for them to go across the line and they will receive the same pay as they are getting or better. Supposing you paid your men \$4 a day for twelve hours and you cut the hours down to eight. That would mean a reduction of pretty nearly a dollar a day.

*By Mr. Marshall:*

Q. In other words, the men would want just as much pay for eight hours as for twelve?—A. Exactly. The men would want just as much.

Q. You cannot cut a man down; you have got to pay him so much or else he cannot live?—A. Exactly.

Mr. SMITH.—The Bill does not make any provision for cutting down or raising wages.

Mr. MARSHALL.—Men must have sufficient to keep their families.

Mr. SMITH.—That is the very point I want to get at. Reduce the hours of labour and then leave it to the men to organize to obtain a reasonable maintenance for himself and family.

*By Mr. Knowles:*

Q. I understand you to say that a compulsory eight-hour day will result either in your losing your men or their losing the increase of the pay per hour?—A. That is quite right.

*By Mr. Verville:*

Q. Could they get work anywhere else under those conditions?—A. I think it would be only a question of time before they would demand the same pay as they are getting. If the government fixed the hours at eight, it would be only a matter of time before they would say that they wanted the same rate of pay for eight hours as for twelve.

Q. How long have you paid those men 15 cents an hour?—A. Six or seven years, probably.

Q. They were getting less before that?—A. We have paid more than that and some less. We paid \$1.35 some years ago and then \$1.65. That was for a very short time. \$1.50 has been the ruling rate.

Q. Was it in consequence of the increased cost of living that you paid them \$1.65, as you say, for a day of ten hours?—A. We were getting better prices and the labour was scarce. What this Bill would bring about is that it would make a scarcity of skilled men and labourers, and owing to the necessity for continuous operation of our plant we would have to accept their demands or shut the plant down.

Q. Do you ever close your plant during the year, or work the whole 365 days?—A. Of course we make a break on Sundays.

Q. Only on Sundays?—A. Saturday night and Sunday.

Q. The plant works for the balance of the year?—A. The balance of the year, except holidays.

#### HOURS IN OTHER COMPETITIVE PLANTS.

*By the Chairman:*

Q. Does your plant have to compete with plants in the United States?—A. Yes, and with plants everywhere, the English plants, the German plants and the Belgian plants.

Q. Would legislation causing you to reduce your hours have any effect on that competition?—A. Suppose you increase your cost 33½ per cent, as I told you, the cost of labour was \$10 a ton. Now, if you increase that cost by 33½ per cent, that means an addition of \$3 per ton.

Q. Would it operate to the advantage or disadvantage of the industry in this country?—A. It would work to the disadvantage of it.

Q. Do you happen to know how many hours they work in the United States Steel Corporation?—A. The United States Steel Company?

Q. Yes.—A. The same as we do, eleven and thirteen or twelve and twelve.

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*By Mr. Smith:*

Q. What is the practice in England?—A. Very largely as here, the same now.

Q. You say in the steel manufactures in England they work twelve hours a day?—A. Personally I have never been there.

Q. You will just have to say what you know. I think I know, and I want to ascertain the extent of your knowledge?—A. I would just say that the melters work twelve hours a day there, the first helpers work twelve and thirteen and the rest; but there may be some of the trades, such as bricklayers and the like, of what we have here that work eight hours.

Q. But speaking generally, what are the hours in the iron and steel trades?—A. They work twelve hours, but there may be a little plant here and there that works eight hours.

*By Mr. Verville:*

Q. You are sure of that?—A. I feel perfectly sure, yes.

*By the Chairman:*

Q. You feel quite sure they work two shifts and work the same number of hours in the United States Steel Corporation?—A. Yes, I do not think the United States Steel Company has got a plant that works eight hours. I have been over their plants and they all work eleven and twelve hours. In fact I have been over their Gary plant lately and I go down to Pittsburg once in a while.

*By Mr. Smith:*

Q. Have you any idea of the wages paid in the Pittsburg district?—A. Well, we do not pay—I think probably I would not like to pass an opinion on that. They have bigger furnaces and a bigger production, and fifty per cent of the men are straight tonnage men.

*By the Chairman:*

Q. Do you know anything of the profits of the United States Steel Corporation, what they would amount to?—A. They amount to something like \$100,000,000 a year.

Q. Do you think if part of that money had gone into making provision for an extra shift of men it would have cut down the production to such an extent that the country could not have been supplied just as well as it is at present?—A. Well, I think, that for several years it would give it a tremendous handicap.

Q. The evidence seems to indicate that the long hours of labour in these industries result in very large profits to a few men and a very large amount of labour to others.—A. What you have to consider is the conditions as they now exist. You have to meet those conditions or get out of business.

Q. Any movement, to me, of any real service must be universal?—A. It must be universal. England has got to have eight hours in her iron and steel industries and Germany and Belgium the same. You know they work now eleven and twelve hours and you have that competition to meet, or else have the thing universal.

*By Mr. Smith:*

Q. Do they work longer hours in the factories in Germany than in the factories in England?—A. Yes, I think they do.

The CHAIRMAN.—Are there any more questions to be asked this witness?

Mr. MURRAY.—I want to ask a few questions, but there are other witnesses to be examined and I will forego them in order to get the evidence of the other men.

*By Mr. Stanfield:*

Q. You say that in England they work shorter hours than in Germany? How then can Great Britain successfully compete with Germany?—A. According to the

newspapers that has not been the case. If you notice now the English people are very much agitated over Germany dumping their products in England.

Mr. SMITH.—For thirty years they have been agitating about that.

COMPETITIVE PRODUCERS *re* LABOUR CONDITIONS.

*By Mr. Knowles:*

Q. Your idea is that Great Britain cannot compete under the present circumstances?—A. If I understand it right I do not think they can. I think that is one of the present troubles that the Germans are displacing English goods pretty much everywhere on account of their long hours and cheap labour; the cheap conditions they have there.

*Mr. Stanfield:*

Q. Are not the Germans devoting more time to technical education than almost any other nation?—A. Well, they are, yes. They handle goods pretty economically. Of course they do that in the United States too. They attack the thing from all sides and get it just about as cheap as it can be made, make it very cheap.

*By Mr. Smith:*

Q. Is there a very large production in Germany?—A. Yes. Germany produces some ten to twelve million tons of pig iron.

*By Mr. Knowles:*

Q. Why cannot you pay as much as the United States Steel Corporation? You get a better price, I suppose, than they do?—A. I don't think so. We do pay pretty nearly as good a price as the United States.

Q. You said a moment ago you did not pay as much.—A. They have a larger plant and their men get a little more per ton. The number of tons more will make his pay a little higher.

Q. Do you think that on the average your men get as well paid as the United States Steel Corporation?—A. I would say yes. I would say that our men on the whole are as well paid as those of the United States Steel Corporation.

Q. You get a better price for your product on account of the protection we have in Canada, your product commands a higher price in this country than does their product in the United States?—A. There is a lot of our stuff not protected.

Q. Some of it is protected and you do get a better price, do you not?—A. Well, that is another thing you will have to ask the manager about. He makes the prices and so on. If you ask me how much we get for bars, I would have to say I do not know.

Q. You know how the price for bars in Canada compares with the price in the United States?—A. Say the Pittsburg price is \$1.40. In Canada it would be \$1.70. We have got to compete with that condition.

Q. Your price then is set so as to compete with the Pittsburg product, that is practically what you said?—A. Yes. Of course if United States steel was shipped to San Francisco the price would be \$1.40 at Pittsburg plus the freight. If you make a contract with them at Pittsburg the price is \$1.40 and you have got to pay the freight and whatever the duty is.

Q. The freight would not raise the price to \$1.70 in Canada?—A. Well it is about 18 cents, 18 or 20 cents.

Q. What is the \$1.40 for?—A. That is the Pittsburg price on bars, \$1.40. That is \$28 a ton.

*By Mr. Marshall:*

Q. To that you have got to add the freight?—A. The freight and that would bring it up to \$32.

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*By Mr. Smith:*

Q. Would they not pay the freight in the United States?—A. They make the price \$1.40 at Pittsburg. You take care of the product yourself and pay the freight.

*By Mr. Marshall:*

Q. The buyer pays the freight?—A. The buyer pays the freight.

*By the Chairman:*

Q. Do you know anything about the iron works at Hankow, China?—A. I have read something of it, I understand they are making a fairly good pig iron.

Q. Do you know whether the United States or this country has felt the competition from that industry yet?—A. I do not think very much.

Q. Have they begun to ship anything in yet?—A. They have shipped some I understand here. They have shipped probably five or ten thousand tons. Take the United States and take Canada. Supposing the labour here comes to \$10 and the labour in China would be \$4 a ton and probably less than that you see it is a big difference.

Q. I paid a visit to the factory at Hankow. They were employing some 6,000 men in the steel works and they were working just the length of time that your men are but as near as I can remember the wages are only one-fifteenth of what is paid on this side. For every such man working here they had fifteen Chinamen working there and doing pretty much the same work as the white men on this side. The whole plant was as up to date as the Pittsburg plant. At that time they were shipping pig iron into New York and putting it in at a profit after paying duty. What are you going to do to hold your own against that competition, when they develop this plant, I understand the company now has some 20,000 employees and they hope to have double that number shortly. How are you going to hold your own against that competition?—A. Do you mean for export?

Q. How will the manufacturers on this side hold their own, will it be by decreasing the price of labour or lengthening the hours of labour, how are you going to meet that competition?—A. The only way you can meet it is by putting on a protective tariff, and not by compelling people to work eight hours.

*By Mr. Smith:*

Q. A very handy remedy is it not?—A. That is one remedy.

Q. It is very handy too?—A. But you don't reach that point by forcing people to work eight hours.

*By the Chairman:*

Q. Are you a Canadian yourself, Mr. McKune?—A. Yes, but I was born in the States. (*See letter of Witness—June 2, p. 381.*)

*By Mr. Marshall:*

Q. Do you think then that if this Bill becomes law it would add about 33½ per cent to the cost of your production?—A. Ultimately, yes.

Q. You have been employing men for a long time and you never find men coming to you and saying, 'I want eight hours, I am working too long?'—A. We have not found it so.

*By Mr. Smith:*

Q. Supposing they were paid by the day instead of the hour, do you think they would want a reduction?—A. No.

Q. As it is now, you pay more to the man who works more. The longer he works the more money he gets; but supposing he was satisfied that he could get as much for eight hours as for twelve, would he want to work any more?—A. He might if he thought he could get the same. The results are just the same as paying by the day.

*By Mr. Marshall:*

Q. You have never gone into the question as to the effect outside of your business, as to what it would add to the cost of building? I am speaking now that if this Bill becomes law it will extend over the whole country, that is what it means, I think. It is only the thin end of the wedge. If this Bill becomes law it would have to become universal, because it would never do to discriminate?—A. You cannot localize it, that is one thing sure.

Q. Have you ever gone into the figures closely to ascertain what it would add to the cost of building generally throughout the country or manufacturing?—A. Well, if you take the cost of buildings and go back ten, fifteen or twenty years, you will find it has been on the increase. Whether that is entirely due to eight hours is a question, I think, that they will have a great deal to do with it, because the cost has gone up much higher. As I told you, this \$10 cost of steel represents the cost of labour on the finished bars. Now as to the building, there is the stone, and the sand, and the wood, and the labour and so on, which has kept on increasing and has added to the cost of building.

Q. I suppose that applies to the man behind the counter?—A. Yes.

Q. The head of that concern must pay his help. If he is paying as much for eight hours' work as for ten hours he must charge more for his goods?—A. You would think so.

Q. How is the labouring man going to be ahead if he is going to pay more for his groceries and for the things he needs from the shop?—A. I have found out that our men seem to be better satisfied and better off working under the conditions in which they are working. They are not dissatisfied, they are making good pay, they are keeping their families, the most of them are apparently respectable and they are living good moral lives themselves.

*By the Chairman:*

Q. Do you think you could get any of them to come here and give evidence to that effect?—A. We have got one of them here now.

*By Mr. Stanfield:*

Q. I would like to ask if you have ever taken any notice when you shut your plant down for a holiday what percentage of your hands stay off the next day; have you ever taken any note of that?—A. We find that we are always handicapped for two or three days afterwards to get the thing going again, to get it worked up and going smoothly. When it is going to be a holiday, and they want to go off, and you let them off for a day or two, then the difficulty afterwards is to get the thing worked up and running smoothly again. You always find trouble of that kind.

The CHAIRMAN.—We have had some experiences of that kind in the House of Commons.

The WITNESS.—That is the trouble we find, and you would only multiply it by putting the work on an eight-hour basis. We have one of our engineers here and he can speak for himself as to that.

#### PITTSBURGH PRICES.

*By Mr. Murray:*

Q. In answering some of the points raised by Mr. Knowles about the price of steel at Pittsburg, you made a statement which I think may perhaps have created a wrong impression. You stated that steel, and I presume you mean bar steel, sells at about \$1.70 in Hamilton as against United States steel selling at \$1.40 at Pittsburg. The inference, I think, that was drawn was that on account of the protective tariff you are able to get a higher price in Canada, and therefore there

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was no reason why you should not pay as much, if not higher, wages. You are, I suppose, familiar with the processes and size of the orders down at Pittsburg?—A. Yes.

Q. Would it be an unknown thing for them, for instance, to work from the beginning to the end of the week on half-inch rounds or three-quarter rounds?—A. They specialize there. That helps to cheapen up the production.

Q. What would be about the average length of time your rollers would be employed on any one order?—A. We consider we would have a very good order if we ran a day on it.

Q. Frequently you have to change rolls several times?—A. Take it when times were a little dull, we would change every couple of hours.

Q. Would there be days when you would change the rollers half a dozen times?—A. We change the orders oftener than that.

Q. How much time is absolutely lost for a large proportion of your working staff when you change rollers?—A. I would say from half an hour to two or three hours.

Q. And during this time these men are paid just as much as though they were working?—A. The day or hour men are paid, the tonnage men are not.

Q. But the day and hour men are paid?—A. The day and hour men are paid just as though they were working.

*By Mr. Smith:*

Q. What percentage are tonnage men?—A. Probably 50 or 60 per cent.

Q. Over half?—A. Yes, over half of them are working tonnage.

*By Mr. Murray:*

Q. So that the cost of production of bar steel in Pittsburg, working continuously week in and week out on one set or particular kind of steel should be very much lower than the cost of production in Canada for the reason that they specialize there.—A. And there is the less cost of assembling the materials.

Q. But that specializing is an actual fact?—A. That has a great deal to do with it, having a tremendous market where they can specialize and cheapen up the cost. A man cannot become proficient and work in one line and keep it up all the time as we are situated. Where our mill produces three thousand tons they would produce probably five or six thousand tons. But we cover a hundred different sizes and shapes and so on; they probably have one.

*By Mr. Smith:*

Q. Would it not be better for a Canadian to get his supplies in the United States?—A. I would think so, if you are going to stand still in this country.

Q. You can get it cheaper there than in this country?—A. You cannot get it cheaper when you pay the freight rates and so on.

*By Mr. Murray:*

Q. Do you know anything of the ore in Pittsburg, as compared with Hamilton?—A. It is all sold at so much per unit. Then the United States own their ores and naturally they have a profit there. They also own coal and coke of the very best and have a profit there.

Q. Do you know anything about their transportation arrangements? What about the steamers that carry the ore?—A. They own those too.

Q. So they have facilities for handling and transporting their ore and other materials at the very minimum of cost?—A. They have facilities looking ahead to twenty years from now.

*By Mr. Verville:*

Q. The combination is larger over there than it is here?—A. The combination?

Q. Yes, the combine?—A. Well, I did not know that we had any here.

*By Mr. Smith:*

Q. What do you pay for coal per ton?—A. Do you mean duty?

Q. Yes, what does it cost?—A. I would say \$3.50. You can buy that coal in Pittsburg from \$1.50 to \$1.75, but you have got to add the freight rate and duty to that.

Q. It would be a good thing if the duty were taken off coal; we do not produce it in Ontario?—A. I am not a tariff authority.

Mr. STANFIELD.—You are getting beyond the question now.

Mr. SMITH.—These are all important matters.

The WITNESS.—I think it would be.

*By Mr. Knowles:*

Q. We would not have to pay so much in Canada for manufactured steel if the duty were taken off?—A. If the price in Pittsburg was \$1.40 you would have to add the freight.

Q. It would be cheaper to add the freight?—A. I do not see that you can make it any cheaper. The price would be \$1.40 and the freight added to Ottawa would be 25 cents a hundred.

Q. But the freight you said was 18 cents?—A. That is at the Bridge.

Q. That makes the price \$1.50. Where does the other 22 cents come in?—A. \$1.50? Let us see. I suppose there is a little duty on that. Do not get me to commit myself to something I am not familiar with.

*By Mr. Murray:*

Q. You stated, I think, that the price at Pittsburg is \$1.40?—A. Yes.

Q. The duty is 35 cents?—A. I do not just know, but the freight rates are 18 to 22 cents.

Q. As a matter of fact the duty is about 35 cents and the freight rate at a very low price would be 15 cents a hundred?—A. Fifteen cents.

Mr. KNOWLES.—I think that is going too far. Mr. Murray has told the witness what he does not know himself.

A. I have said the freight was 18 cents, but I do not want to commit myself.

*By the Chairman:*

Q. Did you come from the United States to take charge of this work?—A. Yes.

Q. And you became a naturalized Canadian afterwards?—A. Yes. (*See letter of Witness, June 2, p. 381.*)

Mr. DANIEL W. EVANS, called, sworn and examined.

*By the Chairman:*

Q. What is your business or occupation?—A. Iron and steel roller. That is foreman.

Q. Foreman?—A. Yes.

*By Mr. Verville:*

Q. Do you belong to the same company?—A. Yes.

#### OCCUPATION—OPINION OF BILL.

*By the Chairman:*

Q. In what branch?—A. In the finishing department.

Q. The finishing department of the steel plant?—A. Yes.

Q. What is the name of this plant?—A. The Hamilton Steel and Iron Company, Limited.

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Q. How long have you had that position?—A. Ten years.

Q. Have you seen a copy of this Bill of Mr. Vervilles?—A. No, sir, not till this morning. I got one here and just read it this morning.

Q. How do you expect to be able to come here and throw any light on the matter if you have not seen the Bill?—A. Well, I just read it this morning. What I came for was to give evidence as to what the eight-hour question would have to do with my own business.

Q. Did not the secretary send you a copy of the Bill?—A. No, sir.

The CLERK.—A copy of the Bill was sent to the company.

*By Mr. Verville:*

Q. You were asked by the company to come here and give evidence?—A. Yes, sir.

*By the Chairman:*

Q. You have looked at the Bill since you came here?—A. Yes, sir.

Q. Do you think it is a good Bill?—A. No, not for my own business, it is not.

Q. How about the average working man of Canada?—A. Well, it is possible that it is a good thing for the workingmen of Canada if they can get the same price for working eight hours as for twelve.

Q. How about the industries of Canada?—I do not think it would work out.

Q. Why not?—A. Because we would be handicapped; we would not be able to compete with other industries, that is in foreign countries.

Q. Why would you not?—A. Because we would not be—they could ship their goods in cheaper than we could make them.

Q. Your idea is, that if this law went into effect it would place a handicap on industries in this country that compete with industries in other countries?—A. Yes, sir.

## WAGES—TONNAGE BASIS.

*By Mr. Smith:*

Q. How many hours do you work?—A. Twelve hours a day. I am there twelve hours a day, from six o'clock in the morning to six o'clock at night.

Q. What wages have you?—A. What wages? Well, it is based on a tonnage basis. The wages in my department are governed by the Amalgamated Association of Iron and Steel Workers of Pittsburg. That is the head office is in Pittsburg, and if we were to get these eight hours, of course we would have to put on another shift, which would mean that we would take off a third off the present wages to give it to the third shift men. We could not work our firm—

Q. How much do you make now in twelve hours a day?—A. My average wage? My average wage for twelve hours would be about \$15 for myself.

Q. Fifteen dollars a day?—A. Yes.

*By Mr. Verville:*

Q. You are getting the money?—A. I would like to get a little more. If I were a member of parliament I might.

Mr. VERVILLE.—I don't know whether you would or not.

*By Mr. Smith:*

Q. I just want to ascertain the facts. You are working on a tonnage basis?—A. On a tonnage basis, yes, sir.

Q. Have you a contract, are you at the head of a contract?—A. Have I a contract? Yes, sir.

Q. What staff of men are there working under you?—A. In my department I have both turns covering the 24 hours that are contracted for by the Hamilton Steel and Iron Company. I have nothing whatever to do with them only I have charge of the men.

Q. You have charge of the men?—A. I have charge of the men.

Q. And you have a contract with the company?—A. I have a contract with the company.

Q. What do you pay the men?—A. They are paid in accordance with the scale of the Amalgamated Association of Iron and Steel Workers in Pittsburg.

*By the Chairman:*

Q. You are a sub-contractor?—A. I am not a contractor at all, I am paid the same as any other man.

*By Mr. Verville:*

Q. You get \$15 a day?—A. From \$10 to \$15 a day, we are paid on the tonnage basis. There are some days I would not make \$5 a day. I will cite an instance. Yesterday from six o'clock in the morning we did about five minutes work.

*By Mr. Smith:*

Q. Let me ask you what you would consider your average wage?—A. The average wage, what my own is?

Q. Yes.—A. \$2,500 a year.

*By the Chairman:*

Q. Are you the employee Mr. McKune had reference to when he said he had an employee here who could speak as to the effect of the eight-hour system?—A. No, it was the engincer he was speaking about, I think.

*By Mr. Verville:*

Q. What is that amalgamated society you spoke of at Pittsburg?—A. The Amalgamated Society of Iron and Steel Workers. It is a combination, that is a union of iron, steel and tin workers. The head office is on Fourth Ave., Pittsburg.

Q. What body are you affiliated with. The American Federation of Labour.

#### PRACTICABILITY OF THE EIGHT-HOUR DAY.

*By the Chairman:*

Q. The American Federation?—A. The American Federation.

Q. Are you a member of it still?—A. I certainly am, sir.

Q. Do you think in connection with the work being done with the steel plant it is possible to distinguish between work performed for the government and work performed for private parties?—A. No, not in my department. We will get an order for certain work. They will send in an order for inch angles or two-inch angles and we may be making inch angles for somebody else, probably the Hamilton Bridge Works. That will all go into one bulk and could not be kept separate at all.

Q. If we had a law which made eight hours applicable to employees working for the government and left matters as they are at present in regard to other employees, would that cause any confusion in your establishment?—A. Yes, sir. We could not get the men to work. If we had a straight work such as the tin workers, eight hours would be practicable. They work eight hours. The tin workers, they have a straight thing to go along with and there is no hindrance to that at all. These men turn out just so many boxes of tin in eight hours. They run twenty-four hours and the three shifts will keep pretty much up, while in our business, the Hamilton Steel and Iron Company, we start at about six o'clock in the morning. As I said before, the first shift would come on at six o'clock in the morning, and when they quit would not have made possibly fifty cents while the rest would make \$2. This would make my first shift sore and they would go to another shop, to another place; it would disorganize our force.

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Q. In practice it would be difficult?—A. Yes, it would be difficult.

Q. Looking at it from the point of view as to what is possible in practice could not the arrangement be made of having three shifts of eight hours?—A. It would not, Mr. Chairman, because one shift would be getting more than the other and it would cause dissatisfaction.

Q. You are talking about the cost, whereas I am dealing only with the actual arrangement from the point of view of management?—A. Management?

Q. Yes, can you not manage that business just as well with three shifts of eight hours each as with two shifts of twelve hours?—A. Possibly it could be managed if we got straight orders enough to run on. But in our twelve hours we change orders from half a dozen to a dozen times, and so forth. It would take me from fifteen minutes at the least, to one and a half or two hours at the most to change the material from one work to another.

Q. If I understand you rightly your objection to the eight-hour day is not to be placed on grounds of factory organization but on other grounds?—A. It is not practicable in our business, not in our line.

Q. I do not know whether you mean the same by 'practicable' as I do. I mean as a matter of practice, other things being equal, you could work on an eight-hour basis just as well as on a twelve-hour basis?—A. Mr. Chairman, I would like to explain that we tried the same thing in Milwaukee, South Milwaukee. When I was working for the South Milwaukee Horseshoe Company, we started on an eight-hour basis, we had to give it up we could not work it at all.

Q. Was that the steel plant?—A. Yes, making horseshoes and making merchandise at the same time.

Q. It did not work out?—A. No, because one crew would be dissatisfied and they would quit, so we went back to the twelve-hour system. The same with the Brown and Bownell Company, Youngstown, Ohio.

*By Mr. Smith:*

Q. The men on one shift would get more money than those on another shift?—A. Exactly.

Q. And that meant?—A. There would be dissatisfaction.

Q. Could they not agree to divide their earnings at the end of the period?—A. No, sir. That is not human nature.

Q. I could mention to you thousands of coal miners who dig coal by the ton. One man loads two tons and his partner on the next shift loads twenty tons but they divide their earnings at the end of the period.—A. I never did and I have dug coal.

Mr. MARSHALL.—Do you think that would work out satisfactorily.

Mr. SMITH.—I know it as a matter of fact. I am speaking of what I know.

Mr. MARSHALL.—I admit that, but the thing is not practicable. It does not look reasonable and there is no common sense about it. If you are making all the money and I ask you for part of your earnings, you would say: 'You did not do any work.'

Mr. SMITH.—I am giving the facts from my experience, a long and very practical experience where thousands of men are digging coal by the ton and doing other things and they pool their earnings and divide it equally. That has gone on for fifty years.

*By the Chairman:*

Q. Supposing this Bill were limited to hours of labour on public works in the sense of construction work on public buildings, would you see any objection to it?—A. I would.

Q. What would be the objection?—A. Because I think it would increase the price of steel and iron.

Q. How would it do that?—A. Because you would have to increase the price, if you had to pay for your labour.

Q. I do not know whether I have put the question as I should. Assuming this measure had nothing to do with materials going into buildings at all, but simply the work of construction on a building, the actual labour engaged, skilled and unskilled, in the construction of a building, and not the labour employed in the furnishing of the materials, would you see any objection to a Bill of that kind becoming law?—A. I would not.

Q. You would see none?—A. No.

Q. Do you think it would be a good idea?—A. I think it would be, because it is human nature. Every man would like to get as much as he could for the time he puts in every day. That is the way I feel about it.

Q. You think that would be the opinion of the man who would be employed under it?—A. Yes.

Q. How about the man who is paying the taxes of the country?—A. He would have to foot the bill.

Q. Do you think the two things weighed together would throw the balance in favour of the workingman getting all he can?—A. Well it is practically the workingman that has got to pay the taxes and if he only worked eight hours a day he would not get money enough to do so.

*By Mr. Verville:*

Q. He is doing it now?—A. He is doing his share. I am doing my share anyway.

Q. Are you a Canadian?—A. I am a Canadian. I was born in the old country.

Q. You have been in this country a good many years—A. I have been in this country twenty-three years.

Q. In Canada?—A. Well not in Canada, I came from Milwaukee to the Hamilton Steel and Iron Company.

*By Mr. Knowles:*

Q. Do you pay taxes?—A. I do a little.

Q. What taxes do you pay to the Dominion government?—A. I do not know. I pay it in Hamilton, it is all charged up to me down there.

*By Mr. Verville:*

Q. You are paying all right?—A. I do not doubt it.

Q. Has the Amalgamated Association of Iron and Steel Workers any agreement with the United States Steel Corporation?—A. No, sir. All the mills run by the United States Steel Corporation are what we would call non-unionist.

Q. That is to say open shops?—A. Open shops, yes, sir.

Q. They can either work as union men or not?—That is the idea.

Q. There is no discrimination of any kind?—A. No discrimination of any kind.

*By Mr. Smith:*

Q. Are you working under the Trades Union agreement?—Yes, sir.

Q. Have you any agreement with this company you are working for?—A. With the Hamilton company, yes, sir. Our scale is what is called the sliding scale, and our officials examine the books of the Iron and Steel Company every six months—every sixty days I should say—and if the selling price of iron and steel has gone up we will say one point, why we get a two per cent advance. If it goes down one point, we get a two per cent reduction. It is going on on the sliding scale.

Q. That is the agreement between the union and the company?—A. Yes, sir.

*By the Chairman:*

Q. Do I understand that beyond the point where this measure ceases to affect the business that you are concerned in, that you are not objecting to it yourself, is that right?—A. Yes.

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## UNION HOURS—WAGES.

*By Mr. Smith:*

Q. You are a member of a trades union, are you?—A. A member of the Amalgamated Association of Iron and Steel Workers.

Q. Do they agitate for a reduction of hours in that union?—A. We do that every year.

Q. That is the policy of your union?—A. Our union has a law laid down that we have what we call the charging hour, our furnaces are charged at six o'clock in the morning and from charging time, that is our law, it is 9½ hours from the time we start work, those are our hours.

Q. That is the union hours?—A. That is the union hours, yes; we are there, of course, from six o'clock in the morning until six o'clock at night.

*By Mr. Knowles:*

Q. How many members are there in that union?—A. I could not tell you.

Q. Will you give me an idea?—A. Well, about 15,000 or 20,000 or more.

Q. How is it supported, by contributions from each member?—A. We pay 50 cents a month.

Q. Then what you contribute to the union does not depend upon what you get? It is not on a sliding scale?—A. No, it is \$6 a year for each man.

Q. Six dollars a year from 15,000 members?—A. From 15,000, or possibly more.

Q. That money goes in salaries, does it not?—A. Well, quite a bit of it.

*By Mr. Verville:*

Q. What was the reason the Amalgamated Association asked for shorter hours?—A. What was the reason?

Q. Yes?—A. I do not remember they ever did ask; it has always been that way since I remember.

Q. But you have just stated, a moment ago, that they have been agitating for shorter hours for a good many years?—A. Not the Amalgamated Association; I do not think that I made any such assertion.

*By the Chairman:*

Q. Do you think that shorter hours are a good thing?—A. I think so.

Q. You favour shorter hours rather than long?—A. I do.

*By Mr. Marshall:*

Q. How many men have you under you?—A. I have about 60. All my men are working upon piece-work.

*By Mr. Smith:*

Q. What is their average wage?—A. Their average wage will be—do you mean through the different departments?

Q. Take them altogether?—A. About \$5 or \$6 a day.

Q. Do they work six days or seven in each week?—A. They work six days a week, that is taking them altogether.

*By the Chairman:*

Q. Comparing the class of work which your men do with the work of the building trade, which would you say would be the more congenial trade?—A. I think our work is more congenial than the work of the building trade.

## HABITS OF ROLLING MILL MEN.

*By Mr. Knowles:*

Q. What is your opinion about the effect, morally and socially, of shortening the hours, is it beneficial?—A. To give you my experience of short hours, I will say that you know as well as I do, possibly, that the rolling mill men are a class of men that drink a great deal.

*By Mr. Verville:*

Q. Do they drink any more than anybody else?—A. Yes.

Q. Why do they do that?—A. I do not know why, but it seems they always do.

*By the Chairman:*

Q. Do they work at any other class of work as long, or longer, than you do?—A. Yes, I guess they do.

Q. What ones do that?—A. Mr. McKune's men work longer than we do.

Q. But as a class of men?—A. Our work is not long, we do not work as long as some others.

*By Mr. Verville:*

Q. You say that your men drink?—A. Yes.

Q. Do they drink more than their employers?—A. I could not say, I was never out with my employers.

Q. Perhaps they cannot get the same kind of stuff?—A. Oh, yes, they do, they drink just as good stuff as their employers do.

*By the Chairman:*

Q. You were going to say something about the habits of the men?—A. Yes, if we get shorter hours, I think, Mr. Chairman, they would be apt to stay longer on the wayside, and would get more time to drink than they do at the present time.

Q. Do you want us to understand from that that the workmen in general use the extra time they get through shorter hours for drinking?—A. Not in general, but the conditions are different in our rolling mill business.

Q. You think they would, if the hours were shortened, spend considerable of that time in drinking?—A. Yes.

Q. Your objection to shortening the hours in the rolling mills would be on the score of temperance?—A. No, sir, it is not practical, because we would not have enough men to do the work.

Q. Let us leave out the cause of the objection, the effect of a reduction of hours in the rolling mills will be, you think, to increase the drunkenness?—A. I think it would.

Q. You think that would be the effect if time were reduced from 12 hours to eight hours?—A. Yes, sir.

*By Mr. Smith:*

Q. If that were so, would it not be good policy on the part of the union to increase the hours?—A. Well, of course, our hours have been that way ever since I have been a member of the amalgamated association.

Q. Yes, but if what you say is true, they had better increase the hours?—A. No.

*By the Chairman:*

Q. Do they drink at all now?—A. Yes.

Q. If they increased the hours to 14 would the men drink as much?—A. Oh, yes, if there were 14 hours they would have as much time to go out and get drinks between each turn as they do now. We have two sets of men, and one set goes on at six



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o'clock in the morning and works for a half hour, and then the next set will come on and relieve them, and the second set will work 25 or 30 minutes, and then they are relieved by the first set who come back; that is when they get their drink.

*By Mr. Smith:*

Q. But can the men go outside the factory to get drink?—A. Yes, sir, they go out whilst they are off for a half hour, and then they call in on the way home after they get through work.

*By the Chairman:*

Q. Do you ever consider the advisability of preventing them drinking while they are working?—A. Yes, sir, we have tried it.

Q. What was the effect?—A. We would lose a half of them.

Q. Why would you lose them?—A. Because if they could not go out and get a drink they would not work.

Q. That is they need a drink in order to be able to go on with their work?—A. They do not need it any more than you or I do; it is just force of habit.

Q. Do you think it arises from the class of work they are doing or the length of time they work?—A. No, sir, I have done all the work in the department from the bottom right up to where I am at the present time, to foreman, and I have never been outside the plant for a drink since I have been in the employ of the Hamilton Steel and Iron Company.

Q. How long have you been there?—A. Ten years.

*By Mr. Verville:*

Q. What is the effect on the rank and file of the long hours of labour? I suppose they want a stimulant of that kind?—A. The effect on the rank and file of our men is that you could not get one of them to go and do any other kind of work but the work they are doing.

Q. It is a question of money?—A. It is a question of money—a question of wages.

*By the Chairman:*

Q. Let me see if I am right in this: You claim that the class of men employed in your business work as long or longer hours than men in other classes of employment?—A. Yes, they are there as long, but they do not work all the time.

Q. But the time they are away from their homes and around the works is longer because of their calling?—A. Yes.

Q. And you say they drink more, as a class, than any other class you know?—A. I think so.

Q. When you take these two things together what conclusion are you forced to?—A. What do I understand by that?

Q. You say your men work longer hours than are worked in other trades, and then you say they drink more than men in other trades?—A. Yes.

Q. I am right in that, am I?—A. Yes.

Q. What conclusion does that inevitably drive one to?—A. I do not know whether you understand that our work is warmer than any other kind of work, and they feel, as any one else who was in a warm place, that they would like a cool drink and they go out and get it.

Q. Then it is because of the nature of their work?—A. Yes.

Q. And it is not because of the class of men who are engaged in the work?—A. No, I do not suppose it is because of the class of men.

Q. It is work of a kind that causes the men to drink, is not that a reason why you should shorten the time?—A. I do not know where you are going to shorten the work; they only work 6 or 7 hours now, and I do not know how you are going to do it.

*By Mr. Smith:*

Q. Do I understand you to say that the workmen go out of the factory to drink and then come back into the factory and resume their work?—A. Yes.

*By the Chairman:*

Q. He says they need the drink for their work?—A. I do not say they need it; I say they feel they need it, and they go out for it, but I do not think they do need it

*By Mr. Smith:*

Q. What I am getting at is, are there any regulations of the company in reference to that?—A. We have regulations, but if the men want to go out and get a drink, so long as the men do not abuse it, the firm do not make any objection.

Q. What are the regulations?—A. That if a man gets under the influence of liquor during working hours he will be discharged.

Q. If he is under the influence?—A. Yes.

Q. Can he go off and get a drink without being under the influence?—A. Yes, I am not under the influence and I have had one this morning.

Q. That is a matter of opinion; I might think you are very much under the influence. That is a very important matter; I never knew of a concern that would permit its men to go out and drink during working hours?—A. Well, I will tell you, Mr. Chairman, we don't know when they go out, that is the trouble. If you put a man to watch at one exit, they will go out at the other.

Q. There are saloons outside?—A. Yes, there are three of them just across the road.

*By Mr. Verville:*

Q. They are there for that purpose?—A. Well it is possible.

Q. Do you not think if the hours of labour were shortened these people would spend more time at home than they do now?—A. I do not think it.

Q. Why do you not?—A. Because they don't do it now. They work twelve hours at present and I have known them to stay around until nine o'clock at night. So with shorter hours they would not stay any more at home than they do now.

*By the Chairman:*

Q. How long do they sleep?—A. That is something I cannot tell you, how long any man sleeps. I would like to have eight hours myself.

*By Mr. Smith:*

Q. What is the percentage of these men who stop on the way home every day?—

A. There are quite a number of them, two-thirds of them anyway.

Q. Two-thirds of the men stop on the way home?—A. Yes, sir.

*By the Chairman:*

Q. You say that is because of the heat of the work they are engaged on?—A. I do not say that, because they drink as much in the winter as in the summer. So it could not be the heat.

Q. You said it was the hot work made them feel they wanted to go out and have a drink?—A. The heat from the iron and steel they work on. Of course it makes them perspire a good deal. In the winter time, of course, they do not perspire so much and just as soon as they get through working they are glad to put on their coats, but they steal out to get a drink.

*By Mr. Knowles:*

Q. The nature of their work makes them desire stimulants?—A. Desire a stimulant. I do not know that it stimulates very much.

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*By Mr. Smith:*

Q. It never made you desire a stimulant according to your testimony?—A. I never went outside for it.

*By Mr. Knowles:*

Q. And did not bring in any in the morning?—A. No, sir, I never brought in anything. I attend to my business and do my duty to my employers.

*By Mr. Smith:*

Q. Is there any regulation in your union directed against a man's drinking?—A. Yes, sir. If a man is discharged for being under the influence of liquor the union will not intercede in getting him reinstated.

Q. Does this happen very often where you are?—A. Quite often.

Q. And the union does not intercede on the man's behalf?—A. Never.

*By the Chairman:*

Q. A good many of them then become habituated to liquor?—A. Oh, quite a number.

*By Mr. Verville:*

Q. What is the percentage of union men under your care?—A. Under my care? Well, about sixty, I think, that I have working for me who are governed by the Amalgamation Association of Iron and Steel Workers.

Q. Special men or special work?—A. Special work.

*By the Chairman:*

Q. Do you think that more men are in the habit of getting liquor in your trade than in other trades?—A. They would not have as much time to go out in other trades. A labourer working from seven o'clock in the morning until five o'clock at night has not much time to do that.

Q. Do you think the class of men working in your business drink more than the men in other trades?—A. Yes, sir.

Witness discharged.

Mr. JUSTUS POST, called, sworn and examined.

*By the Chairman:*

Q. What is your occupation?—A. Engineer.

Q. In what establishment?—A. In the blast furnace.

Q. What blast furnace?—A. Of the Hamilton Steel and Iron Company.

Q. How long have you held that position?—A. I have held it in that same company for twenty-eight years.

Q. You were formerly employed in the United States, were you?—A. Never in the United States.

Q. You have been with this company twenty-eight years?—A. Yes.

Q. Engineer?—A. As engineer.

Q. Have you seen this eight-hour Bill of Mr. Verville's?—A. Not till to-day.

Q. You have not seen it until to-day?—A. No.

Q. Have you read over the provisions since you came here?—A. Yes.

Q. What opinion have you formed on them?—A. I hardly know what opinion to form on them yet.

Q. Do you say that not having seen the Bill until the present time you do not like to express an opinion on it? We will not force you if you do not like to state any opinion?—A. So far as I am concerned I am satisfied with the way the thing is for myself.

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Q. This committee has been appointed to consider Mr. Verville's Bill. Our business is to get different opinions in regard to it from different persons?—A. Well I have heard nothing said, as far as I have heard, about shorter hours. I have been around among the men quite a bit in our department.

Q. I do not know whether you understand the point. You are here as a witness to tell from your experience what you think the effect of this Bill would be and whether a Bill of this kind is a desirable one for parliament to enact. Now do you feel that you are in a position to give evidence on either of these points not having seen the Bill until a minute ago?—A. Of course if a man gets eight hours and gets as much money for the eight hours as he is getting for the twelve it is quite likely any man will be willing to do that.

Q. I do not know whether you understand me yet. Perhaps you would rather not give evidence in regard to this particular Bill but discuss the eight-hour question itself?—A. Yes.

#### EXPERIENCE *re* TWELVE HOURS LABOUR PER DAY.

Q. Well then we can ask you some questions about that. Of eight hours or twelve hours which do you think is better on the whole for the workingmen?—A. I think ten hours is about as well for a man as eight hours would be.

Q. You think it is better than twelve?—A. Of course the more hours you put in the more money you get when you are paid by the hour.

Q. Looking out on industry generally, do you think it is desirable in any country to have long hours of labour or short hours of labour for everybody?—A. Of course I could not say that for everybody.

Q. Well for the mass of workingmen?—A. Take the class of men that I have been working with, they have all worked twelve hours. I have worked for twenty-eight years, and I have worked six years and three months and never lost a day or an hour.

Q. Do you prefer to work twelve hours rather than ten?—A. Well I have had nothing happen me by working for twelve hours, any more than I did ten.

Q. Are you a married man?—A. Yes, sir.

Q. How many children have you?—A. I have five children.

Q. Since you have been working in this establishment you have been working twelve hours a day?—A. Every day, sir; 365 days a year.

Q. You work twelve hours a day and Sundays as well?—A. Sundays as well.

Q. Right through the year?—A. Yes, sir.

Q. How long do you sleep at night?—A. If I am on nights I go to bed about eight o'clock.

Q. And sleep till when?—A. Half past three or four o'clock.

Q. How much do you see of your family on these occasions?—A. I see them in the morning and when I get up.

Q. If you get up at 3.30 what time would you see them?—A. I see them in the morning when they get up.

Q. What time do they get up?—A. They get up and go to school.

Q. What time do they get up?—A. 7.30.

Q. And you get up at 3.30?—A. Yes.

Q. What hour do you go to work?—A. I leave home about 4.30.

Q. Then how do you see them when they get up if you go to work at 4.30?—A. They are always home from school before I leave the house.

Q. I do not quite understand you. You say you get up at 3.30 in the morning?—A. No, 3.30 in the afternoon, when I am working nights.

Q. And you go to work at 4.30 in the afternoon?—A. Yes, sir.

Q. And what time does school get out?—A. 4 o'clock.

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Q. And you have between 4 o'clock and 4.30 to see your family, that is all the time you have to see your children?—A. When I am working at night.

Q. Have you any boys?—A. I have one boy.

Q. Does he get much of your influence and personal contact during that time?—A. He gets enough so that I am not ashamed to speak of him.

Q. What I am trying to get at is, as a father do you feel you are doing full justice to your children in seeing them only half an hour a day?—A. My children are all married now, they do not require my looking after, all but one girl.

Q. But did you, during the time they were growing up, feel you were doing full justice by them even though you say they got a half hour of each day?—A. I was doing them justice when I was working for the Ontario Rolling Mills, for the same company.

Q. You were certainly sacrificing something for it?—A. I took my family to church every other Sunday.

Q. Did you feel at that time that you gave all the time you would like to have given to your family?—A. Circumstances alter that. You have sometimes to sacrifice your family in order to get them revenue.

Q. That is what I am trying to get at. Do long hours mean the sacrifice of your family?—A. No, sir; if I had worked only eight hours a day and got the same pay I could not have supported my family, not on the money they were paying in those days.

Q. That is if you got paid in the same proportion?—A. When I first went to work for that company they were paying \$1.25 per day.

Q. Do you think the conditions in Canada are such that to support his family a man should be compelled to work so that he would only be able to see his children for a half hour a day?—A. You have to look at it this way, that there are many men who would not be any more in the house than half an hour if they had the whole week to themselves.

Q. But you would?—A. Yes.

Q. Why wouldn't other men be the same as you?—A. I tell you another thing, there are lots of times a man would get tired lying around the house.

Q. You think he is apt to get tired?—A. He certainly will.

Q. Do you think he would get tired being around the house when he is working 12 hours a day?—A. Oh, no, not taking it that way at all.

*By Mr. Smith:*

Q. You are an engineer?—A. Yes.

Q. Have you a certificate?—A. Yes.

Q. From the Ontario Government?—A. From the Ontario Government.

Q. What are your wages? What wages do you get a day?—A. I get \$2.86.

Q. \$2.86 for 12 hours' work?—A. For 12 hours' work.

*By the Chairman:*

Q. And you say you are compelled to work 7 days a week, that you have to work 365 days in a year?—A. Yes, I work 365 days.

Q. You work every day?—A. Yes.

Q. And you are compelled to do that?—A. Well, no.

The CHAIRMAN.—I think it is about time this agitation should be directed to some other industries, that is my idea. I do not think any man should be allowed to work 365 days in a year, 12 hours a day, whether he wants to or not.

*By Mr. Smith:*

Q. Have you ever been connected with a trades union of any kind?—A. No, sir.

The CHAIRMAN.—Are you not affected by the Lord's Day Act?

Mr. SMITH.—They are exempt.

*By Mr. Smith:*

Q. Your work there would be comparatively easy?—A. Well, of course, it is not hard work on the hands in any way, but a man has a lot on his mind.

Q. Have you any time during the day to go out and have a drink and come back again?—A. No, sir.

Q. You do not think that happens with regard to men handling engines at all?—A. In my business?

Q. Yes?—A. No, in my class of business one is not supposed to drink liquor.

Q. None of them are, but according to the evidence that has been given here, that you have heard, men can go out, get a drink and come back again?—A. No, sir.

*By the Chairman:*

Q. What do you think life would be worth to the mass of men if we all had to work twelve hours a day for 365 days in a year?—A. It depends on how a man would put it in.

Q. Putting in as hard work as you do?—A. That is it, if he had the same time to be at home, would he put it in at home?

Q. You get away from my point. Do you think it would be in the interests of the community and in the interests of men, women and children living throughout the Dominion that all workmen in this country should have to work twelve hours a day for 365 days in the year?—A. No, I do not.

Q. Then if it is not to their interest, do you think it is to your interest to have to do it?—A. I do not think it is to anybody's interest.

Q. Why should any individual in the community be called upon to do that which is not in the interest of the mass of men to-day?—A. It is just one job, that is all, that compels a man to do it.

#### LONG HOURS A NECESSITY FOR SUPPORT.

*By Mr. Marshall:*

Q. I understand, Mr. Post, that you are not compelled to do that, that you are doing that of your own accord. Your work is running an engine, taking charge of an engine?—A. Yes.

Q. Well, an engineer cannot leave his engine, he must be there?—A. No, he cannot leave, he must be there all the time.

Q. You are not compelled to work, you could shorten your days in the week if you wished, but you wish to work all along?—A. Oh, yes; no one compels me to work; if I don't like the job I can quit.

Q. You gave as a reason that you want to support your family, and you could not do it at the wages paid if you worked less hours a day?—A. Yes, certainly.

Q. I know something about an engine myself; I have had some experience, and I know that an engineer has to be at his post all the time. As a rule, though, his work is light, he is simply watching his engine, keeping it in condition, shutting down and starting when necessary to do so.

The CHAIRMAN.—There is this question there, if the witness says he could not support his family unless he is working 12 hours a day for 365 days in a year, and that is the condition prevailing in an industry which is getting support from the government, it seems to me that there is a very serious responsibility on the part of everybody who has to do with the arrangement to see whether that sort of thing is necessary or not. I might say that either the witness is stating his facts too strongly or there are pretty serious grounds for an inquiry into this whole question of hours of labour.

MR. MARSHALL.—If I understand the witness correctly he is not compelled to work that number of hours.

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The CHAIRMAN.—He says if he does not work that number of hours he cannot support his family.

*By Mr. Marshall:*

Q. That was when he commenced?—A. Yes, when I commenced it.

Mr. MARSHALL.—I may be wrong, but as I understand it, he is not really compelled to work 7 days in the week, but he does it because he would rather do it than not.

*By the Chairman:*

Q. Let us understand it. Are you obliged to work 7 days in the week?—A. No.

Q. If you asked the company to allow you to work six days instead of seven, what would be the upshot?—A. I would get a man to take my place on Sunday, as I did last summer.

Q. They would allow you to do that?—A. Yes.

Q. But you prefer to work seven days rather than six?—A. Yes.

Q. Why do you prefer that?—A. Well, one day is not of much account to a man.

Q. You would rather make money, in other words, than be with your family?—A. Certainly, that is it; we need the money.

Q. Is the money necessary to support your family?—A. A person has to have a little money besides supporting his family.

Q. Do you feel that in order to support your family and to have a little money besides, you have, as engineer, to work seven days in a week otherwise you could not have it?—A. You can judge for yourself the way living is now what you can do at the rate of \$2.86 a day. You can judge how much a man is going to lay aside on that.

*By Mr. Verville:*

Q. What are the wages of the engineers in Hamilton in different industries, do you know?—A. Well I could not just tell you.

Q. Tell me about what it would be?—A. Take it on an average and they won't overrun \$1.75 a day.

Q. Do they work ten hours?—A. Well, there are none who only work ten hours. By the time he looks after his engine it will be twelve hours.

*By the Chairman:*

Q. He has to put on that extra time?—A. Yes, because he has got to get his steam up, got to clean his boilers, and keep his fire ready to go ahead in the morning.

*By Mr. Verville:*

Q. Is that all they get in Hamilton?—A. There are many of them who do not get that.

Q. Not stationary engineers?—A. In small places.

Q. The rate of pay of an engineer would be what?—A. Oh, the average about \$1.75 or \$2 a day.

*By Mr. Smith:*

Q. Are you a fireman and engineer?—A. No, sir.

Q. Have you a fireman on this engine?—A. Yes, there is a fireman.

Q. Does he work twelve hours a day?—A. He works twelve hours a day.

Q. What are his wages?—A. He gets \$2.40.

Q. As fireman?—A. Yes. He is water tender and there is a fireman besides that.

*By the Chairman:*

Q. Does he work 365 days a year?—A. That is the time a man has to work but hardly any of them work it.

*By Mr. Verville:*

Q. He would be in the same position as you are so far as working seven days a week is concerned?—A. Yes.

*By the Chairman:*

Q. Does he work seven days himself?—A. Sometimes he does and sometimes he takes a day or two off.

*By Mr. Smith:*

Q. How do they do when a man stops off for a day or two, have they got to put in another man to do that particular work? Suppose your fireman stops off?—A. We have to get another fireman to put in his place.

Q. Is he around the place?—A. Sometimes. If it is on a day turn we have none to put in his place. If it is at night we have got to send for one and let that man stay there until we get the other one.

*By Mr. Knowles:*

Q. I understand you to say that you get your Sundays off if you wanted them?—A. I had my Sundays last summer.

Q. Who took your place on Sundays?—A. One of my oilers.

*By Mr. Smith:*

Q. One of the men who oils the engines?—A. Yes.

Q. Is he an engineer?—A. Yes

#### WAGES—HOURS—HEALTH.

*By the Chairman:*

Q. Do you think it should be part of the business of the government to shorten the hours of labour in a country if they appear to be excessive?—A. I do not know. I do not think ten hours a day is too long for a man to work.

Q. Yours is twelve hours?—A. Yes.

Q. Do you think twelve hours is too long?—A. I never found it out of the way.

Q. You do not think it is, is that what you said?—A. If I could get the same money for ten hours, I would not work twelve, that is one sure thing.

Q. As long as you get the money you are content to work twelve hours?—A. It is the money everybody is after.

*By Mr. Verville:*

Q. You would be willing to work eight hours a day if you were getting the same money?—A. Certainly, yes.

*By Mr. Murray:*

Q. You stated, Mr. Post, I think, that the average wage of an engineer in your city would run from \$1.75 to \$2.—A. Yes.

Q. I suppose a great many of these men are married?—A. Married, yes.

Q. With families?—A. Yes.

Q. The assumption is that they do support their families on that wage?—A. Oh, yes.

Q. And what is your reason for refusing employment of that kind and preferring your present employment?—A. My present employment?

Q. Yes that is to say you are at liberty if you wish to throw up your present job?—A. Yes.

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Q. In which case can you probably get employment in the city of Hamilton?—A. Yes, sir.

Q. At what wage?—A. I was offered at one time \$2.25 in a place.

Q. And your reason for continuing your present employment is what?—A. I never was much of a runner around. I always lived here all my lifetime. I was born and raised right where I am working.

Q. If a man came along and offered you a job at \$4 a day for the hours you are working you would probably make a change?—A. I don't know as I would. I have a standing offer in Vancouver, I can go right there to-morrow for \$110 a month.

Q. Then you are perfectly satisfied with your present position?—A. The company has always used me right.

Q. How long did you say you had worked with them?—A. About 28 years.

Q. At any time in the 28 years I suppose it was your privilege to leave their employ if you wanted to do so?—A. Yes, certainly.

Q. The fact that you have not done so is evidence of what?—A. Evidence that I have no ill will against the company.

Q. You were satisfied with the company?—A. I was.

Q. The argument is sometimes advanced that these long hours of labour undermine the health of operators?—A. I do not think it has ever done mine.

Q. Do you consider it has had any effect on your physical development?—A. I do not think it; I worked six years and three months and I never had a doctor to attend me but once in 28 years.

Q. Do you consider that the other men employed by the Hamilton Steel and Iron Company who work these long hours are a healthy or an unhealthy lot?—A. I do not see that any of them are any unhealthier than I am. There are people who have worked on the blast furnace ever since I have been there.

Q. Those that have worked for the company for 28 years are not so much of an exception as a rule? That is to say there are others connected with the company who have worked as long terms as you have?—A. There is no exception that I know.

Q. And these people on the whole are healthy?—A. Yes so far as I know.

Q. Can you point to an instance of where men's constitutions have been wrecked in the Hamilton Steel and Iron Company's employ because of the particular fact that they have had to work long hours?—A. No I do not know that I have.

*By Mr. Verville:*

Q. You have never taken the pains to find out anything of that kind?—A. Not any more than being amongst the men.

Q. There is another thing I would like to ask you: do you suppose that your engines would last you longer if you worked them only eight hours than if you worked them twelve hours a day?—A. It is a pretty hard question to answer.

Q. I do not think it is?—A. Yes.

Q. Then if you cannot answer that question it would seem that you really believe that an engine working twelve hours a day will last just as long as an engine that is only worked for eight hours a day?—A. There is many a thing that might drop on an engine and break it in two hours.

Q. I know, but supposing it did not, that it was in the ordinary routine of business?—A. Things will wear out, there is no mistake about that.

Q. And a man will wear out just the same?—A. Certainly he will wear out.

*By Mr. Marshall:*

Q. You go a little further, and say that an engine will do more work in ten hours than eight?—A. Certainly.

Q. And the company behind an engine is certainly getting more value out of it in ten hours than in eight?—A. Yes.

*By Mr. Smith:*

Q. You have no desire to improve your condition at all?—A. I beg pardon?

Q. You have no desire to improve your condition at all; you have no ambition to improve your present condition? You have told us that you have an offer of a position in Vancouver at \$110 per month and you have no desire to go; and you say you are not sure if you got an offer of \$4 a day in Ontario that you would take it?—A. Oh, it is this way, that a man sometimes would take it, and other times he would not.

Q. I say you have no desire to improve your condition?—A. No, I have no desire to leave home, especially because my wife is not in very good health.

*By Mr. Verville:*

Q. And your family are in Hamilton?—A. All my relations and all my friends are in Hamilton, and that makes all the difference.

Witness discharged.

Committee adjourned.

HOUSE OF COMMONS,

COMMITTEE ROOM No. 34,

WEDNESDAY, March 9, 1910.

The Committee met at 3.30 in the afternoon, the Chairman, the Hon. Mr. King, presiding.

MR. PHELPS JOHNSTON, called, sworn and examined:—

*By the Chairman:*

Q. What position do you occupy, Mr. Johnston?—A. General manager of the Dominion Bridge Company.

Q. Of what place?—A. Montreal and Lachine.

Q. How many men does the Bridge Company employ?—A. It varies a good deal; ordinarily about 600 in the shops, perhaps 100 in the office, and anywhere from 100 to 300 or 400 in the field as a contract might call for.

Q. Does the Bridge Company do any work for the Dominion Government?—A. Yes, a great deal.

Q. Have you seen this Bill introduced by Mr. Verville?—A. Yes, it was sent to me by the clerk of the committee two months ago.

Q. Have you examined its provisions carefully?—A. I have.

Q. What have you to say in its favour?—A. Nothing.

Q. What have you to say against it?—A. I suppose you wish me to reply in regard to our business and how it affects us?

COST OF PRODUCTION.

Q. Take first your own business?—A. Well, it would affect our connection with two classes of work, particularly in the field, that is the erection of bridges and other structures. It is isolated work, and if our men work eight hours on those jobs it would simply increase to us the cost fully 25 per cent of doing the work and would require 25 per cent more time to do it.

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Q. You call that field work?—A. Field work.

Q. So far as field work is concerned the effect of the Bill would be to increase the cost and the time but not as to the practicability of the work?—A. No, because the Bill makes some provision for emergency. Now there is very often an ice run, and we have got to get the work over early or the ice will catch us as we go out. Then, there is another thing to be considered. There is a certain element of risk in the erection of every bridge, and the longer that work is stretched out the greater that risk. At no season of the year are we wholly free from floods.

Q. Well, if the government were to make good the extra cost would it make any difference?—A. Why, yes, it would make this difference to us: We are not only working for the government, but for private parties, building for other parties, and if it were known that we were working on this job eight hours and trying to do others in ten hours it would make trouble on the ten-hours' job right along.

Q. What about the inside work?—A. You mean in the shops? Our shops are running at all times on work for a number of different customers. I could not tell how many, off-hand, or how the government work, including the Intercolonial, would compare with our whole business. It sometimes runs twenty-five or thirty per cent in the average year. The other seventy or seventy-five per cent of the business is for other customers, for railways, manufacturers, parties putting up hotels and so on. We have to manufacture both the government work and the miscellaneous contracts in the same shops with the same men and the same tools, and the men are changed from one day's work to another, not necessarily changed in one day, but say in one week. It would be absolutely impracticable for us to work a shop eight hours a day on government work and ten hours on other work.

*By Mr. Macdonell:*

Q. Do you work ten hours?—A. We work 55 hours a week. There have been periods in the winter when we have not. The men like to work a shorter period in the winter.

Q. The same in the field work?—A. Yes, even more. In the long days in the summer we work frequently eleven hours, but in the winter we are obliged to shut down to eight or nine hours on account of the light.

Q. Do you pay by the hour?—A. We pay by the hour.

#### GOVERNMENT AND PRIVATE CONTRACT WORK.

*By the Chairman:*

Q. Would it be possible to distinguish in this inside work between the part being done for the government and the part being done for private parties?—A. The shop men might not know. Of course we would know.

Q. What kind of materials do you manufacture inside?—A. Well, we buy all our rolled material and we buy all our castings.

Q. What do you manufacture inside?—A. We simply take the rolled material and manufacture into bridges and other buildings. We take our castings and machine them.

Q. You could state then in regard to the material you are using whether it is intended for government work or private work?—A. The contract perhaps will show that.

Q. You think you would have no difficulty in distinguishing between what is being done for the government and what is being done for private parties?—A. No, except that we would place a staff regardless of what it was intended for.

Q. Assuming you could distinguish between what is being done for the government and what is being done for private parties and this law were made applicable only to that part of the work which is to be done for the government, would that have any effect upon the internal economy?—A. We would simply have to prevent any man

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working more than eight hours on a government job. We might take him off and put him on something else, but our machinery connected with the government job would have to be run for eight hours.

Q. You think that is all you would have to do, confine to eight hours the men working on the government job?—A. I should think so.

#### INTERPRETATION OF BILL.

The CHAIRMAN.—The Bill states: 'Every contract to which the government of Canada is a party, which may involve the employment of labourers, workmen or mechanics, shall contain a stipulation that no labourer, workman or mechanic in the employ of the contractor or sub-contractor or other person doing or contracting to do the whole or a part of the work contemplated by the contract, shall be permitted or required to work more than eight hours in any one calendar day except in cases of extraordinary emergency caused by fire, flood or danger to life or property.' If the government gave you a contract with this condition would that apply only to the men working on the government work or to all your men?

The WITNESS.—If it applies to all our men we would have to shut up shop.

*By the Chairman:*

Q. But according to this?—A. That is my interpretation. I suppose it would apply to government work.

#### EFFECT ON HOURS AND CHARGES.

*By Mr. Broder:*

Q. Suppose you were to put on government work one set of men and on the other work another set, in the natural course of events some men would be on the government work some days and on other days, on other work?—A. The same gang of men would return one, two or three hours and on three or four contracts for the day.

*By the Chairman:*

Q. What would be the day?—A. Our day is ten hours.

Q. Could you tell us as to whether it would be ten or eight hours that ought to be applied in that case?—A. I think we could.

Q. What would be the increase in the cost on the inside work as far as you can gather?—A. It would be at least twenty-five per cent on direct charges, but a great deal larger proportion in indirect expenses.

*By Mr. Broder:*

Q. You have your average charges which are fixed. Now to shorten the hours in the day would necessarily increase the average charges of your whole business?—A. Well, it would not diminish them.

Q. Here are men at fixed salaries and if you shorten the day to eight hours then of necessity you increase the percentage of charges?—A. All our charges, yes.

Q. That would be the effect of it?—A. I say it would increase the direct charges fully twenty-five per cent and the indirect cost to a much larger percentage.

*By the Chairman:*

Q. A witness this morning stated that if a measure of this kind went into effect it would prevent his firm tendering on government contracts. Would you go that far as to the effect on your business?—A. It is my impression that to do government business we would have to build an outside shop and run it.

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Q. Who would pay the extra cost for that?—A. The government would.

Q. Would you have any objection to the measure under those circumstances?—A. Oh, yes, because it would cause dissatisfaction in the other shops among the other men and we would not like to make an additional investment.

*By Mr. Verville:*

Q. Are you a member of the firm?—A. I am a shareholder to a small extent.

Q. I wanted to know whether you are an employee or a member of the firm?—A. I am an employee, but like others I have a small amount of stock in it.

*By the Chairman:*

Q. You notice the Act is entitled 'An Act respecting the hours of labour on public works.' If that were taken to mean merely the work of construction, not the work on materials that go into the building, would you see any objection to the measure?—A. That goes back to the objection as to the field work, chiefly a matter of increased cost and competition in connection with other work.

Q. That is as to field work?—A. Field work only.

## PREVAILING CONDITIONS.

Q. Leaving the measure for a moment and just taking the broad question of hours of labour, do you believe in short hours for working men or long hours or what?—A. That is a pretty broad question. I believe that the hours of labour for everybody should be as short as the prevailing conditions will permit.

Q. We heard of a prevailing condition in one factory which was thirteen hours a day?—A. I do not mean prevailing conditions as regards isolated plants, but taking the world as a whole. If eight hours of work will give everything in the way of products that the world requires, make it eight hours, but if it takes nine or ten hours or fifteen hours we will have to find a way for working fifteen hours.

Q. You think the shortening of hours in any establishment has an effect upon that business as compared with other businesses? I mean to say in the competitive world, in the competition that goes on between industries, would the shortening of hours in one industry place that industry at a disadvantage with other industries in the same line?—A. The short hours place it at a great disadvantage in competition.

Q. Your idea is that if you could overcome that handicap which competition brings about, the shortening of hours would be a good thing?—A. No, I do not believe the world could produce as much as it needs in an eight-hour day. It is barely doing it in ten hours' work.

Q. You think it is a matter of total production or of the distribution of what is produced?—A. Very largely the total production.

Q. Do you think the world is not producing enough now. Is there not an inequality in the distribution?—A. There is undoubtedly some inequality in distribution, but I do not think a large percentage.

*By Mr. Verville:*

Q. Do you work the year round in your factory?—A. We have succeeded in doing so. We have had occasionally to go down to eight hours for a few months in the winter to hold our men together.

Q. Was there never a demand for shorter hours from your men?—A. Never.

Q. You are sure of that?—A. Yes, my memory is clear on that. In connection with our field work there was two or three years ago an attempt made by the American Structural Ironworkers' Union to organize the workers in Canada, but they never submitted any demands to us. They went on strike.

Q. If I understand you right, you say they never submitted any demands?—A. No demands ever came before me as manager, if my memory serves.

Q. What would you say if I could prove there was?—A. If you could prove it I would say that my memory had failed me very sadly, but I am confident no formal demand was ever made to me.

Q. Have you any objection to your men organizing?—A. No objection so long as it does not interfere with the running of open shop and so long as they do not want us to accept union divisions, which we think objectionable, Protestants and Catholics and so on.

Q. There would be no discrimination if they did organize?—A. No discrimination so long as they did their work satisfactorily.

Q. I do not believe that about your factory men. I know exactly what were the conditions two or three years ago, and that is why I am so anxious to have your evidence. I know exactly what transpired.—A. We heard a rumour two or three years ago that there was an attempt to organize our shop but nothing more than a rumour.

Q. Nothing was done to prevent them organizing?—A. Not that I know of.

*By Mr. Broder:*

Q. There might have been something outside of your knowledge?—A. I do not know what the foreman might have said or done.

*By Mr. Verville:*

Q. But not to your knowledge?—A. No. I did not know of the organizing of our erection men and their going out on strike.

Q. Have they an organization in Montreal?—A. I presume an organization has been got up.

*By Mr. Knowles:*

Q. I think I heard you say that one of the conditions was about Catholics?—A. We said we did not care whether we worked with Protestants or Catholics.

*By Mr. Verville:*

Q. You have Indians working on the road, I think?—A. We have many Indians working, thirty or forty in the shops.

*By Mr. Broder:*

Q. You say you have them on outside work?—A. They are very good on outside work.

#### COMPETITORS.

*By Mr. Macdonell:*

Q. What other business similar to your own exist in Canada to-day?—A. Our largest competitors are the Canadian Bridge Company of Walkerville, the Hamilton Bridge Company of Hamilton, the Canada Foundry Company of Toronto. There are half a dozen small bridge companies in Ontario devoting themselves chiefly to structural work. They have no railway work. There are two or three in New Brunswick or Nova Scotia, W. P. McNeill & Co., of New Glasgow, are doing some railway work and in the structural, that is the iron and steel work for bridges, there is at least one concern in Quebec, one in Ottawa, the Phoenix Bridge & Iron Company of Montreal, McGregor & McIntyre, in Toronto. There is another concern Brown & Love, I think, and the Dixon Bridge Company of Campbellton.

*By the Chairman:*

Q. All work about the same length of time, do they?—A. So far as I know, the same hours.

MR. JOHNSTON.

## APPENDIX No. 4

*By Mr. Macdonell:*

Q. Do the same conditions apply to them as to your own works?—A. So far as I know, yes.

*By Mr. Knowles:*

Q. How do you arrive at the sale price of your products?—A. It is the cost of the raw material manufactured, including the burden and freight to sites and erection and finally profit.

Q. Have you any reference to American sale prices?—A. None at all.

Q. Is there any competition from imported products?—A. There has been a little from the old country. The Cleveland Bridge and Engineering Company, of England, have built one or two bridges for the city of Toronto in the last two or three years. They have tendered on a good deal of work but got little else.

Q. They paid the duty?—A. They paid the preferential duty, yes.

Q. Is there any competition from the United States?—A. There has been a great deal.

Q. The Quebec bridge, was that in competition?—A. Yes, it was let before in competition. We tendered on it.

Q. It was manufactured by a foreign firm?—A. It was manufactured in Pennsylvania.

Q. They paid the duty, I suppose?—A. They did not in the end, because the Quebec Bridge and Railway Company assumed the duty and paid it to the government.

Q. So your price is protected to that extent?—A. Oh, we have protection on it.

Q. What dividends have you been paying?—A. I do not think that is a proper subject for inquiry, is it, Mr. Chairman?

The CHAIRMAN.—If you take exception to the question I do not suppose Mr. Knowles will press it.

*By Mr. Knowles:*

Q. Who owns the stock, Canadians or Englishmen?—A. I think the control of the company would be here in Canada. There is a considerable amount owned in the old country.

Q. Any stock for sale?—A. It is not on the market at all.

Q. Can it be purchased?—A. From time to time from the States and so on.

Q. It cannot be a great secret then what your dividends are?—A. I do not think that it is.

*By Mr. Verville:*

Q. You said that they were working the same hours in the different industries in that line. How far can you state that they do the same hours generally, how far do you know that they are working the same hours?—A. My answer had naturally reference to Canadian businesses.

Q. Throughout Canada?—A. Yes, so far as I know.

*By the Chairman:*

Q. Are there not reasons to be urged in favour of shortening the hours say in connection with the building trades that would be equally applicable to the industry you are concerned with?—A. No, I do not know that the work in the building trades is any more laborious than some parts of our work. I do not know any other case where the physical energies of the men are unduly taxed.

*By Mr. Macdonell:*

Q. Did I understand you correctly to say that twenty-five per cent of the work done by your firm is government work?—A. Taking the average year, twenty-five per cent.

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Q. Have you any idea of the percentage of the work of the other companies in Canada, that is government work?—A. The larger companies, I think, have about the same proportion. The smaller companies I mentioned do no railway bridge work.

Q. You include in that twenty-five per cent all your railway bridge work?—A. For the Transcontinental and Intercolonial.

Q. Not for any other roads?—A. The Canadian Pacific and Grand Trunk would not come into that.

Q. Where do they get their bridges?—A. They buy them all in Canada.

Q. That would not come into the twenty-five per cent, I mean the Canadian Pacific Railway and Grand Trunk?—A. I am speaking of the government work.

#### QUALITY OF WORK A DETERMINING FACTOR.

*By Mr. Verville:*

Q. How many hours do you work your office staff?—A. They leave Montreal with the eight o'clock train and get to work about 8.25 and quit at 5.25 at night with one hour for lunch. In connection with the office staff hours I wish to say that about 60 or 65 men of our staff are draughtsmen and an 8-hour day for draughtsmen is all they can stand, all their eyes can stand. It is a longer day for office men working at drawing than it is for any mechanic not doing extraordinarily hard physical work.

*By Mr. Smith:*

Q. You think it would be as long for draughtsmen to work eight hours as for mechanics to work ten?—A. Experience shows it is long enough for draughtsmen.

*By the Chairman:*

Q. Is it your view that the quality of the work should be a determining factor?—A. Not necessarily, but where the work is so confined and exacting as mechanical drawing, it has been found that eight hours is as much as they can stand.

Q. That means that as regards that particular calling the character of the occupation is what should determine the length of hours. Would you apply that generally, or do you say that should hold in regard to the hours in all industries, that it would depend on the nature of the occupation?—A. Very largely it would depend on the nature of the occupation.

Q. I suppose the same thing would apply to health being affected by any cause?—A. I suppose it would.

*By Mr. Macdonell:*

Q. Have you any idea of the total number of men employed by all the businesses in Canada similar to your own?—A. No, except that I have an idea that we have about probably over one-third of the total capacity of the Canadian shops for doing bridge-building work. Thirty per cent probably.

Q. Both for bridges and buildings?—A. Yes

*By the Chairman:*

Q. Can you give us an idea of what the hours are in industrial establishments generally in Ontario?—A. My acquaintance with Ontario conditions is not very large.

Q. Or Quebec?—A. So far as I know, nearly every shop in Montreal is on ten hours.

*By Mr. Verville:*

Q. How many hours do they work in the United States in that line?—A. I think generally ten hours. I think generally nine hours in field work.

MR. JOHNSTON.



## APPENDIX No. 4

*By Mr. Smith:*

Q. Do you know anything about England?—A. Not that I can state with authority.

Mr. MURRAY.—May I ask a few questions, Mr. Chairman?

The CHAIRMAN.—Certainly.

*By Mr. Murray:*

Q. You were speaking in the early part of your evidence about emergencies and of whether or not the running of ice would constitute an emergency. You said, I think, that that would be a matter for legal interpretation.

The CHAIRMAN.—No, he said the question as to whether this Act went a certain length was a matter of legal interpretation.

WITNESS.—As to whether there should be eight hours on government work and ten hours on something else.

## EMERGENCY CASES.

*By Mr. Murray:*

Q. What do you say then about the running of ice?—A. We very often find ourselves in such a position that we ask our men to work overtime, perhaps on Sundays to get into a safe condition before the ice goes.

Q. Would you look upon that as an emergency covered by this Act?—A. It would be an emergency as soon as rain commenced to fall and there was imminent danger. But whether you can assume an emergency under the Act I do not know.

Q. Knowing there would be some uncertainty as to the interpreting of the Act as to whether that would be an emergency, would you be inclined to take that into consideration in submitting your tender for the erection of a bridge in the winter time?—A. I think I should.

Q. In that event would your price be higher or lower?—A. The price would be raised.

*By the Chairman:*

Q. Do you take that as an emergency at the present time and consider it?—A. Well it is always easier to cross a bridge when you get to it.

Q. If you consider it an emergency under eight hours, why not consider it an emergency under ten hours?—A. We do. When we send out a job we try to push it through as early as possible simply as a matter of safety, and if there is light enough for ten hours we try to get them to work ten hours.

*By Mr. Broder:*

Q. Supposing there was an emergency, say you want to get this job through before any possible emergency could occur, would this Bill hinder you engaging to pay them for more than eight hours if they saw fit to work?—A. That is a question of interpretation of the Act. I want to say this about our erection work that ninety-nine times in a hundred the men are away from their families, they are off in the fields perhaps and under these circumstances they are always glad to work overtime.

Q. They are always paid extra in that case?—A. Always paid extra, yes.

## EFFECT OF LONG HOURS ON THE MEN.

*By Mr. Murray:*

Q. That is the next point I was going to ask you about. In your opinion would it be a hardship to force the men by law to absent themselves from their families

longer than was necessary?—A. It would be somewhat of a hardship.

Q. If the men were given the option would they prefer to work ten hours a day in order to get back to their families quickly?—A. Yes, a good many would.

*By the Chairman:*

Q. Those men that are working twelve hours a day have about three hours a day with their families. Do you regard that as a hardship?—A. Our men do not have their families with them.

Q. Twelve hours a day would give the men three hours with their families. Eight hours would give them about seven. Would you regard twelve hours a day as a hardship from the point of view Mr. Murray has just suggested?—A. That would not apply to our workmen. If you mean the question generally I think probably twelve hours a day would be considered a hardship by most men.

*By Mr. Murray:*

Q. Some mention was made of the office staff. Do your office staff ever have to work overtime?—A. Yes, occasionally, we ask our clerical staff to work overtime for about one month in the spring.

Q. Are they paid overtime?—A. The clerical staff is not.

Q. What about the working staff, the field staff and shop staff generally?—A. The shop staff is paid for overtime but only at the regular rates.

Q. But the fact remains that they are paid for overtime?—A. Always paid for overtime.

Q. But the clerical staff is not paid for overtime?—A. No.

Q. So to some extent the disadvantage that the shop staff is under, having to work ten hours a day as compared with the clerical staff working eight hours a day, is offset by the fact that the shop staff gets paid for overtime and the clerical staff do not?—A. Yes.

Witness discharged.

MR. CHARLES MARSHALL DOOLITTLE, called, sworn and examined.

*By the Chairman:*

Q. What is your occupation or business?—A. Stone cutter.

Q. Where?—A. Dundas, Ontario.

Q. How many men do you employ in the quarry?—A. About 100 in winter, 150 to 200 in the summer.

*By Mr. Verville:*

Q. You are an employer of labour?—A. Yes.

*By the Chairman:*

Q. Have you seen this Bill of Mr. Verville's?—A. Yes.

Q. Have you studied its provisions carefully?—A. Yes.

Q. What do you think of them?—A. I do not think it would be practicable in my work. We could not do any government work under that Bill.

Q. Why not?—A. Well, there are two or three operations in crushing stone, first in taking the dirt off the surface soil. That is sometimes done four or six months before the stone is crushed and we could not say that that could be done in eight hours.

Q. How many hours do your men work now?—A. Ten hours.

Q. In all branches of the work?—A. Yes.

MR. DOOLITTLE.

## APPENDIX No. 4

Q. And what are the different processes in quarrying the stone?—A. The first process is to take away the sub-soil, the stripping and the next is drilling. Then there is blasting and the loading.

Q. Well now what is there to prevent any one of these processes being done in eight hours rather than in ten hours?—A. The whole quarry could be worked on an eight-hour basis.

Q. Then so far as the practical side is concerned there is no reason why they should not work eight hours rather than ten hours. There may be reasons financial and otherwise, but it is practicable to work?—A. The men would work but we would be losing our machines for two hours.

Q. If this Bill were made applicable to your business so far as government work is concerned, you would lose something through not having your machines working?—A. We would not consider government work.

Q. Do you get any government work now?—A. We have had some.

Q. How much a year?—A. Not very much. The government have not done very much around our part of the country.

Q. If a Bill like this were enacted and the government applied to you for stone for a government building would you not supply them?—A. We could not under that Bill.

## STRIPPING IN QUARRYING.

Q. Why not?—A. Our stripping would be done four months before we came to the stone.

Q. If the government were to say next year, 'We are going to build a building and we want stone from you,' what is to prevent you from starting to strip now. You could do that?—A. We could not do it, I do not think. We could not say in the case of a big stone the size of this table, this was stripped under eight hours.

Q. If the government said we want so much stone, what is to prevent you from letting a certain piece of the quarry for that purpose?—A. We could not say when we came to that eight-hour stone. We might think we might be there next July and strip that in eight hours. But suppose we were working down at another part when we wanted that stone we could not fill the contract then.

Q. What is this stripping process?—A. That is taking the clay off the surface soil by a steam shovel and hauling it down to the dump.

*By Mr. Macdonell:*

Q. Stripping the stone and preparing it for quarrying operations?—A. Yes.

*By Mr. Broder:*

Q. Supposing you went on and stripped a lot of this stone when you had no government contract and were not even anticipating one, this Act would not apply in that case.

Mr. SMITH.—That is so.

Mr. MACDONELL.—It depends upon the language of the Act.

*By the Chairman:*

Q. Get away from the stripping part and get to the next stage, get to the drilling?—A. The drilling could be done on an eight-hour basis.

Q. You could do the drilling on an eight-hour basis?—A. Yes.

Q. So the Bill would not affect that part of it.

*By Mr. Verville:*

Q. Have you any stonecutters?—A. No, sir, it is all crushed stone. After the drilling there is the blasting and the loading and the crushing.

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*By Mr. Smith:*

Q. What wages do you pay your men?—A. For common labourers, 15 cents an hour.

Q. You pay by the hour?—A. Yes.

Q. Do you do any work by contract?—A. No.

Q. Or price per ton?—A. No.

Q. You pay by the hour?—A. Yes.

Q. What do the drillers get per hour?—A. 20 cents.

Q. Do the men who drill the holes handle the powder?—A. We have a separate man to handle the powder.

Q. What do you pay the men who handle the powder?—A. 25 cents per hour.

Q. Is that your highest paid men?—A. Yes.

Q. The men you have have experience in the handling of high explosives?—A. Yes. Some machinists would get about that or a little bit more.

Q. 25 cents?—A. Yes.

## PRIVATE AND GOVERNMENT CONTRACTS.

*By the Chairman:*

Q. In the drilling and loading and crushing, all of these processes could be carried on in an eight-hour day, could they not?—A. Well, not the crushing.

Q. If you were trying to distinguish between the government contract and the other work?—A. You see we have got steady customers that we have contracts with for three or four years to run yet, and we made those contracts on a ten-hours basis. Now, we could not afford to close down our machinery.

Q. What you say is equivalent to this, that the amount of business for private customers is so great compared with what you get from the government that you could not afford to change?—A. No.

Q. You would not accept government work unless it had a stipulation of that kind?—A. Unless it was a very large contract.

Q. Sufficiently large to alter your whole arrangement?—A. Yes.

Q. Would it make any difference in the prices?—A. Yes, assuredly.

Q. How much?—A. We would have to pay the men the same amount of money. It would cost them just as much to live, probably a little more, working eight hours instead of ten.

*By Mr. Smith:*

Q. Cost them more?—A. Yes

Q. How do you make that out?—A. He would have two hours on his hands. If he is not making money he is spending it.

Q. He might be utilizing that two hours in making money at something else. He might be seeking good investments for his savings.

*By Mr. Verville:*

Q. What makes you think he would spend his earnings if he had two hours more?—A. If a person is not making money he is spending it.

Q. Could he not occupy his time in something else than spending money?—A. I do not know what he would do unless he went home and sat down in the house.

*By Mr. Smith:*

Q. Suppose he went home to read?—A. Well it costs money to read.

*By Mr. Stanfield:*

Q. Do many of these men have homes of their own?—A. Most of our men are foreigners.

MR. DOOLITTLE.

## APPENDIX No. 4

*By Mr. Broder:*

Q. If a man working eight hours is more effective than a man working ten, would you consider it right to ask him to work more?—A. I would not think it right.

Q. About your drilling, suppose this man is drilling how would you be fixed in that respect. Suppose this man is drilling away and he did not get deep enough, that would be more apt to occur in an eight-hour day than ten would it not?—A. We drill thirty or forty holes before we shoot. I do not think we would have any trouble that way.

*By Mr. Smith:*

Q. How do you drill the holes?—A. By steam drillers.

Q. You have not any hand-drilling?—A. Some, very little.

Q. What is the average number of holes drilled in ten hours?—A. In ten hours he drills about 80 feet.

Q. You reckon that is good?—A. Yes.

*By Mr. Macdonell:*

Q. One man?—A. Yes.

Q. With the hand drill?—A. No, the steam drill.

*By Mr. Smith:*

Q. That is eighty feet of holes drilled for \$2?—A. Yes.

## OUTPUT IN TWELVE AND TEN HOURS COMPARED.

*By the Chairman:*

Q. Have you always worked ten hours?—A. Always.

Q. Have you tried any longer?—A. Yes, we tried one summer. We were pushed and we tried them on every time, and we found that during the twelve hours we were not getting any more stone loaded practically than on the ten-hour basis.

The CHAIRMAN.—That is a very important point gentlemen. The witness says that when working twelve hours the output was no greater than when working ten. Do you think you would have a similar experience if you reduced them from ten to eight hours? Do you think they would turn out as much in eight as in ten hours?

The WITNESS.—In the winter time they work nine hours.

*By the Chairman:*

Q. How much did they do then?—A. They did not do as much as in ten.

*By Mr. Smith:*

Q. Isn't the proportion just the same?—A. I could not say. I never figured it out

*By Mr. Verville:*

Q. The conditions are different in the winter time, and you could not do as much?—A. No.

Q. There are a good many things to contend with, frost and so on?—A. Frost, and the men get bundled up so that you cannot make a very good comparison.

The CHAIRMAN.—That is a very interesting point. It would appear in regard to this particular industry at any rate that twelve hours are excessive; that a reduction to ten does not really affect the output at all, and leaves the worker the advantage of the shorter time in regard to this particular industry.

The WITNESS.—No, I did not say that they did as much in eight hours as in ten.

The CHAIRMAN.—I did not mean to imply that, but simply that you reached a certain point, say twelve hours a day, in your particular calling, and it does not lead to any greater output than a ten-hour day?

The WITNESS.—No.

*By Mr. Verville:*

Q. Do you suppose that a man working eight hours could not produce almost as much work as in ten, I do not mean to say at the start?—A. No, our principal work is loading stone on to a car. Now, you can get him to work steadily for ten hours a day.

Q. Did you never try him with any shorter hours except in the winter time?—A. No.

*By the Chairman:*

Q. It is heavy work and you came to a breaking point?—A. That is my opinion. Ten hours is a breaking point.

*By Mr. Macdonell:*

Q. Do you dress any stone?—A. No, it is all crushed.

*By Mr. Marshall:*

Q. In drilling there is a difference in the rock, some of it is harder than others?—A. In different quarries. A man running that drill by machinery, could not do as much in eight hours as in ten. It has a certain stroke, so many strokes to the minute.

*By Mr. Verville:*

Q. At the same time there is always a certain amount of labour to get that drill in good shape to prevent it from clogging and so forth. I suppose you have two men at each drill?—A. Yes, one man feeding.

Q. You have to change it for a longer one sometimes. It sticks and you have got to sort it and look after that. There is always a certain amount of labour attached to them outside of so many strokes a minute?—A. Yes, there are always two men attending each drill.

#### EFFECT ON LABOUR CONDITIONS.

*By the Chairman:*

Q. Supposing that this Bill is applicable only to the erection of public buildings, to the work of construction, as distinguished from the work on materials which go into the buildings, would you have any objection to a measure of that sort?—A. I do not know. I am not experienced. I think it would affect the disorganization of labour conditions.

Q. In what way?—A. Well if one man could work down town on an eight-hour day and get the same money he is going to object to work ten hours.

Q. You think it might create friction as between the workmen themselves?—A. I think it would cause trouble.

Q. Would it have any effect on the cost of building?—A. If the Bill was successful in reducing labour to eight hours a day it would naturally increase the cost.

Q. In regard to buildings to which it was applicable would it have any effect on the cost, say to the government on public buildings?—A. I think you would have to pay the men the same for eight hours as for ten hours and, therefore, you would increase the cost.

Q. You do not think the workmen would accept a reduction of hours with a reduction of wages?—A. No.

Q. You think they would prefer to have longer hours?—A. You heard the Hamilton Iron and Steel Company this morning. Very often, when they are after labour, our men will leave because they can go down there at the same rate per hour and get twelve hours work. They will leave our employment for the longer hours at the same rate.

MR. DOOLITTLE.

## APPENDIX No. 4

*By Mr. Verville:*

Q. That is all they are looking for, money for their family?—A. Yes, money seems to be the reason. They go down there because they make more money.

*By the Chairman:*

Q. Are you a member of the Manufacturers' Association?—A. Yes.

Q. Did you see a circular similar to this? This is a circular I would like to put in. It is a circular from the Canadian Manufacturers' Association, dated Toronto, January 13, 1910, signed by Mr. Murray, the secretary. You received this?—A. Yes, the first of the year, as I remember it.

Mr. BRODER.—What do they say about it?

The CHAIRMAN.—I will read it:—

'To Canadian Boards of Trade. Compulsory Eight Hour Day Bill. Last year we had occasion to solicit your valued assistance in opposing the above measure when it was under consideration by the House of Commons. That it was never pressed to a vote is probably due in some degree at least to the aid you were good enough to give us at that time. This year the Bill has been introduced again and has been referred to a Special Committee of the House who are meeting almost immediately to hear the views of parties who may be interested one way or the other. Our association is undertaking on behalf of employing and business interests to submit through its secretary a general case in opposition to the Bill, and it would strengthen his position and lend much more weight to his argument if he could present to the Committee of the House credentials to show that he was authorized to speak for your Board. If you are not proposing to send a special representative to testify before the committee and if you could see your way clear to give our secretary this authority, you are urged to do so at once, under the assurance that you will be taking one of the most effective means of defeating a proposal which could not but result disastrously to the whole country. If in addition your board would address a formal letter of protest containing a summary of your objections to the Honourable W. L. Mackenzie King, Chairman of the Special Committee, on Bill No. 21, House of Commons, Ottawa, it would lighten the responsibility resting upon those who will represent you and make their task an easier one.'

Then the provisions of the Bill are given. Then it goes on:

'While it will be noticed that the above refers only to government contracts it is the boast of organized labour that this measure is but the means to an end and that through it they hope to compel the adoption of an eight-hour day in all classes of industry from one end of Canada to the other. The following suggestions may prove hopeful to you in framing your protest to the Chairman of the committee: 1. The Bill if passed would prohibit every employer and every employee who works more than eight hours per day from sharing in government business. 2. It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellows by extra work or effort would be denied him. 3. Once we have fully recovered from the present industrial depression there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated. 4. A shorter working day would mean an increase cost of production which in turn would mean a material advance in the price charged the jobber, the retailer and the consumer, and consequently a general increase in the cost of living. 5. The shorter hours of labour in town and city workshops have proved a wonderfully strong attraction in influencing men to leave the farm. If these hours are now reduced to eight per day, hired help for the farm will be more difficult than ever to secure and retain. As business men you will appreciate the importance of

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blocking a move that would only embarrass a farmer. As no time is to be lost you are earnestly requested to take action in the matter with the least possible delay. Yours faithfully, Canadian Manufacturers Association. G. M. Murray, Secretary.' (See also Exhibit F.)

*By the Chairman:*

Q. I would like to ask you did this circular have any influence upon you in framing the opinion you have given to the committee?—A. No, sir.

Q. The arguments you have given have been arrived at independently?—A. Yes.

Mr. VERVILLE.—So far as that circular is concerned it speaks of organized labour and also of the farmers. I just want to call attention to that. I think it should be put in.

*By Mr. Macdonell:*

Q. Does a ten-hour day prevail in all the quarries in Ontario?—A. To the best of my knowledge.

Q. What wages do the various quarrymen pay do you know? You have given your own scale of wages. You do not know what the other quarries pay?—A. No.

Q. You think they are all on a ten-hour basis?—A. Yes, I am pretty sure as to that. Some of our men worked in other quarries.

*By Mr. Smith:*

Q. Did you say that every man drilled 80 feet a day?—A. No, I said that this is the average, about 80 feet.

Q. And you pay 20 cents an hour?—A. Twenty cents an hour. The driller gets twenty cents and the helper seventeen and a half cents.

Q. Would you reckon two men to do that one hole?—A. Two men to do that eighty feet.

*By Mr. Marshall:*

Q. What size would this drill be?—A. At the bottom, two and an eighth inches and two and three quarters at the beginning.

*By Mr. Broder:*

Q. What is the nature of this rock?—A. It is a lime stone.

#### EXPLOSIVES—ACCIDENTS.

*By Mr. Smith:*

Q. Have you many accidents through the handling of the high explosives in your business?—A. We have been in operation for five years and we have had three accidents.

Q. Three men killed in that time?—A. Yes.

*By Mr. Marshall:*

Q. Have you had any complaints as to the hours being too long?—A. Yes, we had a complaint last month. They were only working nine hours and they wanted to work ten hours.

Q. That is what I mean. There has been no complaint of ten hours?—A. No, they want a longer time rather than a shorter time.

*By Mr. Verville:*

Q. You said a while ago, I believe, that your men are mostly Italians?—A. The labouring men, yes. The white men have the better positions.

MR. DOOLITTLE.



## APPENDIX No. 4

*By Mr. Smith:*

Q. You would not employ any man to handle high explosives who did not have experience?—A. No. It is very hard to get one. I think that is something the government ought to do.

*By the Chairman:*

Q. What is that?—A. Have the powder monkeys examined and compelled to take out a certificate the same as engineers do.

Q. The engineers take out a certificate under the provincial law?—A. Something of that kind ought to be done I think.

*By Mr. Smith:*

Q. Is there any qualification for the handling of high explosives in Ontario. Has a man to have a certificate?—A. No.

MR. SMITH.—That is a very important thing.

WITNESS.—I think so. We have had men come and say that they had all kinds of experience and we could not get them to handle one box of dynamite.

*By Mr. Broder:*

Q. I suppose a man with some experience could not afford to run the risk?—A. I do not think we want a man with too much experience. He gets too careless. The longer he handles dynamite the more careless he gets. Put on a green man and he is scared and takes care.

*By Mr. Smith:*

Q. I do not understand you. You just informed the committee that a certificate was an important thing. Now you say that experience is not the best thing. I do not understand that.

MR. BRODER.—The responsibility of the employer would be increased if you put inexperienced men on.

*By Mr. Stanfield:*

Q. Do you contract for those high explosives ahead?—A. We have and we have not.

Q. Are they made in Canada?—A. We have imported them.

Q. Supposing this Bill became law as it is now you got a contract. would it apply to explosives too?—A. I would understand it that way. That is my understanding of it now.

## CRUSHED STONE—THREE-YEAR CONTRACTS.

*By Mr. Murray:*

Q. Where do you sell your stone principally? Where is your best market for it?—A. Our best market, our steadiest market is the blast furnaces in Hamilton.

Q. The Hamilton Iron and Steel Co.?—A. Yes.

Q. What is your next best?—A. The next best is Buffalo.

Q. Do you actually export crushed stone?—A. Yes.

Q. Do you sell it there in competition with United States crushers?—A. Yes.

Q. Do you know what hours the United States crushers work?—A. No.

Q. You cannot say whether they work eight or ten hours?—A. I have every reason to believe they work ten hours, but I could not swear to it.

Q. If they did work ten hours, would that impress you if you were compelled to reduce yours to eight hours?—A. It certainly would. I probably would throw it up.

Q. On whom would that loss fall directly?—A. We would lose of course.

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Q. Would you consider that a hardship for the men you have employed?—A. We send over there about 125 tons a day.

Q. How many men would that give employment to?—A. Probably fifteen or twenty.

Q. So that assuming that the crushers in the United States work ten hours and assuming that you would lose your business if compelled to work eight hours, fifteen or twenty men would be out of employment?—A. Yes.

Q. As to the efficiency of the men you have working for you, have you ever observed whether a man worked more effectively or less effectively in the early hours of the day's work? For instance, a man starting at seven o'clock in the morning, do you find he is as effective from seven to eight as from eleven to twelve say? Can you make any statement as to that?—A. I cannot make any statement as to that. It takes them some time to get limbered up.

Q. How long would you say it took them to get limbered up?—A. I could not say generally.

Q. One or two hours?—A. One or two hours.

Q. So that the time they are getting limbered up really represents a loss to the employer?—A. They are not doing as good work.

Q. Would you consider that under a compulsory eight-hour day they would limber up more quickly or take the same time?—A. Just as long, I think.

Q. So that really you would not only be losing your two hours labour but also the proportion of the efficient labour which you now have on a ten-hour day?—A. Yes. If an eight-hour day were compulsory it would be a serious thing for us because we have got contracts in Buffalo for three years.

*By the Chairman:*

Q. If the law were made not to apply to existing contracts but to take effect say three or four years hence would that get over that difficulty?—A. Yes.

#### EFFICIENCY PERIOD IN A DAY'S WORK.

*By Mr. Smith:*

Q. Do you say that the most efficient period is from the eighth to the tenth hour?—A. No, I said that I did not think a man did as good work in the early morning as he did later on.

*By Mr. Verville:*

Q. Are they in such a condition when they get to work in the morning, say at seven o'clock, that it takes them really two hours to do good work?—A. No, I do not think they do as good work in the first two hours as in the last two hours.

Q. What is the reason for that?—A. I cannot explain it.

Q. Don't you think long hours have something to do with it?—A. No, sir.

Q. Supposing they were working twelve hours?—A. While they are working twelve hours they do not do practically any more work.

*By Mr. Smith:*

Q. Did I understand you to say that you regard the last of the day's work as less efficient than the first of the day's work?—A. No, sir, I did not say that. I said if they worked twelve hours a day the extra two hours are not so efficient.

Q. Did you not say that from eight to ten they did not produce as much as in the last two hours?—A. No, I said I thought they did better work after they got started.

Q. That is what I mean. You say they do not do as much in the first two hours as in the last two hours?—A. I do not think they do quite as much. It is a pretty hard thing to answer.

MR. DOOLITTLE.

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*By Mr. Marshall:*

Q. When a man starts he takes some time to get a sweat?—A. And he has got to have his smoke after lunch of course, and when a man gets a little warmed up he is more like a machine.

Mr. SMITH.—It is so contrary to my experience that I am afraid they are not experienced men.

Mr. VERVILLE.—It is contrary to mine too.

*By Mr. Murray:*

Q. You stated, I think, that so far as the purchasing of labour was concerned, that is common labour, you come into active competition with the Hamilton Iron and Steel Co.?—A. Yes.

Q. You pay them what per hour?—A. 15 cents.

Q. And what do the Hamilton Iron and Steel Co. pay?—A. I understand 15 cents.

Q. You work ten hours a day?—A. Yes.

Q. Do you know how long they work?—A. I know our men have left our employment to go down there at the same wages because they get longer hours.

Mr. BRODER.—It is a different class of work of course.

*By Mr. Murray:*

Q. The work is to some extent more easily done there but the principal reason is they get more wages per day?—A. That is the reason.

Q. Now do you think that men who voluntarily leave ten hours' work to work twelve hours per day for the sake of the extra money, would they if they were compelled to work a shorter day put in that time by improving themselves by reading or studying or spending the time in bettering the conditions under which their families live, we will say?—A. In this particular class of labour that we hire for 15 cents they are foreigners and I do not think you could expect them to better themselves very much.

Q. Have these foreigners got their families with them?—A. Very few.

Q. They leave their families in Italy I suppose?—A. Yes.

Q. So that if these men were allowed to work 16 hours a day—?—A. It would tickle them to death.

Q. Do those labourers compete with our labour who have families?—A. I won't say compete because we cannot get white men to do the work.

*By Mr. Verville:*

Q. Do you say you cannot get white men to do the work?—A. No.

## CHEAP LABOUR.

*By the Chairman:*

Q. Is it a question of not getting them or not getting them at the price?—A. They can make more money at easier work.

Q. White labour won't do this work at this figure but would they do it at a higher figure?—A. I do not know that they would. It is pretty hard work.

Q. Do you think it possible for a man in this country with a family to compete with men who have no families, who have no civic or home obligations to consider?—A. We have white men living up there on 15 cents an hour.

Q. What sort of living are they getting?—A. Well they are always well dressed and look prosperous.

Q. How many children have they?—A. I am afraid I could not tell you that.

*By Mr. Verville:*

Q. Could you live on 15 cents an hour?—A. I would be afraid to try it.

*By Mr. Broder:*

Q. Where you have this foreign labour employed, the white men do not care to work in groups. Do you find that prevailing?—A. No, the white labour in our case has got all the good jobs and the foreign labour has got all the hard work to do.

Q. They are not working with those people in the same class of work?—A. In some cases they do, but they do not seem to object to it.

*By the Chairman:*

Q. Is that because white labour is more highly skilled?—A. Yes.

*By Mr. Verville:*

Q. Can you do as much work with half a dozen men of our own labour as with six foreigners?—A. More work with our own labour, but you cannot get them to do the work. That is my experience.

*By Mr. Broder:*

Q. Do you find a scarcity of white labour?—A. Yes.

Q. It is very hard to get?—A. Very hard to get.

*By Mr. Verville:*

Q. All the year round?—A. In the winter time labour is more plentiful and work is less.

*By Mr. Broder:*

Q. Do you find any tendency on the part of the foreign labour to supersede our people for less wages?—A. They are out for all the money they can get.

Q. Of course they live much cheaper?—A. Yes.

*By Mr. Macdonell:*

Q. Are they union men?—A. No.

The CHAIRMAN.—Any more questions?

*By Mr. Murray:*

Q. There is just one point which was partially lost sight of when you answered a question of the Chairman with regard to the practicability or otherwise of working an eight-hour day on stripping. You admit, I think, that so far as the actual work is concerned, it would be possible to work a gang of men eight hours a day stripping?—A. Yes.

Q. If you advertized you could get men to work eight hours a day stripping?—A. Yes.

Q. Paying them a wage would be equivalent to the maximum daily wage which you are paying other labourers?—A. We could get men to work eight hours.

Q. Men would welcome, I presume, the opportunity to get ten hours' pay for eight hours' work. That is only human nature, I suppose?—A. Yes.

Q. What about the men that you would have engaged on stripping, crushing and so on for private contracts. Would they be willing to continue to work ten hours a day when some of their fellows were only working eight hours?—A. It would not be natural to think so.

MR. SMITH.—There is nothing in the Bill to compel you to work for ten hours.

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*By Mr. Murray:*

Q. Supposing you attempted to engage men at 15 cents an hour and worked them eight hours a day, do you think you could get men easily?—A. It is hard enough to get them through the winter when we are only working nine hours a day.

Q. Would you, or would you not try to get men to work eight hours a day at the regular rate of 15 cents?—A. I would not waste my time.

*By Mr. Verville:*

Q. Suppose you got 20 men and you could replace them by 20 others for 25 cents a day less would you employ them?—A. If they could do as much work for 25 cents less we would be glad to have them.

Witness discharged.

The CHAIRMAN.—There is just one question I would like to ask Mr. Murray

Mr. G. H. MURRAY, called, sworn and examined:—

EXPLANATION *re* CIRCULAR.

*By the Chairman:*

Q. You are the secretary of the Canadian Manufacturers Association?—A. Yes.

Q. You have heard me read this circular. Was that prepared by you?—A. Yes.

Q. And to whom was it sent?—A. As the address will indicate, to Canadian Boards of Trade.

Q. Only to Canadian Boards of Trade?—A. Yes.

Q. Not sent to any individuals?—A. Possibly one or two individuals might have written to me and asked for copies, but it would be only in that event.

Q. Well the last witness was not a member of a Board of Trade and he said he received a copy?—A. As a matter of fact there was a request from Doolittle and Wilcox for a copy of a circular but it was not that circular.

Q. Well he must be mistaken?—A. I presume he made the statement believing that this was the circular he received. I sent out a different circular to members of our association.

Q. Have you a copy of that circular?—A. I think I have. If I have not I will send you one.

*By Mr. Smith:*

Q. Did you send it out to the members of this committee?—A. Not to the members of this committee.

*By the Chairman:*

Q. This circular which has been put in was addressed to the Boards of Trade?—A. I will qualify that last answer. I do not think it was sent out to the members of this committee. I am almost certain it was not.

*By Mr. Broder:*

Q. Would it be sent out without your knowledge?—A. Frequently, I am away from the head office and if a request is made in my absence a copy of the circular would be sent. I do not believe I have a copy of the circular I referred to.

*By the Chairman:*

Q. Will you bring to the next meeting any circulars you may have issued in regard to this eight-hour day Bill?—A. I will be very glad to do so.

The CHAIRMAN.—We will resume your examination, Mr. Murray, at the next sitting and we would like you to bring with you any witnesses you wish to have examined.

The committee adjourned.

MR. MURRAY.

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## HOUSE OF COMMONS,

COMMITTEE ROOM No. 34.

March 16, 1910.

The Special Committee on Bill (No. 21) entitled 'An Act respecting the hours of labour on public works,' met at eleven o'clock a.m. Hon. Mr. King presiding.

The CHAIRMAN.—The secretary has obtained reports of the Commission on Hours of Labour issued by the Nova Scotia government, and they are available for the members of the committee. At the conclusion of the last day's sitting Mr. Murray was giving evidence and he is here this morning. I understand he has a lengthy statement to make to the committee setting forth the point of view of the members of the Manufacturers' Association in regard to the Bill which has been introduced by Mr. Verville. If it be the wish of the committee perhaps we might let Mr. Murray proceed with his statement and then go on with the examination on any points which he may bring out after we have heard his whole statement. That would seem to be the best way of proceeding.

Mr. MACDONELL.—Just continue his story.

Mr. GILBERT MACKINTOSH MURRAY, called:—

The CHAIRMAN.—You have already been sworn and there is no need of you taking another oath.

WITNESS.—You were speaking about that circular. I have it here. Do you wish me to put it in evidence?

The CHAIRMAN.—We will put it in now. That is a circular issued by the Manufacturers' Association to its members regarding the Eight-hour Day Bill. I understand you sent one circular to the Boards of Trade and one to the members of the association, and they were both pretty much to the same effect.

WITNESS.—They were very similar in appearance and it was for that reason that Mr. Doolittle made the very natural mistake of saying that the circular you showed him was the one he received.

The CHAIRMAN.—We will put this circular on record as an exhibit, but before doing so I may read it:—

'CANADIAN MANUFACTURERS' ASSOCIATION,  
PARLIAMENTARY COMMITTEE.

TORONTO, January 13, 1910.

To the MEMBERS of the

CANADIAN MANUFACTURERS' ASSOCIATION.

COMPULSORY EIGHT HOUR BILL.

Organized labour through its representative Mr. Verville has again brought forward its Eight Hour Bill. This year the Bill has been taken up more seriously by the House, who have referred it to a special committee for investigation and report. The committee is meeting almost immediately to hear evidence from parties who may be interested one way or the other. On behalf of employing and business interests we are preparing a general case for submission to this committee, and we also propose to have evidence as to the impracticability of the measure submitted by men of experience in labour and business matters. We do not wish to rest our case, however, upon this evidence alone. The proponents of  
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the Bill will, no doubt, be represented by large and enthusiastic deputations, and unless we are able to show that the opposition of employing interests is both serious and widespread, there is just a possibility that the Committee of the House may be over-awed by the clamour of organized labour. We would ask you, therefore, to send at once to Honourable W. L. Mackenzie King, Chairman of the Special Committee on Bill (No. 21) House of Commons, Ottawa, a concisely worded protest against the Bill expressing the hope that his committee will report thereon adversely. In case you have not seen the Bill we reproduce same herewith.

Then follow the clauses of the Bill: The circular proceeds:—

‘As affording a basis for the protest which we hope you will send in to the Minister of Labour, we beg to submit a few of the principal reasons why the Bill should not be passed. 1. It would prohibit every employer and every employee who works more than eight hours per day from sharing in government business. 2. It would be utterly impracticable for any establishment to work one portion of its staff eight hours a day on government orders and the rest of its staff ten hours a day on orders for private parties and private corporations. 3. As a natural consequence competition for government orders would be less keen; prices would go up, and all work would have to be paid for by the government at a higher figure. 4. It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellows by extra work or effort would be denied him. 5. Once we have fully recovered from the present industrial depression there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated. 6. A shorter working day would mean an increased cost of production, which in turn would mean a material advance in the price charged the jobber, the retailer and the consumer, and consequently a general increase in the cost of living. 7. The shorter hours of labour in town and city workshops have proved a wonderfully strong attraction in influencing men to leave the farm. If these hours are now reduced to eight per day hired help for the farm will be more difficult than ever to secure and retain. As business men you will appreciate the importance of blocking a move that would only embarrass the farmer. 8. Organized labour which is said to represent only eight per cent of the labour vote should not be allowed to impose conditions which would hamper the development of Canadian industry. As no time is to be lost you are earnestly requested to take action in the matter with the least possible delay. Yours faithfully, J. O. Thorn, chairman, G. M. Murray, secretary. P.S.—Have your reply in not later than the 21st instant.’ (See also *Exhibit G.*)

*By the Chairman:*

Q. Can you tell us how many copies of this circular you sent out?—A. We sent out one to each member of the association and we have a membership to-day of about 2,500.

Q. In this circular you say, ‘On behalf of employing and business interests we are preparing a general case for submission to this committee.’ That I understand is the case you purpose submitting this morning?—A. Yes.

## MEMORIAL IN BEHALF OF THE CANADIAN MANUFACTURERS’ ASSOCIATION.

The CHAIRMAN.—You might proceed.

The WITNESS.—I appear before you to-day as representing primarily the Canadian Manufacturers’ Association of which organization I am secretary. In order that you may appreciate the magnitude as well as the diversity of the interests for which I speak,

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permit me to state that our association embraces nearly 2,500 of the biggest and most important manufacturing establishments in Canada, extending from Sydney on the Atlantic to Victoria on the Pacific. Included in the list are iron and steel plants, foundries and machine shops, agricultural implement works, carriage and wagon works, car works, locomotive works, stove and radiator foundries, electrical works, automobile factories, boat and ship building plants, furniture factories, piano factories, clothing factories, knitting factories, woollen mills, cement works, chemical works, flour and oatmeal mills, cotton mills, breweries and distilleries, wineries, biscuit and confectionery factories, hat factories, wall paper mills, lithographing establishments, printing and publishing establishments, engraving and electro typing establishments, pulp and paper mills, manufacturing stationers, lumber mills, sugar refineries, fruit and vegetable canneries, fish canneries, meat packing and curing establishments, silverware and jewellery factories, boot and shoe factories, harness factories, tanneries, paper box factories, paint and varnish works, glass works, bedding factories, spice mills, manufacturing druggists, cigar and tobacco factories, besides a very large number of miscellaneous establishments engaged in other lines of production. In the aggregate our association represents an investment of well over \$400,000,000, an annual product of over \$500,000,000, an annual pay roll of \$200,000,000 in which 300,000 wage earners participate. These figures are estimates only, yet they are more likely under than over the mark.

Our association is governed by an executive council of 150 members elected annually, including representatives from every province and practically every trade, and to this Bill, instructions given me without one dissenting voice, you will realize with what singular unanimity the manufacturers in Canada ask you to report unfavourably as regards the measure under consideration.

I am also advised that the following boards of trade have expressed strong disapproval of the Bill—New Westminster, Revelstoke, Winnipeg, Truro, Stratford, Meaford, Prince Albert, Red Deer, Saskatoon, Welland, Kingston, Port Arthur, Toronto, Walkerville, Orilla, Prescott, Sherbrooke, Moosejaw, Parry Sound, St. John, Halifax, Windsor, Nova Scotia; North Bay, Kenora and Sackville. How many other boards there may be that have expressed disapproval I cannot say, but I have yet to hear of one single board that has endorsed the measure. It would therefore appear that commercial as well as industrial interests regard the effect of the proposed legislation as detrimental to the welfare of the Dominion. Of the above mentioned boards of trade, I have credentials from the boards at Windsor, Nova Scotia; Sherbrooke, Quebec; Prescott, Ontario, and Walkerville, Ontario, authorizing me to speak on their behalf.

Now before I go any further let me disabuse your minds of any suspicion that the Canadian Manufacturers' Association is opposing this Bill simply and solely from a desire to thwart the plans of organized labour. We have no wish to antagonize labour organized or unorganized. Labour is essential to the processes we carry on and under any and all circumstances we would prefer to work in harmony with those we employ. If I understand the situation correctly the proponents of this Bill urge largely humanitarian reasons in favour of its adoption. God knows the manufacturers of Canada have not turned a deaf ear to this side of the argument. Where occupations are carried on under conditions dangerous to life or limb, where from the nature of the material handled or the atmosphere created, the health of the worker is easily undermined, or where the imposition of long hours would shatter the nerves or sap the strength of women and children operatives, the manufacturers of this country will be the first to hold up both hands in support of regulations. That, of course, is a matter with which the provinces are empowered to deal, and with which they are dealing. As regards giving the workingman time and opportunity for education and self improvement, the manufacturers will again be

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found not only sympathetically inclined but active and energetic, as witness their campaign in support of technical training, to say nothing of the welfare or industrial betterment work in which many of them as individuals are actively engaged. Let me say sympathetically that the manufacturers are not hostile to the workingman; they are not taking a firm stand and saying: 'Thus long shalt thou have for rest and recreation and no longer.' Nothing gives the employer more satisfaction than to see his staff healthy, prosperous and contented, and so far as shortening the hours of labour will contribute to a state of prosperity and contentment among his working forces he can be depended upon to do it just as quickly as the economic conditions will permit. But what the manufacturer does object to is being forced by legislation to accord a working day and inferentially to pay a rate of wages that will make it unprofitable for him to continue in business, and in combatting the ill-advised efforts of organized labour in this direction he considers that he is entitled to be looked upon as the workingman's friend rather than his enemy, for he is following the best course under the circumstances to ensure the permanency of his employment and to prevent him from being the means of his undoing. But it may be objected, the Bill under consideration applies only to government contracts, and to such work as may be undertaken by the government by day labour. Very true; in appearance it is innocent looking enough. But appearances are sometimes deceptive, and to guard against deception it is important to understand if possible the motive underlying this legislation. This is not far to seek. The introducer of the Bill, Mr. Verville, was until quite recently president of the Trades and Labour Congress of Canada. How long he occupied that position I do not know, nor do I know how many sessions he has had this Bill before the House. I think I am safe in saying that he was president of the Congress for at least two years, and that this is at least the third time he has introduced this particular measure.

The CHAIRMAN.—How many sessions was it Mr. Verville, that you were president of the Congress?

Mr. VERVILLE.—Five sessions, and I am not ashamed of it at all.

The WITNESS.—In any event he was president of the Congress in September, 1908, when they met in Halifax, and the Bill was before the House in his name during the session of parliament immediately preceding. In the report made that year by executive officers to the Congress, the Eight-Hour Day was referred to in the following words:—

'Among the many important legislative matters that demand our attention, one of the most pressing is the reduction of the hours of labour. It has been left almost entirely to the trades unions either to negotiate for or fight for the establishment of the eight-hour day, and in the bitter struggle that is waged between employers and employees, the strong have succeeded and the weak have suffered. The workers having decided to go into politics in their own interests, the shorter day has also become a political issue, and in some cases, where the industrial organization has failed to secure the eight-hour day, intelligent political action has achieved the desired result. It is desirable that the universal eight-hour day should be established as early as possible. The improvements in the means of producing and distributing the necessities and comforts of life have not been accompanied by reductions in the hours of labour that such a change makes necessary. It has not always been a question of right or morals where the shorter work day has been conceded by employers, and frequently the right has been decided by the power of trades unions to force the reduction in hours. While this is true with regard to the industrial organizations, it is equally true when applied to political forces. When the power to obtain the universal eight-hour day by legislation has been obtained by the representatives of labour in the parliaments of the world it will be accepted as the right of the workers to

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have it, but until that day has arrived the movement with that end in view will be assailed by those who fear the loss of material advantages gained by legislative privileges. Your executive council believe the time has arrived when the eight-hour day for all workers in Canada should be strenuously fought in the Federal Parliament so that all those who toil may share in the benefits of the shorter work day. We would therefore recommend that such a measure be prepared by your executive council with the advice of our solicitor and submitted at the next sitting of Parliament.'

It will be apparent from the above that the Trades and Labour Congress, at whose instance the Bill has been introduced, intend to use this apparently harmless legislation as a means to enforce the adoption of an eight-hour day in all classes of industry, from one end of Canada to the other. How can they do it, some one may ask when it relates only to government contracts? The answer is simple. An eight-hour day on government contracts is but the beginning, the thin edge of the wedge, as it were. The unions know all too well that a firm cannot work one part of the staff eight hours on government material and the rest of its staff, ten hours on material entering into private contracts. Let it start the eight-hour day for a few of the men and it must inevitably concede the eight-hour day to them all. Failure to comply would result in a strike. Similarly, were an eight-hour day established in one machine shop in Ottawa, we will say, the proprietor of another machine shop just across the way would have perpetual trouble with his men until he granted the same concession.

Through the provision making the Act apply to sub-contracts as well as to contracts, the adoption of the eight-hour standard could practically be forced on an infinite number and an infinite variety of workshops, presuming always that they would be willing to do work for the government. Personally, I consider that the effect of the Bill would be to send government contracts begging, so that they would either go out of the country altogether, in which case Canadian labour would suffer, or else they would fall into the hands of a monopoly, in which case the public would be saddled with higher cost. If any further proof is needed as to the intentions of organized labour with respect to this Bill, it is to be had from the words of Samuel Gompers, president of the American Federation of Labour, with which the Canadian Trades and Labour Congress is affiliated.

I think we are safe in assuming that Mr. Gompers voices the official sentiments of the unions of which he is head, and that anything he has to say as to the object of similar legislation in the United States, can be taken as faithfully representing the object of the legislation under our consideration. Let me read to you an extract from the hearings before the committee on labour of the House of Representatives, at Washington, 1902. Mr. Gompers is addressing the committee, and in response to a question asked by Judge Payson, he says:—

'We are endeavouring to secure the limitation of a day's work to eight hours.

Where government work enters into the operation of a plant either in part or in whole, we expect that eight hours shall constitute a day's work by law and the limitation of a day's work.'

Mr. PAYSON.—That is what I wanted you to say.

Mr. GOMPERS.—I am very glad, because I wanted to say it myself, and I want to emphasize it, if possible."

And in 1904, two years later, the same matter being under consideration by Mr. Gompers, he used this language:—

'We have been asked how far does this Bill go. How far do you want it to go. If we are candid and we desire to be, as to how far, we would answer, until it reached every man, woman and child who works in the United States. And I  
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trust that statement will be broad enough and comprehensive enough to satisfy the opponents of the Bill.'

In view of such pronouncements as those I have quoted it becomes necessary to consider this Bill, not simply in its relation to government work but in its broader application as effecting every phase of every industry in every locality throughout the entire Dominion.

Now in the first place, what is the Trades and Labour Congress, the organization which seeks this legislation, and what portion of the working force of this country does it represent. Can they justly claim to voice the attitude of the big majority of Canadian workingmen, or are they a comparatively insignificant part of our great army of artisans. Figures on the subject are not easy to obtain. The last annual report of the Congress proceedings gives no indication as to the numerical strength of the order. But perhaps it will suffice to compare their strength in 1906 with the total number of workingmen employed in Canada that year as shown in the census returns. I have taken that year because it is really the only year on which we can base an intelligent comparison.

At the convention held in Victoria, September, 1906, the secretary of the Congress reported 448 local unions in affiliation with a total membership of 27,067. This included bricklayers, stonemasons, carpenters, plasterers, paper hangers, barbers, musicians, locomotive firemen, railway conductors, trainmen, longshoremens and others not connected in any way with manufacturing establishments. The industrial census for 1906 gives the total number of wage earners in Canadian factories, exclusive of clerical staffs as 355,379. From this it will be seen that the total strength of the Trades and Labour Congress including those in what might be termed non-factory employment was less than eight per cent of the number engaged in factory work alone. If, however, to the number of factory employees were added all those engaged in the building trades, mining, transportation, lumbering, fishing and agriculture, it would probably bring the percentage of organized labour down to one or two per cent of the entire labour vote. This deduction is confirmed by an analysis of the returns of organized labour for Ontario, the province which is supposed to be its stronghold.

In the annual report of the Ontario Bureau of Labour for 1906—I take the same year for the same purpose—all the unionists the secretary is able to account for even at the most liberal interpretation of his data, is 13,946. The secretary is or was himself a union man and it may be assumed that his report if it erred at all, would err in the direction of over estimating rather than under estimating. Of this number 3,016 were railway employees, 3,204 belonged to the building trades, 530 were painters and decorators, 660 were musicians, 251 were barbers, 123 were marine engineers, 250 were longshoremens and seamen, 65 were civic employees, 20 were horseshoers, 45 were tile layers, 43 were teamsters and 50 were stage employees. None of these 8,257 in all were in any way connected with manufacturing establishments, so that deducting this number from the total strength of organized labour in Ontario it leaves the strength of unionism in the industrial establishments of that province at 5,689. The industrial census for the same year puts the total number of wage earners in Ontario factories at 169,571. Dividing one into the other it will be seen that unionized factory labour represents approximately only three per cent of all the factory labour in Ontario. Permit me also to quote from the report of the Commission on Hours of Labour, Nova Scotia, 1910, which has only recently come to hand. On page 129 we find the following:

The great majority of wage earners in Nova Scotia outside the coal mines do not belong to any union. Female wage earners form a large percentage of the workers in the textile mills, the boot and shoe factories, the confectionery establishments, the milk factories, the shop assistants, the telephone offices, &c., and in trades where they predominate organized labour is non-existent. Even among

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male wage earners unionism is weak. In such towns as Amherst, New Glasgow, Truro, Yarmouth, Oxford and Sydney, in such industries as lumber, leather, wood working, iron, and in such firms as the Dominion Iron and Steel Co., the Nova Scotia Steel and Coal Co., the Rhodes Curry Co., the Silliker Car Co., the Robb Engineering Co., the Acadia Refinery, not to speak of many others, unionism is hardly a factor in the industrial situation.

From the foregoing figures and from the extract I have quoted there is only one inference to be drawn and that is that unionism represents at best only a very small proportion of the working forces of the country.

It would seem wise, therefore, on the part of your committee to move slowly and with extreme caution before reporting favourably regarding a piece of legislation that is so weakly supported and that might impose at the will of three people out of one hundred a set of conditions that would be obnoxious or even intolerable to the other ninety-seven.

Next it seems pertinent to inquire whether the rank and file of organized labour really desire what is asked for in the Bill. 'No labourer, workman or mechanic,' says the Bill, 'shall be permitted or required to work more than eight hours in any one calendar day.' The proponents of the Bill expect of course that the men would receive as high a daily wage for eight hours work as they are now receiving under a nine, or ten-hour day, an expectation which might, or might not be realized. If it were not realized there would be trouble immediately and we should probably be met with a demand for the repeal of the Act. But supposing for the moment that it were realized, are we to understand that the men themselves not simply their officers, would wish to be forbidden by law to work more than eight hours a day. Many an artisan to-day is adding no small amount to the weekly wage paid him for work performed within the limits of the standard day by working over time at over-time rates which rates run all the way from time and a quarter to double time. Are we to understand that he is willing to surrender this privilege. Those artisans engaged in seasonal pursuits who have their seasons of full employment and their seasons of idleness like the longshoremen, the lumbermen, the fishermen, &c., are we to understand that for the sake of establishing the eight-hour principle they are willing to give up all over time work, the very work which tides them over the period of unemployment. Or are we to assume that the unions rely on their strength to secure such rates of pay both per piece and per hour as will compensate them not only for the self-inflicted loss of regular time but for the self-inflicted loss of over time too. If that is the case then it is the employer who needs protection by Act of Parliament, not the working man. But let us grant for the sake of argument that the labour unionists are willing to deny themselves the right to work more than eight hours a day. Is there any reason, any justice in allowing three men out of one hundred to dictate to the other ninety-seven and impose on them a condition which may work extreme hardship. If John Smith who is young and married and has no one depending on him can support himself by working only eight hours instead of ten and asks to be freed from the necessity of working longer in order that he may have leisure for recreation or for study, is that any reason why John Brown, John Jones, John Thompson and thirty others who all have wives and families to keep, who want to surround their families with comforts and to give their children a good education, is that any reason why they should be denied the very means of carrying their desires into effect? To the working man his labour is his stock in trade. It is by the sale of his labour and by his labour only that he acquires the wherewithal to provide himself with the necessities of life. To sell that labour to whomsoever he likes, wherever he likes, in such quantities as he likes and at such rates as he likes, is a God-given privilege which it should be the duty of this parliament to protect.

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I make exception, of course, of those kinds of employment that are approximately made subject under provincial enactments to police regulation as well as of those other employments that are usually regarded as detrimental to health. Any encroachment upon this privilege subject to the exceptions I have mentioned can only be regarded as an unwarranted interference with individual and property rights. 'It is a part of every man's civil rights' says Cooley on Torts, page 278, 'that he be left at liberty to refuse business relations with any person whomsoever whether the refusal rests upon reason or is the result of whim, caprice, prejudice or malice. With his reasons neither the public nor third persons have any legal concern. It is also his right to have business relations with any one with whom he can make contracts and if he is wrongfully deprived of this right he is entitled to redress.'

As regards the constitutionality or unconstitutionality of the proposal I need say very little. Matters affecting the relations between master and servant are left under the British North America Act to the jurisdiction of the provinces. As the Bill under consideration limits itself specifically to contracts to which the federal government is a party, it would not seem to a layman like myself to be open to objection on the ground that it is an interference with provincial rights. But in one respect it does seem to be open to attack on the ground of unconstitutionality. Private parties to a contract have undoubtedly the right to make such terms or exact such conditions as they like, providing always they do not contract to do something that is unlawful. A man can lawfully contract to work for fifty cents a day or fifty dollars a day so long as he can find some one who is willing to engage him at those rates. In so far as it is a party to a contract the federal government would seem to possess the same right. But the federal government in all its contracts has a dual personality; it is a private party but it is also a trustee. Within certain limits it can make such terms and dictate such conditions as it likes, but as a trustee of the people it is its bounden duty to see that it buys its labour and its material, quality for quality and under like conditions at prices approximately equal to the prices that prevail in private business.

Now then the question arises would the government in order to satisfy the caprice of an insignificant minority of our citizens be justified in buying eight hours' labour for the regular price of ten. Would it be justified in paying John Smith, a union man, two dollars for eight hours' work when John Brown, John Jones, John Thompson and thirty other non-union men were willing and anxious to give ten hours' service for the same wage? Would it be justified in saying to the non-union man whom we will suppose is a man of perseverance and ability, a man with ambitions to rise in the world and to elevate his family with him, would it be justified in saying to this man: 'Because you persist in hard work and in a course of conduct calculated to raise you above the level of your less ambitious fellows you are to be debarred from sharing in any employment which I may have to offer?' Would it be justified in imposing upon the public the added cost of labour and material which the enactment of this Bill would entail? To show just what that added cost would be is only a simple problem in arithmetic. It takes five men working eight hours each to do as much as four men working ten hours each, the gross amount of service in each case being forty hours. But whereas four men at two dollars a day receive only eight dollars, five men at the same rate receive ten dollars. On the present outlay of eight dollars therefor, the increase would be two dollars or twenty-five per cent.

I am aware of course that the objection will here be raised that, under the shorter working day, the efficiency of the men will be increased and that this increased efficiency will, at least partly if not altogether, offset the difference in time worked. This particular feature of the case might be argued at great length. The experience of those who have tried it is very contradictory. Some em-

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ployers acknowledge cheerfully that there has been a marked increase in efficiency, sufficient almost to compensate them for the time lost. Others admit that the reduction in output is not nearly proportionate to the reduction in time but they qualify the force of this admission by ascribing some of the improvement to the use of better or speedier machinery or to a change of system whereby delays were avoided. Still others state that for the first few weeks of the experiment the output for a nine-hour day with the same staff and same equipment has been equal to the output for the ten-hour day but that after six, nine or twelve months the men fell back into the old pace and in the end finished up by doing just nine-tenths as much as they used to do.

As regards the reduction from ten to eight hours, even the most ardent advocate of the eight-hour day will acknowledge that it is impossible to maintain production at the same figure by working two hours per day less. If production must of necessity be kept at the same figure then it involves the employment of a larger staff and frequently the purchase of more machines for the hands thus added to work upon. In that event, not only is the cost of productive labour increased but the investment upon which individuals have to be paid is also increased. It would be futile to endeavour to settle this question by theoretical argument. The only way to obtain a satisfactory answer would be to conduct a series of experiments in a large number of trades each of them extending over long periods of time and to make proper allowance in every case for any and all improvements consequent upon the installation of new equipment or the adoption of better systems. In general, however, it should be remembered: 1. That so far as those trades are concerned where automatic machinery is employed it is the time of the machine, not the time of the operator that counts. Where these machines are already speeded up to the maximum any reduction in hours would involve a corresponding reduction in output. 2. The aim of every manufacturer is to spread his fixed charges over as large an output as possible. If that output is arbitrarily reduced by shortening the hours of labour the selling price of the article, if we eliminate the element of foreign competition, will be increased by the added proportion of those fixed charges which each unit of the product is required to bear. 3. In so far as the loss of time is offset by what is known as speeding it becomes a very doubtful advantage if not a decided disadvantage in many occupations such as bricklaying, rivetting, sawing, &c., where careless or faulty workmanship may involve the employer in serious monetary loss. Further, the more intensive the work, the greater the danger of accident, because when working under strain or against time men will frequently neglect precautions for their own safety which ordinarily they would observe. 4. Lastly, the reasons advanced in favour of the eight-hour day are almost wholly theoretical. Its supporters assume that certain results would follow but they cannot successfully prove their contentions by reference to practical experience. Those who oppose it, on the other hand, have numerous valid objections to offer. In view of the fact that the reduction is sought by so small a proportion of those who may be regarded as directly affected and that it is looked upon with real alarm by practically all employers who have large investments at stake it would seem only reasonable for your committee to insist that the proponents of the Bill should present proof overwhelmingly strong before you would feel justified in reporting the measure.

Reverting now to the assumption that the labour cost on government contracts would be increased twenty-five per cent under an eight-hour day, it is only reasonable to suppose that under a rigid enforcement of the clause of the Act relating to subcontracts the cost of practically all the materials would be similarly increased. If, therefore, we add twenty-five per cent to the cost of the labour and twenty five per cent to the cost of materials used in the erection of a public building which under present conditions would cost \$100,000 it will mean that instead of

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\$100,000 the government will be paying \$125,000 for it. If in construction work of various kinds including buildings, wharfs, breakwaters and dredging the government is now spending \$20,000,000 annually, it will mean that for the future it will have to spend \$25,000,000 or else leave undone some work that the public interest requires should be done. Is it not relevant to inquire where is the money going to come from? Will the revenues of the government stand it? As the trustee of the people, is the government justified in doing it? But serious as this phase of the situation appears to be it is only the beginning of trouble and expense.

To ensure the terms of the contract being lived up to the government will have to have one or more inspectors on every piece of work that is done for it. The contractor is made responsible to see that the sub-contractor observes the eight-hour clause, so that he in turn will have to employ inspectors to watch the production of every item of material he purchases under contract. The expense of all this inspection will fall upon the government, for the contractor will undoubtedly take it into account in submitting his tender.

Experience too will teach the contractor he must allow himself a more liberal margin of profit for various other reasons. If his contract calls for delivery by a certain date under penalty of a per diem fine he will probably consider it necessary to fix a price that will cover a fair amount of fining because delays may ensue which cannot be offset by over-time work. If, after one or two unfortunate experiences, he finds that he is always becoming involved in unexpected difficulties he will more than likely decline to tender on government work altogether, in which event a few contractors will acquire a monopoly of it and fix prices to suit themselves. Some such result would be almost certain to follow in the case of manufacturing contracts. To illustrate my meaning let me refer to the building of locomotives for the Intercolonial Railway. Evidence from a man experienced in this trade will be submitted a little later showing that it is utterly impracticable to work one gang of men in a machine shop eight hours and another gang, ten hours. The eight-hour men would want the same aggregate daily wage as they would get under the ten-hour standard. If they didn't get it they would throw up their jobs or go on strike for they would not stand for a reduction in pay. If they did get it the ten-hour men would strike because of the discrimination practiced against them. To introduce or to attempt to introduce such a plan into any well organized machine shop would be to convert it at once into a hot bed of trouble and discontent. But supposing for the moment that this difficulty were surmountable, the proprietor is next confronted with the problem as to how he is going to separate for labour purposes the material going through the shop into that which must be worked upon only eight hours and that which may be worked upon longer. More than likely he has orders on hand for three or four other railways besides the Intercolonial. If his shop is properly systematized so as to minimize loss of time for the men he will previously have arranged to stock up in some of the standard parts applicable to all locomotives. Now, when he goes to his stock room for some bolts or some screws to be used on an Intercolonial locomotive how is he to know which particular bolts or which particular screws have been made on an eight-hour day or which on a ten-hour day? One workman operates a lathe and another a drill both adapted to particular kinds of work. In the ordinary course of events these machines will be employed on some part of every locomotive turned out of the shop. Is the Intercolonial work to be allowed to accumulate; is the shop to be blocked up with Intercolonial locomotive parts until there are enough on hand to keep the lathe or the drill and its operator busy for a whole day of eight hours? Would not the disorganization consequent upon such a procedure prove such a source of loss and annoyance to the management that they would prefer to lose Intercolonial business than be bothered with it? But this is not all. What about the engineer and the firemen who would ordinarily be expected to remain in charge for the whole ten hours during which the steam plant was in operation? When work begins on an Inter-

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colonial order, is the management to let the engineer go at the end of eight hours and then get a relief hand to take his place for the other two? If so, where is he going to get an engineer who can support himself on two hours pay? Or supposing there are enough Intercolonial orders on hand to warrant the adoption temporarily of the eight-hour standard from eight a.m. to five p.m. are the entire staff to be kept in idleness until say eight thirty a.m. waiting for the eight-hour fireman to get steam up? Or is the duty of getting up steam to be left to the eight-hour night watchman? And what about teamsters? Are they to be compelled to quit work at four o'clock some day simply because they brought from the depot along with other materials a keg of ten-penny nails for use on an Intercolonial order? Complications of this kind that might ensue are so numerous and so far reaching in their effect that one or two experiences would sicken most manufacturers of government business altogether. But, it may be objected, it is not contemplated to enforce observance of the Act down to such minute details; to do so would be a picayune policy that the government would not stand for. Possibly so, but why should the government place itself in a position where it knows it will have to resist all kinds of pressure exercised in the direction of compelling the adoption of such a policy?

We know from Mr. Gompers, we know from Mr. Verville, that trade unionism has set its heart on pursuing this eight-hour movement until it applies to every man, woman and child in the United States and Canada. If we believe it economically unsound doctrine, if we believe it inexpedient at the present juncture to grant the eight-hour day, why take the first step in what our judgment tells us is a wrong and downward direction, more particularly when we are warned beforehand that there are people watching us who will try to push us further, once we have taken that first fatal step. There are many other features of impracticability connected with this Bill upon which I might dwell, but I will be considerate of the time of your committee and refer to only a few. A rigid eight-hour day with over time prohibited would prove very embarrassing in those trades where the operations are more or less continuous. As an example, take the blast furnace. A man's time might be up just after the furnace had been tapped and if his relief were a few minutes late in arriving it would place the employer in an awkward position, for either he must keep the man at his post and run the risk of having the contract cancelled and the material thrown back on his hands, or else he must suffer the loss of much valuable material and possibly endanger the efficiency of the plant. The same would be equally true of other trades where processes have to be carried through to a certain stage before they will permit of any interruption, such as in moulding, baking, canning, condensing milk, &c.

I have already referred to one of the difficulties encountered in seasonal trades such as building and lumbering. A rigid enforcement of the eight-hour day with prohibition of over time, particularly in localities where labour was scarce, might easily delay to a degree almost intolerable the erection of a building for which there was the most urgent need. Log driving furnishes another illustration of how embarrassing such a law might prove. The winter's cut of logs must be driven down the rivers to the sawmill in the early spring when the water is at its height. Those in charge of this work usually stay at it as long as daylight lasts; they know that they must utilize every minute of time lest the water recede and leave their logs stranded. To enact a law that would require the river drivers to desist each day after working eight hours could not fail in many cases to involve the saw millers in heavy financial losses, to say nothing of the scores of workmen about the mills who might thereby be thrown out of employment. In the field of transportation an eight-hour day in an obvious impossibility.

When a vessel arrives in port it must be unloaded and loaded with the maximum of despatch. It represents a large investment of capital and to compel that capital to lie idle and unproductive for two or three times as long as there is any occasion for would be an

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injustice to the owner which the government could not successfully defend. Where the cargoes are of a perishable character the injustice of such a proceeding would be accentuated. To some extent this difficulty might be overcome by arranging for a larger supply of labour, so that if necessary three shifts could be operated, but the objection to this is that during the slack seasons there would be a far greater number of unemployed who because of the fact that they were debarred during the busy season from augmenting their earnings would of necessity become charges upon the community. In view of the fact that so many of our sea going steamships are subsidized by the government it is important that your committee should pay due heed to this aspect of the question, because the owners of such steamships would all be parties to a government contract and the operation of their vessels while in Canadian waters would consequently be something to which this Act would apply. In rail-roading the eight-hour standard is equally impossible. When a crew take their train out from one divisional point they cannot very well leave their posts until they have brought the train safely into the next divisional point where their relief awaits them. It would be absurd to require them to stop the locomotive and quit work half way between stations just because their eight hours were up, and it would be almost as absurd to require all trains to carry spare crews that would be available to relieve the operating crew on the expiry of its standard working day. Here again the government is vitally interested as the railway companies are all under contract with them as carriers of mail.

The mention of railroads at once suggests another point that would be a source of unending trouble. I refer to what are known as demurrage charges. The Canadian Freight Association have prepared and have had approved by the Board of Railway Commissioners a set of rules imposing a fine of one dollar per day on all shippers who detain cars in the loading or unloading beyond a certain number of hours which vary according to the circumstances and according to the nature of the commodity to be handled. Even under existing conditions, where no limit is placed upon the working day, demurrage charges are all too frequently incurred and have all too frequently to be paid. But what would the situation be under a compulsory eight-hour day with union inspectors lurking about to see that the provisions of the Act were strictly observed? Instead of a petty annoyance demurrage charges would soon mount up until they became a serious tax upon production, while it is quite conceivable that the congestion of traffic incidental to such delays might precipitate another calamity like that which occurred in the Northwest two years ago when the supply of coal ran short. This point may of course be answered by stating that the Bill could be amended so as to exempt transportation companies from its operation altogether. But if an exception is to be made in favour of one interest simply because it can be shown that the Bill would be impracticable or intolerable as applied to it, why should not exceptions be similarly made in favour of all interests that can make out a case equally or almost as good. And how are the various interests involved going to be able to make out a case that will be conclusive in the absence of practical experiments. To pass the Bill, to try its effect experimentally upon all the varied industries of this country many of which are still in their infancy and are worrying along on a very narrow margin of profit, might easily give our country a set back from which it would not recover in years. It is far easier to lose business than it is to recover it; of that we had ample proof when the recent depression overtook us. This is another reason why the manufacturers would urge your committee to move with the utmost caution and to conduct the most searching investigation before placing yourselves on record as in favour of such legislation.

Another important point that must not be lost sight of is: How will the farmer be affected? Agriculture is the basic industry of our country. It lies at the very foundation of our prosperity as a nation. According as the farmer prospers the rest of us prosper, and according as the farmer suffers the rest of us suffer. Even the Manufacturers

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Association will admit that; hence our hearty endorsement of any steps which the federal and provincial governments may take to stimulate agricultural production and to better the conditions under which agricultural produce is marketed. Hence also our apprehension lest any step be taken in shortening the legal working day that would react upon the farmer and make the hired help problem a more difficult one for him to solve. Presuming that an exception would be made under the Act in favour of agricultural pursuits, there can be no doubt that one of the immediate effects of this legislation would be to draw hired men away from the farms to the city workshops where the hours of labour would be so much shorter and where the opportunities for recreation in the hours of leisure would be so much more varied. Even under existing conditions the ten-hour day in the factory is making it exceedingly difficult for the farmer to retain his hired help. The attractions of the Northwest are stealing away from the farmers of Ontario and Quebec their sons, so that from year to year they are becoming increasingly dependent on the hired men. I am credibly informed that because of the seriousness of this problem there has been a marked tendency of late among our eastern farmers to forego the cultivation of crops and to go in more for the raising of cattle because of the fact that the latter does not necessitate the employment of as much help. This in turn cannot but fail to be a factor in the rise of prices for all kinds of produce regarding which the newspapers have been publishing lengthy reports. Now if the unions were strong enough to enforce the payment of ten hours' wages for eight hours' pay and if production could stand up for any length of time under such a load it must sooner or later prove ruinous all round, first to our great basic industry, agriculture, because the farms would be depopulated; and secondly, to our subsidiary industries including manufacturing, whose success is so intimately dependent upon the success of agriculture. One by one as these industries began to languish their working forces would be reduced, and unless the legislation were repealed the men thus thrown out of employment would probably drift across to the big industrial centres of the United States where no such restrictions were in force to hamper development and where employment in consequence would be steadier.

This movement would undoubtedly be hastened by the effect of foreign competition. In the first place, as has already been indicated, the tendency under an Act, which would enforce upon manufacturers conditions so arduous, so difficult of fulfilment, would be to sicken them with government business, in which case the work would go probably to foreign contractors and foreign factories where the terms of the Act could be violated with little fear of detection. Even were some manufacturers to adopt the eight-hour standard in hopes of being able to secure enough government work to keep their plant steadily employed, the difference between their cost of production under a compulsory eight-hour system and the cost of production in the United States under a ten-hour system would be sufficient to encourage American competition, and to avoid being held up by monopolists the government would no doubt at times consider it its duty to award contracts to American tenderers, thus forcing business by its own enactment out of the country. In so far as the adoption of an eight-hour day on government contracts would compel the adoption of an eight-hour day generally it would place the Canadian manufacturer at a serious disadvantage in meeting outside competition in his own home market. The added cost of production arbitrarily enforced upon him would, in part if not altogether, negative the protection accorded him by the tariff. The conclusions of the Nova Scotia Commission on this point are illuminating. Let me quote you a few passages. Speaking of the Dominion Iron and Steel Co., page 71:

'So far as this industry is concerned an eight-hour day would, in the opinion of the Commission, result in a greatly enlarged labour force in every department and probably in some additional expenditure in plant, clerical staff and supervision. One of two things must happen, as competition will take care of the prices of the product. Either rates of wages will remain as they are, in which  
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case the earnings of each employee will be reduced below the point of a living wage, or the rates will be increased in proportion to the reduction in time, and the increase will be added to the cost of operation. At present either alternative would be fatal. The men cannot afford such a reduction and an industry which has received municipal, provincial, and federal aid and which up to the current year has reported chiefly expenditure and loss cannot stand such a large increase to its cost of production.'

Speaking of provincial iron industries in general, page 74:

'Practically all of these firms are subject to keen competition from the other provinces of the Dominion and some of them, in some classes of product meet competition from the United States, the United Kingdom and Germany. The employers and managers all believe that an eight-hour law would involve the employment of more men, and in some cases the extension of the plants and that as the men would demand and would need an increased rate of wages per hour, the cost of production would be increased, and that the rival firms not subject to the law would have an added advantage in the market.'

Speaking of textile mills, page 77:

'It would be a serious step to fix by law a lesser maximum number of hours in Nova Scotia than are worked in the United States and Great Britain or than in the other provinces of Canada. This step could be justified if it could be shown that the reduction in time would not mean a reduction in output or an increase in cost. It could be justified if it could be shown that in management and machinery, in labour and profits, the small mills in Nova Scotia are superior not only to the other mills in Canada, but also to the mills in the United States and Great Britain. It could perhaps be justified again if it applied to all the mills in Canada and at the same time the tariff against Great Britain and the United States were increased sufficiently to offset the greater cost.'

Speaking of coal, page 116:

'How far this comparison of conditions between the Nova Scotia and the United States mine is correct the Commission cannot say. It seems, however, to be generally recognized that the cost of bituminous coal mining in the United States is low. There is one test that can be applied and that is the test of actual competition between the two in the same market. American bituminous coal is subject to a tariff when imported into Canada, and the Nova Scotian operators have the further advantage within the St. Lawrence market of shipping by water in the summer season. If in spite of these conditions the American operators can successfully compete in that market the inference is inevitable either that they are selling there at dumping prices or that they can mine coal at less cost than their competitors in Nova Scotia.'

If they can mine coal in the United States at less cost than in Nova Scotia when both are working the ten-hour day and in spite of the tariff and the superior transportation facilities enjoyed by the latter, and can compete successfully with it in the St. Lawrence market, what will be the future of our maritime coal mines if an eight-hour standard is forced upon them? Many industries of course, which cater to a strictly local market, such as brick yards, sash and door factories, box factories, &c., would probably suffer very little if any from a cause of this kind. Their product will not bear the cost of transportation over long distances and American competition would be therefore a negligible quantity. But as for other Canadian industries that are already meeting competition in the home market from United States firms that have all the advantages of specialization and enormous output, it is almost a certainty that under the handicap of an increased cost of production forced upon them by a compulsory eight-hour day many of them would prove unequal to the struggle and unless the tariff were adjusted to their needs they would sooner or later have to go under. But the advocates of the Bill will tell us that the eight-hour day is coming in the United

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States, that it will probably be general there before it becomes general in Canada, and that we need therefore give ourselves no uneasiness on the head of foreign competition.

Canada is one of the youngest of world countries so far as development is concerned, and it is for her to follow rather than to lead others in legislation whose benefits are so questionable. Let them do the pioneering for they are better able to bear the burdens which invariably fall to the lot of the pioneer. When they demonstrate its success it will be time enough for us to adopt it, but in Heaven's name let us avoid saddling our infant industries with costly experimentation which our over-powerful rivals are only too willing to have us undertake. Even were the eight-hour day to be universally adopted it is open to question whether it would prove the boon its advocates anticipate. By increasing the cost of production it would necessarily increase the prices at which commodities would be sold, so that while the workingman would perhaps secure for himself a higher hourly wage he would be compelled to pay more for the necessities of life. For him to endeavour to improve his condition by such a measure would simply be on a par with trying to lift himself by his boot straps. Some trades in Canada are already operated on the eight-hour standard, but it has come about as the result of negotiation between workmen and their employers, not through legislation. Whether the standard of living and the standard of citizenship among members of the craft has been improved thereby I will not pretend to say but in the case of two unions into whose affairs I have had occasion to look, the conviction is forced upon me that there is still room for improvement in the standard of business morals. The first of these is the United Association of Journeymen Plumbers and Gasfitters whose Winnipeg Local was recently mulcted in heavy damages for injuries done the master plumbers as a result of a boycott following a strike. Some of the rules of that Local are most interesting as throwing light upon the matter now under our consideration. Article 2 reads:

'The wages for journeymen plumbers shall be \$4.50 per day for eight hours, and the wages for journeymen gasfitters shall be \$4.50 per day for eight hours.'

It will be noted that they have a very fair rate of wage for an eight-hour day.

Article 3 reads in part:—

'Not less than four hours' time shall be charged to employers for any work performed during either half of any one day. When a member reports for work at eight, a.m., at a shop in which he is working or where he has been notified to report for work, and is not put to work, he shall be entitled to and receive four hours' pay.'

Article 5 reads:—

'Members working outside the city shall be subject to all the considerations of these rules, and in addition thereto shall have their board and railroad fare furnished, travelling time to be paid for at the regular rate of wages, Sunday and night travelling to be paid for at the rate of single time. Members working within twenty-five miles of this city shall have their fare paid to and from this city once a week.'

Article 13 reads:—

'No bicycle shall be ridden during the working hours herein specified.'

Here we have chapter and verse for the rule under which the plumber kills time when answering a hurry-up call to repair a burst water-pipe. In Toronto it is said they will not even take a street car at the expense of the householder to be served—they must walk both ways and charge up their time. This is why one is so frequently called upon to pay one dollar for a job which the plumber attends to in five minutes.

Article 14 reads:—

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'Under no conditions will members of this local work in any shop employing an apprentice.'

Apparently if the Plumbers Union had their way they would make a close corporation of the trade by absolutely prohibiting any one else from learning it. And these, be it remembered, are rules of one of the enlightened unions enjoying the eight-hour day, the day which is supposed to make better and more intelligent citizens of them. The other union to which I wish to refer is the Typographical Union, described by the Nova Scotia Commission as one of the strongest labour organizations in North America. I am given to understand by publishers who ought to know, that the executive at International headquarters have drawn up certain general rules as to the use of matrices which all locals are required to observe, though they may differ in detail as between place and place, according as conditions may require. The rules of Toronto Local No. 91 may, I think, be taken as a fair indication of the agreements daily newspaper publishers have been forced to subscribe to in all parts of Canada. The hours and rates of wages as in effect since July 1, 1907, are set forth in sections 1 and 3, as follows:—

'Morning newspapers—Section 1—Operators, "ad." men, make-ups, bankmen, heading-men and head proof-reader (no present proof-reader to be disturbed) shall receive not less than \$3.50 per night, or \$21 per week; seven and one-half hours to constitute a night's work; overtime sixty cents per hour.

'Evening newspapers—Section 3—Operators, "ad." men, make-ups, bankmen, heading-men and head proof reader (no present proof reader to be disturbed), shall receive not less than \$3.17 per day of eight hours, or \$19 per week; overtime, 50 cents per hour.'

From the above it will be observed that on the morning papers they have a seven-and-one-half-hour-day. The rules regarding the use of plate matter and matrices are set forth in section 5, which reads:—

'Section 5.—The interchanging, exchanging, borrowing, lending or buying of news matter or advertisements, either in the form of type, blocks or matrices, between newspapers, parties to this agreement, and not owned by the same individual, firm or corporation, and published in the same establishment, shall not be allowed; provided that the reproduction within three months of such type, blocks or matrices shall be deemed a compliance with this section. But no compositor who has been employed in the office for six successive days shall be laid off until all accumulated matrices, types or blocks have been set. This section shall not be construed as prohibiting the loaning, borrowing, exchanging, purchasing or sale of matter or matrices or blocks on occasions of extraordinary emergency, such as fire, explosion, cyclone or other unforeseen disaster, including the "pi" of a form or forms at a late hour, when it will be permitted without a penalty; and provided further that this section shall not be construed as prohibiting the acceptance and use by newspapers of plates, blocks, and matrices of advertisements of establishments located outside of Toronto or of Toronto advertisers not properly considered merely local advertisers.'

In order that you may understand the significance of this rule I might explain that a matrix is an impression of a block of type taken with papier maché. It is so constituted that it hardens quickly and by pouring the stereotyping metal into this impression it enables one to make a duplicate of the original matter with very little trouble and at very little expense. A hand set advertisement which would cost in the first place \$3 to compose, could thus be duplicated in almost no time for use in another printing office at a cost of a few cents. To avoid unnecessary competition and to save themselves unnecessary expense publishing houses got into the habit of exchanging matrices. For example, were the 'Globe' to receive copy for the Eaton advertise-

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ment it would set it up, make two matrices and send one to the 'Mail' and one to the 'World' who would perhaps reciprocate by sending the 'Globe' the matrix for the Simpson advertisement. But here the Typographical Union steps in and says, 'this will never do because it will cause some of our members to lose their jobs.' So they start negotiations with the publishers. Owing to their strength they know they are able to force almost any terms they like. They are troubled very little with economic considerations, reducing the cost of production is something they do not need to bother their heads about—that is for the employer to worry over. All they want is short hours, a good wage, and a sure job. So they agree to allow the publisher the saving in time effected through the duplication of type matter by use of matrices but they insist that all matter so used must be actually set up in type, proof read, distributed and paid for at regular rates. It may be and usually is some days after a matrix made advertisement appears in a newspaper before the compositors begin work upon it; under the rule it must be set up within three months. But imagine, if you can, the feelings of a compositor as he sets up a Christmas advertisement in February knowing full well that he is assembling the type only to pull a proof for the satisfaction of the business agent of the union and then throw it all back in the case again. Must he not feel ashamed of himself, must he not feel positively guilty at thus nullifying one of the benefits conferred on mankind by the advancement of science and invention, must not his moral stamina be sapped by taking pay day after day for work which he knows to be absolutely unproductive and useless? And yet this rule is the backbone of the Typographical Union, the union that from the very start has been most prominently identified with the agitation for the eight-hour day, the union forsooth that would justify the eight-hour day on grounds of economy, the union that would make more intelligent and more honorable citizens out of our workmen by shortening their hours of labour. Perhaps it is significant, perhaps it is only a coincidence, that two of the three officers of the Trades and Labour Congress last year, the officers who were supposed to shape its policy, and to whose efforts we are probably indebted for this legislation which aims to compel an eight-hour day, that two of its executive officers were members of the Typographical Union. Whether it is significant or whether it is only a coincidence, it at least furnishes another reason why your committee should see your way clearly to the end of this legislation before recommending its adoption. In this connection it seems pertinent to inquire, 'where is this movement for a shorter day going to stop?'

One does not need to go back very many years in history to find the time when the hours for factory workers in England, Germany and other European countries ran up to fourteen and fifteen per day and hard work at that. Step by step they have been brought down to 12, to 11, to 10, to 9, and in some cases to 8, while each succeeding year has brought with it improved machinery that has made the work easier of performance. This reduction in hours has come about partly as a result of legislation but probably in a larger measure as the result of negotiations between employer and employee. Where legislation has been enacted it has of course helped to standardize for trades other than those to which it directly applied. But it seems reasonable to suppose that intelligent negotiation backed by public sentiment will in most cases secure for the workman a length of day to which no serious objection can be taken on humanitarian grounds. If an eight-hour day for all trades is economically sound and justifiable by humanitarian considerations then it will come soon enough but if it is forced upon us by legislation before conditions are ripe for the change it may be accompanied by very serious results. If labour sees that it can invoke legislation to secure concessions unjustifiable on economical grounds is it not reasonable to suppose that it will be encouraged thereby to demand further concessions that are even more unjustifiable? Have we any grounds for believing that if an eight-hour day is granted now it will not be followed two, three or five years hence by a demand for a seven-hour day? The

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printers in some departments already have a seven-hour-and-a-half day, a fact which in itself serves to indicate the probable trend of organized labours efforts. Further, is it not relevant to inquire upon what grounds we are asked to single our labourers and artisans for this favoured treatment? What about those whose toil is mental rather than physical? Is it not a fact that can be substantiated by evidence from the medical profession that more constitutions are undermined by excessive mental labour than are undermined by excessive manual labour? How many office men become nervous and physical wrecks through over work? How many students break down from over study? But we hear no request from these men for a law that will prevent more than a certain number of hours work in an office, no request for a law that will prevent school teachers and professors from assigning courses of study that call for the burning of midnight oil. Yet the one class is just as deserving of government protection as the other, and apparently far more needful of it. But I will not trespass further upon your time this morning by piling argument upon argument.

I prefer rather to rest my case here, and will conclude by summarizing the reasons why those for whom I speak would ask you to report against the Bill. 1. There is no evidence to show that it is demanded by any considerable proportion of the workmen for whose benefit it is alleged to be framed. 2. It would constitute an unwarranted interference with individual and property rights. 3. The government as the trustee of the people would not be justified in creating fictitious prices for labour and material and buying its supplies at those fictitious prices. 4. A limited working day with overtime prohibited would seriously, if not fatally, handicap Canadian industries in endeavouring to meet the competition of foreign industries not so handicapped. 5. The Act would induce a condition of absolute chaos in shops endeavouring to do both government and private work. 6. It would restrict production, retard development, enhance prices and pauperize the very people it is intended to benefit. 7. In those trades which embrace operations, which must be carried through to a certain stage before they can be interrupted, it would be an utter impossibility. 8. It would seriously disturb labour conditions on the farm and impair the growth of our greatest basic industry. 9. At least two Canadian unions that have been strong enough to force an eight-hour day on their employers have abused their power causing people to doubt the sincerity of the motives they allege in asking an eight-hour day for others. 10. It is class legislation of the most objectionable kind.

The CHAIRMAN.—I think the members of the Canadian Manufacturers' Association have reason to congratulate themselves on the case you have presented on their behalf. I think the committee may feel that every argument that can be urged from the employers' side has been very fully and ably presented by you. It occurs to me that if we could have a statement made out on the other side in much the same form the Committee would have before it all the material points of this problem. I would suggest to the members of the Trades and Labour Congress, several of whom I see present, that perhaps it would be in the interest of the cause they represent to present their arguments to the committee in a form somewhat similar to that presented by Mr. Murray, and then I think we would have the whole case very fully before us. Are there any questions that the members of the committee would like to ask Mr. Murray?

*By Mr. Verville:*

Q. I would like to ask a question. At the outset of your remarks you said you were also representing the farming element?—A. No, I said Boards of Trade.

Mr. STAPLES.—He stated how such legislation would affect the farmers.

## ATTITUDE OF LABOUR—PLUMBERS.

*By Mr. Verville:*

Q. You said that only about three per cent of the working people were asking for this Bill. You are sure of that?—A. I said so far as the information I could obtain.



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Q. Also you mentioned the railway people. Do you know if the railway men are affiliated with the Trades and Labour Congress?—A. I do not know.

Q. Then again you stated that this Bill was introduced after the Halifax Convention. According to a remark you made from their report you seem to think that it was after the Halifax convention that the Bill was introduced?—A. I have also stated that the Bill was before the House in the session of Parliament immediately preceding the Halifax convention.

Q. The Halifax convention simply endorsed the action taken by one of its members?—A. That is all. I simply quoted the report of the Halifax convention to show that the executive officers of the Trades and Labour Congress were of the opinion that this legislation should be fought for and promoted, to have it applied from one end of Canada to the other and to all industries.

Q. Have you ever heard of any other congress of the labour movement outside of organized labour speaking against this kind of measure?—A. No.

Q. Then of course you cannot say whether they are satisfied or not with it?—A. No. I take it it would be part of the case of the other side to show that they had made such representations.

Q. Then of course you cannot say whether they are in favour of it or not?—A. No.

Q. Are you aware that in many instances in the textile workers for instance there was a demand for shorter hours?—A. Yes.

Q. You spoke about the plumbers. Probably I know more about plumbing than anybody else on the committee because it is my trade. You especially spoke of their action in Winnipeg. Do you know why the plumbers of Winnipeg refused to go to work on a bicycle?—A. No I did not know.

Q. Those Winnipeg employers are not affiliated with the Manufacturers' Association. They belong to the Masters' Exchange I think?—A. No, they are not affiliated with the Association.

Q. You are not in a position to tell us exactly what their object was in refusing to go to work on bicycles?—A. I was simply quoting one of their workshop rules.

Q. I will tell you then for the benefit of the committee why the men refuse to go to work on bicycles. Under the old system a man might get a job which would take him ten minutes and at the end of it the man would probably have charged in his book an hour which was unfair. The men did not want to rob the people for the benefit of their boss. If a man made a run on a bicycle and got there for ten minutes altogether, the boss would charge an hour for it and then send him on another run for ten minutes and charge another hour. The boss was going to get twelve or fifteen hours and only paid the man eight. It is not the men who get the benefit but the employer himself. I want to tell the committee that because I know. Now you talked about printers. You say that they refused to do certain things. Of course we will have evidence before the committee as to that, but at the same time, are the newspapers getting no more for their papers now? Are they making less money for their papers? Is it not a fact that they are getting more advertisements? I think they sell better and are making more money; they are paying the men more money and they are getting shorter hours and as much benefit out of their advertising as before. Would not the men be justified in getting a certain amount of that money when they were taking away more from the stores of the manufacturers. You want to look at the matter in this light?—A. I might state that I thought it would be open for this committee to draw the inference from the rules enforced by the Typographical Union that the cost of advertising in the papers might have increased from the fact that they had to pay more for their labour.

Q. You also stated that on that executive there were two printers?—A. No, I said two members of the Typographical Union.

Q. Does that make any difference at all?—A. I said it might be significant or only a coincidence.

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Q. Does your association regard any branch of an industry that your officers are elected from, does it make any difference who may be officers of your association?—A. No.

Q. It does not matter at all?—A. No.

Mr. VERVILLE.—I will have a few more questions to ask later.

The CHAIRMAN.—Would any other member like to ask questions. You, Mr. Stanfield?

Mr. STANFIELD.—I would like to have an opportunity to read Mr. Murray's statement in print.

Mr. MACDONELL.—I would also like to have a copy of the report.

The CHAIRMAN.—Have you anything to ask, Mr. Staples?

Mr. STAPLES.—No, I have listened to that report. I think it sets out that side of it very well.

Mr. KNOWLES.—Mr. Murray will be back again will he not? I think it is a very valuable statement he has given, but of course we cannot cross-examine him on a report one and a half hours in length.

WITNESS.—I will be very glad if the committee desires me to come back after this report has been printed.

Mr. KNOWLES.—I think that is the only way for evidence to carry weight, that there should be cross examination.

WITNESS.—I am content to leave it to the committee.

Mr. STANFIELD.—Would it not be better for the Trades and Labour report to be printed in the same way?

The CHAIRMAN.—Probably Mr. Murray will have an opportunity after some of the other arguments have been urged and some of his own arguments dealt with by other witnesses to appear again. He could give evidence then but there may be some points the committee would like to take up immediately.

Mr. STANFIELD.—Would it not be better to have these reports sent in and taken as read and the witnesses could appear after they are printed.

The CHAIRMAN.—It is an advantage to have the reports read here rather than to have them sent in.

## MANUFACTURERS—BOARDS OF TRADE.

*By Mr. Verville:*

Q. What percentage of manufacturers have you got in your association throughout Canada?—A. That is a difficult question to answer. It just depends on how you look at it and what you would include as manufacturers.

Q. You spoke about three per cent of the men being in the organized labour ranks. Now I think we would be justified, seeing you know the percentage of the organized men, in asking what percentage of your organization are manufacturers throughout the Dominion of Canada?—A. Let me understand the bearing of your question. Would you mean to include for the purposes of comparison, would you mean to put on the same basis a manufacturer employing five hands and a manufacturer employing 3,000 hands?

Q. Exactly on the same footing as you are classifying them?—A. In that event probably from 65 to 75 per cent of the manufacturers of Canada are affiliated with our association.

*By Mr. Knowles:*

Q. Is that by numbers or output?—A. Output, capital employed, and so on.

*By Mr. Verville:*

Q. Not the numbers?—A. Not the actual number, no. There are a great many who are listed as manufacturers by the census of Canada whose business perhaps is that of dressmaker, tailor and so on. We make no effort to get these into the association.

*By Mr. Knowles:*

Q. There are some of that class now in your association are there not?—A. There are none of that class of men being admitted now and have not for the past three or four years. But in the early years of our organization there were some people who came in such as patent solicitors and so on. But the number of those have been very greatly reduced. When I said in my evidence that we represented about 2,500 manufacturing establishments I meant that not as members but as actual establishments. We have one member, the Canadian Canner, who operates twenty-eight factories and another the Canada Cement Company who operates ten or fifteen plants and so on.

*By Mr. Verville:*

Q. That is you have large trusts?—A. I do not know what you mean by trusts.

Mr. VERVILLE.—I expect we will be able to know in a very short time what will be a trust.

The CHAIRMAN.—You submitted two or three letters or rather you handed over two or three letters which were addressed to you by boards of trade authorizing you to appear on their behalf. I notice that one or two of them contain arguments against the Bill. I think you might read them to the committee so that they may go on record.

The WITNESS.—This is from the Board of Trade of Windsor, Nova Scotia:

‘We would be much obliged by your voicing our objections to the compulsory Eight-Hour Day Bill. This board is unanimously opposed to the Bill for many reasons, the following among others: 1. If an eight-hour day were the law for government work it would mean the same in a short time for every other kind of industry, and neither the commercial nor industrial interests of the country could afford that. 2. It would be ruinous to our farmers, they cannot afford such a short day, and of course could not keep their help, who would naturally make for the towns and cities. They do that as it is far too much for their own good and the good of the Dominion. 3. The climate of the Maritime Provinces is such that it restricts the hours of labour in most industries far too much for the good of the population without legal restriction. Yours truly, J. A. Russell, president, Walter E. Regan, secretary.’

The next is from the Sherbrooke Board of Trade:—

‘Your circular *re* compulsory Eight-Hour Bill 21, duly received. The Sherbrooke Board of Trade is unanimous in opposing this Bill and as it is not possible for us to send a representative to Ottawa we hereby authorize you to represent us in opposing the Bill before the House. Besides the reason you give for opposing the Bill all our manufacturers and employers of labour consider the proposed Bill impossible. A large proportion of skilled labour, which is none too plentiful, is paid by the hour and they don't want the Bill. It will certainly handicap Canadians in competing with the foreigners and as you say: ‘It is the thin edge of the wedge.’ I am writing our members and the Honourable W. L. Mackenzie King on these lines. Yours truly, C. O. Palmer, secretary treasurer.’

The next is from the Prescott Board of Trade:—

At a meeting of the Prescott Board of Trade held 20th inst., it was moved by Mr. H. Rankin and seconded by Mr. L. H. Daniels, that the Prescott Board of Trade do protest against the passage of Bill No. 21, a compulsory Eight-Hour Day Bill, feeling that its passage would be detrimental to the business interests of the country, and that the secretary of the Canadian Manufacturers Association be authorized to represent this Board of Trade in protesting against the passage of said Bill. The motion was carried. Yours truly, W. F. Macpherson, secretary Prescott Board of Trade.’

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The next is from the Walkerville Board of Trade:

'Your circular of January 13th is just received and in reply would state, we to-day took this matter up at our Board of Trade and by an unanimous vote the secretary was instructed to write a letter to yourselves, the secretary of the committee at the House of Commons and Honourable W. L. Mackenzie King, voicing the protest of our Board in the passing of Bill No. 21, Compulsory Eight-Hour Day and would ask you to do whatever you can in our behalf against the proposed legislation. Yours truly, J. W. Coatsworth, secretary treasurer.

*By the Chairman:*

Q. You mentioned in your evidence that you understood a number of protests had been received from boards of trade. Did you mean received by this committee or by the Manufacturers' Association?—A. By this committee.

Mr. STANFIELD.—I received one.

## ACTION FOLLOWING CIRCULARS RECEIVED.

*By the Chairman:*

Q. Perhaps it would be well to turn these over to the secretary. Do you think, Mr. Murray, that these boards of trade would have taken any action on this Bill if it had not been brought to their attention by the circular sent out by the Manufacturers' Association?—A. I do not know whether that is a fair question. The fact is that in the smaller towns the boards of trade are not particularly active, and unless some one brings such matters to their attention they hold their meetings very infrequently. Our idea in sending the circular out was that it would not escape their notice altogether.

Q. What is the point in the question that you think is unfair?—A. Well, just whether or not they took action in response to a request from us.

Mr. STAPLES.—Mr. Chairman, you had a great many communications from various boards of trade throughout the Dominion in answer to the circular sent out by the clerk with the Bill.

The CHAIRMAN.—Certainly. I might say I think it was quite proper on the part of the Manufacturers' Association if they thought fit to send out the circular they did. I am not objecting to that. But I think it is well for this committee to know what percentage of communications have come on account of the circular sent out by the Manufacturers' Association, and how many from independent action on the part of these individual boards of trade.

Mr. STAPLES.—It had to be brought to their attention by somebody.

The CHAIRMAN.—I think it is an advantage to know by whom it had been brought. I understand that the secretary was instructed to send out a circular.

Mr. STAPLES.—The inference I would take from your statement put to Mr. Murray was that they were trying to stir up an agitation against this legislation. I think they would be quite justified in doing so along the lines of argument produced this morning.

The CHAIRMAN.—I do not take any exception to that interpretation. Mr. Murray, in his statement, represented that the whole agitation for the Bill had been worked up by the men connected with the Dominion Trades and Labour Congress, and that but for them there would be no movement on foot for an eight-hour-day Bill.

Mr. STAPLES.—Is he not right in that statement?

The CHAIRMAN.—I am not prepared to say. My own opinion is that he is not; I think, quite apart from the men organized in trades unions, there are a great many workmen in favour of an eight-hour day. But I think it is quite true that the action of the Trades and Labour Congress furthered this particular agitation in

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favour of an eight-hour Bill just as, on the other hand, the action of the Manufacturers' Association has greatly furthered the agitation against it.

Mr. KNOWLES.—Was this circular put in?

The CHAIRMAN.—It is in. One was sent to the Boards of trade and the other to members of the Manufacturers' Association.

Mr. KNOWLES.—How is it that there are only three or four communications from boards of trade here?

The CHAIRMAN.—These are sent to Mr. Murray, instructing him to appear on their behalf and authorizing him to express their views.

*By Mr. Knowles:*

Q. Was the circular sent to every board of trade in Canada?

The WITNESS.—I cannot say positively that I sent it to every board of trade, because it is difficult to get a list.

Q. To which boards of trade did you send it?—A. To the boards of trade in the list given in Heaton's Commercial Hand Book.

Q. That does not mean boards of trade only in manufacturing towns?—A. Oh, no.

Mr. STAPLES.—Have we had any recent communications from the agricultural classes?

The CLERK.—The latest was one received from the United Farmers of Alberta.

Mr. STAPLES.—What does that say?

The CHAIRMAN.—(Reading):

United Farmers of Alberta, Stetler Branch, Local Union 189, Stetler, Alberta, March 10, 1910. Mr. V. Clouthier, Clerk of Committee, House of Commons, Ottawa. Dear Sir,—*Re* Bill 21, respecting hours of labour on public works. In answer to yours of the 18th ult., I beg to inform you that this matter was fully discussed at our regular meeting on Saturday last, 5th instant, when the following resolution was adopted:—'That eight hours should constitute a day's labour for all clerks or others similarly engaged on indoor work, while for labourers, workmen or mechanics, ten hours should be the limit.' The reason for this course was on account of the difficulty already experienced by farmers in the province in obtaining hired help and the feeling of the meeting was that by making the hours of labour on public works less than on a farm this difficulty would be still further enhanced. Yours truly, Henry Arthur Steele, Secretary.

The secretary informs me that thirty-nine replies have been received from boards of trade to the circular sent out by this committee.

Mr. MACDONELL.—That letter you read was from only one local union.

THE CHAIRMAN.—A local branch.

*By Mr. Verville:*

Q. Why is it you have taken the report of the Trades and Labour Congress for 1906 instead of a later one?

The WITNESS.—That was in order that I might compare the strength of organized labour with the total labour force in our factories and the latest information I could get as to the total number working in our factories was the census of 1906.

Q. Of course you do not know what difference exists now comparing 1906 and the present?—A. No, I do not. I am prepared to believe that there may have been a considerable increase in the strength of the Trades and Labour Congress since 1906.

Q. You mentioned a moment ago in very emphatic terms about the hours that the plumbers, especially in Winnipeg, were working. You put very strong pressure on that, probably you wished to impress the committee. I suppose you do not know why that exists?—A. As I stated I simply took the rule.

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Q. I suppose you are not aware that in some shops they keep the men hanging around doing nothing?—A. No, I was not aware.

Q. That is what they were doing. The men got tired of going there and waiting for work. In some places they furnished waiting rooms and decks of cards. The men decided that from now on, if the boss wanted a man to be there at eight o'clock, he was willing to go there, but if the boss did not want him he would not go. That is exactly the reason why the men said that if you want us to be here in the morning we will come but we will want a half day's pay. If you do not want us we will stay away; if you want us at twelve o'clock you will have to pay a half day's wage?—A. According to the rule they receive \$2.25 for that.

## OPERATION OF BILL ON CONSTRUCTION.

*By Mr. Macdonell:*

Q. I was going to suggest that we take Mr. Murray's own suggestion that he should return at some later date. In the meantime I and probably other members of the committee would like to read his report so that on any matters arising out of it we could question him. Mr. Murray, you have been dealing with this Bill as a Bill respecting the hours on public works and your statement contains arguments directly against the Bill. Now what I would like to know is if you would consider it, supposing that a Bill of that nature regarding hours of labour on public buildings is confined to buildings of the Dominion of Canada, assuming that to be passed have you considered what exceptions, if any, should be made in that Bill?—A. What exceptions we would take to the Bill?

Q. I do not mean exceptions to, but what particular items should be excepted from the operation of the Bill. For instance, in the Bill before the American Congress there are a number of exceptions. There have always been exceptions in all those Bills wherever introduced so far as I know. Have you considered what exceptions should be made in a Bill of that kind, assuming it to become law?—A. And assuming it to apply only to the erection of buildings for the government?

Q. Public works, Dominion public works and buildings?—A. I cannot say that I have studied it from that point of view but offhand I would make this statement, that we would object to it, that we would wish to have exceptions made in favour of, for instance, carpenters, because we employ carpenters in our factories. We would want to have exceptions in favour of bricklayers because we employ bricklayers in our industrial establishments, as for instance in the Hamilton Steel and Iron Co. and in favour of—

Q. I do not think you quite understand the question. I do not mean particular classes or particular trades. In America, for instance, the transportation companies are excepted. Matters of extreme urgency are excepted. A state of war existing in the country would form another exception. I do not mean individual trades?—A. That is a pretty difficult question for me to answer offhand.

Q. You might consider that question?—A. Generally I would say even though the Bill were restricted to a limited number of industries or restricted to the erection of public works for the government solely and absolutely there would be this objection to it that indirectly it would affect the hours of labour in other forms of private employment; for example, the carpenters who work for the government are members of the same union as the carpenters employed in other work.

Q. That is an argument against the Bill. I do not mean these workers, I mean what exceptions, assuming the Bill to be passed, should be made from the operation of the Bill. For instance you dealt with transportation interests in your report. In the American Bill that is an exception and there are some other exceptions?—A. I would wish time to think that over because it is a pretty big question.

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## INFLUENCED BY CIRCULAR.

*By the Chairman:*

Q. I want to ask you another question. I hope you won't think it unfair, but it is on the same lines as the last one. I understand you sent out a circular to how many members of the association?—A. To about 2,500.

Q. And in the circular you suggest a number of reasons why the Bill should not be passed. Now do you think the effect of your having sent out the circular containing certain suggestions, do you think that that influenced any of those who have seen it, do you think it has had an influence on the expression of opinion that has been given?—A. I do.

Q. And do you think that the information is any the less valuable for that reason?—A. I do not.

Q. Do you think that if the matter had not been brought to the attention of members of the association through a special circular of this kind many of them would have known of this Bill, would have communicated with the government in reference to it?—A. They might have learned of it through your secretary who I understand was instructed to forward copies to interested parties. But apart from that they would not have taken action because many to whom I have spoken expressed the opinion that the Bill would not be passed, that it was not necessary to take action in opposition to it, and it was only by pointing out to them the necessity for action that I believed they would be induced to take such action.

Q. Your association is formed for the purpose of protecting its individual members and therefore in a question of this kind it would be the duty of the executive of the association to bring to the attention of the members anything likely to affect them?—A. Precisely. We are sending out circulars on kindred subjects all the time, on matters affecting the licensing of provincial companies for instances. I sent out one two weeks ago and will send out one this week. Whether it is labour or anything else we feel it to be our duty to advise our interests of what is pending.

Q. That is your duty?—A. That is what I am there for.

Q. In speaking of the Dominion Trades and Labour Congress you made some reference to having had association or connection with the American Federation of Labour. Has the Manufacturers' Association any connection, direct or indirect, with the Manufacturer's Association in the United States?—A. Absolutely none.

Q. Not with any Employers' Association in Canada or the United States?—A. Neither in Canada nor the United States.

*By Mr. Verville:*

Q. You have sent a delegate to their convention?—A. To the Employers' Association do you mean?

Q. Yes.—A. No.

Q. Or the Manufacturers' Association?—A. Personally, I attended one meeting of the National Association of Manufacturers in New York, but not as a fraternal delegate, simply by courtesy of one of the officials down there in order to find out how they ran their meetings and the subjects in which they were interested. I had no status there whatever. That was three years ago and I have not been at one since.

BENEFITS OF LEGISLATION *re* LABOUR.*By the Chairman:*

Q. As I understand the early part of your brief you frankly admit on behalf of the Manufacturers' Association that there may be strong reasons for parliament legislating on hours of labour under certain conditions?—A. Yes.

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Q. Conditions adversely affecting the health of employees and matters of that kind?—A. Yes.

Q. Do you think past legislation on those lines has been beneficial to the working classes?—A. I think on the whole it has.

Q. You mentioned you were not sure where the shorter hour movement was going to stop and you referred to the conditions when they worked formerly in factories for 14 hours or 12 hours. Do you think that these hours were detrimental?—A. I can conceive that they might have been. Not, of course, having been there and not having seen the conditions under which the work is performed it is impossible for me to say.

Q. I would go this far and say it is admitted by all of us that an eighteen-hour day is detrimental. I will go as far and say that a two-hour day is an economic impossibility. There is a medium somewhere and it is in an effort to find that medium that we are engaged at the present time, that this committee is engaged.

*By Mr. Verville:*

Q. Did you ever work at manual work?—A. Yes, I put myself through college by manual labour.

Q. Manual labour in college?—A. No, manual labour done in vacation.

Q. Not as a practical man, just through your vacation?—A. Just a common labourer.

Q. In your vacation?—A. In my vacation and I worked 12 hours a day.

Q. But only for a couple of months a year?—A. I worked three or four months in a year, some days not so long, but when the weather was fine I would work sometimes 12 and 14 hours a day and at the hardest kind of work.

*By the Chairman:*

Q. Do you think, looking at the legislation in the past of shortening hours of labour, speaking generally, do you think it has been for the advantage of the community?—A. I think generally it has for the reason that the result has come about through the influence of economic conditions. It has been allowed to develop naturally.

Q. Then your objection, if I understand rightly, to this legislation or rather to a measure of this kind is not so much an objection to the eight-hour movement as to this particular method of bringing it about. Is that it?—A. That is it.

Q. You mentioned that organized labour was a small percentage of the total labour. Can you say what proportion of the total population the working classes comprise, leaving aside the question of organized labour?—A. That would depend upon what you would include as labour. For instance, would you include all shop assistants, telephone operators and so on?

Q. All who work for wages as opposed to those who either work for themselves as independent farmers or who are employers and get their returns in the form of dividends and interest?—A. I have never thought over that question but just off-hand I would say probably fifty per cent, perhaps over fifty per cent. That is guess work only.

Q. Would it follow that because only a small percentage of labour was organized and was asking for this legislation, the others would not be equally affected for good or ill in consequence of the legislation?—A. I do not think that that would follow at all. But the point I tried to make clear was this. It is not fair for the committee to assume in the absence of evidence from unorganized labour that they want an eight-hour Bill.

*By Mr. Verville:*

Q. Did you get any representation from unorganized manufacturers against it?—A. No, we did not try to get any representation.

Q. I suppose the labour people did the same thing?—A. I cannot say as to that.

*By the Chairman:*

Q. I think you have anticipated all the questions that should be asked as to the effect of the Bill. I do not know that I have any further questions to ask at this moment. However, just referring specifically to the Bill itself. You have looked it over carefully?—A. Yes.

Q. What have you got to say in its favour?—A. Nothing.

Q. If it were restricted to what its title would appear to indicate it was intended to apply, namely, hours of labour on public works and not to go beyond that, would the objections you have urged be as strongly urged?—A. You mean the eliminating of the clause relating to sub-contracts.

Q. Yes, as I understand it, the Bill as it now stands would affect manufacturing establishments if they should be, through sub-contracts, drawn into government work, but if the Bill were restricted to apply only to public works in the sense of public buildings would you be inclined to urge the arguments which you have put forward?—A. I could not conscientiously advance the same arguments I have advanced to-day. But we would still, I think, be inclined to oppose it as vigorously as ever on account of the effect it would have indirectly in compelling shorter hours in our factories.

Q. Would it affect the business of the manufacturers at all. Supposing a law went into effect requiring on all public buildings that the workers on those public buildings only should be on an eight-hour day, would that affect the manufacturers of this country?—A. I think it would have an immediate effect because a large number of their help in the localities where government work is in progress would leave them in order to take advantage of the shorter day.

#### UNOPPOSED TO PRINCIPLE OF THE MEASURE.

*By Mr. Turcotte:*

Q. Did I understand that you were not opposed to the principle of the measure?—A. Not opposed to the principle of the eight-hour day.

Q. I suppose you mean by legislation?—A. The meaning I wish this committee to take is that we are opposed to being compelled to give an eight-hour day before economic conditions bring it about naturally.

*By the Chairman:*

Q. Legislation is an artificial way of effecting the result. Is that what you mean?—A. Yes.

Q. Mr. Murray, as I understand it, is in favour of the shortening of hours if that can be brought about through a change in economic conditions. I suppose you include individual contracts between employers and employees where one of the parties is strong enough to enforce a change?—A. Where the conditions permit it.

*By Mr. Turcotte:*

Q. You admit that the principle would be looked at by the manufacturers with a good eye?—A. You mean the principle of the Bill?

Q. The measure as it is, if it were not brought by legislation but quietly by economic processes, the manufacturers would not have any objection?—A. Let me explain myself this way. So far as the shorter working hours can be brought about by negotiations between unions and employers the Manufacturers' Association would offer no opposition whatsoever. It would not appear in any agitation to counteract that.

Q. Would they favour it?—A. Our attitude would be neutral.

*By Mr. Verville:*

Q. But on the other hand, I do not suppose that the manufacturers in all the industries are against organized labour?—A. Some of them might be against; as an association, we are not.

MR. MURRAY.



## APPENDIX No. 4

Q. Then the Manufacturers' Association, you say, never fought organized labour as a body?—A. It might be interpreted that way, it might be said we are fighting organized labour here to-day. I suppose we are.

Q. I mean to say outside fighting before a committee of the House like this?—A. You mean in such matters as strikes and so on?

Q. Yes.—A. No, as an organization we have never fought a strike.

Q. Never had anything to do directly, or indirectly, with a strike?—A. Absolutely nothing.

*By the Chairman:*

Q. I think the point that Mr. Turcotte has raised is an important one. As I understand it, what you have reference to is this: to-day the manufacturers contend that it is impossible for them to do certain things because the industries with which they are competing in other countries do not do the same thing and what you wish to find out from Mr. Murray is whether in the event of it being possible to effect conditions equally all along the line, he would favour an eight-hour day generally being brought about. What is your feeling, Mr. Murray, in that regard?—A. I do not think that the Manufacturers' Association would offer any objections whatever to a standard eight-hour day in this country so long as the competition they had to meet in their own home market was operating similarly on the continent.

Mr. C. B. WATT.—Mr. Chairman, may I be allowed one word with reference to that answer of Mr. Murray's. That affects the milling industry very much. He said in their own home market. As millers, we have to compete in Great Britain and with the millers all over the world, and the eight-hour movement would affect us most terribly in that respect. I do not know whether Mr. Murray had that in view or not. I may say I am a member of the Manufacturers' Association. I received one of those circulars referred to, but I did not think it was necessary to reply to it, and it has not been dealt with by our association as an association, for the reason that we did not think the Bill would become law, and if it did become law we did not know whether it would affect us or not, because it said hours of labour on public works. That would not affect us, but that other clause about contracts would. Millers tender for the supply of flour to public institutions, and if that clause were enacted as it looks to me, every miller would be barred.

The CHAIRMAN.—If you could see your way, Mr. Watt, to give us your evidence, it would be very advantageous to have your views on this point. Could you arrange to be present some Wednesday?

Mr. WATT.—We have not dealt with it as an association, and all I could do would be to express my own personal opinion.

The CHAIRMAN.—I think the organization you represent is such an important one that it would be very desirable that the committee should have your point of view on a measure of this kind. If you could arrange to appear before the committee, I think it would be eminently desirable.

Mr. WATT.—It is possible I may be here on 5th April.

The CHAIRMAN.—I think we will subpoena you. We would like to have you here, Mr. Watt.

Mr. WATT.—So far as I am concerned I would be very pleased to give my views.

Mr. MACDONELL.—You would not need to be authorized by others. You could give us the facts relating to your business, and these facts would relate probably to the industry as a whole.

The CHAIRMAN.—Before the committee adjourns, I would like to thank Mr. Murray for his evidence. I think manufacturers have reason to feel that their side of the argument has been very ably and fully presented.

The committee adjourned.

## HOUSE OF COMMONS,

COMMITTEE ROOM No. 34,

April 6, 1910.

The Committee met at 11.45 o'clock a.m., the Chairman, Hon. Mr. King, presiding.

Mr. JOHN HERBERT LAUER, called as a witness, sworn and examined:—

*By the Chairman:*

Q. What is your full name, Mr. Lauer?—A. John Herbert Lauer.

Q. What position do you hold? Whom do you represent here?—A. I am Secretary-Treasurer of the Montreal Builders' Exchange and also of the General Association of Builders of Canada.

Q. What is the nature of these Associations?—A. They are Associations of Employers connected with building trades.

Q. How many employers are in the associations, each of them?—A. In Montreal we have in round figures about three hundred building trades employers in the Association and the six principal associations of Canada are associated with us. Our membership is a little over one thousand, probably a thousand and fifty.

Q. What percentage of the employers in the building trades of Montreal are in your association, have you any idea?—A. Well, of course, Mr. Minister, if it goes by the question of employers, there are many small employers, many are large, the fairer percentage would be to give the amount of work they handle. We figure the amount we represent is between 60 and 70 per cent of the work done in the city and district.

Q. That is in the Builders' Exchange?—A. Yes.

Q. What is the other society you represent?—A. With reference to the Canadian Association, I have just made a note here, that in the six larger cities of Canada, which are affiliated with us, the employers represent 1,052. The work represented throughout the Dominion of Canada last year averaged about a total of \$78,000,000, and of the building operations comprised in that total, these six larger cities achieved about \$55,000,000 for the year.

Q. What is the full name of the association?—A. The Canadian National Association of Builders.

Q. The Canadian National Association of Builders?—A. Yes.

Q. Is there a relationship between the two associations, the National Association and the Builders' Exchange?—A. The only relationship is, we are affiliated with the National body.

Q. The Builders' Exchange is affiliated with the national body?—A. Yes.

## OBJECTS OF EMPLOYERS' UNIONS.

*By Mr. Smith:*

Q. What are the objects of these Associations?—A. In the same relation as the board of trade bears to other commercial societies.

Q. Is it the same as associations or unions? Unions are the associations of men, and associations of employers?—A. In New Zealand and Australia they are all called unions whether they are employers or employees. Taken in that broad sense, I suppose we should consider ourselves a union as well.

## APPENDIX No. 4

*By the Chairman:*

Q. In giving your evidence you feel you can say you are speaking for all those employers that are represented in this particular association?—A. Yes, Mr. Chairman, I was authorized to do so.

Q. Have you seen this Bill, No. 21, An Act respecting the Hours of Labour?—A. Yes.

Q. Have you examined its contents carefully?—A. Yes.

Q. What have you to say in favour of the provisions therein contained?—A. As it stands at present I have very little to say in its favour, in fact I have come up to speak against its general character.

Q. What do you object to in it?—A. If you wish me to make a statement of the notes I have prepared, I shall be very pleased to do so.

Q. Just make a full statement.—A. Mr. Chairman, and gentlemen, I am sorry to say that on this occasion our association is only represented by myself in this connection, and by our worthy president who has come here from Quebec. We were here as you are aware on the 23rd, and we had a pretty strong delegation of practical men, and I should be very pleased to have their evidence put in, and I trust that at some later date it will be found possible to have it put in. Therefore, if the cause I represent to-day lacks any strength, I trust you will put it down to infirmity of mine rather than to any weakness in our cause or in our case. I was reading over the evidence already published by your committee, given by Mr. Murray on a previous occasion, I think on 16th March, and I feel the cause of the employers has already been so ably stated by Mr. Murray, who produced a written document, that I feel much diffidence in going over much the same ground again, especially as I have had no knowledge of anything in the written statement. As I just stated in answer to your first question, I have come here to-day representing the Builders' Association of Montreal in particular, and of Canada in general.

Q. Excuse me, are there any other building associations?—A. There are some of minor importance, one in Vancouver, Edmonton, and Calgary.

Q. When was your Association formed?—A. In 1897.

*By Mr. Knowles:*

Q. Do any companies or person controlling lumber yards belong to the association?—A. Yes, we have nearly all the prominent lumber people of Montreal.

Q. Retail merchants?—A. No, wholesale merchants, lumber mills, saw and planing mills.

Q. As well as retail merchants?—A. We represent retail and wholesale, I mean where lumber merchants are manufacturing for the trade.

Q. Are the Mountain Mills in it?—A. Yes, mills, &c.

Q. Mountain Mills?—A. Yes, some of the largest mills.

Q. Any of the Saskatchewan mills?—A. Not so far. We have not those Western mills in association with us.

*The Chairman:*

Q. Mr. Knowles mentioned some particular mill?

## RESOLUTIONS ADOPTED BY EMPLOYERS' UNIONS.

*By Mr. Knowles:*

Q. Yes, the Mountain Mills in British Columbia.—A. No, I am speaking of our local people. I was authorized to come to this committee by a resolution adopted by the Montreal association on the 18th January and also by a resolution adopted by the London Convention of Builders on February 9th and 10th. These resolutions I have had the honour of transmitting to you. If you wish them read now, I will be pleased to do so. \*

9-10 EDWARD VII., A. 1910

The CHAIRMAN.—You might put them all in. Read them out.—A. (Reading.) Copy of resolution adopted unanimously at a meeting of the convention held at London, Canada, on the 8th and 9th February, 1910, *re* Bill to limit work on government contracts to eight hours per day.

1. Whereas the adoption by the federal government of an eight-hour day on all public works, would promptly result in a similar demand to be extended to all private building contracts; and

2. Whereas such a law would undoubtedly lead to increased cost of building operations and consequently increase of rentals, constituting an added burden to the great body of tenants, including artisans and mechanics residing in our larger cities, to whom present high rents are already a serious item in the cost of living; and

3. Whereas any such arbitrary limitation of the working day is opposed to the climatic conditions of Canada, inasmuch as exterior building is already confined by nature to about seven months, in which limited period it is essential to get all outside work completed; and

4. Whereas such a measure would constitute a 'privileged' class, opposed to the democratic principles, of 'equal rights for all,' and would unjustly discriminate both against mechanics and contractors, on non-public works:

5. Be it resolved, that while this association is ready at all times to co-operate with the government in supporting legislation for protection of life and limb in hazardous occupations, whether by shortening the hours of work or by other protective measures, such protection is uncalled for in the building trades, and the proposed legislation would be against public policy and constitute an unwarrantable interference with the personal liberty of the individual unjust alike to the worker, who would thereby be prevented from turning his spare capital (i.e. his labour) to account by utilizing it to make prudent provision for the winter months, and the contractor who on most contracts is bound to complete by a certain time limit, and who would thus be discouraged from competing on government works owing to the great risk involved;

Resolved further, that a copy of this resolution be sent to the Chairman of the Select Parliamentary Committee and that a delegation follow later at the convenience of the committee;

*By Mr. Knowles:*

Q. That is from whom?—A. That was adopted at the National Convention on February 9th and 10th.

Q. By the National Association of Builders of Canada?—A. Yes.

Q. Where was it held?—A. In London.

I will quote here a report of the Commission on the hours of labour dated March 2nd at Halifax, N.S., showing that the Labour Commission reported against the possibility of the reduction of hours of work. Here is what they say:—

'The commission undertook the work in sympathy with the effort to shorten the working day, believing that any humanitarian interest of the workers would be promoted without lessening the hours of manual toil. It is the first investigation of the kind attended in Nova Scotia and there were difficulties arising from the lack of statistics and accurate evidence on some of the most relevant subjects, from the fact that employers of labour had given little attention to the question, that labour organization is limited, and that there were controversies and strikes in the coal industry.

The Commission states its belief, however, that a general compulsory eight-hour law would be at present a fatal blow to the industrial prospectors of Nova Scotia. Such industries as fishing, farming, and lumbering are not suitable for such legislation, and this applies also to dock and wharf labour, and to shipping.

'The manufacturing industries would be put, by merely a provincial law, under a great disadvantage in competing with those of other provinces. An MR. LAUER.

## APPENDIX No. 4

eight-hour law for any industry should be applicable to all the competing firms in that industry, but this condition could not be secured by a provincial law.

'So far as coal mining is concerned, the commission would gladly report in favour of a shorter day, if the facts permitted them to do so. The existing market for Nova Scotia steel, however, presents features of a grave character. The coal industry is fundamental to the welfare of the province and before enacting legislation which would undoubtedly add to the cost of operating the mines, or seriously reducing wages, further consideration should be given to the features referred to.'

In dealing with the matter, you have already, no doubt, put before this committee the evidence given by the Royal Commission in the province of Nova Scotia.

I do not propose to read a great deal of the evidence from the commission, as you no doubt have it on record, but I cannot help at this moment alluding to one or two paragraphs of the report of that committee. The Royal Commission was appointed by the Nova Scotia Government, and was composed of men by no means opposed to any question that would be detrimental to the great body of workers in the country. Yet, at the end of their labours, the report contains the very significant words: 'The commission is satisfied that the present working day in the shops and stores is too long, and that it could be shortened without any detriment to any class in the community.'

It goes on to refer to the fact that the hours of work in drug stores could be lessened also, and should be lessened. They consider that six days a week are enough for employees of street car companies and that legislation to that effect would be justifiable, also that six days a week were enough for barber shops. They consider that nurses in the provincial hospitals are on duty too many hours in view of the nature of the work and the nature of the wages, and that while an eight-hour system may not be the best for hospital work, the number of hours off duty and holidays should be increased even if some additional expenditure be incurred. They further consider that boys employed in hotels, should not be required to work more than seventy or seventy-five hours a week, but that a maximum of not more than sixty hours weekly should be prescribed. The commission was also of opinion that one of the greatest needs of many wage earners in Nova Scotia is that of securing employment during the winter months. The commission conclude the report on the Dominion Iron and Steel Company, stating 'that so far as the industry is concerned an eight-hour day would result in a greatly enlarged labour force in every department and in probably some additional expenditure in the plant, clerical staff and supervision. One of two things must happen, as competition will take care of the prices of product,—either, rates and wages will remain as they are, in which case the earnings of each employee will be reduced below the point of a living wage, or the rate will be increased in proportion to the reduction in time and the increase will be added to the cost of operation.' At present either alternative will be fatal. I am bringing in these matters generally in support of my argument, which I shall bring in at the end, that this Bill is an unjust discrimination against the building trades. I am showing that there are many fields open for government legislation and supervision, in which such supervision would not be against the policy of the country, would not be to restrain its development, and would be beneficial to those classes referred to. I am endeavouring to show that the hours now occupied in the building trades are not detrimental to health and that there is no necessity for government interference.

*By Mr. Smith:*

Q. What are the hours now?—A. Nine hours. We have a general working week of fifty-four hours.

*By Mr. Knowles:*

Q. Nine hours, by everybody you refer to?—A. The only exception is in the case of shovel and pick men who work ten hours.

*By the Chairman:*

What cities are represented in your association?—A. Quebec, Montreal, Ottawa, Toronto, London and Winnipeg. They are the six largest building centres in the country.

Q. Are the hours of labour nine in Quebec, in the building trades?—A. Mr. Nessbitt will be able to explain that.

*By Mr. Knowles:*

Q. Are you sure that nine hours prevail with regard to all the people you employ with the exception of labourers. Take for example office hands?—A. They get no protection, unfortunately, from any organization.

Q. I understand the nine hours refers to all the people you represent?

*By Mr. Smith:*

Q. The builders time is not determined by law?—A. No.

*By the Chairman:*

Q. I understand Mr. Lauer is stating that the labour employed by the employers in this association works at present only nine hours?—A. Fifty-four hours a week.

MR. SMITH.—That is what I asked him.

*By the Chairman:*

Q. I asked him for that reason what cities were represented in his association. If you want to take into account the labour employed by contractors in smaller centres in the province of Quebec, and if you went down to the maritime provinces, would what you have said hold true as to the hours of work?—A. We have no association in the maritime provinces.

Q. Do you happen to know personally the hours of labour in the building trades in these centres?—A. I don't think they work more than nine hours in the largest cities in Nova Scotia. I don't know about the smaller ones.

*By Mr. Verville:*

Q. In what way do they arrive at nine hours in these different cities?—A. I am coming to that a little later.

#### EXCEPTIONS *re* NINE-HOUR DAY.

*By Mr. Knowles:*

Q. I think it would be better to clear it up now. Take for example the people you represent, the employers, would you have many men employed driving logs; the mill men I have spoken of?—A. We do not deal in our association with the people out in the bush.

Q. Then you are not making the statement that the people you represent give their people a nine-hour day?—A. I am representing the building trades; I am not representing the people out in the woods.

Q. I understood you to say that the people you represent in the capacity of employers give their people a nine-hour day and do not make them work longer? Do you make that statement absolutely?—A. I say on the average; there may be some minor exception, but that is the general rule.

MR. LAUER.

## APPENDIX No. 4

The CHAIRMAN.—In some cases do they work eight hours?—A. In some cases, yes, sir, they work eight hours, and there again, as I will show a little later, where you have one class of men working eight hours and one class working nine hours, if those men come an hour sooner in the morning and leave an hour earlier in the evening, such discrimination causes dissatisfaction against those who work longer. If you have stone cutters working eight hours, you are causing dissatisfaction amongst the bricklayers who are working nine hours, and who naturally object—I should imagine so in seeing the men walk away from the plant an hour sooner than they do.

Q. Does that exist now?—A. Yes, sir, it does exist now.

*By Mr. Knowles:*

Q. That would be removed by the universal eight-hour day?—A. It might be removed the other way by a nine-hour day.

Q. I asked you if it would be removed by an eight-hour day?—A. Yes.

*By Mr. Smith:*

Q. Do the stone cutters have an eight-hour day?—A. Yes, I wish also to quote this very short paragraph with reference to this report of the commission, which I think is very important. I have given a general report of the proceedings of that commission, and this matter refers to the report of the Dominion Iron and Steel Company, which does not directly interest me, but they state this:—

“One of the two things must happen, as competition will take care of the prices of product—either, rates or wages will remain as they are, in which case the earnings of each employee will be reduced below the point of a living wage, or the rates will be increased in proportion to the reduction of time, and the increase will be added to the cost of operation. At present either alternative would be fatal.

‘The men cannot afford such a reduction and an industry which has received municipal, provincial and federal aid, and which up to the current year has reported chiefly expenditure and loss, cannot stand such a large increase to the cost of its production.

‘No one can deny, ‘states the report,’ that a day of twelve hours manual labour or of twelve hours or even ten hours on ovens, furnaces and machines, amid the conditions of such an industry is too long and leaves the man little time, inclination or energy for any other interests.’

‘The commission would gladly report in favour of the shorter day if it could; under the present conditions the men cannot live on eight hours’ pay and the company cannot afford twelve hours’ pay for eight hours’ work.’

I noticed from the report of this commission and the evidence given that there seemed a certain willingness on the part of the committee to take out of the Bill certain trades and manufacturers where it was proposed than an eight-hour day would be impracticable—

The CHAIRMAN.—I do not know that the committee expressed any views on that point.—A. It talks about public works. Public works in most cases involve the building trades, and canal or wharf construction, the construction of post offices, &c. There is no evidence whatever to show that the average week of fifty-four hours constitutes a hardship or that there is any general demand for a limitation to eight hours. Even organized labour representing a minority of the total workers in the Dominion, so far as I have seen any evidence, is practically silent. I understand you will hear from them a little later but there certainly seems no enthusiasm, so far as I can judge, and I read the papers pretty carefully, in the demand for an eight-hour day.

*By Mr. Knowles:*

Q. What is your reason for saying that those organizations are a minority of the labour people?—A. We know they are.

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Q. Nine hours, by everybody you refer to?—A. The only exception is in the case of shovel and pick men who work ten hours.

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‘The men cannot afford such a reduction and an industry which has received municipal, provincial and federal aid, and which up to the current year has reported chiefly expenditure and loss, cannot stand such a large increase to the cost of its production.

‘No one can deny, ‘states the report,’ that a day of twelve hours manual labour or of twelve hours or even ten hours on ovens, furnaces and machines, amid the conditions of such an industry is too long and leaves the man little time, inclination or energy for any other interests.’

‘The commission would gladly report in favour of the shorter day if it could; under the present conditions the men cannot live on eight hours’ pay and the company cannot afford twelve hours’ pay for eight hours’ work.’”

I noticed from the report of this commission and the evidence given that there seemed a certain willingness on the part of the committee to take out of the Bill certain trades and manufacturers where it was proposed than an eight-hour day would be impracticable—

The CHAIRMAN.—I do not know that the committee expressed any views on that point.—A. It talks about public works. Public works in most cases involve the building trades, and canal or wharf construction, the construction of post offices, &c. There is no evidence whatever to show that the average week of fifty-four hours constitutes a hardship or that there is any general demand for a limitation to eight hours. Even organized labour representing a minority of the total workers in the Dominion, so far as I have seen any evidence, is practically silent. I understand you will hear from them a little later but there certainly seems no enthusiasm, so far as I can judge, and I read the papers pretty carefully, in the demand for an eight-hour day.

*By Mr. Knowles:*

Q. What is your reason for saying that those organizations are a minority of the labour people?—A. We know they are.

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Q. How do you know?—A. We know they are, because we know that the figures represented by the various labour trades' unions represented less than 50 per cent of the workers of the Dominion. No doubt you have evidence on file here showing the total number of workers comprised in the various organized trades, and I think you will agree that they do not represent anything like the total workers of the Dominion of Canada.

*By Mr. Verville:*

Q. You say 50 per cent?—A. I said less than 50 per cent. I should say personally there are less than 30 per cent.

Q. That would be your idea?—A. That would be my personal idea, but I have not the figures at my fingers' ends to give you. I am open to correction, of course.

#### OBJECTIONS TO UNINCORPORATED UNIONS.

*By Mr. Smith:*

Q. Are the men organized in your enterprise in Montreal that you represent? Have they a union?—A. I suppose all trades have unions. I mean the bulk of the skilled trades.

Q. Have they unions in the sense that they negotiate with you as union men?—A. We do not officially recognize the unions.

Q. Have you had any demand for a shorter day?—A. No, sir. The demands that are made for the different trades in the building trades are as a rule generally a matter of pay, not a matter of hours.

Q. Have they ever approached your company in an endeavour to have recognition of the unions?—A. Yes, sir, we always have them every year.

Q. Does your company object to it?—A. We do object to recognizing any union except on the principle that unless they are organized and incorporated they have no legal existence.

Q. As a matter of fact you have objected to negotiate with bona fide trade unions?—A. We have always been willing to work with bona fide workers.

Q. I say your association has objected to negotiate and make settlements with bona fide trade unions?—A. Not in every case.

Q. But they have on some occasions?—A. They have where the union has not been incorporated. There is one exception in Quebec, the bricklayers' union; we had an agreement for two years with them.

Q. That is you would be willing to negotiate with registered unions?—A. Yes.

Q. Your objection to negotiate with trades unions is due to the fact that they are not incorporated?—A. The fact that they are not responsible for whatever they agree to.

Q. That is a matter of opinion, but it is mainly because they are not incorporated?—A. I contend, and I have always contended, and I think I am right, that incorporation implies that a number of people who come together for the purpose of business come together with an idea of carrying out their responsibility, and unless they are registered or incorporated they are not bound to carry out their responsibility.

Q. I suppose you are aware that the Privy Council of England has recently decided contrary to your views?—A. That is one case, but you are quite aware also that that decision is a recent one.

Q. I am just drawing your attention to the fact that the highest court of the British empire upheld that your view is incorrect, that they are responsible whether they have any official incorporation or not?—A. Quite right, but you must remember that that is the first of its kind given, and it was only a recent one. Up to this they were not responsible. I could give you case after case where they made agreements and they have not lived up to them, and the fact of the matter is they might start

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an organization to-day and call themselves an A B C union and might change its name to-morrow and call it the X Y Z union.

Q. Is your own association incorporated?—A. Yes.

## THE BRICKLAYERS' UNION.

*By Mr. Verville:*

Q. You would have no objection to treating with an incorporated union?—A. No.

Q. Are the bricklayers incorporated in Montreal?—A. Yes.

Q. You know they are incorporated?—A. They told us so.

Q. You know that because you went to the trouble to find out?—A. I did.

Q. What was the reason that in 1908 you would not renew the agreement with the bricklayers' union?—A. Because we were not satisfied with the conditions we had and we proposed other conditions to them which they would not accept.

Q. At the same time you would not deal with them under any circumstances?—A. No, sir, that is not correct. We offered to deal with them but they would not accept.

Q. You have refused to deal with them this year, I suppose?—A. No, sir, we have not refused to deal with them.

Q. I have seen some of your letters the contents of which sound a good deal like that.—A. We said we had established open shops and we saw no reason to depart from it.

Q. What does that mean?—A. We do not discriminate against a man if he chooses to belong to an organization; he has perfect liberty to do so. If you wish to belong to an association you have perfect liberty to do so.

Q. Do you find any trouble in dealing with any of those men since you do not wish to recognize them?—A. We have no trouble at all.

Q. You had trouble before?—A. We had a good deal of trouble, during the time we had the two years' agreement with them, that is the reason we state unless the agreement we had with them could be considerably modified, we could not renew it.

Q. What was the trouble you had? Was it on account of the business agent going on the job?—A. That was one objection. We do not propose to say that anybody not engaged by our employers should dictate to any one who is in their employ; and our second trouble is that any union that insists upon the union man, good or bad, being paid a certain rate of wages, would not be recognized by us, and we turned it down. We consider that is only common sense, and we think you would probably do the same if you had to employ.

Q. Is there much difference between the wages now and before in the bricklayers' union?—A. Good men are getting all they ever got.

Q. Have you prevented the business agent going on the job, the same as you did before?—A. He is not going on the job in business hours.

Q. He is not?—A. Not that I am aware of.

Q. You are not sure of it at?—A. I have not been notified by any one.

Q. I can tell you that he goes on the job any time of the day, if not prevented. I am pretty sure of that. I advance this statement because I know it.—A. That is all right. I may go into your house and force myself in, but I have no legal right there.

Q. He cannot force his way in?—A. He can force his way if he is not prevented from going, but we claim it is trespass if he has not business there.

*By Mr. Smith:*

Q. I understood you to say that you were quite agreeable to make settlements with incorporated unions?—A. We are prepared to deal with them at any time.

Q. But you have objection to negotiate arrangements with other unions that are not incorporated?—A. We had, yes.

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*By Mr. Verville:*

Q. Was it not offered to the Builders' Exchange, by the bricklayers that they were willing to accept a reduction and re-sign another agreement for 1903?—A. The offer they made in 1908 was still insisting on the uniform rate of pay. That was one of the chief things we could not agree upon.

Q. Did they not offer to accept a reduction in wages?—A. They offered to accept a reduction of five cents per hour.

Mr. KNOWLES.—I am going to make an observation. We have got a little away from the eight-hour clause; there is no question of that, and I think that the witness' own evidence is perhaps a little too general in some ways. For example, he is talking a good deal about legislation that is absolutely beyond the jurisdiction of this Parliament. We are very glad to have his views on it—I don't say that in any critical way—but perhaps both he and ourselves should keep in mind that we are here on the question of legislation for an eight-hour day.

WITNESS.—I did not come here to discuss incorporation of unions; that discussion was introduced by one of your members. I will endeavour to confine my remarks entirely to the question of an eight-hour day. One of the great objections against the eight-hour day in this country, as we contend, is its impracticability. We claim that owing to the widely divergent climatic conditions in Canada, we are physically prevented from putting any arbitrary limit—within reason, of course—upon the time at which a man should work when he is occupied in outside work. In the eastern and northern sections of Canada open-air trades can only partially make use of the twenty-four hours. In winter and in bad weather, hours are limited by nature; and taking the outside trades all around. I doubt if even now, without any special legislation, more than eight hours are worked on the average. In fact, my opinion is they are less. Now, if by Act of Parliament you reduce the already limited working time, you will make many trades unprofitable not merely to the employers, but to the men. I claim, without fear of contradiction, that such legislation would be against the interests or the real wishes of the working man. We are faced by constantly increasing cost of living. We see it in every newspaper we read. Who is the greatest sufferer? We all admit that the workmen of Canada are the largest proportion of the community, and if we are dealing for the good of the greatest number surely we also have to consider the evil that might fall upon the greatest number through the limitation of his earning capacity, and therefore the reduction of his salary. How is this increased cost to be met? Surely not by limiting the earning power of the men. If demanding nine hours' pay for eight hours' work, then it is only a subterfuge for an increase of pay. But we must remember that Canada is not alone in the world. We have the world in competition—Germany, Austria, Belgium, and other long-hour and small-pay countries; and while our men would be idle, or limited in time, those other people would be working while we are asleep, and put us out of business. I take the opportunity here to quote to the committee some examples of similar legislation in other countries, which would surely be the best evidence; that we can have on the question that is under consideration. Only last Saturday, under the 'Labour News' given in the Montreal papers we had this remark:—

In 1868 the American Government established the eight-hour day for its employees, but the law was frequently violated, and the President of the Republic had the law revoked. Since then several states have enacted an eight-hour day law, but in almost every case it has been ineffective.

The CHAIRMAN.—We are getting especial evidence on that point.

Mr. SMITH.—Yes, and that is general information that can be collected.

The WITNESS.—I understand. We are none of us original; we have all got to live by other people's thoughts. I beg to quote also from some recent papers on the effect of eight-hour day legislation in Great Britain.

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## THE BRITISH EIGHT-HOUR ACT—COMMENTS.

*By the Chairman:*

Q. What is that paper you have?—A. The January number of *Fairplay*.

Q. Is that a labour paper?—A. I don't know, sir, I couldn't tell you; it is a shipping journal.

*By Mr. Smith:*

Q. Where is it published?—A. Published in England, in London.

Q. It is an English paper?—A. Yes, sir, it is an English paper. Now, I want to give you just one short quotation.

*By the Chairman:*

Q. Let us know where it is from and know whom it is by. A quotation is no good unless we have the source of it. Is it an employers' paper, or a workingman's opinion, or a socialist publication?—A. It is neither, I should take it; it is a journal published in the shipping interests. I was only going to quote you from this the result—

Q. You have not yet told us who is responsible for it?—A. I don't know who is the editor of the paper. (Handing copy of paper to the chairman).

The CHAIRMAN.—It is called *Fairplay: Weekly Shipping Journal*. There is no use giving us a quotation unless we know who is responsible.

The WITNESS.—It is an editorial.

Mr. KNOWLES.—All the more important if it is an editorial.

The CHAIRMAN.—Apparently there is nothing but the contents to indicate in whose interest it is published. It seems to be a particular journal published in the shipping interests.

Mr. VERVILLE.—It is so fixed that nobody will know what it is.

The WITNESS.—We have all got to learn from what we read. We can't make any progress without learning other people's thoughts. The title of the paper is *Fairplay*. If it is not fair play, I should be very pleased to be put right.

Mr. VERVILLE.—I hope everything is marked fair play.

The WITNESS.—That is what we desire. Here is the short quotation I wish to read from this publication entitled *Fairplay*, published in London, Eng.:—

'The evil influence of the Eight-hour Act is likely to permanently prejudice the British coal export trade—'

*By the Chairman:*

Q. What Eight-hours Act is that?—A. I presume this is the last Act published; I don't know when the Act came into operation.

Q. Do you know what Act it is—what state it applies to?—A. Evidently it applies to collieries. It is dealing with coal. I only wish to show this, in the contention I made just now—that the reduction of hours with the increased cost of living is depriving the working man of part of his revenue, and therefore not benefiting him, but interfering with his personal rights, which I don't think should be interfered with without very good reason.

Mr. SMITH.—This law you are reading about was petitioned for by all the mining unions of England unanimously, so that it is not against the individual rights of the employed.

The WITNESS.—I wish to show you from this quotation that the very people who petitioned for it want it changed.

Mr. SMITH.—That is just the opinion of that editor.

The WITNESS.—Will you allow me just to read this section, and then you can draw your own deduction in regard to the matter and determine as to the miners who are distinctly against the measure:—

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"The Act was no sooner introduced in South Wales than the hewers found that their earnings were reduced. In the Tyne district the Act had no sooner come into force than the colliers there have found the arrangements necessary to sustain the required output too exhausting. In the meantime, the cost of coal had been permanently enhanced, and our competitive power injured and the prosperity of the British coal trade in the future jeopardized. Just at the moment, when everything should be working smoothly, speculation, with all its disturbing consequence has become rampant. At Newcastle the price of best steams advanced to 14 shillings, but seeing that owners refused to charter nothing was done. Foreigners and shippers generally refuse to operate more than is actually necessary. At Cardiff on Monday last, orders were very scarce and offers were not numerous, thus owners are made to suffer also. At Newcastle, the market has been practically paralyzed.

*By the Chairman:*

Q. Have you any labour publications dealing with that law? Have you any editorials from a labour publication?—A. Yes, I will give you those in a moment. I now beg to quote from the February issue of *Fairplay*:—

"Complaints from all quarters crop up day by day of the disastrous effects of the Eight-Hour Bill. Railway companies and steamship companies all sing the same song and swell the same chorus. Every industry which is dependent on coal—and what industry is not?—is suffering from the increased cost of the production caused by the Act. It was clearly foreseen and foretold that this would be the case, but what was not so clearly foreseen was that the men themselves in whose interests and at whose dictation the Act was passed are loudest in the outcry against it."

Now, here are the authentic minutes of a conference between the Federated Engineering Employers and The Joint Committee of Affiliated Trade Unions, that I don't think any one here will dispute. The Conference was held in the Westminster Palace Hotel, London, when the question of the '48 hours' dispute first came up, and which resulted in that disastrous strike in the engineering trade, which lasted a whole year.

*By the Chairman:*

Q. What is the date of that?—A. 1897.

Q. Where are those minutes published?—A. This was published by authority of the Joint Conference.

Q. By whom?—A. I think it was published simply for reference for the two bodies. This is a meeting in which the opinions of the men and of the employers were both taken down verbatim. I presume that the subject-matter is therefore to be looked upon with reasonable conclusion; it is a fair statement of the case. The chairman of the meeting—a gentleman by the name of Colonel Dyer started in here by saying—after having heard of these different demands for forty-eight hours, and the question of overtime, and all the rest of it,—'the vote'—this is referring to the vote to which that gentleman (Mr. Smith) just referred, in which he said that the unions had asked for it—

"The vote in favour of the eight-hour day for the nine hours pay would be almost a foregone conclusion. I should vote for it myself if I could get nine hours' pay for eight hours' work, and I cannot conceive any one voting against it; therefore I don't attach very much importance to the vote."

Then a little further along he says:—

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“I question if they should have 48 hours’ work for fifty-four hours’ pay, but it was never put before them that they were never to do any overtime, or that they were to confine themselves to 48 hours’ work, for 48 hours’ pay. That is the way it should be looked upon, and to say that the men themselves would not work overtime, we have proved the contrary, because in Woolwich these mechanics do their eight hours’ work and immediately they come outside they set to and work at mechanic’s work and interfere with the regular workmen who mend bicycles. One can scarcely say that that is a fair way of looking at a 48 hours a week. Suppose it was possible to limit by law the work of any mechanic or the work of any workman to 48 hours, it would mean that when he comes home he would not be allowed to dig in his garden, because if he did he would be interfering with gardener’s work, and what right has he to do that? If he mended his own boots what right has he to interfere with the proper work of the boot maker? Why should he work as a mechanic eight hours and interfere with other trades after the eight hours? Personally I cannot see the slightest object in limiting the hours of labour beyond what will interfere with a man’s health and his duties as a citizen, and I don’t think that anybody can say that 54 hours a week is an amount of work which will interfere with his health or his doing his best in other branches of what constitutes a citizen’s duty. Personally, I wish to goodness that I could limit my work to nine hours a day. I have never done it for the last thirty years, and I don’t see any prospect for the next thirty years, if I am above ground, and I cannot see what is the use of limiting the hours of labour.”

As regards labour being more valuable than it was claimed on behalf of the men—that if they worked less hours they would do more work—this is the reply of the chairman:—

‘As regards labour being more valuable since then, we have taken some notes, and we find that before 1872 men took very much larger wages than they have done since, and that the amount of production was very much larger than it is just now; also that the amount of work that each individual man did was larger than it is just now. Therefore, it does not follow, as a fact, that in forty-eight hours a man will do more work than he did with fifty-seven hours before 1872. On the contrary, we have direct evidence from Mr. Richmond, in London, who voluntarily gave eight hours before there was any demand made upon him, and he had to revert to the fifty-four hours, because he found that after keeping his accounts most carefully, with a view to comparing the two systems, that, per-hour, in 48 hours so much work was not done as had been formerly done when he worked the 54. Now, that is a very strong argument against the argument which has been raised—that a man’s labour is better for 48 hours and that he will increase the production very much, and work better than if he were working at 54 hours.’

That is evidence given at the conference between the Federated Engineering Employers and the Joint Committee of Affiliated Trade Unions.

*By Mr. Smith:*

Q. Have you selected any expressions from representatives of the union?—A. I guess they will be able to give their evidence when they are up here.

*By the Chairman:*

Q. Mr. Smith means, in connection with this conference?—A. No, I have not.

*By Mr. Smith:*

Q. You have read the extract from the employers' side of that report; I just asked if you had looked over the statements of the union representatives?—A. No, I did not go through the whole book. It is a pretty large amount of reading to go through.

*By the Chairman:*

Q. This seems a valuable publication; it is curious that it does not show where it is gotten up?—A. I think it was only printed privately for the benefit of the two bodies that met.

Mr. SMITH.—What they do in England is to get together and subscribe for the printing of those conference notes, but they are not regularly printed.

The WITNESS.—I wish now to make a short reference to labour conditions in Australia. Australia is the country of labour unions, and they practically run the whole country, from the federal to the state parliaments, and therefore I should imagine that something that occurs there would be of value to this present committee.

*By Mr. Smith:*

Q. What are you reading from?—A. I am reading from a quotation signed by John Foster Fraser, in the *London Standard*.

*By the Chairman:*

Q. Who is Foster Fraser?—A. He is one of their special editors. He is quoted here on March 28, 1910.

Q. What paper is he quoted in?—A. It is quoted in the *Montreal Gazette*, and this is what is stated here—this gentleman, Mr. John Foster Fraser, is entirely in sympathy with labour unions, and therefore he writes from their standpoint and not from the standpoint of a man who is writing on behalf of capital or employers.

Q. Is he a unionist himself?—A. He says so here. He states here at the end that he is.

Q. Entirely?—A. He says: 'I am personally in favour of trade unions.'

Q. You don't know of him other than just from that extract?—A. No other, than that he is the correspondent of the *London Standard*. This is what he says:—

"The eight-hour day is operative throughout the Commonwealth, and both employer and employed are liable to punishment if longer hours are worked. Labour governments come and go, but whoever is in power, the workingman's vote has to be nursed, and during the last ten years stacks of statutes have been passed. Wages boards and arbitration courts have been set up; the eight-hour day sometimes means forty-eight hours a week, but as the workman wants to get away at noon on Saturday it is often forty-four hours, and in some cases it is only forty-two hours. Shops, except in Tasmania, come within the limitation of the hours plan, even to small shops looked after by the proprietor and members of his family. There is a provision in Victoria, however, that shops where there is not more than one assistant, paid or not paid, shall be allowed to remain open for two hours a day longer than other shops where more assistants are engaged. The law throughout the Commonwealth is that all shops, save those I have just mentioned, close at 6 o'clock each night on four days of the week, 10 o'clock on one day (in South Australia it is 9 o'clock), and 1 o'clock in the afternoon one day, thus providing a half-holiday. Accordingly, after 6 o'clock in the evening, scarcely a shop is to be found open. Hotels and public houses are allowed to remain open much longer—though no employees must work longer than eight hours—with the consequence that a cynical friend was able to remark whilst we were strolling through the Melbourne streets: 'You see, a poor woman cannot buy a loaf of bread after 6 o'clock, but her husband can buy drink up till 10 o'clock.'

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*By the Chairman:*

Q. That kind of quotation, I think, falls in the category Mr. Knowles had reference to; I mean to say, there is not much use in giving the committee expressions that appear in a paper, that may be written by any one. If the views are views that you entertain, you may give them as your own, but don't give us any more extracts?—

A. No, sir, I have no more extracts to give you.

Mr. SMITH.—This man's opinion is nothing to this committee.

The CHAIRMAN.—No, it is Mr. Lauer's own opinion we want to get.

The WITNESS.—Now, I wish to refer more particularly to the question of an eight-hour day as it has come under the cognizance of some of our own members. I have one case where one of our members owns large quarries in New Brunswick and he told me a short time ago, when I was discussing this question with him—

## QUARRYMEN—SHOP MECHANICS.

*By the Chairman:*

Q. What is his name?—A. Is it necessary to give names?

Q. I don't see why you should object, unless there is some special reason.—

A. The name of this firm is William Hood & Sons.

Q. I think it is always desirable, when you get a statement, to give the name?—

A. I have no objection. The statement of William Hood & Sons is that the men after working in their quarries for nine hours, in order to increase their revenue go farming for another quarter or half a day longer—showing that there is no desire on the part of the men to lessen their earning capacity. I have another case of a firm in Montreal—Jackson & Co., carpenters, who employ 126 men. Mr. Jackson told me last week that his shop mechanics are now working nine hours, and they have given notice to leave him because they want to work ten hours to make more money, although he is paying them 35 cents an hour—pretty good pay.

Q. Do you think we could get a couple of those men to give us evidence here?—any one of those shop mechanics?

*By Mr. Verville:*

Q. Where does Mr. Jackson keep his shop?—A. Hibernia street, Point St. Charles.

Mr. SMITH.—I think I would take that address.

The CHAIRMAN.—I think if we could get a couple of those men here, it would be a very good thing.

The WITNESS.—There is a man who claims as a fact, not as any theory at all, that his men come to him and want longer hours.

The CHAIRMAN.—That is all important.

*By Mr. Verville:*

Q. Did they go there as a body?—A. Those are shop mechanics, men who look after his turning machines and lathes.

*By Mr. Knowles:*

Q. They had no other ground for leaving him except the short hours?—A. No other. They could not earn enough money. If you lived in Montreal you would know that the living there is very expensive.

Q. You say that the complaint was not under-pay?—A. No, sir, they were getting full pay. Mr. Verville will tell you that 35 cents is all that they ask; they never ask more.

Mr. VERVILLE.—They have been asking 30 cents for a good many years.

The WITNESS.—This man paid 35. I have another case to show how this Act is often evaded.

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## ALBERTA GOVERNMENT CONTRACT—EIGHT-HOUR CONDITIONS.

*By the Chairman:*

Q. What Act is that?—A. Where the government puts in a clause in a contract that an eight-hour day must be complied with on all work in a particular job.

Q. Where do they do that?

*By Mr. Smith:*

Q. They don't do that.—A. There is one particular case I have here in my mind and I can't give you the man's name because it might prejudice him, but I can give you the case and the work.

Q. Dominion government?—A. No. I am speaking of provincial government. This is the government of Saskatchewan at Edmonton.

*By the Chairman:*

Q. And it is a condition in this contract?—A. Eight hours, yes.

*By Mr. Knowles:*

Q. You mean Regina, Saskatchewan, or Alberta?—A. No, Alberta. Edmonton is the capital city of Alberta, isn't it? It was my mistake.

*By Mr. Smith:*

Q. That is important; if they have a law to that effect we ought to have some evidence?—A. I was only just going to show how this is evaded.

*By the Chairman:*

Q. Do you know the text of the law?—A. No, sir, I have not seen the law.

Q. Are you sure there is a law?—A. This gentleman did not tell me there is a law, but he said this particular contract he had with the government in Alberta provided that those men should work eight hours.

Q. It is a condition in the contract?—A. It is a condition in the contract.

Q. You cannot say whether it is by virtue of any legislation or not?—A. I could not say. He didn't show me the contract, but what he did tell me was this—he is one of the largest employers of labour in the stone business—he told me that those men worked in shifts of eight hours each. I said, 'How do you manage to get on? It must be a very expensive job if a man can only work eight hours, and then he is laid off.' He said, 'Oh, they have lots of means of evading the law.' I am not saying that he, the employer evaded the law, but I am simply stating what he told me—that those men evaded the law by going in under a second batch and getting over-time that way.

Q. How could they do that without his evading it?—A. I suppose they called themselves something else in order to get in the second batch.

Q. If he knew that, he certainly was violating his contract. No wonder he did not want to give his name?—A. I am only saying that the men themselves do this. My evidence, if serious, is laughable in some ways, I admit. It is only to show you that it is not the universal desire on behalf of the men to limit themselves to eight hours of work. When he has a chance of eight hours of work he is looking for more because he wants more money.

*By Mr. Knowles:*

Q. Was that on the construction of the legislative buildings?—A. I can't tell you; I am not at liberty to say.

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*By the Chairman:*

Q. Would you think that the employer had evaded the law?—A. I couldn't say. You can draw your own conclusions. He is a very able man.

Q. What do you think?—A. Well, I suppose he connived at it.

Q. I am sure he did, if what he told you was true.—A. That may be. It will only show you that the men evade it when they can.

The CHAIRMAN.—I think it shows that the employer will evade it if he can.

*By Mr. Verville:*

Q. Have we any very large stone employers in Montreal?—A. I think we have.

Q. Have they ever complained of the eight-hour day?—A. Not to me. You mean stonecutters.

Q. Yes.—A. No, sir.

*By Mr. Smith:*

Q. Are stonecutters in your employ paid by the hour?—A. Yes.

Q. Have they ever applied to you to have their hours extended?—A. Not to me. No, but then you must remember that where they work eight hours—this is the point with this proposed legislation, one of the most debatable points to my mind—

Q. But you have been trying to demonstrate to the committee that the men themselves wanted longer hours when they were paid by the hour; now you employ men by the hour and I ask you if your men applied for longer hours?—A. No, but allow me to point this out, that because they work eight hours, that does not prevent them working overtime. Now, if this Bill becomes an Act it would prevent overtime.

## FURTHER REASONS FOR OPPOSING BILL.

*By the Chairman:*

Q. Do you object to overtime?—A. What I say is this, that it is an interference with a man's personal liberty. If I work eight hours—

Q. But in regard to the question asked by Mr. Smith, are we to understand that if this Bill of Mr. Verville's were so amended that overtime was permitted, you would not have any objection to offer to the eight-hour feature of it?—A. Well, I would not have the same objection that I have now, for the simple reason that you would not then be limiting a man's earning capacity, which you certainly are by that Bill as it stands now.

Q. Your objection is chiefly to the man's earning capacity; is that what we are to understand?—A. Well, I contend that a man's earning capacity is going to be very seriously crippled by this legislation unless he can make it a blind for getting a larger amount of pay.

Q. Do you feel equally strong about the employers' profit-making capacity?—A. You can't show me very many wealthy builders. The men that have made money in building are few and far between.

Q. You are representing the Employers' Association?—A. Yes.

Q. But this morning you laid special emphasis on the wage-earners' earning capacity and have been arguing from that point of view. While we could expect to get a good deal of evidence on that point from the workmen themselves and their organizations, I would like to ask you now with regard to the employers' side of it—whether you see an equal objection in the effect that the Bill would have on the profit-making of employers?—A. Well, it comes to this so far as the employers are concerned: Who pays the bill in the end? It is you and I and the rest of us. If an employer has to pay more for his time and material, and if we look at labour as a commodity, I suppose it represents 40 per cent of the outlay, and if that commodity is going to be increased in price either by lessening the hours or raising the rate, which is the same thing, then the public are going to foot the bill; we are all going to

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pay for it. Therefore, Mr. Chairman, referring to your remark that I was particularly alluding to the wage-earner, after all it is upon the wage-earner that the great bulk of such increase will fall. If the prices have risen, as we have reason to believe, 50 or 60 per cent, surely 50 per cent or 60 per cent of this increased cost is going to fall on him indirectly.

Q. Let us see if we understand you correctly. You say your objection to the measure is that it is going to limit the earning capacity of the working men, and secondly, because the burden of it is going to fall on the community; but you do not say anything about the effect it is going to have on the employer. Are we to judge from that as an employers' association you are perfectly indifferent from the point of view of the profits which the employers themselves would be able to make?—A. Well, I am indifferent, for this reason: That the employers, if they had to charge more for their work, would naturally put it upon the public.

Q. That is the point we want to clearly understand. If I understand your evidence aright, the employers as employers have no objection to offer to the measure?—A. No, I won't say that.

Q. They are indifferent?—A. I wouldn't say that. They do object to the measure and I have given you reasons just now.

Q. I am speaking of employers as employers, not objections that they have made on behalf of labour or on behalf of the general public; but looking at their self-interest, you say they are indifferent to their own self-interest?—A. No, I don't think indifferent at all. I think the proper answer to that would be this: That if you are going to establish an eight-hour day, or propose it, in any one particular trade, why should that one trade be picked out? Why should it not be applied to every one? Why should I work more than eight hours, or any one else? I think our employers do object to the building trades being selected as the one trade which is to be affected by this legislation.

Q. Do they object on the ground of their own self-interest, or on the ground of how it is going to affect the public, or how it is going to affect the working classes?—

A. I think it affects their own self-interest to this extent, that if the cost of construction is going to be materially increased, it will militate against their self-interest, because they will have less to do; people will be more reluctant to build or to put money into such enterprises.

Q. That is the point of the employers' self-interest.—A. It is really combined in this case with the self-interest of the worker. I think the two are very closely connected. I can't see that you can injure one without injuring the other.

Q. That may be; but the point we want to ascertain from you, as representing the Employers' Association is whether, in regard to their own self-interest—leaving aside the working classes and humanity and all the rest of it—they are opposed to this measure because it is going to affect them disadvantageously?—A. Yes.

Q. They are, for that reason?—A. Yes, they are opposed to it.

#### PROFIT MAKING AND PRODUCTION UNDER SHORTER HOURS.

*By Mr. Knowles:*

Q. Do you think that the employer would make as great a profit, or that any one could not contract under the eight-hours a day law as he does at present?—A. Not if this was a law limited only to a certain section of work such as you propose. You say only government works and government sub-contracts.

Q. Still, you would think he would make the excess in his charge and take it out of the poor taxpayer?—A. No, I don't see how he could, because if he was doing outside work, outside of government work, how could he keep the two things separate?

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Q. How do you mean that it would come out of the taxpayer?—A. It would all come out of the taxpayer at the end, certainly.

Q. If the employer does not make the excess in his charge, how is it going to come out of the taxpayer?—A. It is going to give him less to spend.

Q. No; I am talking about any particular contract; how can it fall on the taxpayer so that he will pay an excessive price, and also fall on the contractor in the way of taking away his profits?

*By Mr. Smith:*

Q. How can a reduction of hours—I mean paid by the hour—affect the cost of production?—A. It raises it.

Q. A man who works ten hours at a certain rate per hour is reduced as to hours but operates at the same rate per hour; how would that raise the cost of production?—A. That is very easily answered. A man's fixed charges continue. You take a man who has got capital sunk in machinery and buildings and in plant and in office work; he has got to go on paying his office staff, his draughtsmen, his interest on his machinery which is not running; he is losing that extra hour or two hours on interest on his investment.

Q. We were discussing the question of men being affected who were paid by the hour; that would not be a loss to the contractor?—A. Yes, it would, because he is not getting his work out of his machinery and out of his investment.

*By the Chairman:*

Q. Is not that the whole point of the objection of the employers to the shortening of the hours, that it simply means you add to their fixed charges instead of you having the labourers working for as long a period of time? That is the real objection and that is practically the whole objection?—A. I think so; I think it is a very serious objection.

*By Mr. Smith:*

Q. That might be met by re-arrangement of work; if you could find other men to follow the shift of eight hours the machinery might be used continuously?—A. But if things are running smoothly, what object is there in dislocating them—pulling the tree up by the roots to see how it is growing.

MR. SMITH.—That is the old objection to every reform—

The committee adjourned at 1.40 p.m. until 3.20 p.m.

ROOM 34, HOUSE OF COMMONS,  
April 6, 1910.

The committee met at 3.20 p.m., the Chairman, Hon. Mr. King, presiding.

## CLIMATIC CONDITIONS AND LABOUR.

MR. JOHN HERBERT LAUER recalled, continued his testimony as follows:—

THE WITNESS.—If you will permit me, I shall just cover a few points. I would like very much to have time to hear Mr. Nesbitt who is a practical man, and who has to catch the 4.40 train, so I will not detain him. In order to resume, in very short and few words what I have tried to state from my own conviction, speaking on behalf of the trades I represent, I would like to say, that climatic conditions in Canada are not yet in such a condition as to warrant the compulsory enforcement of an eight-hour

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Bill. With reference to the trades I speak for, we feel confident that the climatic conditions in Canada are such that great loss would ensue to the contractors at large, and the builders and building public in particular. Houses which are only partially closed in for the winter could not be completed and any one acquainted with builders knows that in the climate we have in the province of Quebec, such a house would become almost a wreck during the winter season, therefore, great loss would entail upon the contractor who had charge of the building, and upon the public for whom he was building. Furthermore, in connection with contracts that are built on time (and nearly every contract has a penalty clause in it to-day) I think I am quite just and fair in stating that with a compulsory eight-hour Bill the contractors would be placed at a great disadvantage. Furthermore, I wish to say in conclusion with reference to the general question, that employers of labour are just as much interested as employees in having a contented and happy condition to work under, and if the men in business saw that better results could be obtained by a shorter day, I am quite sure they would of their own accord be only too willing to introduce shorter hours from a selfish interest, even if from no higher interest, and a compulsory enactment of the character imposed is quite unnecessary, because climatic conditions in the country would bring it about without any compulsion whatever. In fact, where certain trades have been shortened to nine hours, this has been brought about without any legislative enactment, and if it can be conclusively shown that in eight hours we can get as much work done and that the men are earning as much, I am sure that the contractors in the building trades would be just as willing as any member here present to see an eight-hour Bill. As I pointed out previously where they have fixed charges which create the same result, whether the men are working or not, we feel that those fixed charges would entail a very serious loss to the employers; and I cannot do better than to conclude with a few words that I note in the last issue of the *Labour Gazette*, in which the Chairman, Mr. King, in introducing the Anti-Combines Bill, made this statement:—

“The somewhat lengthy title of this Bill may help to explain its scope and purpose. The short title is the Combinations' Investigation Act. As human ingenuity has devised a great many forms of combination for the purpose of affecting an increase in prices, or restriction in competition, an effort has been made in this measure to give a definition of the word 'combine' sufficiently comprehensive to embrace all forms of combination, which may have this effect, and in particular to make it clear that this measure shall have reference to all forms of combination, as are popularly known as monopolies, trusts, mergers and combines. This legislation differs in some particulars from legislation of a like nature, which has been introduced in some other countries in that it is not aimed against combines or mergers as such, but rather against the exercise of combines, mergers or monopolies, in an unfair manner, of the powers which they may get from that form of organization. This is an age of organization and not merely of local or national competition, but of world-wide competition and any industry or any nation which wishes to hold its own in the field of competition must do much in the way of perfecting organization. A highly organized industry should, from the faculties it has of improving production, lead to greater efficiency and economies of one kind and another, which should, on the whole benefit the consuming public, but, we know that in other countries, and possibly also in this country, organizations have not always used their corporate powers primarily to the advantage of the consumers, but have taken, in some cases, possibly, an unfair advantage to themselves. This measure seeks to afford means of conserving to the public some of the benefits which arise from large organizations of capital for the purpose of business and commerce. It is organized society which alone makes the organization of capital and industry possible, and the people have a right to expect and to look to the government to see that their

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rights shall be conserved and that their liberties shall not be curtailed by privileges which they permit others to enjoy."

I don't think any words I could add would add to the strength of that remark, and I feel sure that to my thinking, I have established the point that nine hours a day in the open air is not against the physical resources of the human frame to stand, that there is no hardship endured and no complaint ever made that I am aware of in the building trade for which I am here speaking, that nine hours has been found too much for human endurance, and under those conditions I submit that this legislation is uncalled for and inimical to the best interests of the community in general.

*By Mr. Smith:*

Q. How long have you been in this country?—A. I have been in this country sixteen years.

Q. Have you any connection with any private contracting firms?—A. No, sir, my duties are entirely in connection with the association.

*By Mr. Macdonell:*

Q. In the opinions that you have expressed regarding the length of time to work, were you considering this Bill as a general Bill applying to all work, or just as being restricted to government work?—A. I made this statement in the beginning that if this Bill were restricted to one particular trade, it would not stop, but would eventually affect all trades. If I was a contractor with a job on one side of the road, with certain conditions, I could not make any difference on the other side of the road.

Q. You make no difference whether this is restricted to government work or not?—A. No, sir, take the city of Montreal, if they pay a certain rate of wages to their ordinary day labourers, say at the present time about 20 cents an hour, I believe it would be impossible for building contractors to get those same labourers for 17½ or 18 cents an hour; if the city was working men for eight hours a day, we certainly could not get them to work for a private contractor nine hours a day, therefore, the Bill would affect the whole community in the end.

Q. Ultimately?

*The Chairman:*

Q. Just one or two questions: You spoke about the disadvantage the employer would be under in consequence of the penalty clause attached to their contracts requiring work to be finished at a particular time. That would be a strong reason why, if this law went into effect, provision should be made that it should not apply to existing contracts, or contracts already entered into, but would it be of any force as respects contracts, which might be subsequently entered into on the understanding there should be an eight-hour day?—A. I think it would for this reason—you take a great class of building that goes on in Montreal and Toronto. The plans come out of the architects' offices late in the year. If you could get contracts fixed and awarded in the first part of April, it is quite possible you could get through the work before the snow flies, but with most of the architects the work comes out late in the year, and practically the bulk of the work is not ready to be commenced until, at the very earliest, late in July; we see it on time work also. You have to remember the large bulk of the work is of the investment class on the part of proprietors who wish to rent houses for fall occupation. There is great anxiety to have these houses ready for the 1st of October. If these houses are not built up and completed by that time, they practically lose half a year's rental.

Q. It is because of these climatic conditions that this time limit would be an important consideration?—A. I think that is the most important objection I have against the Bill, speaking from our standpoint.

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Q. That would not apply, speaking of British Columbia where they build the whole year round?—A. It would not apply, much in the west, I should say, where the climate is milder, but in this country and in the northernmost points of the Northwest and in Quebec, these conditions would certainly apply.

Q. There are localities in this country where the building trades are working practically only eight hours a day at the present time?—A. I believe in British Columbia.

Q. That being so, have the arguments you have urged any force, as respects building in those localities?—A. In British Columbia you must remember the climate is different. Nearly all the structures are wooden structures. There is not nearly the same time required to build them as in Montreal where the buildings are very solid.

Q. Are we to understand that you base your objection not so much on the eight-hour principle as its application under certain climatic conditions?—A. I understand it is against the climatic conditions of Montreal, and I think there is a direct monetary loss where people have investments in machinery and power and, where that power has stopped running an hour a day, the loss is correspondingly larger.

Q. Would you be prepared to admit that this law, if it went into effect might not affect adversely the building trades in certain localities, although it might affect them adversely in other localities?—A. I can only speak of the districts I know of.

*By Mr. Macdonell:*

Q. Practically in Toronto we have an eight-hour day in the building trades, and we have not found the effect to be as the witness states?—A. Don't you find a corresponding rise in cost?

Mr. MACDONELL.—No.

Q. Pardon me saying it, but the rate of wages is very much higher in Toronto than in Quebec.

*By the Chairman:*

Q. The hours are shorter?—A. Certainly if the man can only work eight hours he wants more for his eight hours than nine.

Q. No, it has not been found so.—A. Take the trade the honourable member for Maisonneuve represents, the plumbers, I know the plumbers in Toronto are getting 7½ or 10 cents an hour more than in Montreal.

*By Mr. Macdonell:*

Q. You were speaking of the serious consequences that would ensue providing the building trade was on the basis of an eight-hour day service or work?—A. Yes.

Q. That condition prevails to-day in Toronto; as a general statement that is true. How do you make your argument agree with that. The conditions there are not as you predict they would be?—A. I think Toronto bears out a good deal what I say. The climate is not so severe as it is in Quebec, and the difference between an hour shorter which you claim they work there, is reflected in the higher cost they pay for the labour for that shorter day.

Q. Do you think it would follow if shorter hours obtained in your province that the wages would likely rise too?—A. Certainly, the man is not going to live for any less money. How can a man live; if he has a hard struggle to live on a nine hour wage he certainly cannot live on the eight-hour wage.

Q. The shortening of the hours would not affect adversely the earning of the man?—A. It might not; it depends how much would be invested in building under those conditions.

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*By Mr. Verville:*

Q. Do I understand you to say that the Builders' Exchange of Montreal are anxious to protect the men by preventing the passage of that law, or is it their own protection they are after? I have heard you say time and time again that they cannot earn enough money and that they cannot live on certain wages, &c. Is it the intention to protect the labouring classes or to protect themselves?—A. I take it if there was a general demand for this shorter day that you are speaking of that the demand would make itself heard and apparent.

Q. You have also stated in your remarks that legislation was not pressed by the labouring people very much, that is to say, you had not seen anything in the papers?—A. We had not heard of it, sir.

Q. That is to say because you have not seen it in the papers, it has not been pressed?—A. In various notifications we received from different branches of organized unions this year, up to a recent time, we have had no question made of any number of hours. It has not been put forward at all.

Q. Is that the reason they would not be in favour of this matter?—A. It strikes me if they were anxious to get it, they would make it one of their demands.

Q. What business would they have to ask that as a demand of the Builders' Exchange?—A. They don't ask it of the Builders' Exchange, but they notify us as a matter of courtesy when they notify all the employers.

*By the Chairman:*

Q. What you said had to do largely with the question of the application of a measure of this kind to work generally. If you were to restrict it to government contracts alone would the objections you have urged be as strong as if the Bill were limited to that extent?—A. I think the restriction of this proposed enactment to government buildings would make the confusion worse.

Q. Do you think it would be better to make it applicable to all buildings whether government buildings or not?—A. I certainly do, if there is any change made in the law, I would make it apply to every one not only in building trades, but let it apply to every industry.

Q. You would be inclined to have it apply to building generally rather than to buildings the government were erecting. You would rather have the wider application than the narrower?—A. Yes.

*By Mr. Verville:*

Q. Is the Builders' Exchange of Montreal against organized labour?—A. I don't know what you mean by 'against.' We know perfectly well that organized labour is a factor in the community and in many ways it is a beneficial factor, but that does not mean to say that we cannot agree to certain things which are promoted by organized labour.

Q. I suppose that is vice versa?—A. Yes.

Q. Would you have any objection to the men organizing in the trades you represent?—A. We do not object, provided they do not force certain objectionable features of their organization upon us. We claim they have the right to ask certain things, but that does not say they are going to get all they ask.

Witness discharged.

Mr. EDWARD THEODORE NESBITT called as a witness, sworn and examined.

*By the Chairman:*

Q. Whom do you represent here to-day?—A. I represent the Canadian National Association of Builders, of which I am president, and also the Builders' Exchange of Quebec.

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Q. Is that a separate body from the one in Montreal?—A. It is affiliated with the National Builders' body.

Q. The Canadian National Association of Builders?—A. Yes.

Q. That is the one of which Mr. Lauer is secretary?—A. Yes.

Q. It is an association composed of about eight individual associations?—A. Yes, sir.

Q. He represents the Montreal one and you represent the Quebec Builders' Association?—A. I am president of both concerns, and he is secretary of both. It takes in the whole country.

Q. You have not any cities in the west further than Winnipeg?—A. Not further than Winnipeg. We are taking steps now to organize other cities.

Q. Have you looked over this Bill?—A. Yes, sir.

Q. What have you to say about it?—A. In the first place I would like to show you a copy of a resolution adopted unanimously at a meeting held for the purpose—That Quebec Builders' Association, I might say, goes under a French name. I will read this resolution; it is in French.

Copie d'une résolution adoptée unanimement à une assemblée. convoquée spécialement à cette fin, par l'Association des Constructeurs de Québec, tenue le 21 mars courant, à 5 heures p.m.

Proposé par Chevalier J. E. Martineau, secondé par Emile Côté.

Que Monsieur E. T. Nesbitt, Président de L'Association soit chargé, d'aller représenter l'Association des Constructeurs de Québec et de protester, en son nom, contre l'adoption du projet de Loi concernant les huit heures de travail, qui sera discuté à Ottawa, mardi le 23 mars courant à 11 heures a.m. devant le comité de la chambre des communes, nommé pour étudier ce projet de Loi, (Québec, le 22 mars, 1910.)

Certifié vraie copie des minutes de l'assemblée du 21 mars courant (1910.).

(Signé) J. GEO. LEFAIVRE,

*Secrétaire.*

This is a resolution authorizing me to represent the Builders' Exchange of Quebec, at this meeting, and to protest against the Bill in their name.

Q. How many employers does that association represent?—A. We represent 66 employers.

Q. What proportion of the employers of Quebec is that?—A. I would venture to say it takes in all the principal ones, and that would mean about 80 per cent of the employers in numbers.

*By Mr. Macdonell:*

Q. Of the city of Quebec?—A. Yes.

*By the Chairman:*

Q. What have you to say on behalf of this 80 per cent? Do you think this other 20 per cent would agree with you?—A. I have no reason to doubt that they would. To begin with, the difficulties that I see—speaking for myself and speaking from my experience—is that the petition is made in that Bill for only government contractors, men employed under government contracts. Now, for instance, take my own position, I am a general contractor doing contract work, sub-contracts of the government contractors to make windows, sashes, doors, blinds, supply them with lumber, &c. According to the provisions of this Bill I note that the men working on such sub-contracts would have to work eight hours a day or else would be subject to a fine.

MR. NESBITT.

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Q. If you knock out the sub-contract fellows would that end your objection to the measure?—A. No, it would not, decidedly not. To further explain, I might have men working on one side of the bench to make a window and a door for a contractor, and others on the other side. You see the difficulties we would be under on that point.

*By Mr. Smith:*

Q. What hours do your men work?—A. Carpenters and joiners work ten hours.

Q. What wages do they get?—A. Twenty cents an hour. It depends on their ability.

*By the Chairman:*

Q. I understood Mr. Lauer to say that all the employees represented or engaged by the National Association worked only nine hours?—A. I am talking of only factory work, preparing door sashes, planing lumber and sawing it and getting it ready for the builder on the buildings themselves.

Q. Does that include bricklayers?—A. No, the bricklayers and masons work nine hours a day. The carpenters work ten.

*By Mr. Smith:*

Q. Your friend, in his evidence, said the stone masons worked nine hours a day?—A. Stone cutters, not masons.

## HOURS—WINTER AND SUMMER.

*By the Chairman:*

Q. I thought he said all labour employed by the employers who are members of this association, worked nine hours a day?—A. I think he got mixed up. He was talking for Montreal. Now, another point I would like to make, leaving out the question as to whether it is to be applied to government work or not. You were talking of the difference between eight and ten hours. I am speaking from knowledge and experience. We work in our town eight hours a day in winter; we cannot work any more because it is too dark. We have some good sensible workmen, and when the days become longer at the end of January, they do not like to work longer, because it is too cold outside. As soon as the weather conditions change they immediately clamoured for a longer day's work. The custom down in Quebec is that we work eight hours from 1st November, 'La Toussaint,' 'All Saints day,' until Easter week. As you know Easter came very early this year. Last year it was very late. This year there was not a word. As soon as Easter Monday came, we started working ten hours a day and everybody was satisfied and happy and were glad, but last year, about Easter, my men came to me and asked me why I did not commence working ten hours a day. They said they had been working long enough at eight hours a day, and having worked little enough all winter, they clamoured for it. I said business was not very good and you had better wait a little for it. I said we had always waited for Easter week in other years. They said, 'well, the weather is fine, why don't we do it. Other shops are doing it?'

*By Mr. Verville:*

Q. Is it because they are anxious to work the ten hours or that they are anxious to get the money?—A. Anxious to get the money. I want to give you another experience of mine. About two years ago my joiners came to me one morning and said they could not work under the old conditions. I asked them what was the matter. The first thing they asked for was to have their wages increased from 17 to 20 cents an hour. I immediately acquiesced. I said, 'Yes, go back to work.' One man pulled out a paper, the spokesman for the crowd, and said, 'We want to work nine hours

a day.' I said, 'That is too bad.' 'Climatic conditions are such, we have to work eight hours a day in winter. Now you want to work nine hours a day, and how are you going to benefit? You are getting 20 cents an hour for nine hours, and before you were getting 17½ cents for ten hours.' What was the object? The object was they were going to have one hour more to devote to their family. I said, 'Don't you think it would be showing more devotion to your family to bring home \$1.20 more to your family than sitting on the doorstep?'

*By the Chairman:*

Q. Is that your point of view?—A. Judging from the amount of wages they receive.

Q. Would that apply equally if the hours were longer and a man did not see anything of his family? Supposing a man working ten hours a day, he has to have eight hours sleep, and there are twenty-four hours in the day, it leaves six hours, all the time he has in his home. Supposing you add the two hours reducing it to four, do you think a man would be doing much by his family?—A. You could argue on that all day long, but the point I am trying to make is this, that it was a means of increasing the wages. It stood to reason that no man was going to sacrifice 20 cents a day, for these very men clamoured for work. When I send them out to the country to put up buildings, outside, those men ask me when they leave my shop if they could work over-time while they were out there, that is one of the first things they ask.

Q. They are away from their families then; they want to get back to their families as fast as they can.

*By Mr. Verville:*

Q. They are anxious to get back to their families?—A. They are anxious to get away from them, if you want my experience of it.

Q. Of course, I can take your experience, but I cannot take the working man's experience.

*By the Chairman:*

Q. Do you say that applies to working men generally, that they are anxious to get away from their families?—A. After the winter is over they want to get away from town to work; they are buried in a little house all winter.

Q. Is that anxiety to get away from their families, or anxiety to get work?—A. I have men in my joiner shop working and those men come to me when they know there is a building going up, they come to me and beg of me to let them go.

*By Mr. Prowse:*

Q. Are you a married man?—A. Yes. The object of these men is to make more money. But the main point remains that they do not want their hours of work curtailed. They want them increased, and their anxiety in the spring of the year is to be changed off from eight to ten hours.

#### OUTPUT—WINTER AND SUMMER.

*By Mr. Smith:*

Q. Do you find any material difference in the output of the work during the winter eight hours and the summer ten hours?—A. Yes, sir, very much so.

Q. How much?—A. I have a planing mill and a sash and door and box factory, making mouldings and all that kind of thing. My books are there to show that when I am working eight hours a day in winter time, that my mill plant does not show any profit at all. Of course, the men work eight hours and get eight hours' pay, but remember, my fixed charges are such—I have about \$13,000 worth of machinery, the interest has to be paid on that, wear and tear; the insurance is very high; it costs 8 per cent to insure.

MR. NESBITT.

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Q. Is there as much difference as the difference between the two sets of hours?—  
A. Yes.

*By the Chairman:*

Q. Do you say you don't make any profit at all? Why don't you close up?—A. I might ask you folks why you don't go home after the session. I have to keep going and I cannot close up. I say my mill plant shows no profit during that time. I do not talk about the building business, or the lumber business. I am talking about the machinery itself.

Q. What about the business as a whole?—A. The business as a whole shows a profit for the year. Certainly, I see that it does. I keep my books separate, and my mill plant is earning no money at all. Anybody does that. I find I have to have the machinery, yet I can only make that machinery pay, say, during the four months in the year that we are down to eight hours. During four months in the year that machinery does not make any money. During the other eight months it does.

*By Mr. Smith:*

Q. Do you make anything off the labour you employ on the machinery?—A. The labourers have to be paid the same, but the machinery and the two extra hours represent a profit. It takes eight hours a day to run the machinery and the two extra hours show profit. It does not make any difference with the men, because they are getting their eight hours' pay and they are doing eight hours' work. They are always clamouring for overtime. They are courting favour with my yard men to see who will work overtime.

Q. They are always clamouring for overtime?—A. Those men are all making overtime. I can show you in my little yard there, among each other they are courting favour with my yard men to see who can work overtime.

## OVERTIME—SKILLED LABOUR.

*By the Chairman:*

Q. Do you give them extra for overtime?—A. Yes.

Q. How much?—A. We give them five hours for three and a half after night. They work from half past seven to ten and get five hours' work.

*By Mr. Verville:*

Q. Are they anxious to make that overtime for the pleasure of making hours?—  
A. No, they don't work for fun. They are working for money.

*By Mr. Macdonell:*

Q. What hours' work do you have on Saturday?—A. My men get a quarter of an hour every day. They commence at a quarter to one every day and knock off at half past four on Saturdays. We tried to work it to get off at one o'clock on Saturdays, two or three of us tried it down in Quebec, but we couldn't work it. It meant a loss of two or three hours a week and they wouldn't do it, they wouldn't lose it. Now, there is another very, very important item. In this country we are short of skilled labour. There is nobody knows it better than the carpenter. We are very short of skilled labour, owing to the peculiar conditions that exist. We have no real system of apprenticeship, and the number of our joiners and carpenters is very limited. Now, if you adopt the eight-hour day you immediately increase the demand by 20%. It will take five men to do the work of four. Now, in connection with that I find also, in reading, if my memory serves me right, that the government have been compelled by the labour element to restrict the emigration of skilled labour from Europe or England. I don't think I can be contradicted on that point.

*By the Chairman:*

Q. You are quite right in that?—A. In view of those two facts—that skilled labour is limited—

*By Mr. Macdonell:*

Q. How do you make out that skilled labour is limited? When you are employing joiners at 17½ cents an hour. Surely there must have been a very great quantity of labour?—A. I am speaking of Quebec. Wages are lower all round in Quebec.

Q. But even with that?—A. I want to tell you this, that the skilled joiner in Quebec gets good fair wages. I am paying joiners as much as \$3.50 a day down there.

*By Mr. Verville:*

Q. How many of them are you paying?—A. I am only paying one but he is a good cracker-jack of a man.

*By Mr. Macdonell:*

Q. I understood you to say that you increased the wages from 17½ to 20 cents an hour?—A. Yes.

Q. It didn't strike me that there could be any great scarcity of labour?—A. There was no scarcity of labour, but there was a tremendous scarcity of skilled labour, and the price will give you an idea of how scarce it was because real good men we were paying \$2.50 and \$2.75.

*By Mr. Verville:*

Q. You really manage to do all your work with the mechanics you have there now?—A. Yes, and my hair is getting gray over it, too. You go and ask any architect down there; summon some architect and ask him what kind of labour we have. I tell you we haven't one man in twenty—and I know what I am talking about—that is really skilled, that you could put a piece of work in his hands and know that he will do it without some one superintending. I have a joiner shop of twenty men. I have my foreman, and I won't let him do anything else but go from one bench to the other and see that it is done.

Q. What brought that condition?—A. It is want of apprentices. We have no system of apprenticeship.

*By the Chairman:*

Q. Want of technical training?—A. Technical training.

*By Mr. Verville:*

Q. Whose fault is that?—A. It is a condition that exists. I don't know if you can attribute it to the labour union, or to the age we live in. You take the children, for instance the boys of those men, those joiners. Usually the boy follows his father's trade, as a rule. Well, those men have no control over the boys now-a-days. Remember, we are in the twentieth century. Just as soon as a boy can earn two or three dollars a week he has got a suit of clothes out of the Fashion Craft or ready-made clothing shop, and a cigarette, and he stands at the street corner; his father loses control over him altogether. He goes out to the little cheap moving-picture show and he considers that he is the whole push, and listens to nobody. You can't bind that boy to an apprenticeship. I have had them in my shop.

*By the Chairman:*

Q. That is getting a little way from the Bill?—A. I want to give you the reason why we are short of labour, short of skilled labour. That is one of the conditions.

MR. NESBITT.

## APPENDIX No. 4

*By Mr. Verville:*

Q. Do you expect that 17½ cents is an ambition for any man to become a mechanic?—A. No, sir, certainly it is not. Those men have men on the other side of the bench working for \$2.50 a day. Why don't they qualify to get the same wages as that man? Give them a system of apprenticeship and let them qualify.

Q. Have you never done anything? Were you ever asked by the Trades Union in any way to establish a system of apprenticeship?—A. No, sir, not to my knowledge, never was.

Q. You say you are short of skilled labour; for how many months?—A. Twelve months.

Q. Then I suppose there is nobody idle at all in your city during the year?—A. Well, I might say, in a great number of cases, if not altogether, because in winter or in the fall of the year, or when work diminishes, we fire out the culls, we don't fire out the best men.

Q. But in case of the demand of the men for higher wages, those men that you classify as rubbish or no good are always good enough to replace a mechanic?—A. What can we do when we can't get what we want? We have to take what we can get.

Q. You are responsible for creating those men that are good mechanics?—A. How do you mean responsible? The work has to be done, and if we can't get it done by one man we must get two to do it, and the foreman must devote practically all his time to those men. We pair off a good man with that man and try to get the work done in that way. We take a man who is very good inside, to build sashes and doors, and so on, then take another rough man for the rough work.

Q. But is not the rough man just as valuable to you as the man that does fine work in the shop?—A. Certainly, in that particular sphere we must have them. The house can't go up alone; we must have one in the shop and the other one on the building.

Q. Then if they are classified properly, one is worth as much as the other?—A. No, he is not doing such important work, because the man in the shop at the bench is making sash and frame, which have got to be accurately put together, while the other man has simply to take it out and put it on the wall and plumb it.

Q. Suppose you took the man that was used to do the fine work and put him outside, would you derive as much benefit?—A. I would derive more. The man knows what to do, and he goes about it in a proper way.

*By Mr. Smith:*

Q. Have any trades unions objected to any system of apprenticeship?—A. I never went into it thoroughly, but they do restrict them to a certain number of men.

Q. Have they done so with you?—A. No, because we never recognized them. Our Builders' Exchange won't recognize the unions in any shape or form, we will not treat with them.

## UNION LABOUR—OBJECTION.

*By the Chairman:*

Q. Why is that?—A. Because we treat with our men individually.

Q. What is the difference?—A. Because they come along with all those conditions. They come along with all kinds of conditions. They wanted me to sign a contract one day.

Q. What is the objection to that?—A. Signing a contract?—Well, if you had seen the conditions of it you would know. I was to allow a delegate, or somebody, a walking boss, to come into my shop every day and walk around. I can't see what business I had to allow a man to come in.

Q. If the terms of the contract were all right have you any objection to signing a contract?—A. Yes, I have. Until those men have something to fall back upon—their organization. Let them be incorporated, and then let them have something that we can seize upon. What is the use of my going into a contract to build a house for you if I have nothing to fall back upon? When you are going to build a house you are going to look for a responsible man. If he signs a contract you will see that there is something behind it to fulfil it.

*By Mr. Verville:*

Q. Have you ever had, in your city, anybody enter into a contract of any kind with a trades' union?—A. Not that I know of.

Q. You never did?—A. Not that I know of. I don't say we never did.

Q. I suppose you are aware it was done in other cities?—A. Not personally aware of it. I have heard of agreements made about wages and one thing and another with men, but I never have, not from personal knowledge.

*By the Chairman:*

Q. Do you think all employers in your organization take your point of view, on account of this disability of not entering into a contract with labour?—A. Yes, sir. We have sixty-six members in our organization, and when the carpenters threatened to strike years ago, every carpenter, every building contractor on our membership list signed an agreement not to recognize them.

Q. But apart from your association, do you think employers generally take that point of view—that it is not advisable to enter into a contract if they can get a contract with them?—A. I could not speak for others.

*By Mr. Verville:*

Q. Is it just a mutual agreement—that those men sign an agreement with your association that they will abide by the association? Just a mutual agreement of their own free will?—A. Our association? Yes, sir.

Q. You don't impose a fine or anything on them at all?—A. We agreed among ourselves that we would make a forfeit of a certain number of dollars in the event of anybody breaking away from the agreement. It was the only way to get hold of it.

Q. Bind it by a certain amount of money?—A. Yes.

#### AGREEMENTS—OPERATIONS—HOURS—WAGES.

*By the Chairman:*

Q. Breaking away from what?—A. Breaking away from that condition, by the bond that we entered into.

Q. Have you any condition as to the rate at which you can accept building offers and contracts?—A. No, sir, perfectly free, absolutely free. We enter into competition between each other.

*By Mr. Verville:*

Q. You have nobody in your association to revise prices or anything like that?—A. Nothing whatever, nothing of the kind. I look at this—and I suppose a great many in discussing it in our association look at it—from the point of view of higher wages. Our opinion is that it is simply introducing the thin edge of the wedge. If the government grant the eight-hour law, then conditions would be such that men will be expected to work under it, and the man working across the street or across the bench, as the case may be, will exact the same condition as the government. Then it comes down to working it, and it means an increase of wages which has to be made up, because of the cost of living, and everybody is complaining about the increased cost of living. Well, if you increase the cost of building houses by an eight-hour day, down in our country it means 20 per cent.

MR. NESBITT.



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*By the Chairman:*

Q. But I think you said you are prepared to admit that in some parts of Canada to-day they are working entirely on the eight-hour basis in the building trades?—A. I heard Mr. Lauer say so.

Q. Do you know yourself that they are?—A. No, sir.

Q. I can tell you, from the evidence we have had here that they are working on an eight-hour basis?—A. That is the reason for their complaints about the high cost of living. It reacts on the men themselves.

Q., It may be one of the reasons?—A. Labour enters into the whole of the cost of the house.

Q. The fact that you are not aware that men are working on an eight-hour basis in other parts of Canada when they actually are so working, would go to show pretty conclusively that the eight-hour day does not necessarily injure other parts of the Dominion?—A. I am not prepared to admit that. You say they are working eight hours a day in Toronto, I understood you to say?

Mr. MACDONELL.—Yes.

The WITNESS.—How much are they getting an hour?

Mr. MACDONELL.—\$3.50 a day.

The WITNESS.—That is a great deal higher than we are paying down there.

*By the Chairman:*

Q. Still, that has not affected you adversely, because you did not know they were working eight hours a day?—A. Our men are getting \$2.50 for ten hours. Well, if you want them to work eight hours per day it will be equivalent to the increase to \$3.50, won't it?

Q. But the fact is that you have an eight-hour day in some parts of Canada to-day and it does not affect you adversely. Now, if you had an eight-hour clause applicable to certain contracts, would it affect adversely other contracts?—A. Yes, certainly; it decidedly will.

## BUILDINGS—BUILDING TRADES.

*By Mr. Macdonell:*

Q. Would your opinion be that it will affect the building trade?—A. The building trade throughout.

Q. Take Toronto; I may tell you that the building trades there are on an eight-hour basis almost entirely; they are all working eight hours, and yet there is more building going on in Toronto to-day than in any other city in Canada—a very much greater amount of building in value, than in Montreal or any other city in Canada. Now, how does that square with your opinion?—A. You can hardly compare conditions in Toronto and in Quebec. There is no comparison to be made. Toronto is growing; there is a new element coming in there all the time with money, and they want a house and they must have it. Down in our end of the country there is no such thing.

*By the Chairman:*

Q. Is not Montreal growing?—A. No.

Q. Is not Quebec city growing?—A. No.

Q. When did it stop?—A. Oh, a long time ago.

*By Mr. Verville:*

Q. I suppose you are proprietor of a good many buildings that you are renting in Quebec?—A. No, I am proprietor of two houses.

Q. Those who are proprietors of houses are basing the rent of their houses on the cost, I suppose, according to present conditions?—A. Yes.

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Q. Now, the houses that were built about twenty or twenty-five years ago, have also increased in rent in proportion to the rent of new buildings at the present time?—A. No, they have not, because the demand is for modern buildings to day, and the old buildings in Quebec are simply old shacks, tumble-down.

*By the Chairman:*

Q. They have new buildings?—A. Yes, they have very many new buildings.

Q. Then it must be growing?—A. It is not growing. It is simply that people are trying to live in modern houses.

*By Mr. Verville:*

Q. At the same time you will acknowledge that houses are very scarce in Quebec, and rents are as high as in Montreal?—A. I would not like to contradict you, but I could drive you through parts of Quebec, and you know our renting season is the 1st of February, and we have overdone the building. I can show you whole rows of houses to rent.

Q. They have houses to rent in Montreal, but they are building more?—A. That does not say that there are none idle in Quebec. Remember, there is a reason for Montreal building tenements. The inhabitants there are increasing at the rate of 20,000 a year, or perhaps more. It is only a question of a few months before the tenements will be filled, but in Quebec it is different; the only man that comes to Quebec comes to get out again.

Q. I have been in a good many houses in Quebec, and there are people living there and paying, in proportion to the houses they occupy, a great deal more than in Montreal?—A. That was last year. Rents are going down to-day. I can give you proof of it. I can show you scores of houses to rent to-day.

#### LABOUR CONDITIONS AT PORT OF QUEBEC.

*By the Chairman:*

Q. Have you other objections to offer to this Bill—any other points?—A. There is no greater illustration of the ill effects of the eight-hour day than the port of Quebec to-day. I don't think you have got a better illustration of the harm that an eight-hour Bill would do to any community.

Q. Why?—A. You take the eight-hour law in the shipping business, for instance. I was born and brought up in Quebec, and very much interested in shipping, because my father was a ship-builder, and I was during the first years of my life naturally very much interested in shipping. To-day the grass is growing on the wharfs down there. You can't get a steamship to stop at Quebec unless it is compelled to do so, outside of the C.P.R.—

Q. Is that due to eight hours?—A. Yes.

Q. I thought you said they worked ten and eleven hours in Quebec?—A. I am talking of the ship labourers, the eight-hour day in that, because they were not honest, they were not sincere. They worked eight hours and ten hours, and twenty-four hours a day, but it was simply a means of getting an increase in wages after four o'clock in the afternoon. Who ever heard of a ship coming into a port and only working eight hours out of the twenty-four? In every port of the world they work twenty-four hours a day.

*By Mr. Verville:*

Q. And is that the only reason in Quebec now?—A. I say it is the only reason, and I think I can get the Shipping Federation in Montreal to say the same thing.

MR. NESBITT.

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*By Mr. Smith:*

Q. How was this eight-hour law brought about?—A. By the ship labourers themselves, years ago. They did everything they could to drive the business away. They commenced by refusing to allow steam winches to be used in ships. Then they commenced by asking nine hours; then they got down to eight; then they imposed so many conditions that they drove the ships away.

*By the Chairman:*

Q. Was that eight hours peculiar to Quebec?—A. Peculiar to Quebec. No other port would tolerate it—St. John, nor Halifax, nor Montreal.

Q. Suppose they had a universal law to say they would have to work eight hours; would they suffer then?—A. Yes. The shipping business would suffer.

Q. Suppose it had been applicable to Montreal, St. John and all the rest of them; was not the reason Quebec suffered because it was singled out?—A. It would have the effect of driving the shipping away to foreign ports where they could work ten and twelve hours.

Q. If eight hours had been made applicable by one general law to all the Canadian ports, would not Quebec have been in a better position than it is?—A. No; I claim it would have driven the shipping away from the St. Lawrence altogether. If anything has held the shipping in Canada at all it is your open shop in Montreal, and allowing them to work as long as they like at reasonable prices.

*By Mr. Smith:*

Q. Were the shipbuilders paid by the hour at that time?—A. No, they used to be paid by the day. During the shipbuilding days the carpenters very seldom got much more than a dollar a day. There have been no ships built in Quebec, I venture to say, since about 1873 or 1875.

Q. They were then wooden ships?—A. They were all wooden ships, yes. I would like to further remark about that reducing the number of hours a day and in the same breath asking the government to restrict the emigration of skilled labour from Europe. What are we to understand by that? Is it that they want to make labour so scarce that the demand will be such that the price will have to go up? That is the only thing we can infer from it.

## EMPLOYERS' OBJECTIONS TO BILL SUMMARIZED.

*By the Chairman:*

Q. I think you are right?—A. Well, is that fair?

Q. I suppose it is fair for every man to try to get all he can as long as he takes legitimate methods. It is just as fair for labour to do that as for employers to get in a large supply of labour with a view to reducing rates?—A. It is not the quantity so much as the quality that we are worrying about.

Q. Would you be as strongly opposed to this Bill if it were limited in its application to government buildings only, public buildings, the actual work of construction of public buildings?—A. I would be. I would just oppose it as strongly, for I represent an association among whom are a great many government contractors—buildings, wharfs, canals, and work on canals, railroads and that kind of thing—and for instance you take wharf building as an example; it can only be done in summer; there is no question about doing it in winter—I am talking about tide-water wharfs—you can only do it in summer, and if you are restricted to eight hours a day you can't say, 'Pile on more men,' for you can't put more men than enough to do the work. You can crowd the wharf full of men, but they can't work to advantage; there are only a certain number of men that can work to advantage.

Q. Could you get over that difficulty by working two eight-hour shifts?—A.

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How could you do that? You would want to have sixteen hours of daylight; and who is going to run the job? What foreman wants to get up at 4 o'clock in the morning?

*By Mr. Smith:*

Q. That is done in thousands of industries?—A. It is done in coal mines where it is pitch dark, but in wharf-building and such work as that, you have conditions to deal with that you have not in any other line of business. You have got tides and the wind to contend with, and if you were restricted as to hours, you couldn't do the work.

Q. Suppose you were limited to public buildings and did not say anything about wharfs, would you have any objection to a measure of that kind?—the government giving extra payment so as to make good the difference?—A. Well, if the country would stand for it so as to pay the amount of extra cost.

Q. Would you be quite satisfied?—A. I have nothing to say if the government are willing to stand for the increased cost of everything.

Q. That is what I am asking you for the moment; if the government were prepared to do it, would you have any objection to a Bill of that sort?—A. I would, because it would reflect on all other conditions, on all other work. It would affect all of us. We have it in Quebec to-day on the Marine and Fisheries wharf, where they employ quite a number of carpenters, and lighthouses, and goodness knows what all. All our best men have gone.

Q. Why?—A. Because they are giving higher wages.

*By Mr. Verville:*

Q. You can't blame them?—A. I don't blame them for getting better wages, but it demoralizes—you can't get them to come back. They have got an easy time; they are going to work for the government, and there seems to be a charm about it; they can put in their time and get higher wages. You take bridge-building, for instance, in the fall of the year on a railroad, if we are restricted to eight hours we can't pile on men as we would like to. There are a certain number of men to do certain work. Never mind how many men you have on hand, you can't put more than enough to run it.

*By the Chairman:*

Q. In Australia they have a universal eight-hour day, haven't they?—A. I don't know.

Q. They have in some of the States there, and have to build bridges and railroads and everything there. They seem to manage it?—A. I claim that the men, if you restrict them to eight hours a day, they will be like what I saw when I was driving home the other night. I saw a little gasoline exhaust pipe sticking out of a shed on a back street, and I went to see it. I says, 'What's that?' I found out it was one of my joiners working there. He had got a little gasoline engine and it was puffing there and working there at eight or nine and ten o'clock at night, doing all kinds of little work. He had two more hours to spare.

Q. Was that because he was anxious to work several more hours?—A. It was not because he was anxious to work; it was to make more money.

Q. Your objection is to them having extra time on their hands; you want them to do the work for the men by whom they are employed?—A. No, he can do as he likes. There are very many men working ten hours a day, and they have extra time.

Q. What was your objection to this man with the exhaust pipe?—A. I have no objection at all.

Q. If they would be industrious they can do it still?—A. Yes, but according to your Bill they can't do that.

MR. NESBITT.

## APPENDIX No. 4

Q. Yes?—A. Then don't let them say it is to improve their condition by working eight hours a day, and tell us that working nine or ten hours is too much for a human being, that we are overdoing it, since they knock off at four o'clock to go and work more for themselves.

Mr. SMITH.—But there are certain social responsibilities which every man has to attend to.

CHAIRMAN.—A man may get tired laying bricks and find recreation in working an exhaust pump. Thank you very much for your evidence.

WITNESS.—I don't know that I can add anything more except to say that we are opposed to it on account of the climatic conditions, for one reason, and the increased cost of building and of living in general.

CHAIRMAN.—I thank you. You and Mr. Lauer have given us very good evidence as to the objections the employers have, and the reasons for their objections. We are very much obliged to you for giving us that point of view.

ONTARIO CARPENTERS *re* BILL No. 21.

Mr. JOHN TWEED, sworn and examined.

*By the Chairman:*

Q. What is your occupation?—A. Carpenter.

Q. Where do you live?—A. Toronto.

Q. Have you any connection with any labour organization in this country?—A. Yes, sir.

Q. What labour organization?—A. Carpenters' organization.

Q. Carpenters' Union?—A. Yes.

Q. Have you any connection with the Dominion Trades and Labour Congress?—A. Not at present.

Q. Do you hold any office in connection with the Carpenters' Union in Toronto?—A. Not in Toronto, but I am general organizer for the carpenters in Ontario here.

Q. For the American Federation of Labour?—A. No, for the United Brotherhood of Carpenters and Joiners.

Q. Is that an international organization?—A. It is an international organization.

Q. Is it affiliated with the American Federation of Labour?—A. Yes.

Q. Have you had an opportunity to look at this Bill which Mr. Verville has introduced?—A. Yes.

Q. Are you familiar with its provisions?—A. Yes, pretty well.

Q. Are you able to give this committee an idea how the carpenters, who are members of the organization you have spoken of, are likely to view a measure of this kind?—A. They view it very favourably.

Q. What are the advantages they see in the Bill?—A. Well, a reduction of the hours of labour always creates a better condition for the workers, more recreation for themselves, and a chance to educate themselves better. Another thing, by reducing the hours of labour it takes competition away from the trade. When there is competition it gives other people a chance that are looking for work and an opportunity to get work.

Q. In a city like Toronto, would a measure of this kind have an effect upon the labour there?—A. In what way?

Q. What hours do the carpenters work in Toronto?—A. Eight hours a day.

Q. If this measure became law would it affect Toronto at all?—A. Not at all.

Q. What advantage would it then be if it did not affect conditions in Toronto?—A. Having an eight-hour day it would not affect them there, but it would affect places outside of Toronto.

Q. Would that have any indirect effect on the condition of labour in Toronto?  
—A. Yes.

Q. So it would have an indirect effect?—A. It would have an indirect effect. I thought you asked me so far as it applied to Toronto alone.

Q. Well, I did. To what extent does the eight-hour day prevail among the carpenters in Canada?—A. Well, I think Toronto is the only place.

Q. Do you know anything about the west, about British Columbia?—A. No, not much.

Q. You could not say as to that?—A. I could not say as to that.

#### CONDITIONS PREVALENT *re* HOURS FOR CARPENTERS.

*By Mr. Smith:*

Q. How far does that association extend in Canada?—A. All over Canada.

Q. By what method did you get the eight-hour law in Toronto?—A. By our own local conditions.

Q. Did you try to enforce the same conditions at other places?—A. We are trying to.

Q. Have you tried to do so?—A. We have tried to do so.

Q. It is funny you should be able to get them in Toronto and could not get them in Hamilton and other places close at hand?—A. We are trying to do so.

Q. You are keeping up the agitation in favour of extending the same principle all over the unions?—A. Yes, most of the other places are working nine hours a day. They are agitating to reduce from nine to eight. I say that in the city of Toronto, four-fifths of the employers would not go back to the nine, or ten-hour day in any case.

*By Mr. Verville:*

Q. That is not only your opinion, it is the opinion of the employers that you hear every day?—A. It is the opinion of the employers themselves; they get better results. The men are physically better qualified.

*By Mr. Smith:*

Q. Do you think we could get any employers from Toronto to give evidence to that effect? Would you recommend any employers in Toronto?—A. I could not just say off-hand, but it is the general opinion there any way.

Q. That is very important evidence to get from the employers?—A. Do you think you could get anybody?—A. The men are qualified better physically to do a better day's work than they ever were at nine or ten hours.

Q. Do you think you could select any two carpenters in Toronto to give that evidence?—A. I don't know that I could at the present moment.

*By Mr. Stanfield:*

How many months of the year are they building in Toronto?—A. Put that question again.

Q. How many months of the year are they building in Toronto. How many months do they work?—A. They work any where from nine to ten months in the year.

Q. The climatic conditions are better there?—A. Yes.

#### EFFECT OF CLIMATIC CONDITIONS.

*By the Chairman:*

Q. You heard the evidence given by the last witness?—A. Yes.

Q. Do you think the difference in the climatic conditions would have any affect on the question of hours, or should have?—A. No, I don't think it ought to. Not to any great extent.

MR. TWEED.

## APPENDIX No. 4

Q. Do you think, when carpenters can only work eight months of the year, they would be as desirous of having an eight-hour law as in parts where they can work ten or twelve?—A. Human nature is human nature all the world over. There are very many mechanics of all trades that would work twenty-four hours a day if they could, but the general tendency is towards reducing the hours of labour, notwithstanding what that gentleman said. These men are compelled to work ten hours a day, simply owing to the conditions that exist. It is not that they want to work ten hours a day, but any man working at 20 cents an hour with the conditions existing in Canada, must and is compelled to get all the hours that he can work in order to make nearly a decent living at all out of it. It is not that he wants to work ten hours a day, but, as I said before, there is a certain percentage will work twenty-four hours a day if they can. The larger majority want to work the short hours, but I think, although you will find men who will work the long hours, most of the men prefer to work the short hours.

Q. Supposing that being the truth, and the government should pass a measure to make a universal eight-hour day, and it would say to the working men you must work only eight hours a day, would a measure of that kind be a hardship or would it be a help to men who are members of the different associations?—A. It would be a hardship in this way, that if they were compelled to work for the same amount they are being paid in Quebec, 20 cents an hour, it would mean a reduction in their income of 40 cents a day.

Q. Do you feel that a measure of this kind, unless it were accompanied by some provision insuring that they receive the same amount per day for the shorter time would be harmful?—A. It would be harmful, certainly it would.

Q. So that you favour the eight-hour Bill, provided that along with it is a stipulation that the amount of money to be paid for the eight hours work, must be the same as at the time the law goes into effect, but otherwise you would not favour it. If you were asked now whether you would be agreeable to having an eight-hour Bill passed, even if it knocked two hours off every man who is working ten, and one hour off every man who is working nine, would you advocate a measure of that kind?—A. I would, simply because it would create a demand for men and where there is a demand made for men, naturally an increase of wages must follow.

Q. You think one of the difficulties in the reduction of hours would be that supply and demand would be so altered that the demand would automatically follow?—A. Yes, we have always had an increase of wages to compensate for it.

Q. Might it lead to some hardship in the interval?—A. It might for the time being, but we have always had to be self-sacrificing.

Q. You feel that the point of view of labour would be that a temporary sacrifice is worth having for a permanent gain?—A. Yes.

*By Mr. Smith:*

Q. Have you any unions connected with that association in Quebec?—A. Yes.

Q. What is the difference between the standard of wages in Quebec and Ontario?—A. I don't know just exactly; I could not answer that question, but I know they are very small compared with what they are in the west.

Q. They are lower in Quebec, lower wages and shorter hours in Quebec. Is that the same National Union that you have in Ontario?—A. Yes.

Q. Do you keep up agitation to bring about equality?—A. We do all we can to get better conditions for our men.

## SUFFICIENCY OF SKILLED MECHANICS—APPRENTICES.

*By Mr. Verville:*

Q. Now you have heard the evidence given a little while ago about the shortage of skilled mechanics. Do you feel a shortage of mechanics at any time of the year?—A. No.

Q. Or for many months, or for what length of time?—A. We find where there is a shortage of skilled mechanics it is on account of the low wages. If employers will pay decent wages they have no shortage of mechanics. It is the fault of the employers themselves, that they have driven away good mechanics, on account of the low wages that they have been paying.

Q. It is for that reason that they go elsewhere where they can get more money?—A. Yes.

Q. And, of course, the less competent mechanics have to remain?—A. Yes.

Q. You have heard also about apprenticeship. In your association do you stipulate anything regarding apprenticeship, the length of time a man should serve to become a mechanic, &c.?—A. That is governed by local conditions. That is one of the platforms of our organization, the establishment of a regular apprenticeship system.

Q. One of the principles of your association?—A. Yes.

Q. And you try to carry it out as much as possible?—A. Yes.

Q. If you enter into an agreement you always have that stipulated in your agreement?—A. Not always.

Q. Most generally?—A. Most generally.

*By Mr. Smith:*

Q. Do you stipulate the number of apprentices?—A. Yes.

Q. Have you a copy of the regulations here?—A. No, I have not. That is governed by local conditions.

Q. You say you have a provision in your regulations?—A. That is a platform. I might say the apprenticeship system has gone out of vogue, so far as the carpenter business is concerned, but in the last years we have been trying to establish it again, and I believe in the city of Chicago they are trying it again.

Q. You are encouraging a system of apprenticeship?—A. We are encouraging the apprenticeship system.

*By Mr. Verville:*

Q. I believe, in your platform you require a certain number of years apprenticeship for any one before he is classified as a fair mechanic?—A. Yes.

Q. Have you ever had any objection from the employers as to the time you would like men to serve as apprentices or the age he should begin his apprenticeship?—A. No, I cannot say that I ever heard. Anywhere from fourteen to sixteen years of age up to such time as he is competent to demand the average rate of wages?

Q. Were you ever asked by the employers that a man of the age of twenty or twenty-two should be classified as an apprentice for a certain period of time?—A. Oh, yes, but they class them as what they call improvers.

Q. About what value of tools have you got to carry in your trade, generally speaking?—A. Anywhere from \$50 to \$125 worth.

Q. You have to furnish all your own tools?—A. We have to furnish all our own tools.

#### ORGANIZATION—WAGES PER HOUR.

*By Mr. Smith:*

Q. What proportion of the carpenters in Toronto are organized?—A. About 40 per cent.

Q. About 40 per cent?—A. Yes.

*By Mr. Macdonell:*

Q. What wages prevail there?—A. Anywhere from 33 to 40 cents.

MR. TWEED.



## APPENDIX No. 4

*By the Chairman:*

Q. How does the percentage of work organized compare with unorganized?—A. Organized labour gets the highest wages.

Q. What is the difference?—A. The minimum is 33 cents an hour, and the best mechanics get from 33 to 45 cents.

*By Mr. Smith:*

Q. That is in the organized?—A. Yes.

Q. What do they get in the unorganized?—A. That is a difficult question to answer. It is a difficult matter to get a non-union man to tell what he is getting.

Q. I just want a general idea?—A. I know there are unorganized carpenters in Toronto getting anywhere from 25 to 35 cents an hour.

Q. Is there any difference in the work by the organized and the unorganized carpenter?—A. Yes.

Q. What is the difference?—A. The organized work eight hours a day and some of the unorganized work any hours they can get.

*By Mr. Macdonell:*

Q. What number of hours do the organized carpenters work per week?—A. Forty-four; they work eight hours a day for five days and four hours on Saturday.

Q. They get paid by the hour?—A. Paid by the hour.

*By Mr. Verville:*

Q. What method have the carpenters taken to increase their wages and reduce their hours as they have in Toronto?—A. Organization, that is all.

*By Mr. Stanfield:*

Q. Supposing that the hours of labour are reduced in every industry, you say one idea of organized labour is to get more wages. Supposing this idea is carried out what effect will it have on the general living?—A. Not any more effect than it has at the present time. I might say so far as the building trade is concerned, the employer of labour generally puts up the argument that the great cost of building is in the wages they are paying, whereas it is not a fact. I might say that the price of lumber has gone up.

Q. Have the wages of the lumbermen gone up?—A. Certainly lumber and hardware and everything else has gone up and all the lumbermen have to do is to notify the employers of labour that lumber has gone up \$3 or \$4 a thousand, as the case may be. You will never find a kick but just as soon as the working men ask for an increase in wages, then the kick is general and the public is alarmed, thinking that the few cents asked for by the labourer is going to increase the cost of that building to such an extent that it will be prohibitory.

Q. If you reduce the hours of labour on everything, the labouring man will have to pay more for his food and his clothes? How much better off would he be?—A. That would be governed by the circumstances and by the wages he is receiving.

Q. The more the commodities will go up?—A. Yes.

Q. So from a financial standpoint he will not be better off?—A. Why should not a carpenter get the same wages to meet this increased cost of living as well as other mechanics? Has he to be bound down because the cost of living is increased? Is his cause to be kept down in preference to any other mechanic? We want him to get as much as he can to meet the increased cost of living.

Q. What I was trying to get at is this, that if the hours of labour are reduced—I am speaking of every industry, I am not speaking of the carpenter industry at all?—A. Yes.

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Q. Consequently if the hours of labour are reduced and the same wages paid as for the longer hours, the manufacturer and every one else have to increase the price of their output accordingly?—A. No doubt he would.

Q. The labourer would be obliged to pay that increased cost?—A. Yes.

## INCREASE OF WAGES—COST OF LIVING.

*By the Chairman:*

Q. Have you any idea as to comparing the two, the increase of wages in the last fifteen years, and the increased cost of living in the last fifteen years, which is the more?—A. There is no doubt about it that the increased cost of living has gone up 100 per cent and wages have not gone up 20 per cent.

Q. I think you are mistaken in saying 100 per cent?—A. Fifteen years ago you could get eggs at 10 or 12 cents a dozen, around Easter; at present they sell at 25 cents a dozen. That is 100 per cent. Meat has gone up over 100 per cent this last fifteen years.

*The Chairman:*

Q. I don't think it has.

*By Mr. Verville:*

Q. The meat that working men eat has surely gone up 100 per cent?—A. You can put it down at 75 per cent or 50 per cent, and this even overcaps the increase in wages.

*The Chairman:*

Q. Do you think that the standard of comfort of the working classes of this country is lower to-day than it was fifteen years ago in Canada. Take the income that is derived in earnings and what can be obtained from that income, notwithstanding the increase of prices, do you think the standard is lower than it was fifteen years ago?—A. No, I don't.

Q. I think that meets the point, Mr. Stanfield wished to bring out. I think that the statistics will show that while prices have gone up, that workingmen are nevertheless able, to-day, to satisfy a larger number of needs, so to speak, than he formerly could, notwithstanding the rise of prices.

*By Mr. Smith:*

Q. Mr. Tweed, what is your idea as to the cause of increased cost of living?—A. National policy for one thing.

Q. That is a very satisfactory answer. You think protection is a very bad thing?—A. No, I do not. I think protection carried out reasonably is a very good thing, but my own personal opinion is that it has created such a spirit of greed amongst the manufacturers of this country that the profits they were satisfied with a few years ago, they are not satisfied with to-day.

Q. That is what I wanted, your opinion of the increased cost of living. That is a very serious matter in this country to-day?—A. Yes.

*By Mr. Macdonell:*

Q. The cost of living has increased in equal proportions in free trade countries. Take England. The increased cost of living has increased as greatly in England as elsewhere.

The CHAIRMAN.—I don't think it has.

The WITNESS.—I don't speak from a party political point at all.

Mr. SMITH.—It is a very serious problem in this country and we want to know what the cause of it is, the real cause of this increased cost of living.

MR. TWEED.

## FACTORY AND FARM LABOUR.

*The Chairman:*

Q. Do you think the shortening of the hours of labour had any influence on the increased cost of living to bring it up to the subject we are discussing?—A. No, I do not.

Q. Why not?—A. Well, I will tell you, for every increase in the cost of living the manufacturers want an increase in the amount of profit. If the manufacturers would be satisfied with a little less profit than they get, they could sell their goods a good deal cheaper than what they are doing. Take coal for instance, and the number of combines in this country to keep up prices away above what they ought to be already is one instance of the increased cost of living.

Q. Do you think the fact of the shorter hours of labour in manufacturing in different forms is the reason why men have left farms and come into the city? Do you think that is a reason at all?—A. No, I don't think so.

Q. Do you know how farm labour compares in extent with what it was ten years ago? Do you think there are more labourers on the farm than there were ten years ago?—A. You will have to ask the farmer for that information.

Q. I think the farmer's opinion is that there is not, and the Minister of the Ontario Bureau of Industries—Mr. James—recently reported that he thought the total amount of labour on farms in Ontario now is considerably less than it was ten years ago?—A. The great cause of that is the machinery they are using to-day, which they did not have ten or fifteen years ago. Now they can sit on the sulky plough and plough the ground up. The machinery for cutting grain is improved, so that it necessarily lessens the cost of farm labour.

Q. You really do not require the same amount of labour to do the same amount of work?—A. I should not think so.

*By Mr. Smith:*

Q. Supposing we pass this Bill, would the 60 per cent of unorganized carpenters support it in Toronto? Do you think they would support this measure?—A. I think so, because while we have a lot of unorganized carpenters in Toronto, mind you, I might add 20 per cent to what I said before, while they are not organized they are in sympathy with us.

Q. Why don't they join the unions?—A. Simply because we have had ample evidence that they are in sympathy with us, because when we went out on strike they went out with us.

*By Mr. Macdonell:*

Q. Take the conditions in Toronto, eight hours a day in your particular business, that is the condition that would prevail if this Bill passed all over. Now, I understood you a little while ago in your evidence to say the conditions were quite satisfactory between employer and employee in so far as your particular trade is concerned in Toronto?—A. Yes, and I might say—I don't want you to misunderstand me, there are employers in Toronto who are not favourable to the eight-hour day.

Q. But the condition is existing and there is no disturbance?—A. No.

Q. It is working out from day to day and from year to year on the eight-hour basis?—A. Yes.

Q. Are you working under any agreement, any working agreement?—A. No, we did have an agreement up to two years ago, not with the Builders' Exchange, but with another association of carpenters, an independent builders' exchange.

Q. That is the master carpenters?—A. We made an agreement with the master carpenters. That agreement ran out and we are trying to resume it at the present time.

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Q. You are under no agreement?—A. No.

Q. Just simply working on the eight hour basis at that pay?—A. Yes.

PERCENTAGE—EIGHT AND NINE-HOUR BASIS.

*By Mr. Smith:*

Q. Forty per cent are working on the eight-hour basis?—A. Yes. Excuse me, there are more than 40 per cent working on the eight-hour basis.

Q. I asked you the difference between the wages of the organized and unorganized carpenters, and you gave me the difference and then I asked you the difference between the hours of labour respecting the organized and the unorganized and you said they were working nine hours a day?—A. I did not tell you that only 40 per cent were working at that.

*By Mr. Macdonell:*

Q. You might tell us now?—A. I might say so far as I can judge, there would be about 70 per cent working eight hours a day and the other 30 per cent are working eight and nine hours a day. When I say 20 per cent take a little less than that, for some of them would work fifteen hours a day if they could get it.

BETTER HOURS—HOW OBTAINABLE FOR EFFECTIVENESS.

*By the Chairman:*

Q. You say this eight-hour day has been obtained in Toronto through individual effort?—A. Through organized effort of the unions.

Q. I mean united individual effort, organized labour?—A. Yes, organized labour got it.

Q. Not through legislation?—A. No.

Q. Of the two methods of obtaining a result, which do you think is the more effective? Suppose you want to get an eight-hour day and you can get it in two ways. You got it in Toronto by individual voluntary effort. You might have the same result by a general eight-hour law. Which of the two methods do you think is preferable to bring about an eight-hour condition?—A. I think the best way would be by the government measure.

Q. You think legislation would be more effective?—A. Yes.

Q. I am speaking now as to which in the long run is going to be of greater service to the working classes, the result they get through their own combined effort, voluntarily, or the result they get through legislation?—A. One would assist the other.

Q. Do you think legislation regarding eight hours would be more effective if it was made applicable generally or only applicable over a particular field?—A. Applicable generally.

Q. You would rather see a general eight-hour law?—A. Yes, I think it would be better for all parties concerned.

Q. Is it your feeling that as between the law which relates only to particular classes of work and a general law, the general law would be better?—A. Oh, yes.

Q. Do you think there are any reasons why an eight-hour law would be confined to one particular trade rather than another, or would you have it applicable to all trades?—A. There are some classes of trades, I suppose, to which it would not be applicable.

Q. That it would not be?—A. There might be some that it would not be applicable to.

Q. Are there any reasons that you can urge in support of an eight-hour day, say to the building trades which could not be urged in regard to its application to some other trade?

MR. TWEED.

## APPENDIX No. 4

*By Mr. Smith:*

Q. Take the farm labourer?—A. Well, yes, you could make a difference there between the farm labourer and the building trades.

Q. Do you think the reason for shortening the hours in the building trades is greater than in the case of farm labour?—A. Yes, because in the case of the farm labourer, they have their crops out; they have to be attended to, they are depending on nature, and nature's laws cannot be disobeyed. It is absolutely necessary for men sometimes to work longer than eight hours to meet the calls of nature. Supposing in preparing their ground for the wheat, they have only a limited time to take it in. It would be a hardship, in my mind, to force the farmer, unless he could get any amount of men to work in shifts, but I am taking conditions as they are at present.

Q. Take as between factories and the building trades, do you think there are stronger reasons for having the eight-hour day applicable in the case of building trades than there is for factories generally?—A. We, as carpenters, in our organization, generally allow the factory an hour longer a day than we do the outside men.

Q. Why is that?—A. Simply because they are confined; they have not got the space. It would be like wanting to put half a dozen more benches in this room. They are limited in space. Supposing they are over rushed and they want to put on more men, they have not got the space to put the benches in and put the men to work at.

Q. That does not take into consideration the health of the employees, which is fundamental in this legislation?—A. Of course, as I said in the first place, we would like to see eight hours in the factory and outside, altogether, but that is the condition that we allow the factory men over the condition that we allow the outside men.

*By Mr. Verville:*

Q. To help out the factory man himself?—A. To help out the factory man himself.

GENERAL APPLICATION OF LAW *re* HOURS, PREFERRED.

*By the Chairman:*

Q. Irrespective of being a carpenter at all, if you were called upon to enact an eight-hour law and you were allowed to apply it only to certain industries, would you go in for making it applicable to trades or callings where they were working eleven hours, as in the case of the Hamilton industries cited to us the other day, or would you apply it to some other trades?—A. I would apply it to all where it could be applied.

Q. Do you think that certain occupations need it more than others?—A. I would not like to say that.

Q. As you look over the field of industry, over the different employments in which people are engaged, do you think there is a strong reason for restricting, by state enactment, the hours in one case where it would not be equally strong in another?—A. I don't know at the present time of any industry that this eight-hour law could not be applied to, outside of the farming industry.

Q. Take such an industry as we have across the river here, where they are working with sulphites and the rest of it, do you think there is a stronger reason for restricting the hours there than there is in another trade?—A. I don't know anything about that. If I understood anything about sulphite I could give you an intelligent answer, but I couldn't give you an intelligent answer on a question I don't know anything at all about.

Mr. MACDONELL.—I suppose there will be others from other building trades who will give evidence.

Mr. VERVILLE.—We will have some at the next meeting.

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Mr. MACDONELL.—I would like to ask this gentleman if he knows anything about any other trades, say in Toronto district; if we could get the information from him it would be well to have it.

## HOURS AND WAGES IN TORONTO.

*By Mr. Macdonell:*

Q. Do you know the hours of labour in Toronto in the building trade, in addition to the carpenters for whom you are qualified to speak?—A. Yes, the bricklayers.

Q. What do they work?—A. Eight hours a day. Plasterers eight hours a day; painters eight hours a day—nearly all, on the building trades.

*By Mr. Smith:*

Q. How long have they had this, approximately?—A. Oh, the carpenters have had it this last fifteen years, I guess.

Q. What is the difference between the wages of a carpenter in Toronto now and when that law was enacted?—A. When we were working eight hours a day first we were getting twenty cents and twenty-two cents an hour.

Q. What are you getting now?—A. 33 cents is the minimum.

*By Mr. Macdonell:*

Q. 33 cents to 45 cents?—A. 33 cents to 45 cents; 33 cents is the minimum rate.

*By Mr. Stanfield:*

Q. What hours does the ordinary labourer work?—A. Some eight, some nine, some ten.

*By Mr. Smith:*

Q. What hours do the city employees work on the streets?—A. Nine hours, I think.

Q. What do they get?—A. I think it is 20 cents an hour.

*By Mr. Macdonell:*

Q. Then practically all the building trades in Toronto work on the eight-hour day and forty-four hours a week?—A. Yes.

Q. Is there any other part of Ontario where that prevails?—A. No, but I believe Niagara Falls is agitating for it and is likely to get it.

Q. And labour conditions are normal in Toronto; there is no disturbance, there are no differences between the men and the employers at the present time?—A. No, though the carpenters to-day are asking for an increase of wages.

*By Mr. Smith:*

Q. Do you think the employers of Toronto are more generous than the rest of the employers of Ontario?—A. I don't know that they are any more generous, but a good many of them are a good deal more intelligent.

On motion of Mr. Verville, seconded by Mr. Smith, the Committee adjourned until Wednesday next at 11 o'clock.

Committee adjourned at 5.10 p.m.

## HOUSE OF COMMONS,

COMMITTEE ROOM No. 34,

WEDNESDAY, April 13, 1910.

The Committee met at 11 o'clock a.m., the Chairman, Honourable W. L. Mackenzie King, presiding.

Mr. WILLIAM WATKINS, Springhill, Nova Scotia, called, sworn and examined:—

*By the Chairman:*

Q. What is your occupation?—A. A coal miner.

Q. Where do you come from?—A. At present Springhill, N.S., and formerly from South Wales.

Q. How long are you coal mining?—A. Twenty-eight years.

Q. And how long in this country?—A. Six years and nine months.

Q. Are you connected with any labour organizations?—A. Yes, the United Mine Workers of America.

Q. Do you think you are in a position to speak in a representative way on behalf of the workmen there on the subject here?—A. Yes, for the coal miners of Nova Scotia, and particularly those of Springhill. In fact, I received a communication from this committee, and I submitted it to the local union, and I was instructed to say they are in favour of the eight-hour Bill.

Q. Have you looked through this Bill?—A. Yes, sir.

Q. What service do the coal miners think it is going to render them?—A. It does not appear to me to have any direct connection with coal miners as it stands at present.

## EFFECT OF BILL ON MINING OPERATIONS.

Q. Do you think it would have any indirect effect?—A. It is possible in the event of the government purchasing or operating coal mines—then it would.

Q. It is limited, in other words, to work for which the government itself contracts?—A. Yes, sir.

Q. Might it not have an effect in the case of the government buying coal for the Intercolonial, that is, entering into a contract with one of the companies in Nova Scotia for the supplying of coal for the Intercolonial—did you examine it to see if that would come under the Bill?—A. I have not had much time to think the matter over—it is not many hours since I got the subpoena, and I hadn't given the matter very much consideration. But it is possible it would affect such a case indirectly.

Q. It says every contract to which the government of Canada is a party and which may involve the employment of labourers—if the government were a party to a contract for a thousand tons of coal or ten thousand tons, that would involve the employment of labourers or workmen and mechanics, would it not?—A. Yes.

Q. Then that is a contract that should contain the stipulation that no workman or mechanic in the employment of a contractor, or sub-contractor, or other persons doing, or contracting to do, the whole or part of the work contemplated by the contract, shall be permitted or required to work more than eight hours in any one calendar day, except in cases of extraordinary emergency; would not that force an eight-hour requirement on any one supplying coal to the government?—A. If I understand this measure right, it applies to construction work—contracts for construction work.

Q. No; the title might give one that impression, but the title of a Bill really does not matter one way or another—you can call it anything, but it is what it has in its provisions that counts, and this measure has provided, at least members of the committee hold that view, that it would go as far as I have indicated—if it were held to apply to a contract made for coal, say for the Intercolonial, would that be an objection to the Bill from the point of view of the miners?—A. I do not think so.

Q. Do you think the Bill would be welcomed from that point of view?—A. Yes, I certainly do.

#### MINERS' HOURS.

Q. How are the hours of labour in coal mines regulated?—A. Well, there are arrangements between the operators and the employees in a number of cases. In Springhill, for instance, the coal miner's time is from 7 a.m. to 3 p.m., practically an eight-hour day—it has been all the time I have been in Springhill.

Q. Then this would not affect the miners of Springhill even if it went into force?—A. No, not practically. There are employees in coal-mines that it would affect.

Q. Are there any employees who work longer?—A. Yes, the company hands or the day men who handle the coal work about ten hours.

Q. Do you know how the hours are regulated—I need not say, when it is a matter of regulation by law, what government has power to enact legislation of that sort—as between the Provincial and Dominion Government—you understand the constitution of this country, that is the Dominion Government, has certain powers in the matter of legislation and the provinces, others, do you know whether it is to the Dominion or Provincial Government that is assigned the duty of enacting laws in regard to hours of labour in mines and factories?—A. I was under the impression it would be the duty of the Dominion Government to enact such legislation, but I have been informed since that it is a matter that would have to be dealt with by the Provinces.

Q. Any laws affecting generally hours would have to be enacted by the provinces, and any legislation of the Dominion that might affect the hours of labour would have to be restricted to its own contracts—however a measure of this kind by putting in a stipulation of that sort would reach down as far as the government contract is concerned—now admitting that, do you think if the government passed a measure as introduced it would bring about any conflict between the provinces and the Dominion? Would the provincial authorities view with favour an act of this kind by the Dominion in respect to coal-mining?—A. I think probably they would view it favourably. I think the provincial government would be prepared to follow the lead of the Dominion in legislation of such a progressive character as this.

#### MINERS AND THE EIGHT-HOUR DAY.

Q. How would the coal operators look upon it?—A. I do not suppose very favourably.

Q. And the men?—A. The men decidedly want the eight-hour day.

Q. You said the miners worked eight hours, but some other men employed around the mines worked ten hours—if this measure went into force the latter would be required to work only eight hours, and supposing as a consequence of that they received only eight hours' pay instead of ten hours' pay, would that be acceptable to them or popular?—A. No.

Mr. STANFIELD.—How would it do to get the different classes of men working in the mines?

The CHAIRMAN.—Would you give the different classes?—A. The engineers and firemen at the boilers at Springhill work twelve hours a day; and the coal miners practically work eight hours, and the ordinary mine labourers work ten hours. I think in most cases miners do not work more than eight hours.

MR. WATKINS.



## APPENDIX No. 4

Q. Then a measure of this kind if made applicable to mines would affect some men to the extent of four hours and some to the extent of two hours, and some not at all—it would have a different bearing?—A. Yes.

Mr. STANFIELD.—What are the duties of mine labourers?—A. To take the coal from the mine to the surface, and attend to repairs around the mine generally.

Mr. RALPH SMITH.—What are the different classes of miners in the mine working eight hours and more—the mine labourers work ten hours.—now what are the classes in the mine that work more than eight?—A. What we call company hands whose particular duty it is to haul the coal.

## HOURS OF WORK NOT UNIFORM IN SPRINGHILL MINES.

Q. Do the timber men?—A. No. They work eight hours.

Q. They are company men too?—A. Yes.

Q. It is only the men that handle the coal from the mine who work ten hours?—A. Yes, sir.

Q. Any other classes?—A. They are the only classes excepting engine-men and chain-runners connected with the machinery.

Q. All the men who handle cars and mules are working ten hours?—A. Yes, sir.

Mr. STANFIELD.—Is not their work as arduous and as hard as the coal-handlers?—A. Yes, it is, in some cases, but, as a general rule, it is not.

Mr. RALPH SMITH.—Do the bosses and men who supervise the mine work more than eight hours?—A. No, eight hours,—three shifts in the twenty-four.

Q. How do they manage to utilize the labourers ten hours while the miners only work eight hours? Do they hoist coal after the miner leaves?—A. Yes, sir.

Q. They utilize this labour for the two hours extra?—A. Yes, sir. My opinion is that all that could be done in eight hours. I think I could prove by evidence which I could secure that the average time of hoisting coal in the Springhill mines has not been more than seven and three-quarters hours a day for many years.

Q. Take those who work ten hours, have they had any systematic agitation to reduce the number of hours to eight?—A. Yes, as members of the Union.

Q. Have they made any representation to the company or have they tried to bring about an eight-hour day by negotiation?—A. Yes.

Q. Recently?—A. Yes, quite recently,—that is one of the questions in our list of grievances at present to the company.

Mr. STANFIELD.—Do these men belong to your order?—A. Yes.

Mr. RALPH SMITH.—Are you connected with the Provincial Workmen's Association?—A. No.

Q. Has the association, which is a very old union in that country made representations on that question that you know of in favour of eight hours for all men employed in the mines?—A. I think they had that under discussion some years ago, but I do not know very much about that.

Q. Has there been any very strong agitation since you went there five years ago by any union in favour of eight hours for all men in the mines?—A. Yes, I can say that in regard to Springhill.

Q. But you could not speak for the province generally?—A. No, not officially, but in a general way. My opinion, though, is that they would favour such a principle.

INTERPRETATION OF BILL *re* COAL MINING CONTRACTS.

The CHAIRMAN.—Speaking particularly of this Act, in the event of it being enacted and applied to only such contracts as the government might have with particular parties—we can take it for granted that that is as far as the government can go—do you think it would be possible to distinguish in the mine between the work done for the government and the work being done for other parties?—A. It would be pretty hard to distinguish—everybody connected with the mine is indirectly affected with the principle involved there.

Q. What I mean is, in the event of the Cumberland Railway and Coal Company receiving forty or fifty contracts, and among them is one from the Dominion government for coal for the Intercolonial Railway—if this law were on the statute-book, it would be necessary to put this stipulation in, and that would require that every man engaged in the mining of that coal would have to work eight hours; could that be practicable, that is for the mine management to distinguish between the work unless they simply said we will work so many days on government coal; do you think it would be practicable?—A. I do not think it would. The principle would have to be adopted in respect to all employees.

Q. The most effective way, so far as coal mining is concerned, to reduce the hours of labour would appear to be a general law applicable to all rather than a law applicable to particular contracts?—A. Yes.

Q. While that may apply to coal mining, do you think the carrying out of this principle, where the difficulty of distinguishing would not be encountered with, though indirectly might in the long run be of service to the miners themselves—perhaps the question is a little involved—what I mean is that for your province there would be practical difficulties in applying this to coal on government contracts; there might not be the same difficulty in construction work on buildings. Would the application on buildings be helpful in the long run to the coal miners or to any other class of workers?—A. I think so.

Q. What makes you think so?—A. It would be an acknowledgment that it was possible to carry on the industries of the country under the eight-hour day principle; and if in one branch, why not in another?

Q. You mean it would help to demonstrate that fact?—A. Yes.

Q. What are the advantages of an eight-hour day?—A. I think it gives the ordinary workingman more time to recuperate his health and more time for recreation, etc.

Q. Do you think there is the same advantage to be gained in the eight-hour day in one trade as another, or has it a special advantage in any particular trade?—A. I think it has special advantages in regard to some particular trades, such as coal mining or any other laborious work.

Q. Where a man is underground and hidden from the light of the sun, you think a short hour day there is more necessary than for men working in the sunlight?—A. It would seem to me to be so, generally speaking.

Q. I should think it would?—A. As I said, I have twenty-eight years' experience out of the sunlight, and I can assure you I would appreciate a couple more hours a day in the sunlight if I could get them.

Q. Would you rather work nine hours on the surface than work eight hours underground at the same pay?—A. I think possibly I would.

Q. I do not know any calling on earth where it seems to me the hours of labour should be shorter than amongst the coal men; have any members of the committee any questions?

*By Mr. Verville:*

Q. What are the hours of labour in other trades in Springhill?—A. There are no other trades except coal mining in Springhill.

Q. But in construction work of any kind—carpenters and bricklayers?—A. Oh, yes, there is in that. I was thinking you referred to manufacturers. I think the general custom is ten hours; in many cases they are paid so much per hour.

Q. That is, they are all paid so much per hour?—A. Yes, most of the men there that I know of are paid by the hour. There is very little contract work there, that is, regular contract work.

Q. I suppose there is no organization in Springhill of any kind except your own,—they are not numerous enough?—A. No. There is an organization of railway

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employees of the Cumberland Railway and Coal Company who are connected with the Railway Brotherhood—a small number.

Mr. RALPH SMITH.—Are the different classes of labour men around the mines members of the union, that is the ordinary carpenters and such like?—A. Yes.

Q. All members of your union?—A. Yes, every one except those the company has recently imported. Our union embraces every member of the Cumberland Railway and Coal Company except the officials.

Q. And it does now?—A. Yes.

*By Mr. Macdonell:*

Q. Do you know the hours of work in coal mines throughout Canada generally?—A. I believe they have the legal eight hours in British Columbia, but I have not been there and have no personal knowledge of it. In Pictou county they work practically an eight-hour day—I think they finish at two o'clock in the afternoon.

Q. You work eight, nine and ten hours in Springhill?—A. Eight, ten and twelve. The men who dig the coal work an eight-hour day.

*By Mr. Verville:*

Q. Supposing an eight-hour day were established through the mines in Springhill, would that have much effect upon the out-put of the coal there?—A. I do not think it would lessen it.

## HOURS—OUTPUT—EXPENSE.

*By Mr. Macdonell:*

Q. What is the reason of the difference—there is an eight-hour day in British Columbia in the mines there and you have eight, ten and twelve in the mines in Springhill—what is the reason for that difference? And in Pictou you say they have eight hours, that is close to you, why have you longer hours than they have?—A. I suppose in British Columbia the miners agitated the question and succeeded in getting eight hours.

Q. What is the reason for the operators having their other shift working more than eight hours while the miners are working only eight hours?—A. The only reason is to get out the coal each day.

Q. Would they not get it out, year in and year out as fast if all worked the eight hours?—A. It is my opinion they would. As I said before the average hours a day in hoisting is not more than seven and three-quarters. If the system were adjusted you could keep the out-put up and reduce the hours of all.

Q. Then it would not affect the hours of the operators?—A. No.

Q. What is their objection to not giving the eight hours now?—A. They think it would lessen the out-put and increase the expense.

Q. Have they given a good reason in support of their contention that it would decrease the out-put?—A. As far as I can see they have not. General experience goes to show that the eight hours have been adopted with success in different parts of the world.

Q. You state that the engineers are working twelve hours?—A. Yes, sir.

Q. What for,—is it to get the machinery ready for operation for working the ten hours?—A. Oh, no, I suppose it is the arrangement originally agreed upon between the employers and the employees and up to now the employers have not met the men with the view of lessening the hours. In England where I worked many years, the hours for engineers and other classes were eight hours.

Q. Is the out-put as good in England where you worked before under the eight-hour day as they are in Springhill?—A. Yes, sir. If the Committee will permit me I shall read from an authority.

Q. What authority is it?—A. It is a book by N. P. Gilman.

Q. He is a professor of John S. Hopkins University is he not?—A. I think so.

Mr. VERVILLE.—I think the authority we would prefer is your actual experience.

Mr. MACDONELL.—We want to know the actual facts on the ground.

The CHAIRMAN.—That is so, but if there are any facts in that book, Mr. Watkins, or statement to which you would like to attract the attention of the committee you can do it—of course the evidence that is more particularly valuable to us is your experience, but there may be some paragraph you would like us to note.—A. Yes, I would like to call the committee's attention to what Mr. Gilman says. He says in his 'Methods of Industrial Peace,' on page 223:—

'A gradual reduction of the hours of labour to eight as the platform of the Knights of Labour phrases it, is the second great demand of the trade unions. It is a very reasonable demand. Trade union writers are apt to use contradictory arguments in their advocacy of this reform, but an economist like Mr. John Rae convincingly shows that the case for an eight-hour day with ten hours' pay is well made out from experience. Mr. Rae has so thoroughly discussed this subject that I can do no better than to borrow from him a few pertinent facts and comments. He begins by pointing out that the working day was commonly about eight hours in length in England before the rise of the factory system. King Alfred's rule prevailed with early Englishmen so far as work was concerned.

The introduction into mines and factories of machinery run by steam lengthened the moderate hours of the miner's and the farmer's day to a working day of twelve, fourteen or even sixteen hours in the cotton factory. In their eagerness to get the utmost product from their expensive machinery, the manufacturers overlooked the importance of the living machines that they employed. After a certain limit is reached, it is better for the workmen, and better for the employer, that the spinner or weaver shall rest. The last hour has too often 'eaten up all the profits.'

*By the Chairman:*

Q. I think we are all agreed in this committee on the advantages of the shorter hours—the eight-hour day—where it can be made applicable, but what we are more particularly seeking to get at is as to whether this Bill will attain that object. The committee are entirely in sympathy with the question, and cognizant of the advantages of shorter hours, and the main question is as to whether this measure will help on this particular object, and whether it would be of service in this connection. These points you have given are well to have, but the main point is as to any practical suggestion you can make as to how this measure could be made applicable to the calling you represent. You had a commission in Nova Scotia recently to inquire into the hours of labour?—A. Yes.

Q. What was the finding of the commission in regard to the eight hours in the mine?—A. The finding was not favourable to adopting it at present. Great objection is taken by the miners to the methods of that commission and its personnel; they did not consider those men should have been appointed.

#### STEPS TO ENACT A PROVINCIAL EIGHT-HOUR LAW.

*By Mr. Verville:*

Q. Did you give evidence before the commission?—A. No.

Q. Was there any one representing your organization on the committee?—A. No.

Q. Was there any labour representative on that commission?—A. There was Professor Magill, of Halifax, and Mr. Macdonald and Mr. David Robb.

Q. Mr. Robb is an operator?—A. Yes.

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Q. Who is Mr. Macdonald; is he not a workingman?—A. I do not know his position. Of course, what I wanted to say was that it was apparently established in many parts of the world with success, and why should it not be here with equal success?

Q. That we can admit, but it does not help us in our committee. What you want to do is to report to parliament whether this would accomplish what we expect, and it may be required to modify it in some companies, and in some companies where it might serve a purpose in the end; we want to find out how far this Bill will help to serve the general movement, and it is only on that we are entitled to take evidence?—A. Yes. As I understand, according to your interpretation, you think the Bill will gradually extend beyond the bounds laid down there now; for instance, in contracts in the coal mines. Well, it does seem necessary to discuss these questions in connection with it.

Q. Quite so?—A. You are well aware an eight-hour day has been established in England.

Q. By the government of England?—A. Yes.

Q. The province of Nova Scotia could pass a similar law if they wished?—A. Yes.

Q. But this government could not; that is the point. This government is limited in its powers up to a point—limited to the extent of the conditions in its own contracts, and that is why we are trying to find out if, as drafted, it will cover as wide a range as this government can hope to cover, and we want to know how that would work out and whether it would be helpful—

*By Mr. Ralph Smith:*

Q. Are the mining unions making any representations to the legislature of Nova Scotia in favour of the eight-hour law?—A. Yes. I happened to be one of the delegates appointed to attend Halifax during the present session. I was there three weeks in March and April.

Q. With that object?—A. Yes, with that object. We were discussing the matter before the committee in connection with Dr. Kendall's resolutions calling for a commission to inquire into coal mining and other things, and there was a Bill brought in, I think on the recommendation of that commission, dealing with the hours of labour.

Q. There was a Bill brought in?—A. Yes, but that only applied to store employees and street railway employees, &c.

## MINERS' WAGES AT SPRINGHILL.

Q. What are the average wages of miners in Springhill?—A. The average, I think, was given as \$3 per day for 1905 by the management of the Cumberland Railway and Coal Company.

Q. You do not know yourself what they are?—A. I know they vary from as low as 75 cents to as high as five or six dollars.

*By Mr. Verville:*

Q. Seventy-five cents a day?—A. Yes.

Q. Boys or men?—A. Men.

*By Mr. Ralph Smith:*

Q. Miners who could mine coal?—A. Yes, able experienced men.

*By the Chairman:*

Q. Were they paid by the day or contract?—A. Contract.

*By Mr. Ralph Smith:*

Q. What you mean is that the quality of their place is bad?—A. Yes, sir.

Q. And under the general system of tonnage it is difficult to make wages?—  
A. Yes.

Q. Does the company make them up to any standard?—A. No, they have not been doing that during two years. There was in 1907 an agreement by which they made it \$2.40.

Q. And they do not now?—A. No.

Q. What is the cause?—A. There was a three months' strike there in 1907, and we did not succeed as well as we expected, and we are more or less in a helpless condition, and of course these conditions were forced upon the workmen then.

Q. Under the system before the strike the companies made the standard \$2.40 cents, and to-day they refuse to do that.

*By Mr. Verville:*

Q. That is to punish you for what you did, they want to starve you out?—A. That is all I can see to it.

The CHAIRMAN.—These questions are interesting, but perhaps a little wide of the mark?

*By Mr. Ralph Smith:*

Q. It is important to get the particulars about the pay.—A. That statement may seem strange to you perhaps, but the conditions vary so much—a man might work twice as hard for one dollar a day and go to another place and not work near so hard and get four or five dollars a day. It often happens that way.

*By Mr. Stanfield:*

Q. Do they work day and night in these coal mines?—A. Yes.

Q. Do the engineers and firemen have twelve-hour shifts?—A. Yes.

Q. Just the two shifts?—A. Yes, sir.

Q. In connection with the Cumberland Railway and Coal Company there is a railway along the line of that, which is forty miles?—A. Thirty-two I think.

Q. And the station masters, they must work all kinds of hours—if this Bill came into effect they would have to cut down the hours would they not?—A. Yes, if a general Bill were established applying to all classes of labour no doubt.

Q. There is another question—one that the public is a little interested in, and I do not know whether it comes under the heading of the Bill or not, but you folks are agitating for better conditions, and we consumers are after cheaper coal, and the answer we get is that the miners are getting big wages and they cannot afford to sell coal cheaper—supposing this law goes into effect, just making it regarding coal mines, and these labour men get eight hours, would that necessarily put up the price of coal that we consume?—A. I do not think that it would very materially. There may be a temporary disturbance of the system, but in a short while the consumers and others could be educated to the eight-hour day, and it could be adopted with success and injure nobody.

Q. But we have to keep an eye on the consumer as well as on the other side, too; what will affect one may affect the other, and we want to find out.

*By Mr. Verville:*

Q. You said the output would not diminish at all?—A. That is my opinion.

Q. Then I do not see how the consumer would suffer.

Mr. STANFIELD.—But we have.

Mr. VERVILLE.—But the fault should be put upon somebody else.

*By Mr. Stanfield:*

Q. What was the actual cost price for mining coal five years ago?—A. There has been no change in my experience in Canada.

Q. What is the average cost of mining coal now?—A. The average price paid to the miners would be 40 cents a ton—that is, for actual coal digging. The average wages paid the coal miners, including repair work and all other kinds of work that a

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coal miner does in Springfield, was, last year, 73·2 cents a ton. The company claimed their average cost of production was \$2.66 or \$2.89.

Q. What pay do the labourers get?—A. \$1.15 and \$1.35, and the average mine labourer's pay is \$1.52.

Q. That is for ten hours?—A. Yes, supposed to be ten hours; the majority work only eight, that is with the exception of the men connected with the haulage of the coal.

Q. We thank you very much. If there are any statements you would like to leave with us we would be pleased to have them?—A. No; I would just say that the principle was generally adopted in many of the States, and here are seventeen different agreements that the men have formulatd in the United States and Western Canada, and all these include the eight-hour day.

Q. Could you allow the committee to have them?—A. Yes, sir.

We are very much obliged to you for the evidence you have given.

Witness thereupon retired.

Mr. JOSEPH AINEY, being duly sworn, deposed:—

*By the Chairman:*

Q. You live in Montreal, Mr. Ainey?—A. Yes, sir.

Q. What is your occupation?—A. My trade is that of carpenter.

## EXPERIENCE—ORGANIZED LABOUR—BUILDING TRADES.

Q. Are you a member of any union in Montreal?—A. I belong to the United Brotherhood of Carpenters and Joiners of America.

Q. Do you hold any position of importance in any elected bodies?—A. I am a commissioner of the city of Montreal.

Q. You were elected at the head of a poll or pretty near it, I understand?—A. Yes, sir.

Q. Are you correspondent for the *Labour Gazette*?—A. I was for some time, some years ago.

Q. I think you found you had so much to do that you had to drop it?—A. Yes, sir.

Q. Have you given us the positions you have held in connection with labour movements?—A. Well, I am not an officer now.

Q. But what positions have you held?—A. Up to the 1st of February I was president of the Building Trades Council of Montreal.

Q. Then you have had an experience which enables you to speak from the point of view of the men in the building trades?—A. I believe I have some.

*By Mr. Verville:*

Q. You were also president of your union for many terms?—A. Yes, sir.

Q. And Secretary of the Council?—A. Yes, for three years Secretary of our District Council.

Q. And also President of the Trades and Labour Congress?—A. Yes, sir.

## BILL No. 21—ITS PRACTICABILITY—ITS SCOPE.

*By the Chairman:*

Q. Were you a member of the Dominion Trades and Labour Congress?—A. I attended it as a delegate.

Q. You have a pretty good knowledge of the attitude of organized labour?—A. Yes.

Q. Have you looked at this Bill that Mr. Verville has introduced?—A. Yes, sir.

Q. Have you studied it carefully?—A. Yes. I have read it a few times.

Q. And what do you think of it?—A. I think it would benefit the working men without injury to anybody—that is my belief, without much injury.

Q. Do you think it would work any injury to anybody?—A. Well, in the start it might.

Q. In what way?—A. It might cause a little increase of the staff on the part of the employers—on the part of some of them, those who are not now enjoying the eight hours a day.

Q. Have you formed an idea just how far these provisions extend and how far it would make the eight-hour day applicable if enacted in the form it is presented?—A. It is pretty hard to tell. I understand on every contract of the Federal Government, that any men employed on the works or in factory work connected with that contract the Act would have to be in operation.

Q. Or mining?—A. Yes, sir.

Q. Do you think that is practicable and could be worked out?—A. I think it could.

Q. In all those lines?—A. Yes, from my experience.

Q. You heard Mr. Watkins' evidence as to coal mines?—A. Yes.

Q. Did you agree with him in that?—A. Of course he has more experience in mining than I have and I must take his statement.

Q. You speak more particularly for the building trades?—A. Yes, sir.

Q. So far as the building trades go, are any of them working eight hours now?—A. Yes, in several cities.

Q. In Montreal?—A. Yes, a few trades.

Q. How do you account for the fact that in some places they are working eight hours and in other places they are not?—A. It depends upon the strength of the organization.

Q. It depends upon union labour?—A. Yes, sir.

Q. Is that a more effective way of bringing about a result than legislation?—A. I think it is the best way, but we need legislation to enforce it.

Q. Legislation is a good supplement?—A. Yes, a good supplement.

Q. Do you happen to know as between the Federal government and the provincial government which has the authority to enact legislation as regarding labour?—A. Yes, we had that brought up in our local legislation three or four years ago, and it is left to the provincial legislature.

Q. And as far as the Dominion goes, it is just regarding their own contracts?—A. Yes, sir.

Q. Regarding the building trades, assuming a contract is given for the building of a post office in Montreal, would there be any difficulty if that contract contained a stipulation that all the men were to work eight hours a day?—A. I do not think there would be any to any great extent.

Q. Suppose there were a building on the other side of the road where the same contractor was employing a number of men and they had to work nine hours, would there be any confusion?—A. There might, but no more than when they have to tender for different classes of work and where they employ different classes of material and different classes of mechanics—it would be only a matter of office work.

Q. The payment of most men in the building trades is by the hour?—A. Yes, sir.

Q. Supposing this law went into effect and the eight-hour men receive only eight hours' pay and the others receive pay for nine hours, would that create any dissatisfaction?—A. It would.

Q. How would you remedy that?—A. The employer would have to pay the same wages to the eight-hour men.

Q. Supposing the eight-hour men received nine hours' pay and the nine-hour men would only get nine hours' pay, would that create any confusion?—A. It would



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tend to systematize it, and that is what we are after. Sometimes a firm might be called upon to tender for work on a bank, and in a bank they only work from eight in the morning till ten and then from three till five, and they put up with it all right—there is no trouble.

Q. Do you think if a measure of this sort went through that it should be accompanied with an unmistakeable understanding that the pay was to be equivalent to the full day's earnings of the day where they worked longer hours?—A. I am not prepared to say that. I believe that should be left to be settled between the employers and employees.

Q. Would you leave that question open as to whether the payment for eight hours should be for eight hours or nine hours?—A. If it could be enacted to have it stipulated, I would prefer it.

Q. It might save some confusion?—A. It would.

Q. Do you think it would be easy to get a measure of that sort through the Senate?—A. From what I know, I do not believe it would.

Q. Supposing we go one step further—so much for the building itself, and you required all the firms that were furnishing the sashes and doors to have their employees only work eight hours; could that be carried out in practice?—A. It could be carried out, but that is where it would cause the most trouble.

Q. Supposing, for example, the post office were going up, and you required fifty windows and you would have to order fifty sashes from some firm, would it be possible for them, while working at these sashes, to distinguish that work from the work for others being carried on?—A. It would be possible, but it would mean some more trouble on the part of the employer.

Q. Would the government be wise in enacting a measure to go that length?—A. That is for the legislators to decide, I suppose.

## HOURS AND WAGES IN MONTREAL BUILDING TRADES.

*By Mr. Ralph Smith:*

Q. Has your union brought any pressure to bear on the local legislature in favour of eight hours?—A. When this Bill was brought up we did approve of it, and passed a resolution endorsing the proposition.

Q. But have you ever made any demand upon the legislature?—A. Do you mean in Quebec?

Q. Yes?—A. No, sir.

Q. Do you remember if the Congress made any demand upon the Quebec government, through their executive, for shorter hours?—A. I do not remember.

Q. How many years are you a member of organized labour?—A. Since 1885.

Q. You have always been directly connected with organized labour since then?—A. Yes, sir.

Q. You were also an organizer for the American Federation of Labour?—A. I was a volunteer organizer for ten years, and four months general organizer.

Q. During the time you were secretary for the District Council of Montreal, of Carpenters, what was your mission?—A. To do secretary work and write the minutes and correspond with different institutions doing business with our council, and to visit the different establishments and shops and contracts where we had men.

Q. Do you know of a firm by the name of Jackson in Montreal?—A. Yes.

Q. Do you know if lately there was a demand by some of their men for longer hours?—A. Not to my knowledge.

Q. Do you know the amount of money they paid their men in that shop?—A. I could not say at the present time, but a year ago this winter they were paying good men twenty-five cents an hour—that was outside men, they had very poor shop equipment at that time.

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Q. Were you ever asked by any one for good men?—A. I was asked for good men when they started to install machinery.

Q. As secretary of your Council?—A. Yes, as secretary and general agent,—I was asked for a good machine man and a good all-round man to take hold of the shop and run all kinds of machinery.

Q. How much were they willing to pay?—A. They offered twenty-seven and a half cents.

Q. You do not know whether they are paid thirty-five cents or not?—A. They are not paying that to ordinary men I am sure.

Q. Because we had evidence here at the last meeting saying that they paid thirty-five cents.—A. To a general superintendent I think.

Q. The evidence is there to show—then it is not to your knowledge that the men went to their employer lately and stated if he would not give them ten hours they would quit?—A. I did not hear that.

Q. And of course being in direct contact with other labour men in Montreal you would have heard it?—A. Presumably.

The CHAIRMAN.—Does that bear on the Bill?

Mr. VERVILLE.—At the last meeting there was a statement to that effect, and I want in the evidence a counter statement. (To witness) How many hours are the labourers working for the City of Montreal now?—A. It is nine hours in winter and ten in summer.

Q. Have you found they are doing less work in nine hours than they do in ten?—A. No.

Q. Is the city suffering any from it?—A. No, sir.

*By the Chairman:*

Q. Why don't they put them on the eight-hour basis?—A. It would be too advanced for our city, I believe.

*By Mr. Verville:*

Q. Have you ever had any knowledge of a demand by structural iron workers in Montreal during the last four or five years,—for an increased rate, because a person gave evidence that there never was any demand—have you any knowledge of that?—A. Yes. Four or five years ago there was a demand made by structural iron workers asking for forty-five cents an hour.

Q. That is the maximum rate?—A. Yes, employed by the Dominion Bridge Company.

Q. Who was the manager then?—A. Mr. Johnston, I understand.

Q. And to your knowledge has there been any discrimination against those who wanted to organize in that establishment?—A. It is a well known fact that they do discriminate against union men.

Q. Do they do it at the present time?—A. Well, there has been an effort to organize these men last winter and those men who have joined the new movement were not interfered with, but previously they were.

Q. What is the average working day on contracts of construction in large cities like Montreal. That is how many months in a year do they work on an average?—A. It varies with conditions in different cities. In Montreal it is between eight and nine months a year.

Q. How many hours do you work in winter time?—A. Outside they cannot work more than eight hours.

Q. Have you knowledge of the number of men that work in Montreal in different trades of construction?—A. It is pretty hard to tell. As to carpenters—

Q. Take the carpenters, I believe in winter there is close on to fifty per cent who are idle.

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Q. Do you think if eight hours were established on government contracts extending after a year or so to other constructions, would it paralyze construction work to any extent in a city like Montreal?—A. Not at all.

Q. You have been foreman in shops for years?—A. Yes, I have.

Q. You have been using machinery all your life; if you had an eight-hour shift in a factory, could you with good arrangement get as good work in eight hours?—A. In eight hours as in ten?

Q. As in nine as you say it is at present?—A. I do not think so; not so much could be done with the output of the machinery.

Q. What percentage is there of labour attached to machinery? Each and every man at the machinery accomplishes something by his own labour; that is, that machine is not doing so many strokes a minute for so many hours a day, and I want to find out how you classify the labour attached to that machine—say what time in a day will the machinery not produce anything, there is a certain amount of labour lost on that machinery during the change of work?—A. Yes.

Q. What percentage of that?—A. I could not say, because I was never a machine hand myself.

## MACHINERY, DEVICES—TIME SAVED.

*By Mr. Marshall:*

Q. The percentage of that would be very light?—A. I beg your pardon, it is considerable.

Q. On what kind of machinery would that be?—A. Wood machinery.

Q. Supposing on a planer?—A. It would not affect the planer, but for the sticker and shaper it would. And on the bandsaw it would considerably, because they have to make new knives on them on almost every chain.

Q. You think a man would do more work in ten hours on that machinery than in eight?—A. Yes.

Q. Would he do that year in and year out?—A. That is my belief.

Q. Your opinion is that if a man is on the machinery ten hours and he runs it for eight hours, there would be a less percentage of lost time if the hours were shorter?—A. Experience has shown there is, because men exert themselves more in eight hours and employers look for new devices to produce more.

Q. Where a machine is adjusted to run just so fast, how could you account for a man doing as much work in eight as in ten hours?—A. I did not say they did.

Mr. VERVILLE.—My question was as to the amount of lost time in labour that is attached to a machine in changing from one kind of work to another.

Mr. MARSHALL.—Would not that apply in eight hours the same as in ten?

Mr. VERVILLE.—Yes.

Mr. MARSHALL.—You would lose it anyway in ten hours as well as eight. I just asked it because we had any amount of proof to the contrary, that is the reason of my asking.

*By Mr. Marshall:*

Q. Did you ever go into the matter of the percentage of cost of production if you adopt the eight hours—that is speaking of machinery?—A. I have heard statements made. The general contention is that in the long run experience has proven that in cities where they work eight hours in mills, they do not want to return to nine hours, and it has not increased the cost of production. To start with, it has increased it, but things soon right themselves, and after a while it compels the foremen and employers to improve the machinery in order to put up with new arrangements.

Q. Would a man tire in ten hours and not do as much in ten hours, is that it?—A. Exactly.

Q. It depends a good deal upon the class of work, I suppose?—A. Yes. When working a machine, a man has only to place the wood on it. And the machine itself does the work, it is not so tiresome.

Q. You cannot crowd that machine; it takes a board just so fast, and a machine running ten hours will naturally do considerably more work than in eight—that is where adjusted to a certain speed?—A. Yes, it will.

Q. The man who is operating this machine, supposing he is getting two or three dollars a day, would he be willing to have his wages cut down in proportion to eight hours' work?—A. We union men do submit to that, knowing or hoping that an increase will soon come.

Q. Would that be satisfactory to the men?—A. I believe so.

Q. Don't the men say they would rather work ten hours and take the whole pay?—A. Some men do it at the instance of the employer.

Q. How do you find the men generally?—A. They are in favour of shorter hours.

Q. And a reduction in their wages?—A. The men are in favour of short hours and fair wages.

*By Mr. Verville:*

Q. Are we short of mechanics at any time of the year in Montreal?—A. Not to my knowledge.

Q. Never short of mechanics?—A. Not to my knowledge.

Q. Do you know if they are ever short of mechanics in any other city you know of, say Quebec for instance?—A. I could not say, I do not know the conditions in Quebec as well as in Montreal.

Q. You remember the time you worked ten hours, and now you work nine hours—is there any difference in the time that it takes to put up a building as between then and now?—A. It takes a shorter time now.

Q. What do you attribute that to?—A. Improved machinery.

Q. And improvement in the men?—A. Men do more to-day, and because tools are improved also.

Q. Then according to that, an eight-hour day, after a certain time would find its level the same as nine hours has found its level with the nine?—A. Yes, sir.

Q. How do they work the question of eight hours now, on buildings where they have stone cutters and where other trades are working nine—is there any difficulty there?—A. No, none whatever.

#### CITY CONTRACTS, STIPULATIONS *re* HOURS OF WORK.

*By the Chairman:*

Q. Let me suggest a question—who orders the contracts in the city of Montreal?—A. The commissioners.

Q. You are a member of the commission?—A. Yes, sir.

Q. What contracts have you on now?—A. Contracts for clothing and boots and shoes and building construction and pavements.

Q. Take the matter of building construction and these different contracts in your city,—would it be advisable to put into the contracts a stipulation that those engaged on the work should work only eight hours—would it help along the movement?—A. It would help the labour movement.

Q. Why do you not adopt it, I mean the commission; why does not the commission in Montreal do the same thing that Mr. Verville suggests the government here should do?—A. For the present it would not be opportune.

Q. Why not?—A. In Montreal in the present situation our relations with our employers and those in the building trade especially, are not of the best nature, and have not been during the past four years—in fact it is a continual strife between

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them and as we have not achieved the eight-hour day in Montreal we cannot appeal to our general bodies in Montreal to put a clause in the contract.

Q. If this is true for Montreal, is it not more so for the Dominion government, that has contracts all over the Dominion?—A. If my information is correct, I believe the majority of workers are working under the eight-hour principle in Canada.

Q. Can you assign any reason why a principle proposed in regard to public contract work should not be equally applicable in a case of cities and provinces, if applicable at all?—A. I believe the federal government should set the example.

Q. It might be right enough from the point of view of example, but coming down to the fundamental principle, is there any single argument that can be brought forth, apart from this question of example, that applies with greater force to the Dominion government than it would to the provincial governments and municipalities?—A. There is this argument, if we apply to the city and province, they say: 'Why don't you apply to Ottawa?'

Q. Would not that be the surest way to get the federal government to adopt it; you come from Montreal and you could say: 'We have done that in Montreal, and we want you to do it in the Dominion'?—A. It would have some weight, no doubt, but the federal government has work of its own all over the country.

Q. Exactly, and if it were applied by the municipalities and provincial governments, you could come with a strong argument to the federal government that it should do the same thing. Would it not be a very strong argument to present to the federal government that they should try and adopt a certain thing in regard to its contracts if each municipality should come here and say: 'We are following this principle, and why should you not do the same'?—A. I admit that.

Q. The whole question is part and parcel of the same thing. Personally, I feel every federal government and provincial and municipal government should have some provision in their contracts to protect labour, and it seems to me if the argument is applicable in one case it is in all?—A. Yes; if the Dominion government was doing business in Ottawa only, your argument would have more strength; but doing business all over, it would do much for the movement for them to provide for the eight hours in their contracts.

Q. But take your statement a moment ago. You said it would not be opportune at the present time for the commissioners in Montreal to put a stipulation in their contract requiring eight hours. Supposing the Dominion government were putting up a building in Montreal, would not the condition between the contractors and the men be precisely the same as if it were any other contract; would it not be the same group of contractors that would tender for the federal contract as for the city work?—A. It would be the same group; it might be outsiders, too.

Q. Quite so; but the extent to which it would cause embarrassment in the case of a city, the same embarrassment would be experienced in case of tenders on federal government work. I am not saying that they should let the government go ahead and take its own course, but what I want to know is whether you can urge any reason why it should be more applicable to the federal government than to the provincial or municipal governments?—A. This eight hours a day question is one of education, and in some districts it is more advanced than in others.

Q. Have you any clauses in your contracts to protect labour?—A. We have 20 cents an hour minimum.

## FAIR WAGE CLAUSE IN CITY CONTRACTS.

*By Mr. Verville:*

Q. Is there anything before the council now?—A. Yes; we are introducing the fair wage clause in all contracts. It is now before the attorneys.

*By the Chairman:*

Q. Where did you get that idea?—A. From the Dominion government.

Q. I suppose you think that if the Dominion government set the example in that case they might in the other?—A. Yes, I think so.

BUILDERS' EXCHANGE—MAIL CONTRACT.

*By Mr. Verville:*

Q. Do you know anything about the Building Exchange in Montreal?—A. A little.

Q. How many trades are connected with that?—A. Officially, I do not know; there may be seven or eight.

Q. Seven or eight trades?—A. Yes.

Q. About what percentage of the contractors in Montreal are connected with that Builders' Exchange?—A. It is hard to ascertain exactly. I know they represent a very small minority of the employers.

Q. Are you trying now, at the present time to make any dealings with the Builders' Exchange in order to arrive at some agreement?—A. Yes, the Builders' Exchange has been notified.

Q. Have you had an answer?—A. Not to my knowledge—I am not sure on that.

Q. To your knowledge do you suppose they are willing to treat with organized labour in the City of Montreal?—A. They are not, unless they have changed their minds since a few months.

Q. And then you say they represent a very small minority of contractors in Montreal?—A. They do. We asked them for a meeting a year ago this spring and most of the carpenters and the executive of the Builders' Exchange were summoned—there are eight on the executive and only three put in an appearance, the secretary, president and another man.

Mr. HARVEY HALL.—A question I would like to ask is in regard to the interpretation of the Bill, and is with reference to the first section. It says 'Every contract to which the government of Canada is a party, which may involve the employment of labourers, workmen, or mechanics, shall contain a stipulation that no labourers, workmen or mechanics in the employ of a contractor or sub-contractor, or other person doing or contracting to do the whole or a part of the work contemplated by the contract, shall not be permitted or required to work more than eight hours in any one day.'—To what extent would the Bill apply to railway companies having a contract for carrying mail?

The CHAIRMAN.—That is one of the points that we would like some evidence on.

Mr. HALL.—A railway company might have the contract to transport mail matter, and will the Bill include the railway companies?

The CHAIRMAN.—We have had different expressions of opinion on that. According to some it would as it is presented now. I think the general opinion is that as drafted it would apply in cases of mail contracts.

Mr. HALL.—Of course if it does, it would be in the interest of transportation and railway men that some extension should be made to these clauses in respect to that, because it would be almost impossible to regulate things on a railway to conform with those conditions.

The CHAIRMAN.—That is a very important statement, it is precisely that kind of thing the committee is seeking to get information on. I think the members of the committee feel that the Bill in some particulars would do a good deal of good and in other particulars a good deal of harm, and it is to get information on the question such as you have mentioned that we are here.

Mr. HALL.—Of course I agree with the principle of the Bill.

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The CHAIRMAN.—Quite so—we would be pleased to hear you as a witness, but at any rate the statement you have made now is an important one to the committee. I think there is no mistake that the Bill as drafted does apply to railways, and exactly the same thing came up in the United States and they made an exemption for railways and they had to modify it in that particular before making any headway.

(To witness)—Have you any statement, Mr. Ainey, that you would like to leave with the committee, or any further points you wish to touch upon?

Mr. AINEY.—None just at present.

The CHAIRMAN.—We are thankful to you for coming up and giving us your evidence.

Witness thereupon retired.

The Committee then adjourned until 3.15 p.m.

## AFTERNOON SITTING.

Pursuant to adjournment the Committee resumed sitting at 3.15 p.m., the Chairman, Honourable W. L. Mackenzie King, presiding.

Mr. EDWARD J. STEPHENSON, being duly sworn, deposed:

*By the Chairman:*

Q. Where do you live Mr. Stephenson?—A. In Winnipeg.

Q. How long have you lived there?—A. Not very long—about six months.

Q. Were you born in this country?—A. Yes, sir.

Q. How long have you been in the west?—A. About nine years.

Q. What is your occupation or trade?—A. Composer.

Q. Are you connected with a paper at the present time or any publishing house or printing office?—A. Not officially—no.

Q. You have given a good deal of study to the question of labour?—A. Yes, I have tried all I can.

Q. Have you held any position in trade unions?—A. Yes, a member of the International Typographical Union, and I have held various positions in labour movements since I became a member.

Q. Have you made a study of Socialism or any of these questions?—A. Yes, I have studied the subsidiary questions to the labour question—I cannot say that I am in sympathy with everything I study.

Q. But apart from your interest in labour you have been a student in these matters as well?—A. Yes, I have devoted half my time in the last two or three years to it, and did the best I could.

Q. You worked twelve hours a day; could you have done much in studying?—A. I worked more than that.

## SHORT HOURS, A NECESSARY REFORM.

Q. But I mean, if working twelve hours a day, would you have had much time to study?—A. No, I can give my own experience in that respect. Where I first worked we had sixty-four hours a week and part of that time we were forced as a matter of discipline to work one night a week, and in the west I worked nine hours a day, and when I went to Moosejaw—it was a union town, so to speak—the hours were reduced to eight hours.

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Q. Did you find with the shorter hours you had more time to study these questions, or did you put in your time that way?—A. I found it was much more pleasant—life was much more pleasant for me, and I tried to arrive at an opinion that would satisfy myself so to speak in regard to the merits of the eight-hour day, and I thought observing my work, I was doing as much in eight, as I had been doing in nine, before.

Q. What views have you on the eight-hour day?—A. I believe it is a very necessary reform in any country where industry has gained a foothold—That is modern industry—I do not speak of primitive methods.

Q. How do you look upon farming; is that primitive work?—A. No; I would not regard that as an industry in the sense I am speaking.

Q. You are speaking of manufacturing industries or so-called trades?—A. Yes, involving manual labour and a certain classification of mental labour. It is hard to draw the line as between that mental labour which might be regarded as belonging to the labouring class and that which might be considered as belonging to classes in the higher level of society.

Q. A man running a linotype has to use his intellect, and has to use mental effort as well as physical effort?—A. Yes, sir.

Q. Have you looked at this Bill of Mr. Verville's?—A. Yes, I have.

Q. Have you studied it carefully?—A. No, I cannot say that I have studied the Bill as I would have liked to; I did not have the opportunity, but I have read it over two or three times.

Q. You think you understand the provisions or what is aimed at?—A. Yes, I think I understand the object of the Bill.

Q. Do you think it would go to help along the eight-hour movement if passed?—A. I think so.

Q. How?—A. I believe that a certain amount of legislation is necessary along with economic activity by organized effort among workingmen in order to secure the reforms which they are entitled to, and which are in the best interests of the community.

Q. By legislation, do you mean any kind of an Act as long as passed by a legislature and rightly named?—A. The word legislation would certainly cover every Act passed.

Q. Do you think an Act called an Eight-hour Act, irrespective altogether of its contents, if you could get some measure of that kind through the House, would that be of service to the eight-hour movement?—A. I do not think the passing of a title by any legislature would be of any use to anybody.

Q. Is it the body of the Bill that is really important?—A. Yes, it is the body of the Bill, in my mind, that is all-important.

Q. What do you think of the body of this Bill?—A. I am inclined to favour it. I think it is a good principle all right; it is applied substantially in other parts of the world.

#### SCOPE OF UNITED STATES LABOUR LAW AND BILL No. 21.

Q. Do you know any country with a law like this?—A. Yes, the United States has a law which even goes further.

Q. Are you sure of that?—A. Yes; I have a copy of the law here somewhere; and I have a copy of a Bill introduced in January of this year in the Senate of the United States. If you would like the text I would give it.

Q. Yes, please. When was this passed?—A. In 1892. I may say this report is the hearing before Sub-Committee No. 1 of the Committee on Labour of the House of Representatives of the United States.

Q. When was it printed?—A. In 1908. The committee met in February, 1908.

Q. 'House of Representatives Report 15651—Eight Hours for Labour on Government Work'?—A. Yes. Would you like the text?

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Q. Does it state that this is the present law on the statutes of the United States?—A. Yes; an officer of the American Federation of Labour has indicated that for my guidance.

Q. Does the text indicate it as the present law?—A. Yes, sir.

Q. Then just read that part of the text?—A. 'Be it enacted, by the Senate and House of Representatives of the United States of America in Congress assembled, That the service and employment of all labourers and mechanics who are now, or may hereafter be employed by the Government of the United States, by the District of Columbia, or by any contractor, or sub-contractor, upon any of the public works of the United States, or of the said District of Columbia, is hereby limited and restricted to eight hours in any one calendar day, and it shall be unlawful for any officer of the United States government, or the District of Columbia, or any such contractor, or sub-contractor, whose duty it shall be to employ, direct or control the services of such labourers and mechanics, to require or permit any such labourer or mechanic to work more than eight hours in any calendar day except in cases of extraordinary emergency.'

The second clause is somewhat analogous to the second clause of the one before us.

'Sec. 2. That any officer or agent of the Government of the United States or of the District of Columbia, or any contractor or sub-contractor, whose duty it shall be to employ, direct, or control any labourer or mechanic employed upon any of the public works of the United States or of the Districts of Columbia, who shall intentionally violate any provision of this Act, shall be deemed guilty of a misdemeanour, and for each and every such offence, upon conviction, be punished by a fine not to exceed one thousand dollars or by imprisonment for not more than six months, or by both such fine and imprisonment, in the discretion of the court having jurisdiction thereof.

'Sec. 3. That the provisions of this act shall not be so construed as to in any manner apply to or affect contractors or sub-contractors, or to limit the hours of daily service of labourers or mechanics engaged upon the public works of the United States or of the District of Columbia for which contracts have been entered into prior to the passage of this act.'

I may call attention to the fine and imprisonment which is imposed in the American law.

Q. Do you notice any difference in that law, in the scope of its application to the scope of this one proposed? Do you think that has as broad a scope as Mr. Verville's Bill?—A. Yes, I think so.

Q. Take Mr. Verville's Bill, it says 'Every contract to which the government of Canada is a party which may involve the employment of labourers, workmen or mechanics'—and if you take that law you have just read, it says 'any employees on public works'?—A. Yes, or any contractor or subcontractor.

Q. In connection with public works,—is it not limited to the public works of the United States?—A. Yes, it would be.

Q. I think there is that difference,—that Mr. Verville's Bill as drafted, applies to every contract of the government which may employ labour, as in the supplying of lumber and coal for the Intercolonial—that would not come under it because a contract for coal would not be labour on public works in the United States. I think that there is that difference,—of course, I may be mistaken?—A. I do not know whether the word 'contractor' is a word that would call for special interpretation or not.—That is 'contractor or sub-contractor on any public works.' It might be extended to cover any work performed on behalf of the government as mending mail bags for instance.

Q. Would that be public work?—A. I would say an employer was a contractor.

Q. An employer might be a contractor, but as you understand the public works of the government, do you take that to include mending mail bags and matters of that

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sort?—A. That is not the sense in which it is accepted in Canada either in the provinces or in the Dominion.

Q. I think you will find in the United States it is not accepted either. We have had that brought to our attention by Professor Skelton of Queen's who has made an analysis of different legislations on the matter and that was a point mentioned, I think—however, what is included there is a big part of what Mr. Verville has in his Bill as I understand it—do you so regard it?—in other words, what he has here would cover all that that law has in it?—A. I do not know that it would in the one particular that you mention—I can see now that perhaps the words 'public works' would limit it.

Q. He has not as much jail and fine in it as this? But as to the application part of it, and extension of the eight-hour principle on certain classes of work, Mr. Verville's Bill has all that that has in it, and a good deal more?—A. Oh, it is broader in scope, I think. Your question was, did I know of any other countries that have the eight-hour day, and I am informed that they have it in different sections of Australia, New Zealand, Cape of Good Hope, and on public employment in Great Britain, and besides that there is a recent law passed over there in respect to coal mines.

Q. In Australia and New Zealand is the eight-hour law applicable to all industries, or the eight-hour condition in government contracts?—A. I cannot say further than this quotation that I have been able to make.

Q. What you are giving now is a statement from some official source?—A. Yes, an official statement from the American Federation of Labour.

Q. I think the statement is correct, but I think there is this point, in some of these countries mentioned, the eight-hour law is applicable to industries generally—it is not a question of its application to government contracts?—A. I understand it was initiated to an appreciable extent by legislation rather than the activity of workmen. I think if the eight-hour day is universal that effect has been practically promoted by legislation.

Q. Taking that point of promoting it by legislation; if you wish to do that in Canada, which government do you think should be applied to?—A. I think the federal government.

Q. Why?—A. I have given attention to other witnesses on that point, and I have definite information that with regard to federal public works it would be the federal government.

#### PROVINCIAL AND FEDERAL POWER TO LEGISLATE.

Q. I quite agree in that, but I am speaking of eight hours for the working classes generally; who ought to pass a law of that kind?—A. I think the Dominion government should.

Q. Do you think that is the way the constitution should be formed, that they should have power?—A. I think they have.

Q. What makes you say that?—A. My memory is not very clear in regard to the British North America Act, but my opinion is that the parliament of Canada has power.

Q. Did you ever hear of this parliament passing a factory Act or an Act respecting mines?—A. No, I believe that does belong to the provincial jurisdiction.

Q. And do you know why?—A. Well, it is regarded as a local question.

Q. It is a question of contract between employer and employee and according to the British North America Act that class of subjects has to be dealt with by the provincial government—I think there is no doubt if attempted by legislation to enact an eight-hour day, that legislation would have to be passed by the provinces under the British North America Act as it is at present. I think if you look at the interpretation of the Act you will find that is true—the length the Dominion government can go is to put conditions into its own contract just as any employer can do?—A. That would to a large extent put the question up to every provincial legislature in Canada. That

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is if the federal government required an eight-hour day on public works, I think every provincial legislature would be compelled to take the same action.

Q. You think if every provincial legislature were to take this action they would put the question up to the Dominion Government?—A. I do not think they would have a right to interfere with the action of the legislatures on work respecting public works.

Q. But supposing the provincial governments were to insert a clause to the effect that on their works eight hours should be worked, and their representatives came here and pointed out that in their contracts they have eight hours provided for, and they ask the Dominion to adopt the same course?—A. I think you would have the best side of it in any kind of argument in which the legislative bodies might be involved.

Q. Which would have the best?—A. The Federal Government.

Q. Would not the Federal Government be obliged to follow the example in that case?—A. If a public issue, the government would have to support the public opinion to a large extent.

Q. I think that, but I do not think you understand the force of my remark. If each province were to adopt what Mr. Verville suggests to the Dominion to do, it would be pretty hard for the Dominion to get out of following the example of the provinces?—A. No, I do not think so.

Q. Then why do you think if the Federal Government were to set the example the provinces would follow it?—A. Simply because it would produce something in the application here and there of the principle of shorter hours of labour among certain classes of mechanics.

## RELATIVE CONDITIONS IN PROVINCIAL AND FEDERAL CONTRACTS.

Q. What would produce it?—A. Supposing the Federal Government were building a post office in Regina, and it was a long job, and the working men of the building trades engaged on that building would perhaps have a year's work at an average all round on an eight-hour day principle, well that would exert a strong influence on the other trades to try and get the same conditions, and if public works and provincial buildings were commenced before that contract was completed and during its erection, I think the men would be liable to have the same conditions on them as they had on the post office.

Q. But supposing I just reverse it and take the case you mentioned—take the case in Regina where the Provincial Government is putting up a building and in connection with that they have the eight-hour stipulation, and this government should be asked to put up a post office there, don't you think this government would find it up to it to see that the men got the same hours on its contract that the Provincial Government were providing for the men on their contract?—A. Yes, if the Provincial Government had the eight hours.

Q. Yes, and take it in the case of municipalities, do you think if each municipality were to put in a stipulation that only eight hours a day should be asked, if done by enough municipalities would it not be a strong reason why the provincial governments should adopt the same course?—A. Yes, but the history of legislation does not go that way.

## CYCLE OF LABOUR ENACTMENTS, HOW INFLUENCED.

Q. Does it start from the biggest and go to the smallest?—A. No, but it does not invariably go the other way. In regard to the Fair Wage Act—I do not suppose more than two or three municipalities and very few provinces have it in force or had it in force when the Federal Government adopted that, and if you had waited for all the municipalities to adopt a fair-wage clause or if the province had waited for the municipalities to have adopted it, a certain amount of injustice would have been done and the same thing applies in this. If you wait for universal action to guide a general precedent, I think you will have to wait a long time.

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Mr. RALPH SMITH.—Don't you think an agitation would influence a small body quicker than a larger body? Take British Columbia, they have an eight-hour law in nearly every industry?—A. As I understand it, it took a lot of agitation in British Columbia of a pronounced type.

Q. Would it take as much agitation to control a small body as a large one? Is not the natural method of reform from the smaller to the larger?—A. Not always in the case of legislation.

The CHAIRMAN.—The big fellow is easier hit. The bigger the mark the easier to get at it—that is why you think the Federal Government should act?—A. That is about the case. Because, if you go after nine provinces and you get different promises or different provisions for each, you would have a very complicated state of affairs.

Mr. SMITH.—You understand what can be done by the provinces in some regards cannot be done by the Dominion? And the matter you mentioned is not covered by that argument. So long as the provinces refuse to regulate mines they will remain unregulated because the Dominion Government has not the power to make them—that is a point, I would like to get members of the union to see that they have the power in the provinces?—A. I do not see how this matter of eight hours could be governed by the provinces, and at the same time that it be the wish of the committee that the Federal Government have control of that matter.

The CHAIRMAN.—I wish we had.—A. If that is the case I think they have a perfect right to stipulate the hours of labour that shall govern their contracts.

Q. You are perfectly right on that. We all agree, I think, as to the advisability of an eight-hour day where it can be brought about, and what we are studying now are the best methods to bring it about and a good deal of misunderstanding has arisen as to the powers of the Dominion and the provinces, and what we want to know is which will be the most effective way of working out and bringing about the eight-hour day. This is the only one thing the Dominion can do, and whether in the long run a measure of this kind is more certain of being enacted will depend in a large measure on what is done in other parts, in the extent that other public bodies have moved in the matter—I think you are right so far as the Dominion Government is concerned, that if it set an example perhaps it would be followed by some of the provincial governments and some of the municipalities as was the case with the Fair Wage Resolution, and that is a strong motive that prompted Mr. Verville in introducing this Bill. On the other hand there may be members of parliament who think the proper place to commence is the municipalities and let them work up to the Dominion, and what we want to know is, if there is any argument that can be urged apart from the one of example to justify the Dominion government in taking the action, and why it could not be urged with equal force on the Provincial Government?—A. I dare say it could, but not with the same probability of success. Your argument for the municipalities to take up this question would be the same as our asking every member of parliament to discuss this while it is only introduced by one.

Q. Take the members from British Columbia, they would have no difficulty in supporting that as they have eight hours in the trades affected now.

Mr. MARSHALL.—How was that brought about in British Columbia?

The CHAIRMAN.—Generally by the trades' unions themselves. While the British Columbia men may have an easy time of it in that way, there are members here from Quebec who have not hours so short, and anything that would increase the wages or shorten the hour puts a responsibility on them that is more difficult to face, and if the Quebec Government had taken that stand, they could come and say, 'Our province is doing it and why should not the Federal Government do it.'—A. Well, my own opinion is that in regard to such reforms as these for which a certain amount of legislative action is necessary, that is legislation of this kind, we all accomplish it by indirect method. I believe the effect of this law would be to compel every Provincial

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government to give some attention to the question of the hours of labour on their public works and to definitely settle it for all time at least one way or the other.

Q. What good would that do to the men who only have to work eight hours now, in the mines for instance?—A. Well, there are certain groups of workmen, who have not perhaps the courage or may not be numerically strong enough to put forth concerted action to improve their condition. Inherently those men have as good a right to good conditions as other men.

Q. Do you think the fact of the provinces adopting this principle on public works would lead the municipalities to do the same thing?—A. Yes; I understand the government of British Columbia passed a law for eight hours on public works.

Q. Do you think that would tend to have any effect on private establishments?—A. Undoubtedly.

Q. Then the whole business is like throwing a pebble in a pool and watching the circles spread out.—A. Yes, and this is the place to throw the pebble.

Q. That is the strong reason in your opinion for saying it is the most effective way of commencing a reform?—A. I have come to the conclusion in reading the opinions of economists in regard to every phase of the question and I have found that.

Q. Have you read any moralists?—A. Well, sometimes I cannot recognize a moralist when I read his works.

Q. Coming down to that side of the question do you recognize that the Dominion Government would have any special responsibility in administering the funds as a whole in connection with a measure of this sort?—A. No doubt.

Q. If it meant the granting of eight hours in those localities where they are working nine, ten or eleven hours and the men would only get eight hours' pay—would the government be justified in enacting such a law on ethical and moral grounds?—A. Yes, for when you come to trace that out through all social stages the community does not lose a cent and is benefited in the long run.

Q. Do you think the net output of work would be the same by working eight hours as it would under a nine, or ten, or eleven hours?—A. No, but the capacity of consumption of the workingman would be increased.

Q. Would the expenditure of the government be diminished relative to its income or would it be vastly increased?—A. Not to the extent of the actual conditions shown in the figures. If the government derived a revenue from the people and such measures increased the prosperity of the people they would be better prepared to maintain the revenue of the government.

Mr. VERVILLE.—As you stated you are a printer, do you know of any law or agreement or any order in council ever passed by the government for an eight-hour day—have you ever heard of that?—A. No. I believe there is an eight-hour day here in force in the Printing Bureau, but I do not know whether it is by enactment or what.

Q. If I understand you right you would like to see the Federal Government give an example to all the provinces and municipalities on the eight-hour day?—A. Yes.

Q. The fact is, you want the father to give an example to the child instead of the child to the father?—A. Yes.

Q. They have the eight hours in the Printing Bureau since 1896, I suppose you know that?—A. I do not know the exact date, but it has had a good effect on the printers throughout Canada.

Q. Take in your own line as a printer, do you do in eight hours as much as you used to do in nine, or ten?—A. I believe so, and I have had my employer say the same thing.

Q. What is the difference in wages received now and formerly for nine hours?—A. Well, I have worked in different places. I could quote Moosejaw—before the union there, the employer paid eight to twelve hands a week for nine hours, and when the union started, it was a maximum of fourteen dollars for eight hours. After a few months, both employers said they were better satisfied with the new conditions than with the old.

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Q. Are they just as prosperous?—A. Yes, and they are better pleased and they showed it by the treatment they accorded their employees.

Dr. TURCOTTE.—How do you explain that you can do as much work in eight hours as nine?—A. I cannot undertake to explain that.

Q. No reason?—A. Yes, there is a reason, but it is not apparent on the surface—I think a man's physical well-being is better off, in proportion to the shortness of his work, to a certain extent.

Q. Are you sure they are giving the same wages at your place as when working nine hours?—A. Oh yes, in my trade the wages increased. I do not refer to the increased cost of living, but I say the actual money wage has increased without regard to the increased cost of living.

Q. Did anybody object to the eight hours?—A. Yes they have, but we have overcome their objections.

Q. You think you have got the right side of the question?—A. Yes, and our views have been endorsed by public men who are disinterested and far removed from any influence that could be exerted by members of unions.

Q. Are you sure the eight-hour day does not decrease the production?—A. No, I would not say it decreases the production.

#### PRODUCTION NOT DECREASED.

Mr. VERVILLE.—It has not done so in your case?—A. No. I believe the records of our International Union would show that opinion, and information obtained by our officers goes to show that many employers express the view that the production has not been decreased.

Dr. TURCOTTE.—Do you know any other trades in the same position?—A. The other allied printing trades are practically speaking in the same condition—there are five or six allied trades in the printing industry.

Mr. RALPH SMITH.—Do you say your employer would admit that fact or admitted that fact that you were doing as much work in eight hours as in nine?—A. Yes.

Q. In Toronto?—A. No, in Moosejaw—the *Moosejaw Times* and the *Moosejaw News*, the editors and managers of both papers. I do not exactly remember when it was—however, it was not at a banquet, and they volunteered the information that they were better pleased with the new condition.

The CHAIRMAN.—There has been an improvement in the machinery to a certain extent?—A. There has been an improvement in the machinery, but not in the last ten years so much. There has been in the presses, perhaps, a little bit.

Q. Does it take more physical effort to work a linotype machine than it did to set up by hand?—A. Yes, a much more nervous strain.

Q. So eight hours' work on a linotype would be a greater tax on the system and exhaust more energy than the nine or ten hours' hand-setting?—A. I would say more than ten hours hand-setting. I used to be a fast hand-type setter myself and yet I have noticed the effect that work on the linotype has had on other operators.

Mr. RALPH SMITH.—Are you printing now?—A. Not lately, although I follow it periodically in this last year or two—I have laid off quite a bit to study and help to do something for the labour men in various ways.

Q. You live in Toronto now?—A. No, in Winnipeg.

#### CONSERVATION OF THE WORKINGMAN'S VITALITY.

The CHAIRMAN.—I notice you have some documents there—are there any statements you would like to make to the committee?—A. I have a copy of a Bill introduced in the United States on January 20, this year, 1910, and I think its contents will be interesting to the committee considered along with the other Bill I read which is already law. I believe the purpose of this Bill is to interpret that other law or interpret some part of it. I will leave it with the committee.

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Q. Who introduced it?—A. It is by Senator Borah.

Q. If you can spare that we might have it filed as an exhibit and arrange to have it returned to you later on—if that is satisfactory I am sure the members of the committee will be very grateful to you?—A. Yes. I got some of this material by mail to-day, and I have not had time to look through it, but there is an extract from one of these pamphlets I would like to present—it is Bulletin 30 of the Committee of One Hundred, on National Help, being a report on National Vitality, its Wastes and Conservation. This committee was appointed by Congress of the United States.

Q. Prepared by Professor Irving Fisher?—A. Yes, of Yale University, who is a member of the commission. This commission was appointed to make a comprehensive investigation into the causes of deterioration or advance in national vitality. And in regard to the working day I would like to read an extract from Professor Fisher's remarks. On page 45 he says:—'The present working day is a striking example of the failure to conserve national vitality. In order to keep labour power unimpaired, the working day should be physiological—i.e., it should be such as would enable the average individual to completely recuperate over night. Otherwise, instead of a simple daily cycle, there is a progressive deterioration. A reduction in the length of the work day would be a chief means of improving the vitality of workmen, as well as the worth of life to them.'

'The fatigue of workmen is largely traceable to their long work day and serves to start a vicious circle. Fatigue puts the workman in an abnormal frame of mind. He seeks to deaden his fatigue by alcohol, tobacco, exciting amusements, and excesses of various kinds. The momentary relief which he thereby obtains is purchased at the expense of an increasing susceptibility to fatigue, resulting sooner or later in complete depletion of his vital energies and in the contraction of tuberculosis or other fatal disease. The decrease in the length of the working day has not diminished the output.'

The CHAIRMAN.—That is a very interesting statement.

Mr. MARSHALL.—And what about the man who does not use tobacco or liquor?—A. Well, according to the view of the professor he is better off for it.

Q. I understand from that article he takes them in order to stimulate himself when over-worked?—A. Yes. Our view-points on these questions are very often inherited or we become possessed of them by way of prejudice more than a settled conviction, but at any rate that is the opinion of the professor, that tobacco is an injurious element to deal with. In regard to the question of waiting for precedents on the part of municipalities and provinces, I would like to outline the experience of some of the International Unions. They first start the question of an eight-hour day, and the International Union having local unions in Canada try to get it in all local unions and they find that local conditions are such as to prevent them getting them in some localities and they see they are bound to go on strike for eight hours all through the jurisdiction, as the printers did, and they were successful. Their argument was that a printer in Quebec had just as much right to work eight hours as the printer anywhere else, and there are many cases of that kind, so I think that pressure is not necessarily needed for municipal or provincial administration in order to determine whether it is fair for the government to go the length contemplated by this Bill.

*By Mr. Ralph Smith:*

Q. You have not any eight-hour law in the printing business—there is no legislation that regulates the hours of printing?—A. In an indirect way the same as this Bill would. In some towns and cities we have aldermanic powers or governing authorities in the city to stipulate that their printed matter shall bear the union mark. That means the eight-hour day shall govern.

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Q. You did not get it through legislation?—A. No, but we have clinched it by legislation. I think that is the case all over the world.

Q. What is the legislation?—A. Regarding those union labour clauses.

Q. But that is due to trade union efforts; in all the cities that apply that principle it is due entirely to the influence of organization—do you know of any country that has a law regulating hours of labour for printers?—A. No, I do not.

Mr. MARSHALL.—That is brought about by your own unions?—A. Yes, sir.

Q. Why not better, then, to handle this question, that is before the House?—A. They are not strong enough to do it, sir, and some of them are placed in particularly unfortunate positions.

Q. You say they are not strong enough—that means that two-thirds of the people are opposed to it?—A. Not necessarily, I believe that is a matter of education.

Q. They must be opposed to it because you find you are not strong enough—do you think it right for the government to enforce something on the people it does not want?—A. I do not think this would be the case.

Q. You think it would become law generally in all classes of work?—A. No, I think the change would be gradual and that is why I advocate a gradual process.

Q. How do you think the people would take this generally? That is on government work a man would get as much for eight hours as the men working ten hours? How do the mechanics feel about it—for instance, you have some men working on a government contract and getting as much for the eight hours as another man for ten hours—do you think that would work to the advantage of the workmen generally or would not there be a feeling brought about that it would not be desirable?—A. No more than the case between union and non-union men. It is the invariable experience where unions have attained any standing at all that their members get higher wages than unorganized men.

Q. For certain work—but I am speaking generally?—A. No, for general work, and those unorganized men have the remedy in their own hands.

Q. That is why I say, why do you not handle it yourselves and not come to the government?—A. We say they should get it if they can.

Q. I think that it would be discriminating—I think if you get one class of men for the same work and pay them as much for eight hours as you pay the men on the other side of the street for ten hours, it seems to me it would bring about a very undesirable feeling among the working class?—A. I do not think that condition arises very often—I think it would be the nine-hour men as against the eight-hour, in nearly every case where the eight hours is attained by union activity, there is not infrequently a drop of two hours, from ten to eight, but generally they cut it down from nine to eight hours.

#### HOURS AND WAGES.

Q. My experience with men, and we employ a great many, is that they complain that we do not give them work enough—of course you are a printer and would not perhaps have the same reason—but that is our experience, that we do not give them hours enough?—A. I think that is something like the men working eight hours and wanting to get overtime, perhaps—I think that is the element of selfishness in human nature which makes those fellows want to get more for the same quality or quantity of work as the next, or rather they want the opportunity to do more work than their fellow man who is just as good a workman as they.

Q. Take a man in a shop and give him his choice—supposing he was getting two dollars for ten hours, and if he wishes to work eight his pay will be reduced accordingly—which would he prefer?—A. I think he would prefer the eight hours.

Q. With the reduced wages?—A. No, I do not think he would with the reduced wages.

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Q. You do not catch my question—a man working ten hours and getting two dollars, and if he works eight hours he gets a dollar sixty?—A. He would not be willing to sacrifice forty cents a day for principle.

Q. Then he would want to be paid the same for eight as ten hours?—A. Yes. But the majority of cases are that he would want to be paid the same for eight as nine, and for nine as ten but not the same as eight for ten.

Mr. SMITH.—This Bill does not provide for wages—it just provides for fixing the hours—supposing the men are paid by the hour or by the day, but are reduced according to the hours proportionately to what they are working now, would that be satisfactory?—A. I think in some cases it would, but I believe at the same time it would be for their benefit in the end as a stimulus to them.

Q. And all laws of this kind have been understood to apply shorter hours for the same wages?—A. Yes, that is one standard, that is the declaration of the International Trades Union movement—the shorter the hours, the greater the pay.

The CHAIRMAN.—You think, if necessary, to add a clause that wages should be paid pro rata, that it would be better for parliament to leave its hands off the Bill altogether so far as the working of the clause is concerned—we have a lot of men in the House that do not see eye to eye in this matter—some men may say if you are going to make it eight-hours you must put a stipulation that wages must be reduced accordingly?—A. By longer hours I say they are reducing the consuming power of those people and injuring the interests of the community.

Q. If you had the responsibility of this committee and a proposition of that kind were handed to you how would you act?—A. I do not know as I would agree to have the wages reduced proportionately. I think some effort should be made to leave the wages at or about the same as they were before.

Q. Your feeling is that if this committee should recommend a reduction to an eight-hour day, that, with it, they should of necessity put as a sine qua non that the wages should not be less than at present?—A. Well, I am not prepared to say that—I think if the committee has doubts on that point it should thoroughly investigate before a clause of that nature should be adopted.

Q. What we want to get from you is as to how it would affect the working class—we do not want to recommend a Bill that would not be satisfactory, and a Bill that would leave a doubt as to what it means.—A. I think that to cut two hours off the day, off the working time of the men, and at the same time reduce their wages proportionately, say forty cents out of two dollars, would be doing the workingmen not a great deal of good although it would eventually improve his physical condition and give them more time for recreation, but to reduce their consuming power in that community by forty cents a day is harmful to the community.

Q. Parliament would not get much thanks?—A. Well, perhaps they would not.

Mr. VERVILLE.—Have you heard much in respect to an eight-hour day—have you heard anybody say if the day were shorter they should get the same?—A. The opinion I have found among workingmen is, that they would expect to get the same. The feeling is, if they could not have the hours reduced from ten to eight and still get the same pay, so far as organized workingmen are concerned, they would not try to reduce the hours.

Q. Where have you heard that, or in what trade?—A. I am mixed with all trades.

Q. Can you cite any particular trade where the members of it told you that?—A. No, I cannot give any particular instance—I have no memory of just who the workingmen were, but that is the impression I picked up of their views on the matter.

Q. Are you aware that a large number of trades unions are supporting that Bill as it is?—A. I do not know whether they are or not—I believe they are.

Q. And do you know there is no stipulation in it so far as wages is concerned?—A. I know that.

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Q. And still they are supporting it?—A. I believe the trades unions as represented by the Trades and Labour Congress, at least would be content to leave that matter of wages to work itself out. I believe it would work itself out in a year or so in most cases.

Mr. MARSHALL.—I think the witness is all right—I think he appreciates the fact that workmen want to get the same for eight hours as ten, and that you cannot cut the wages down—take the man labouring and having a family, he gets his two dollars to support that family. And supposing the shopkeeper has to pay as much to his clerks for eight hours as for ten hours, the workingman would naturally pay more for his groceries?—A. No, for I think the shopkeeper can sell as much in two-thirds of the time as he does during the whole time he is open.

Q. Of course if you get customers as fast as you can wait on them he might, but any man knows that he has to wait for them?—A. I have in mind the action of T. Eaton Company in Toronto. I do not think they received any representations from customers on the matter of reducing the hours of work of their employees, and yet I believe that store is said to be the largest of its kind in the British empire, which store is only open from eight to five, and they would not use that system for a week if they did not do as much trade in the shorter hours as in the longer hours.

Q. But there is only one T. Eaton in this country—I am speaking of the ordinary shop, and they would certainly have to add the extra cost to the cost of the goods?—A. Well, I think the community would just have to buy the same quantity of goods in less time.

Q. I am speaking of the men who just get enough for the ten hours to keep them—the only thing in your argument that I can see is that the man's condition, or health or rest would be improved—so far as his condition financially is concerned he would not be as well off as now. We must all admit that the men will demand as much for eight hours as ten.—A. I do not think it would arise in so many cases as to do an injury to the funds of the government, and I believe that in order to reach the desired goal some of these decided steps should be taken in some cases, that is to jump from ten to eight hours—that is, a radical step would be necessary here and there to reach a uniform result. The same thing occurred in the International Unions I speak of—some were working ten hours, and they were reduced to eight hours, and their wages increased in some cases.

#### ALTERNATIVE MEASURES *re* HOURS OF LABOUR.

The CHAIRMAN.—Just in connection with the question of wages, do you think it would be wise for parliament to enact any legislation that would leave the wages question in doubt?—A. Well, I do not think it would do much harm in this case.

Q. Do you think it would do any good?—A. It would do more good to leave it to work itself out than to experiment with it by an arbitrary provision because it would have to be more or less arbitrary.

Q. Let us see the alternatives—in some cities in Canada the hours of labour at present run from eight, nine, ten and eleven in the building trade—this law would be made generally applicable and would apply to the men working those different hours, only, the first question to come up is how are the wages to be affected. In the case of the eleven-hour men, they would be affected to the extent of three hours and the others would be affected in different degrees, and do you think parliament should leave any doubt as to how each should be affected in enacting a measure of this sort?—A. I hardly follow you in that.

Q. Would it be in the interests of better conditions to leave a point of such vital importance out, that is a question that is likely to give rise to confusion?—A. I think it would cause less confusion if it were left out. You would need something to enforce it as in the case of fair wages and fair wage officers.

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Q. I admit that—there are two alternative plans—one to say every man working for the government shall work eight hours, and yet propose he should be paid at the same rate of pay as in that locality—would a Bill of that kind be satisfactory?—A. No, I do not think that rate per hour should govern so much as it does in the fair wage scale—I think the wages per hour—

Q. Coming down to this particular Bill, you feel if parliament put that stipulation in that the wages per day remain as they are, that a measure of that sort reducing the hours to eight would not be satisfactory to the workingman?—A. That seems to me a little involved.

Q. I will make it simpler. Let us assume that parliament to-morrow enacted that in connection with all labour employed in the construction of public buildings no man should work more than eight hours a day and should not receive more for his labour than the customary rate per hour in the locality—would that be satisfactory?—A. No.

Q. That clears that point. Let us take the other extreme and say that all the men shall be employed only eight hours, but where this law involves a reduction in present hours no labourer shall suffer any loss but shall be remunerated at the same rate as he was receiving prior to the enactment of this measure?—A. Yes, it seems to me that is the purpose of the Bill.

Q. That would be satisfactory to the working class?—A. Yes, I think so.

Q. But parliament has to consider whether that would be satisfactory to other classes?—A. Yes, I think it is important that the purchasing power of these workmen should be maintained at least.

Q. Then between those two clear attitudes, one satisfactory to the workingman and the other not, there is a third, to say nothing about the wages, but leave it to settle itself or not—do you think that this third alternative would be satisfactory, that is to leave it in a state of confusion, and to be fought out between the contractors and the men?—A. I believe it would in some cases. I believe where the view is held that the change would be too radical and would cost the government quite a bit, that workingmen would be willing to compromise, for instance in a change from ten to eight hours where there might be some difficulty, the workingmen would perhaps consent to take nine hours' pay instead of ten hours' for eight hours' work. I believe there would be cases of that kind if it were left to a matter of arrangement between the government and employees and contractors. As I say, I am not able to state how it would work out exactly.

Mr. SMITH.—According to your experience, does not a demand for the reduction of hours carry with it the understanding and assumption that the wages will be maintained, is that not your experience?—A. Well, no, that is rather the theory than the universal practice. It is the general practice all right that where the hours are reduced an effort is made to keep up the pay.

Q. Do you think the workingmen of Canada supporting this Bill by their resolutions—do you think they do not assume that the financial position of the workmen will remain the same, that is, they will get the same for the eight hours as they were getting for the larger number of hours?—A. I do not expect these men working ten hours expect in every case to get the same for eight hours.

Q. All I have to say, and I have a big experience, is that I never knew a claim for shorter hours that did not assume the right for the same pay—if it does not carry that, it has no meaning.—A. In some cases the conception of what the eight hours means is so clear among the workingmen they will consent to a slight reduction to get it, figuring that they will get back to the same pay.

Q. But does this not follow too—that is the unions try to demonstrate that a reduction of hours does not always mean a corresponding reduction of production—that a man can do as much in eight as in ten hours, and on that ground, has he not a right to maintain under those circumstances, that the wages should be maintained?

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—A. That should be a matter of adjustment in the industry. I do not think a man can start out to-day and do the same work in eight as in ten hours—but ultimately that end is reached.

Q. Would the reform be better effected by one stroke or by a gradual series of improved conditions?—A. I think that depends upon circumstances. I think sometimes there is an accumulation of apparent injustices which calls for a radical stroke, and in other cases it is perhaps better to improve step by step.

Q. Take the case of public works—would it be better to bring them down to eight hours at once or to reduce it by degrees—do you think that would work more effectively to reduce them at once?—A. I think the cases would be so few where the change would be radical that it would be only fair for the government to pass legislation that would have that effect in order to do justice to workmen in that trade working in other parts of the country.

Q. But if they only confined their efforts to their own public buildings, would there be much injustice to other workmen working in other parts—unless you made it applicable to the trade generally—your point would not have the same force?—A. It would be very hard to make it applicable to trades generally.

Q. You could not by this government. Have you any other papers you would like to leave with us?—A. I have some here that I would like to file with the committee, or I would like to have the privilege of supplementing my oral evidence by a short written statement. I may say this information came to me from across the line and ninety per cent of the workmen of Canada are affiliated with the American Federation of Labour which I represent, so I would like to submit a supplementary statement.

Q. What are the titles of the papers?—A. 'Eight Hours for Labourers on Government Works.' A report by Honourable B. H. Metcalfe, Secretary of the Department of Commerce of Labour, of the House of Representatives, 4064, Eight-hour Bill—date of publication 1905, Washington.' And these here are four pamphlets issued by the American Federation of Labour itself—two of them are on economics and both by members of university staffs—one the 'History and Philosophy of the Eight Hour Movement' by Lemuel Danryd, and the other the 'Economic and Social Importance of the Eight Hour Movement' by George Gunton. I have looked through a portion of these, and there is an extensive argument to show that a reduction to eight hours would not harm the community and would benefit the workman materially, morally and physically and every other way.

Q. What are your other documents?—A. Here is 'The Eight Hour Primer; the Fact, Theory and the Argument,' by George E. McNeill; and the fourth one is 'The Eight Hour Workday; its Inauguration, Enforcement and Influences,' by Samuel Gompers, President of the Federation.

Q. I think they deal more particularly with the general question of eight hours than they do with the specific question of this Bill?—A. Yes; but there are a good many specific cases mentioned here.

Q. If you like to prepare a statement and have it submitted as part of your evidence, I think the members of the committee would be glad to have it.

MR. VERVILLE.—The other statement formally submitted was made in the name of the association, and, as there will be one from the association, I do not think that this will be necessary.

The CHAIRMAN.—It seems to me Mr. Stephenson has given much attention to this, and I must say his evidence is excellent, and as an argument for eight hours, his own presence with his knowledge, acquired during his spare moments, is, to my mind, the best argument for the eight-hour movement. (To witness) I suppose you earned your own living since a boy?—A. Yes, sir.

Q. How old are you?—A. Twenty-four. I worked since fourteen.

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Q. And you acquired the knowledge you have given us during your spare moments, earning your own living at the same time?—A. Yes, sir; and I am only sorry I have not been able to enlighten you a little more.

Q. Well, if you go on as you are doing you will do a great service to mankind. I have asked you to make that statement because requested to. I have no desire to conflict with any paper that may be submitted by the Trades and Labour Congress.

Mr. VERVILLE.—I know that no statement of yours will go against any statement of the Congress?—A. I have here also a bi-monthly publication containing articles concerning all classes of people, and this volume is devoted to the improvement of labour conditions in the United States. It is the May, 1906, edition of that publication, and there is some attention given to the eight-hour day here and other questions that affect the working day that I have not had the time to look through. However, I will leave it with you.

Mr. STANFIELD.—There is the question of wharfs and breakwaters; has anything of that come up?

The CHAIRMAN.—I think something of that has come up.

Mr. STANFIELD.—The reason I mention it is that the wharfs and breakwaters in the east, that is the work on them done there is done by farmers, and, if this should go into effect, it would affect the work on wharfs and also the farmers who want to work between seasons and who do not want to be limited in the matter of hours.

The WITNESS.—May I say, for the last nine years I made it a point of going out on a farm from one to three months every year, and have made it a point to keep in touch with the views of farmers. I have had eight or nine seasons in the harvest in the west, and I have noticed a gradual change in the working hours on the western farm. I know it used to be a common thing to work twelve and fourteen hours in harvesting in the west, around Regina, nine years ago, and I have worked in different parts and kept in touch with the Grain Growers' Association since its inception, and I know there is a tendency not to work more than ten hours a day—that is work in the field.

The CHAIRMAN.—But Mr. Stanfield is asking about men working in the water.

The WITNESS.—He speaks about farmers working there, and I want to point out that the hours of farmers are being shortened the same as those of every other class of labour.

Mr. STANFIELD.—You cannot compare the farmers of Nova Scotia with those out west, where they have improved machinery and plough with power, while in Nova Scotia it is mixed farming.

The WITNESS.—I think it is the experience that mixed farming calls for longer hours of labour.

Q. What about the men who milk six or seven cows after seven o'clock?—A. There should be two shifts of men in some classes of farm work.

The CHAIRMAN.—I would like to thank you, Mr. Stephenson, on behalf of the committee, and to say we all appreciate the evidence you have given.

Witness thereupon retired and the Committee then arose.

HOUSE OF COMMONS, ROOM 34,

WEDNESDAY, April 20, 1910.

Special Committee on Bill No. 21 respecting Hours of Labour on Public Works.

The Committee met at 11 o'clock a.m., the Chairman, Hon. W. L. Mackenzie King, presiding.

The CHAIRMAN.—We are to go on this morning with representations from the Dominion Trades and Labour Congress. Mr. Draper, are you representing the Congress?

Mr. DRAPER.—Yes, sir.

Mr. PATRICK MARTIN DRAPER, duly sworn, deposed:

*By the Chairman:*

Q. What is your occupation?—A. Printer by trade.

Q. Where are you engaged at present?—A. In the Government Printing Bureau.

Q. Who are you representing this morning?—A. The Trades and Labour Congress of Canada.

Q. And whom do the Trades and Labour Congress represent?—A. They represent the International Trades Union movement for legislative purposes in the Dominion of Canada.

Q. Will you give us an idea of the nature of the congress?—A. The congress has been in existence for many years, since 1866, and it represents some forty thousand skilled operatives in Canada, from I may say the Atlantic to the Pacific. We have forty-three trades and labour councils chartered, and practically affiliated with the congress are 628 local trades unions. The trades and labour councils pay a per capita tax on their delegates only to the Congress. For example, in the city of Toronto they have approximately 10,000 men organized and the congress simply receives the tax on some 213 delegates representing those 10,000 men. I want to explain that because it is important, in my opinion. Now, while we only represent 40,000 by the collection of the per capita tax, which the books will show, we estimate that there are over 100,000 men organized throughout the Dominion, although we do not represent them all—they are not all affiliated. The congress looks after legislation for those they represent before the Dominion Parliament, and it has nine provincial executives in the provinces. These provincial executive committees look after legislation in the provinces, and then to complete the organization we have the trades and labour councils which are what I would call equal to municipal councils in the municipalities. So you see we have the congress as a Dominion legislative body, the provincial executives as the provincial legislative bodies, and then we have the trades and labour councils chartered in forty-three different centres. I suppose I need not go further—

Q. I suppose they are in the centres of the Dominion?—A. These trades and labour councils are like feeders to the other bodies in the way of legislation—they appear before the municipalities and look after legislation there.

Q. I gather from what you state the congress is the oldest and largest representative body in the Dominion?—A. Yes, for legislative purposes.

Q. What position do you hold in connection with the congress?—A. Secretary-treasurer, and have been such for ten or eleven years.

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Q. Does that constitute you a member of the executive?—A. Yes, sir.

Q. What other officers are there on the executive?—A. The executive council is composed of a president, vice-president and secretary-treasurer.

Q. How long have you held the office of secretary-treasurer?—A. Ten years.

Q. Are we right in assuming that the views which you express here represent pretty accurately the views of the workers throughout the Dominion, representing the unions that have either affiliation or hold charters from the Dominion congress?—A. I think you are right.

Q. Would we be right in assuming that these views represent the views of any other workers than those immediately connected with the Congress?—A. As has been expressed at the different conventions—I have been at fifteen now—and it has been expressed at these conventions from year to year, and my views would represent the views of workers as expressed at the conventions.

Q. But what I want to get at is this: There are other labour bodies not as large as yours—the National, for instance—can you say the views expressed by you would represent their views also?—A. No, sir; I do not represent them in any capacity.

Q. They would have to speak for themselves?—A. Yes, sir.

Q. Outside the ranks of trade unions there are a large number of men in the same trades and same calling, and working under the same conditions, in part, to the members of the unions; would the views you express be held by them in any degree, do you think?—A. I will only speak for those I represent. I would not say they are their views, but I think they are.

Q. Do you think the views of organized labour are typical of the views held by workmen generally, or would you regard them as being different to any degree?—A. My analysis, from close observation, has been this, that the organized workers do represent, in so far as we can secure or obtain information, the views of nearly all the workers. There may be isolated cases, but, of course, as you will understand, it is a large constituency and there is a multiplicity of views and very often a great amount of difference, but I do not think there is any considerable or appreciative difference between the wage-earners of Canada as a whole on the advisability of seeking to establish an eight-hour work day.

Q. Do your views represent, in any way, the views held by agricultural labourers as opposed to those engaged in the trades or manufacturing industries?—A. No. From my meagre knowledge of agriculture, I think that the circumstances that surround the work that farm hands or farm labourers do are different to the people whom we are representing. Therefore, I do not desire to have it said that I represent the agricultural labourer.

Q. Have you ever formed an estimate as to the relative number of men working on farms as compared with the number in factories and trades?—A. I have endeavoured to do so by statistics, but I must say I have not satisfied myself sufficiently to be able to give even approximately what the proportion is. I would not like to express my opinion on that.

Q. I understand, Mr. Draper, you have a memorial or a memorandum prepared which sets forth the views of the Dominion Trades and Labour Congress on this Eight Hour Bill of Mr. Verville's. Perhaps you would prefer to read the memorial, and then have the committee ask you any questions on it they desire?—A. Yes. I may say this memorial has been prepared by the solicitor and executive council of the Congress, and is largely in reply to the statements made here by Mr. Murray, representing the Canadian Manufacturers' Association, who appeared against the Bill on behalf of that association, and I desire to read it with your permission.

Q. Who is the solicitor of the Congress?—A. John G. O'Donoghue, of Toronto.

Q. I think the members of the committee would like to hear the memorial?—A. (reading):

## MEMORIAL IN BEHALF OF THE TRADES AND LABOUR CONGRESS.

GENTLEMEN,—In presenting the views of organized labour in favour of the Eight Hour Bill now being considered by this committee, I may be permitted to say a word as to the Canadian Manufacturers' Association and the argument presented to this committee by Mr. Murray on behalf of that body in opposition to the Bill.

The general position of the Canadian Manufacturers' Association, as outlined in its case, is that of the self-constituted friend of labour—favourable to trades unions 'as long as they are properly conducted.'

'Shure,' said Dooly, 'if properly conducted. An' there ye are. An' how wud they have thim conducted? No shtrikes, no rules, no conthraacts, no scales, hardly any wages, an' dam few mimbers.'

I may state, Mr. Chairman and gentlemen, before proceeding any further, that I shall be pleased to answer any questions, if you desire to ask them, as I go along.

The late Senator Perley placed the C.M.A. in its proper place when he characterized that organization as the biggest trust in Canada, and if it be, as Mr. Murray says, 'The friend of the workmen,' then the organized workers of this country must heartily ejaculate 'God save us from our friends.' No one can mention a single case where it helped a workman suffering under sweat shop or other adverse conditions to lift himself from the mire; nor where it proposed or endorsed legislation for the protection of women and children; nor where it gave heed to the cry of an oppressed worker. Its whole history is a recital of a purely selfish desire to safe-guard its own pocket at the expense of the general public.

There has hardly been one measure proposed for the amelioration of the conditions of the workers since the organization of the C.M.A. to which that body has not offered the bitterest opposition, nor does it always take time to learn what it is opposing. For instance, when a Bill establishing arbitration and conciliation in labour disputes in Ontario was proposed a few years ago, the C.M.A. and its wicked partner, the Employers' Association of Toronto, condemned the Bill before there was any possibility of knowing what its provisions were.

Advocates as they are of protection to the manufacturer 'as high as Haman's gallows,' the only uplift of a workman that would give that organization real unmitigated joy would be when he goes up by the neck.'

Many of them are members of international trade organizations, and yet they sought to prevent workmen from belonging to international trade unions. Protected to the hilt by tariff legislation the members send up a cry to high Heaven against any protection being afforded to those who create their wealth for them.

The statement presented by Mr. Murray to your committee contains protestations at various stages of the regard the C.M.A. has for labour, and it states piously as to the humanitarian reasons in favour of the adoption of the Bill, 'God knows the manufacturers of Canada have not turned a deaf ear to this side of the argument.' It goes on to say, 'Where occupations are carried on under conditions dangerous to life or limb, where from the nature of the material handled or the atmosphere created the health of the worker is easily undermined, or where the imposition of long hours would shatter the nerves or sap the strength of women and children operatives, the manufacturers of this country will be the first to hold up both hands in support of regulation.' It is worth observing that the statement does not say that the manufacturers of this country have been the first to hold up both hands in support of regulation. Perhaps the C.M.A. will point out what legislation it has proposed, encouraged or endorsed for any of

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these things. The truth is, as already stated, that to every measure offered to remedy the conditions last referred to, the C.M.A. has been there with its opposition seeking to defeat every attempt to secure the enactment of such legislation. When the Act was to reduce the hours during which children could be worked the crocodile tears of the manufacturers were copiously shed on behalf of the widows who would be deprived of the assistance of their children. Where it was for the protection of women, their eyes were again suffused at the thought of independent women being prevented from working overtime to maintain a sick mother, a decrepit father or invalid children, and when, as now, a Bill that, in principle, they cannot oppose, is presented, all the evils in the calendar are presented to your committee as being the natural results if the Bill should become law. Before this tribunal they oppose federal legislation and would support provincial regulations. If a similar Bill were presented to the provinces, they would still be there opposing, although hypocritically stating that federal legislation would appeal to them, and so from one jurisdiction to another, so that the organized worker is prompted to commend the C.M.A. to your committee as easily first in the list of side-steppers. We state, shortly, with respect to all the expressions of sympathy contained in the C.M.A. statements that the working people of this country do not believe those statements are sincere and we repudiate the C.M.A. as the mouth-piece of the working people of Canada. We have had no help from them in the past and we expect none now. They profess that 'so far as shortening the hours of labour will contribute to a state of prosperity and contentment among his working forces, he (the manufacturer) can be depended upon to do it just as quickly as the economic conditions will permit.' Your committee must be fully aware of the number of manufacturers who have realized when the economic moment was at hand and who have offered their workmen a reduction of the hours of their labour.

The statement presented by Mr. Murray is made up of fears, fallacies and foolishness. As usual, instead of being confined to the Bill before the committee, it has taken up five-sixths of its space on matters not at all pertinent to the question under consideration by your committee. In his general diatribe against trade unions, he sought to prejudice this committee by references to the Winnipeg Plumbers' Union and to the Toronto Typographical Union. The members of the committee will not have forgotten his acknowledgment to Mr. Verville later that he did not know what he was talking about. If a judgment in a civil action against the Winnipeg Plumbers' Union casts a reflection upon that body, what must be the situation of the associates in business of the manufacturers in Toronto, who, as the Master Plumbers' Association, were convicted and heavily fined for a breach of the criminal law? There is an old adage which might be commended to the Canadian Manufacturers' Association about people who live in glass houses.

If Mr. Murray's statements generally are as little accurate as his representations with respect to the number represented by the Trades and Labour Congress of Canada, then very little reliance can be placed upon them. He stated to this committee that the secretary of the Congress, at Victoria, in September, 1906, reported a total membership of 27,067. We do not like to accuse Mr. Murray of wilful misrepresentation, but it is curious that he overlooked the statement on the next page of the report that thirty-seven trades and labour councils in Canada are now chartered by the congress. This means that in addition to the 27,067 already referred to, the Congress had, in 1906, through its trade councils, the affiliation of 100,000 workmen. In 1909 there were 36,071 affiliated through their own unions, while in addition there are forty-seven trades and labour councils chartered, extending from Victoria, B.C., to Sydney, C.B., so that the present representation in the Congress is well over 100,000 wage-earners, and when it is

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remembered that most of those have families depending upon them, the total number interested in the success of this legislation is very considerable.

On the other hand, Mr. Murray's organization has 2,500 of a membership. By referring to the census it will be observed what an exceedingly small proportion of the manufacturers of Canada the Canadian Manufacturers' Association represents, and when you further deduct probably 95 per cent of that membership who never tender for or are interested in government contracts, it will be seen how very few of the members of the Canadian Manufacturers' Association will really be affected by this Bill.

Then with regard to the alleged unanimity of the manufacturers in opposition to the Bill, it should be noticed that, while those represented in the Trades Congress endorsed the Bill in annual convention after careful consideration of its terms, the Canadian Manufacturers' Association has worked up its opposition entirely through its secretary, as most of the manufacturers of Canada appear to be utterly unconcerned as to the progress of the Bill. While it may be true that there has not been one dissenting voice in instructing Mr. Murray to appear and oppose the Bill, at the same time very few of the members of the Canadian Manufacturers' Association have seen fit to give him any instructions. Most of them are long familiarized with the eight-hour day and recognize its place in our social structure. The boards of trade which have spoken upon the matter have probably never read the Bill, but have taken for granted that all the evils mentioned in the Canadian Manufacturers' circular are likely to follow upon the passage of the Bill.

Mr. Murray expressed great concern about the motive underlying the promotion of the Bill. There need be no doubt about the motive. It is to prevent the government, as employers of labour, from being last in the procession of progress in industrial and social improvement. The eight-hour day obtains very largely in Canada to-day in the skilled trades as well as in the civil service and in the Government Printing Bureau. The printers have it, the bookbinders have it, and many others can be named. Many members of the Canadian Manufacturers' Association are working under it. The government, if this Bill becomes law, far from being in the van of progress, will be making but a tardy addition to the movement. The Trades and Labour Congress of Canada, along with other social betterments, are endeavouring, and will continue to endeavour, to promote the adoption of the eight-hour day, not only in government work, but throughout the length and breadth of Canada.

Sir William Mulock, in introducing the Fair Wage Resolution in the House some years ago, stated that it was the desire of the government to be a model employer. A model employer usually leads the way. It is impossible to do so in this instance, but what we do ask is that it at least keep step with the march of events.

It was argued by Mr. Murray that a firm cannot work one part of its staff eight hours on government material and the rest of its staff ten hours on the material entering into private contracts. It is curious that with his knowledge of industrial concerns Mr. Murray was not aware that many establishments do that very thing to-day. It is not beyond the knowledge of this committee that in the one establishment printers may be working eight hours, bookbinders nine, and the other trades, nine or more hours a day. It is a common occurrence. The fear expressed by the C.M.A. that the introduction of an eight-hour day into one branch of a firm's business would cause agitation and unrest among other trades employed by the same firm is dissipated by the experience of firms that have at the present time the eight, nine and ten-hour day prevalent in their establishments. The agitation for an eight-hour day began, naturally, before there was

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an eight-hour day, so that the existence of the shorter day does not make the agitation any more intense.

While it is not true, as stated by Mr. Murray, that the Trades and Labour Congress of Canada is affiliated with the American Federation of Labour, the congress very heartily endorses the sentiments expressed by Mr. Gompers in addressing the committee on labour of the House of Representatives, Washington, quoted by Mr. Murray in his statement.

Instead of worrying about the motive of the congress in pressing for the passage of this Bill if we seek the motive promoting the C.M.A. in its opposition to it, we will find it is the same motive that prompted opposition to the reduction of the work day from fourteen hours to twelve and from twelve to ten and from ten to nine, namely, the desire to exploit the workers for the benefit of the pockets of a few. The widow, the orphan and the so-called 'free and independent, workman, have been doing work for years in the mouths of the C.M.A. and kindred associations in the endeavour of the latter to hide their real object, namely, to use the workman twenty-four hours every day, if possible, until his usefulness is gone, when he is cast out without one regret, one expression of gratitude, without any concern for his future, to be replaced by another unfortunate workman with nothing to sell but his labour, and who has the nice sounding 'right to work,' which means after all nothing but the right to look for work. Reading into the opposition of the C.M.A., the motive that underlies it, this committee will see how much reliance can be placed upon the expression of sympathy for the working man coming from that body.

Concern was expressed by the C.M.A. that upon the passage of the Bill some workmen would object to being forbidden by law to work more than eight hours a day. There are men who would work twenty-four hours a day, if permitted, as there are employers who would make them work that long if not prevented from doing so, but we do know of instances where workmen have chosen to accept the eight-hour day, notwithstanding that that meant a reduction in wages. The 'Winnipeg street railway men did so. The C.M.A., on the other hand, while endorsing the principle of the Bill, and wishing God-speed to the working people in general, do not show the same high regard for a principle. Their great concern appears to be that their operations will become less profitable. This 'free and independent workman' must join the widow and the orphan as another of the class so cheerfully referred to by the C.M.A. as being jeopardized by the passage of this Bill. The Archey Road philosopher aptly expresses the position of this free-born workman as follows: 'Suppose wan av these freeborn citizens is wurkin in an open shop for th' princely wages of wan large iron dollar a day for tin hours. Along comes another freeborn son-of-a-gun and he sez to the boss, I think I could handle the job for ninety cints. Shure, says the boss and the wan dollar man gets the merry, jingling can, an' goes out into the crool world t' exercise his inalienable rights as a freeborn citizen and scab on some other poor devil.'

Since the adoption of the eight-hour day in Canada conditions have adjusted themselves, namely, along the economic lines so feelingly referred to by Mr. Murray.

The C.M.A. asks 'Is there any reason and justice in allowing three men out of one hundred to dictate to the other ninety-seven and impose on them a condition which may work extreme hardship.' In the first place the C.M.A. has the figures reversed, as probably only three out of every one hundred workmen in Canada have anything to do with Government contracts. In the second place, the C.M.A. itself does not hesitate to impose its views upon a minority of its membership, or upon the vast majority of employers of labour who do not belong to that organization at all. And in the third place, the Bill would only

require the same hours on Government work that practically prevail in the open market in the trades affected to-day.

As a matter of fact there are employers of labour, members, we believe, of the C.M.A., who not only voluntarily granted the eight-hour day, but agreed to it with an increase over the wages being paid for the nine-hour day. That is the case with the employing printers.

While some attention was given in the C. M. A. statement to the question of provincial rights, we do not propose to bother you about that phase of the matter. We take it for granted, that while the general regulation of hours is a matter of provincial concern, the Dominion government can impose what restrictions it sees fit in contracts it proposes to enter into.

As to the complaint that the Bill would result in added cost on Government contracts it seems scarcely necessary to refer to the figuring done by Mr. Murray. He argues that if it takes five men working eight hours each at \$2.00 a day to do as much as four men working ten hours each, the increase would be \$2.00 or 25 per cent. Following out this line of argument, a saving might be pointed out by employing two men twenty hours each, a net gain of \$6.00 per day. The C.M.A., to be consistent, should have carried their case that far. He evidently overlooks the matter of increased efficiency, the provision against accidents, the larger proportion of which occur in the final hours of a day's work, and the greater good-will of employees working a shorter day. But there is something more; the workman is given a chance to improve his intellect and his physical powers, to give some attention to his family and the upbringing of his children, all of which make for better citizenship, and more enduring loyalty to our national institutions. But of course all these must be brushed aside because the C.M.A. members may lose a few cents by the change.

But need the tenderer for Government work fear any loss at all? He tenders upon certain specifications, covering material, workmanship, wages and hours. If he tenders at a loss to himself it is his own fault. The fair employer should be glad of the regulation because he is protected from the unfair employer who would work his men ten, eleven or twelve hours in order to make a profit for himself. The fair wage clause gives the fair employer the same protection and there is not a whimper from any fair-minded employer to-day about the regulation of the wage by the fair wage clause. The same would apply to the eight-hour day regulation, and if the C.M.A. were possessed of that spirit of fairness towards, and sympathy for, the working people that it professes to have, it would be present before your committee heartily endorsing a regulation that would protect the fairly disposed employer against the scheming of the sweatshop artist and the exploiter of the unprotected workers. If the Government can afford to give one million and a half dollars per year in a bonus to the Dominion Iron and Steel Company, none of which reaches the employees who have to grub for a decent wage in the same way that any other workman has to do; if it has seven million dollars for unproductive military purposes, voted last session; if it has a half a million dollars a year for the maintenance of an effete Senate; if it can afford to pay bounties running into hundreds of thousands of dollars every year for petroleum, iron, steel, manilla fibre, and for the encouragement of the brass industry; if it has millions for all these purposes, it surely can afford an extra twenty-five thousand in the cost of a \$100,000 building, as Mr. Murray asserts would be the case with the passage of this Bill. Of course, it must not be forgotten that this is his own estimate worked out on the figures already given. The difference would be that while in the case of bounties, &c., the money goes into the pockets of a few, the slight extra that might (without admitting that it would) be caused by the adoption of this Bill would go to the working people, by far the most numerous section of the community.

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Mr. Murray, in his evidence before the committee, assumes the existence of a lot of difficulties that need not occur. He takes it that extra inspectors will be needed by the government on every piece of work that is done for it, and that the contractor will require inspectors to watch the sub-contractor. We are surprised that such an argument should be used. The members of this committee know that in enforcing the fair-wage clause in government contracts the Department of Labour has only two or three officers, and, as for the private contractor, he will be protected by his contract with the sub-contractor without the assistance of inspectors at all.

A reference was made to the Intercolonial Railway and to the difficulty of working one gang of men eight hours, and another gang ten hours. This so-called difficulty has already been referred to. Those conditions already exist in many shops without all the evil results to which the Canadian Manufacturers' Association points. If an employer has not the machinery or the workmen to place him in a position to tender for public contracts, he does not tender. If he cannot comply with the conditions imposed in the specifications, he has no business applying. If a contract is awarded to him, after a tender made by him with his eyes open, he has no business to complain as to the terms on which he accepted the contract.

No more difficulty would be experienced in enforcing a provision in a contract for the eight-hour day than is met with in enforcing the fair-wage clause. Some workmen in a shop may be getting a better rate on a government contract than other workmen in the same shop on private work. That is the only condition that can arise with the eight-hour day. The government, up to date, has been able to maintain the fair-wage regulations, and there is no reason to assume that it would not be equally successful in enforcing the provision as to the eight-hour day. Every condition presented by Mr. Murray as a difficulty in enforcing the eight-hour day can arise with respect to the enforcement of the fair-wage clause. He is too much oppressed with these matters, and should remember the assurance of somebody that most of the troubles that cause us worry never arise. When a large railway like the Grand Trunk Railway or the Canadian Pacific Railway makes a reduction in hours for its employees, on an increase in wages, it seems able to make the adjustment without the chaos feared by Mr. Murray. The task would be much more difficult for a railway with its vast number of employees. Even with train despatchers, the railways have been able to reduce their hours, and yet we hear no wail from other branches of the railway service for a reduction of hours simply because train despatchers here and other employees elsewhere have shorter hours. The hours differ, as a matter of fact, for machinists, yardmen, trainmen, conductors and all branches of the service, and, when a change is made, the adjustment is managed without any difficulty. We surely must assume that for the small number of workmen who would be affected by the adoption of this Bill, little, if any, difficulty would be encountered in the adjustment of conditions.

Canada surely cannot longer remain behind the forty odd States that have similar legislation, or behind the large number of employers of labour who are now carrying on their business on the eight-hour plan. The Act is but a tardy recognition of results that have already been achieved in the open market. There will always be a wail from the Canadian Manufacturers' Association when legislation is proposed for the amelioration of the conditions of the working people, and to permit the protest of that organization to prevail now to stop the wheels of social progress would be to admit that Canada is content to remain a laggard and a coward in the effort to uplift its people and to make of them citizens worthy of the country in which they live."

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By Mr. SMITH.—Does it show here that this law prevails in the United States?  
—A. In forty odd States.

Q. By local bodies?—A. In the legislatures. They have the state legislature, the same as our provincial legislature here, and they have the eight-hour day in forty odd States.

Q. With regard to State contracts?—A. Yes, sir.

Q. Have they the eight-hour law in connection with the federal government?—  
A. I believe they have. I cannot say for sure that it applies to all work, but my opinion is that it does.

*By the Chairman:*

Q. Do you know if the State laws go as far as this Bill of Mr. Verville?—A. In the majority of cases, fully.

“Reference was made before you to the operations of blast furnaces, log driving and other businesses which have no concern with government contracts. We do not propose, therefore, to take up your time in referring to them. Even in these cases, it was admitted that any difficulty (assuming the Act applied) might be overcome by arranging for a better supply of labour. It was further stated that in railroading the eight-hour standard is equally impossible. We need hardly refer to legislation in the United States fixing eight and nine hours for telegraphers in the employment of railways, and to other regulations of the kind. The Lord’s Day Act was hailed as equally impossible, but conditions have rapidly adjusted themselves to the new regulations.”

By Mr. SMITH.—Does it say they have a law in the States regulating telegraphers to eight hours?—A. Yes, some work eight hours.

Q. I have seen regulations regarding nine hours, but I have not seen the eight-hour law?—A. I am of the opinion they have an eight-hour law, or standard.

Q. Is it a law by the Federal Government in the States?—A. No. I refer to a standard—it is a standard, not a law; it is a standard obtained by the telegraphers. The telegraphers have been agitating for a reduction of hours, and wherever powerful enough to obtain it they have been reduced to eight hours.

Q. Through the Trades Unions?—A. Yes. It is a standard also in regard to railways—I did not intend to infer that there was any law for that—it is a standard that has been obtained.

“You were asked, ‘How will the farmer be affected?’ and a learned disquisition was delivered upon the science of agriculture. We stand second to none in our respect and admiration for the farming industry, but the simple answer is that this legislation does not apply to farmers any more than it does to domestic servants. The reference to the farmers was simply for the purpose of prejudicing that large, important branch of the community against this Bill, and common honesty should have prompted Mr. Murray to point out that the farmers will not be affected in any way by the operations of this Bill. It is amazing what a sympathetic regard the C.M.A. has for every class of the community except itself. As Dooley says ‘they care no more for themselves than they do for their right eye.’ Considering the way in which the farmers are made to do duty in this instance, and the evil results that will, it is said, follow the passage of the Bill, we are only surprised that the Bill is not also blamed for the decrease of the birth rate, the recent tariff difficulty, the length of the session at Ottawa, and the thousand and one other ills that flesh is heir to.

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The C.M.A. is afraid monopoly might be produced among those tendering for government contracts by reason of many of them refusing to further tender for public works. We venture to say that so long as an honest dollar can be made out of government or other contracts there will be found plenty ready to tender for them.

We desire to say only a few words with respect to the findings of the Nova Scotia Commission, referred to by Mr. Murray. The net result appears to be that, because the change might affect an employer's pocket, the claims of the working people for better conditions had to be denied. There appears in the report a greater love than has been for such institutions as the Dominion Iron and Steel Company, an infant industry that required to be fed at the rate of a million and a half dollars every year until it reached the age of manhood. If the government had not taken upon itself to determine when that period had arrived, the chances are that the industry itself would have been as old as Methuselah before it was of opinion that the bonus should cease. The report of that commission indicates short-sightedness and a too great regard for the pocket of the employer as against the rights of the working people. The committee, no doubt, has before it the findings of English commissions upon the same subject, which show a better conception of the rights of all parties concerned than appears to have been possible for the Nova Scotia Commission.

Quite a number of questions have been asked of witnesses as to their views upon the propriety of making provision in the Bill for the wage to be paid. We have not in the Bill itself asked for any provision of the kind, as we are satisfied that the conditions in different localities will settle that point. If any amendment to the Bill is to be made in that connection, it should be to provide that the same wage shall be paid for the eight-hour day as was previously paid for a longer day. The tenderer cannot complain, because he quotes his price upon the basis of an increase, and is paid accordingly. The only party that could make an objection is the government, and, for reasons already given, money expended in this way will be well spent.

With respect to the difficulty in enforcing an eight-hour provision, the men most competent to speak upon the subject—witnesses like Mr. McNiven, Mr. Guyon and others—say that they think the provision could be worked out acceptably, and cases were referred to by those gentlemen where difficulties no less great in the enforcement of the fair-wage clause were easily adjusted by them. Government work could surely be labelled and a declaration required from the contractor with respect to it. In the Winnipeg Street Railway case the statement was emphatically made before a Board of Conciliation under the Lemieux Act by a representative of the company that an eight-hour schedule for the men was absolutely impossible, and yet, once the company agreed to enforce the eight-hour day, an acceptable schedule on an eight-hour basis was put in force in a very few weeks. All those difficulties have been pointed out time and again in opposition to every progressive public movement. They were presented in opposition to the fair-wage resolution, in opposition to the Lord's Day Act, and so on through the whole gamut of public legislation, but society soon adjusts itself to new conditions. Where there's a will there's a way, and once employers know that the eight-hour provision in the specifications will be enforced, they will speedily find means of carrying it into effect. The chairman of this committee probably heard some objection in connection with the enforcement of regulations to prevent sweat-shop conditions in the manufacture of postmen's uniforms, but a necessary reform was not delayed in that case by reason of these objections, and we do not believe the reform asked for now will be delayed to any greater extent.

Why an employer should object on the ground of loss to himself passes our comprehension. If he has a number of men working nine hours at 40 cents an

hour and he tenders for public work on an eight-hour basis he will tender at the rate of 45 cents an hour. If the contract is awarded to him, he loses nothing, because the government pays the price. A lot of twaddle has been talked before the committee about the conditions on government work, with this Bill in force, creating dissatisfaction amongst workmen who are labouring under less favourable conditions. The difference in conditions exists to-day with men working eight, nine, ten, twelve and thirteen hours, and it is not at all likely that a provision in a government contract that will affect such a small portion of the workmen of this country would add anything to whatever dissatisfaction now exists amongst workmen in the comparison of conditions. Right in Polson's, to whose works reference has more than once been made, it will probably be found that pattern makers, moulders, machinists, labourers and others work different hours at different rates, thus affording plenty of room for dissatisfaction, and yet Polson's works seem to run along from day to day. But the great advantage in the passage of this law would be that a fair employer who is working under eight-hour conditions and high wages will be protected from the competition of employers of cheap labour. The Toronto employer, for instance, in the building trades should be protected from competitive tenders of Quebec or other provinces where a longer day prevails. As it is, the fair employer is prevented from tendering for government work because of the lower price at which the cheap labour employer tenders. The existing conditions have created a privileged class, that class being employers who are willing to have men work for them twenty-four hours a day for nothing, or, as in the case of the Hamilton Iron and Steel Company, from eleven to thirteen hours per day at 15 cents an hour.

The chairman of this committee, at page 182 of the evidence, thought 'The greatest handicap in the way of reform, so far as industrial conditions are concerned, lies in the fact that unless one province keeps pace with every other province, you give to that province that is behind in labour legislation an unfair advantage in industrial competition over the one that wants to do what is right, and I do not see why we should not get this thing under a law of general application.' That is exactly our view, and we say that the adoption of this Bill will, at all events, to the extent of its applicability, remove that unfair advantage and give the fair employer a chance.

Some of the evidence before this committee was tendered for the purpose of showing that there are men who want to work longer than ten or more hours. It is not surprising that in such establishments as the Hamilton Iron & Steel Company, where the wage rate is 15 cents an hour, men should want to work long enough to make sufficient to buy the necessaries of life. If they were paid a decent minimum wage, it would speedily be found that the man would be satisfied to work not more than eight hours in any one day. It is the unfortunate conditions under which they work that drive them to clamour for enough work to provide them with funds for the ordinary necessaries of life.

We should like to refer for a moment to the evidence of Mr. McKune, superintendent of the Open Hearth Department of the Hamilton Steel & Iron Company. He said the employees worked 11 and 12 hours at 15 cents an hour rate, and that no dissatisfaction existed amongst them. Further on, he stated that once an eight-hour shift started it would create disturbance and the company would lose control of the men. This latter statement hardly works in with his prior statement about the absence of dissatisfaction. If it is a fact that men working such long hours at such a mean rate per hour are satisfied with their condition, then men of that character are not of much use to Canada and the fewer we have of them the better, as they make a mighty poor addition to any country. The conditions existing in that company look like slave-driving. And MR. DRAPER.



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here we must again note that it is Mr. Murray, a representative of the C.M.A., who is endeavouring, before the Committee, to obtain from Mr. McKune evidence to show what a great advantage such conditions are, showing if any evidence of the kind were wanting, what hypocritical professions have been made by the C.M.A. in pretending before this Committee, to be the friend of the working people. Mr. McKune said that the men were given to drink. The great wonder to us is that the men did not keep themselves paralyzed with drink all of the time so as to forget the unhappy surroundings under which they were working.

The evidence of Mr. McKune and one of his employees, Mr. Justus Post, was such as to call forth from your Chairman, the very proper suggestion that 'It is about time this agitation should be directed to some other industries. I don't think any man should be compelled to work 365 days in the year, twelve hours a day, whether he wants to or not. . . . If that is the condition prevailing in an industry which is getting support from the Government, it seems to me it is a very serious responsibility on the part of everybody who has to do with the Government in seeing whether that sort of thing is necessary or not. I might say that either the witness is stating his facts too strongly or there are pretty serious grounds for an inquiry into this whole question of hours of labour.'

The question was proposed by a member of this Committee, 'Why a man who is working his factory on a ten-hour basis if he gets government work, should have to pay the men working on that government work the same for eight hours as they would receive for ten hours on other work.' The simple answer is that no one is compelling him to tender for government work. If he does not desire to pay the rate and to give the hours he should refrain from tendering. If he tenders at the hours and rate he cannot be heard to complain afterwards that the conditions impose a hardship upon him. The money does not come out of his pocket in any event. A great deal of discussion has taken place before this Committee as to the propriety of leaving machinery unemployed for two hours a day. If the desire of the Committee is to impose conditions that will make for the welfare of the machine rather than of the men, provision had better be made for a twenty-four hour day for the machinery."

*By the Chairman:*

Q. Do you agree with that?—A. With what, sir.

Q. With the demand that if the committee is interested in looking after the welfare of the machine that it ought to make arrangements for it to run twenty-four hours?—A. Yes.

Q. We have some evidence here, and in my view it is much better to give the machinery a rest occasionally.—A. I am just drawing a comparison—some employers have more consideration for the machine than they have for the employee or for brains.

Mr. KNOWLES.—I take it that Mr. Draper is speaking in an ironical sense in that regard.

Mr. Draper thinks the machine might be run twenty-four hours, and we have had evidence here, and I am rather inclined to think likewise, that if you work twenty-four hours straightaway, it is hard on the machine.

The WITNESS.—Of course you can repair the machine, but you cannot repair the man—he would soon fill an early grave.

Q. Speaking of the machines, they would be better preserved with an occasional rest?—A. I think we can trust to the employer to look after that. He looks after the machine because when anything goes wrong it costs so much to repair it—but when a man is run down he gets out, not being able to keep up with the procession.

*By Mr. Smith:*

Q. Do you suggest we should look after the machine in that way?—A. That is just my opinion.

Q. Just read that portion over again?—A. I think I qualified that. But of course there may be some correction necessary, and I am always pleased to correct anything or make it right. A great deal of discussion has taken place before this committee as to the propriety of leaving machinery unemployed for two hours a day, and I say, 'if the desire of the committee, is to impose conditions that will make for the welfare of the machine rather than for the men, provision had better be made for a twenty-four hour day for the machinery. You see I qualify it by saying, 'if it is the desire of the committee' to do that, I say provision should be made for twenty-fours for the machinery.

*By the Chairman:*

Q. That is where I say you are wrong. In stead of making a provision that it should work twenty-four hours we ought to see it gets an occasional rest.—A. You may be right. I say further. If on the other hand, the welfare of the workmen is the first consideration, then so much sympathy should not be lavished upon the machinery and the pocket of the employer as has been wasted before this committee by some of the witnesses called by the C.M.A. I do not say it is the committee that has wasted any time, but it is the witnesses representing the C.M.A. who have wasted your time. Machinery in most establishments to-day is employed for eight hours and the employers who own machinery are apparently able to hold their own with others. It is a curious fact that out of the very few witnesses called in opposition to this Bill the most of them are from institutions like the Hamilton Steel and Iron Company that are run under conditions as to wages and hours that are a disgrace to any country.

Q. Excuse me, but about the law in the forty states—have you seen this statement or summary of the United States laws in regard to hours of work?—A. Yes, sir.

Q. Do you know how many states are mentioned there as having the eight hours?—A. I did not count them.

Q. I have counted twenty-two, and I wish you would look over that list and see if any are omitted there. I thought it would include all the states having the eight hours, but if you have any additional ones the committee would be pleased to know it. On page 65 of the proceedings there, there is a summary of all state laws in force in 1910 in regard to hours of labour, and I make out it includes twenty-two states altogether, that is omitting any reference to the Federal Government, and we understood at the time that that was a complete list, but if you have a knowledge of any additional states you might communicate with the secretary and let him know.—A. I will. I understand the importance of having the statement correct, and I will do it.

Q. The committee will be thanful to you for it.—A. In a report made on 'National Waste' by the National Conservation Commission, Prof. Irving Fisher, of Yale University, has this to say on the hours of labour that fully supports the position that organized labour assumed when it first began the shorter work-day agitation:—

"The present working day, from a physiological point of view, is too long and keeps the majority of men and women in a continual state of over-fatigue. It starts a vicious circle, leading to the craving of means for deadening fatigue, thus inducing drunkenness and other excesses. Experiments in reducing the working day show a great improvement in the physical efficiency of labourers, and in many cases results in even increasing their output sufficiently to compensate the employer for the shorter day."

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Several examples of such a result exist, but the real justification of a shorter work-day is found in the interest of the race, not the employer. One company which keeps its factory going night and day found in changing from two shifts of twelve hours each to three shifts of eight hours each, that the efficiency of the men gradually increased, and the days lost per man by illness fell from seven and one-half to five and one-half a year.

Public safety requires in order to avoid railway collisions and other accidents, the prevention of long hours, lack of sleep and undue fatigue in workmen. A typical succession of events is, first, fatigue, then colds, then tuberculosis, then death. The prevention of undue fatigue means the arrest at start of this accelerating chain of calamities.

The ordinary workingman works two or three hours too much every day, and he doesn't have time enough in which to eat his luncheon to produce good results for himself and his employer.

The Federal Council of the Churches of Christ in America, representing the united Protestant churches in the United States, with a membership of 13,000,000 and a constituency of 40,000,000, unanimously adopted among other specific principles for which, it asserts, it must stand:—

“1st. Gradual and reasonable reduction of the hours of labour to the lowest practical point, and for that degree of leisure for all which, is a condition of the highest human life.

2nd. Release from employment one day in seven.

3rd. A living wage as a minimum in every living industry, and the highest wage that each industry can afford.”

The Pittsburg survey revealed to all interested in industrial conditions a state of affairs in many respects surprising. In the steel mills, according to the report of the survey, 2 per cent of the employees, or about 14,000 men in Alleghany county, worked twelve hours a day, seven days in the week, at the rate of 16½ cents an hour. The investigation of the survey showed that in precisely the regions where those low-paid work people were housed the drinking was at its worst and the general morality at its lowest. Saloons found this the most profitable region financially. For most men working twelve hours a day, seven days in the week, little is left except lethargy or stimulants. The council further says that family life, intelligent social intercourse with one's fellows, are impossible under such conditions, and the labourer not only is not encouraged to develop upward, but, by the conditions of his labour, is held in an inferior and degraded condition with no chance of development.

Reference has been made before this committee to the Canadian National Builders' Association. The impression was conveyed to your committee that that body was a unity in opposition to this Bill, but, from the reports appearing in the press it is evident that all members of the Builders' Exchange were not opposed to an eight-hour day. Mr. A. S. Denis championed it, stating that work could be done more effectively by men who were not overworked. Others took similar ground. Mr. Cannon stated that in Toronto it was no hardship to hold people on an eight-hour day. All conditions, he said, in this part of the country at least were in favour of the eight-hour day.

We summarize our position thus:—

“1. The Bill, instead of being a very radical measure, simply follows a lead already made.

2. The eight-hour day obtains in the Civil Service and in many trades throughout the country, and similar legislation exists in over forty of the United States.

3. The number of workmen who will be directly affected is not large and no cataclysm can result.

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4. Every proper influence prompts its passage, whether we consider efficiency, morals, right-living, or the qualities and requirements of true citizenship.

5. The same motive or purpose that led to the passage of the Fair Wage Resolution calls for the passage of this law.

6. It will protect the fair employer, without cost to him or any tenderer for government work, from the unfair competition of sweatshop artists, and will destroy the privileged class who profit by the necessities of the worker.'

By Mr. SMITH.—Will you go back to the fifth section again.

The WITNESS (reading):—

'The same motive or purpose that led to the passage of the Fair Wage Resolution calls for the passage of this law.'

*By Mr. Smith:*

Q. The Fair Wage resolution is an obligation by the government to correspond with conditions existing locally—the passing of this Bill would be to set a precedent and establish something that may not exist in local conditions—it seems to me somewhat different to the motive in the Fair Wage resolution—in the Fair Wage resolution, the government agrees to do what is done in the surrounding district.—A. I think it went further than that—the Fair Wage Resolution—it demonstrated to employers of labour, particularly those seeking government work, that the government was willing to set a standard of wage for a particular class of work paid in the locality.

Q. Yes, but I was just calling attention to the fact that the two are upon a different basis—the Fair Wage Resolution gives the best rate in any local condition, but the eight-hour law has a different basis.—A. Exactly, I am of the opinion—in fact I know since the establishment of that Fair Wage Resolution, it has assisted our people very materially in getting a better rate of wage while employed on government work.

Q. Yes, you just gave that in your summary as one of your reasons and I just call your attention to that.—A. Yes. We are endeavouring to establish an eight-hour day and we recognize that, if the representatives of the people will give their sanction to this, it will lend a great impetus to the movement, and will assist us very materially.

The CHAIRMAN.—I think your view, and that of Mr. Smith can be reconciled in this way. What you are saying is that the same motive which prompted the government to act in the one case should prompt them to act in this case.—A. Exactly.

Q. The same reasons which justified the fair-wage resolution, in your view would justify you asking the government to make a reduction from ten to eight hours?—A. It is the same 'motive for purpose,' which I have substituted in the section instead of 'reasons.'

Mr. MACDONELL.—Is it not more correct to say that this matter takes up the question where the fair-wage resolution leaves it—that is the fair-wage clause applies to the locality only and this will apply generally to more favourable conditions than at present.—A. In so far as hours are concerned.

Q. Exactly, this Bill will take the matter up where the fair-wage clause leaves it, because it means the extension of an eight-hour day to every condition, and the eight-hour day only exists to-day in certain favoured localities—would you extend it throughout all government work?—A. Yes, we ask that it be extended to all government work.

Q. That is this Bill would take it up largely where the fair-wage clause leaves it?—A. I cannot see it in that light—the fair-wage clause just provides for the best wages in certain localities.

Mr. SMITH.—That is it, and it says you must have fair wages notwithstanding what the hours are.—A. My impression as to the fair-wage clause, and I have had correspondence all over the Dominion, in a great many instances, it has been a very ma-

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terial benefit to our people. Contractors have got work from the government and even after agreeing to pay the rate of wages considered fair in their locality, they have resorted to many devious ways and methods whereby they wanted to avoid the payment of that, and the Department of Labour being notified by our people, endeavoured to have the fair-wage clause lived up to. It certainly has gone a great way towards establishing a fair rate of wages and having them paid, and of course, as I pointed out in connection with this eight-hour Bill there is an agitation here, although in several trades we have the eight-hour day, and it is just a question when it becomes a matter of negotiation between the employer and employees, and if the latter are strong enough to force it from the employer. In some trades we have not been able to do that, but the whole object is to ask the government to assist us in making the eight-hour recognized as a general work-day in the Dominion. We do not go behind that—that is what we want. We think eight hours is long enough for a man to work. Continuing we say:—

7. It will add to the markets of the manufacturers and the farmers by creating more enlightened citizens, whose new wants will call for increased production by factory and farm.

8. It is cheap labour more than any other fact that most endangers our institutions: the mistake of the wealthy is that they consider their direct interest in the cheap labour they hire, and not their direct interest in the dearer labourer who buys what they wish to sell.

9. No greater difficulty can arise in enforcing it than in the administration of the fair-wage clause.

10. The Act is endorsed by the Trades and Labour Congress of Canada, representing at least 100,000 organized workmen and 150,000 of their dependents.

11. The principle of it has the endorsement of the Federal Council of the Churches of Christ in America.

12. Social reformers and humanitarians are in favour of it.

13. The only ones opposing it are a few disgruntled employers drummed up by the walking delegate of the Canadian Manufacturers' Association. A brilliant example of the opposition is the representative of the Hamilton Steel and Iron Company, who works his men at 15 cents an hour for 11, 12 and 13 hours a day, some of them every day in the year. He says they drink. Is it any wonder? And the C. M. A. business agent sought to justify this.

14. It is a flippant libel upon the labouring class, which for more than half a century has been constantly repeated but never sustained, viz., that the reduction of the hours of labour tends to lower wages, raise prices, increase idleness, dissipation and drunkenness. . . . The elimination of poverty, ignorance, pauperism, intemperance, crime and their accompanying evils move parallel with and proportionate to the increase of the social opportunities of the labouring class.—Prof. George Gunton's *Economic and Social Importance of the Eight-Hour Movement*, p. 20.

15. The influences that would prevent the passage of this Act are the influences that would have prevented the introduction of labour-saving machinery—because of the temporary disturbance of local conditions.

16. More accidents occur in the last two hours of a ten-hour day than in the preceding eight. Accident claims are expensive.

17. A man who works ten hours a day exhausts his vitality and becomes a dullard. The eight-hour workman comes to his labour refreshed and willing.

18. Finally, we ask that Mr. Verville's Bill be made law, on the ground of higher citizenship. Give us a chance to improve our minds, to build up our bodies, to cultivate our intellectual faculties and to call our souls our own once in a while. We want to get acquainted with our families, our pastors and our neighbours. Give us opportunity to read, learn and inwardly digest. Let us

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have time to straighten our backs from toil—to look around at what is transpiring in public life. If we are not to be led to the polls like sheep, then give us time to study the welfare of our country. Our response to the passage of this Bill will be early demonstrated in a readier interest in, and a higher regard for, all those things that make for a better Christian civilization.'

*By the Chairman:*

Q. The Committee will be glad to have this statement. There are a great many frank admissions in it which will appeal to the members of the committee. As you say, you have stated your case very plain, and have talked very frankly about it—just one question—what is the reason of using the expression 'Churches of Christ' instead of 'Christian churches'? Is there any special reason?—A. I understand they are a body known as 'Churches of Christ.'

Q. Is that what you mean, or do you mean any particular church or Christian churches?—A. I understand that is their proper name.

Q. Where you use the expression there, do you mean to exclude Presbyterians and Methodists and Roman Catholics?—A. No, I understand that is an organization of members of Christian churches with headquarters in New York.

Q. You speak in one place here, 'The principle of it has the endorsement of the Federal Council of the Church of Christ in America. By that, are those bodies distinct from the Roman Catholic, Methodist, Presbyterian and other sects?—A. I believe they are a body in themselves; a body politic, and that is their proper name.

Q. That is what I do not understand. That is whether this means a federation of churches of either Protestant or Catholic churches or whether it was a denomination by the name of Church of Christ.—A. My understanding of it is this—they have a federated council there and they style themselves the 'Churches of Christ,' and they have a very large membership.

Q. Is it an organization, self-styled?—A. Yes, sir.

Q. With eighteen million members?—A. Yes, sir.

Mr. MACDONELL.—It cannot be any particular church—it must be a federation of churches.—A. They style themselves that.

Q. I think there is a sect which call themselves that, and perhaps the witness is not aware of it?

*By the Chairman:*

Q. There is an organization known as the Church of Christ, but I do not think that is it, but it is important to know whether the Christian churches or this particular organization endorsed it.—A. I have reference to the Christian churches as I understand it—a federation of Christian churches which has a council which presumes to speak for them.

Q. In regard to the number of the states which have these laws, there are in the United States altogether only forty-six states, and in view of that fact, do you think forty out of the forty-six have the eight-hour day?—A. Are there not more than forty-six.

Q. I understand not—thirteen original states; twenty-three taken in, and five territories, spoken of, but not admitted yet as states. I think in that regard you have the wrong number.

Mr. VERVILLE.—Is there not a restriction of hours in all those states you mention?—A. As you know, we have been gathering that information as best we can and that is our deduction from it.

*By the Chairman:*

Q. Then you will look over Exhibit B-1, and if no states are included there that have the eight-hour day, you might let the Secretary know—you can let him know whether it embraces them all or not.—A. Yes, and that can be corrected. I have

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no desire to submit anything erroneous and if there is anything you see which requires explanation I will try to give it.

*By Mr. Smith:*

Q. You have read this Bill?—A. Yes, sir.

Q. Do you think it is practicable to carry out a Bill such as this in all kinds of industries? Take transportation companies and shipping companies with subsidies from the government carrying mails and every kind of subsidized transportation companies in the country, do you think it possible to carry out the Bill as regards them?—A. With reference to applying it generally or strictly to transportation companies, I am not inclined to state that it is applicable to them—I think it would be rather difficult to work out its provisions particularly at first, but I think that like every other legislation, that once you would get accustomed to it it would be all right.

Q. But there is no provision made for transportation companies. If you say 'in all contracts entered into with the government,' let us work eight hours, how can you stipulate regarding ships running across the Atlantic with government contracts, could they work it?—that is ships going to Australia and Japan and return? In the federal government in the United States it is provided in the law to exempt all systems of transportation where they think it could not be made applicable. I am just calling your attention to that because we are taking the Bill as it is.

*By the Chairman:*

Q. In that same connection we might mention the evidence given at our last sitting, by one of the miners of Nova Scotia, when asked as to the applicability of the Bill for contracts of coal for the Intercolonial—do you think it should go that far, that it would apply to the conditions of mines where coal is being taken out for the Intercolonial?—A. I think if there is any body of men who deserve to have their hours of work restricted it is the miners.

Q. I agree with that, but the point is this: There are two ways of getting at the restriction of hours in mines; one is by the province having the right, to legislate and the other is to attempt, so far as this government is concerned, to regulate its contracts so that no contracts shall be carried out except by men working eight hours a day, and the question is, would it be possible for this government to attempt anything of the kind, and would it be effective if it were attempted?—A. Of course that might be conceded an evasion of provincial rights?

Q. Not necessarily, for the government can put in any stipulation it likes.—A. That is a clear case and I should say the Bill should apply to contracts for coal.

Q. Do you think it could be made effective if it were to go to that extent?—A. I believe in that case it could. Now, with reference to the question asked by Mr. Smith regarding the regulations to cover vessels going to sea, or transportation companies. I admit it would be very difficult to enforce, as I stated first, and I may express an opinion that we are not here asking legislation that is impossible of enforcement—we are very reasonable men, we do not want the government to attempt to do anything that it cannot do.

*By Mr. Smith:*

Q. The point is we are asking the House to pass this legislation and we have to take it on its face value, and we cannot say we are all convinced of its importance—all the difficulties I present before you are difficulties that will be presented in the House, and we want to remove them and have a measure that the House will endorse—I just ask if it is possible to carry out that Bill with regard to transportation?—A. I would say so.

Q. That is very important.—A. I do not think I could give an intelligent answer any other way.

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## AMEND THE BILL.

Q. Do you think by making an exception in favour of those different companies the Bill could be arranged on general principles?—A. What I want to ask is this, is it not possible to amend that Bill?

*By the Chairman:*

Q. No question about that; that is the point this committee is considering—we want to be able to report on whether the Bill as at present should be enacted, or whether certain amendments are desirable. It is for us to recommend it as it is, or recommend it with amendments, or throw it out altogether, and that is what we want light on, what from the different points of view it would be desirable to do.—A. I think I can speak for the Congress when I say we would much prefer an amended Bill than have it thrown out altogether, and I think Mr. Verville will agree with me in that.

*By Mr. Smith:*

Q. Take the views of some who are affiliated with your Congress who have written to the members and they do not seem to recognize these difficulties,—they ask for this Bill, and this Bill only, while when the practicability of this thing is put before the leaders of the general organizations they are in the same position as we are. Some say we want this Bill as it is, and now I say to Mr. Draper, one of the most intelligent men and a leader of the Labour movement, is it possible to carry out this Bill as it is, and he says, No.—A. What we want to do is what is right.

Mr. MACDONELL.—You have read the different laws in the different States?

The WITNESS.—A few of them, not all.

Q. You will find in every case where this law exists that there are exceptions more or less numerous and important and even the Bill presented to the American Congress was introduced eight times and is not yet passed, for there are a number of very important exceptions, and it is these exceptions that have to be taken care of in some way, and they have to in this case if it is to be a Bill that the House will accept. Now, take the case of articles bought in the open market. We look to men like you, experienced in this matter, to give us some information on what these exceptions should be and the reasons for them. We would like to know how you would meet that condition—you say you make no exceptions in your endorsement of the Bill. It would help the difficulty, I think, to get the witness to limit the thing and make certain exceptions.

The committee then adjourned until 3.15 p.m.

Pursuant to adjournment the committee met at 3.15.

Hon. W. L. MACKENZIE KING, Chairman, presiding.

Testimony of Mr. DRAPER continued.

INTERPRETATION *re* SCOPE OF BILL No. 21.

*By the Chairman:*

Q. Have you studied the provisions of this very carefully?

The WITNESS.—Yes, I have read it carefully—the three clauses in it, you mean?

Q. Yes—and according to your interpretation of the first clause, supposing a con-  
MR. DRAPER.



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tract were awarded by the government for the building of a post office and in connection with the building of that post office, window sashes and frames were required, would the men working on the window sashes and frames be obliged to work the eight hours?—A. According to the interpretation of the Bill itself, yes.

Q. Do you think a measure of that sort, that it would be advisable for parliament to enact it when it would go that length?—A. Do you ask if it would be advisable.

Q. Yes. Do you think it would be in the public interest?—A. I am of the opinion that this parliament is not ripe for such an enactment in all lines.

Q. To go as far as that?—A. To go as far as that.

Q. According to your view of this section, would more than that be required, do you consider that the Act would require every man working in the factory where those sashes were being produced to work only eight hours a day whether working on the sashes required by the government building or not?—A. You were speaking of a post office—I will put it this way—in the building of a post office the contractor has a contract to build it, and he has men employed there, and it is my opinion if he conforms to the eight-hour day and works his men eight hours and pays them for that according to what he is supposed to pay them, that would be about all he could expect.

Q. That is the point I want to get at—that is your view as far as it is possible to go?—A. Yes, for instance here—I have read all this matter since printed. You will see here decisions and opinions on the scope of the Act of 1892, Professor Skelton's evidence here on page 60 on this Act of 1892. He says the Act does not apply in the case of a contract for a building to other things that are brought in for use on that public building. He holds that to apply it on all materials coming into use would render it incapable of execution. I hold this view. It would be impossible to execute a law such as that after it had been passed and what organized labour wants, that is, I am speaking for that section which I represent, is a law which is practicable and workable and can be enforced.

Q. Take the Bill as it stands—would its stipulations make it unworkable?—A. The first clause, yes.

Q. In your memorial you stated, as I understood it, that the Congress would like to have this Bill made law. Now, I presume what you meant is they would like to have the principle underlying this Bill adopted as far as practicable.—A. Yes, we would like to have a workable Bill; we want a Bill that will be simple and workable; not necessarily this Bill.

Q. That is the point that the committee has to consider carefully. My understanding of this Bill, as drafted at present, is that in every contract to which the government is a party which may involve the employment of labour, that no labourer or workman, or mechanic, under any contractor or subcontractor or other person undertaking to do such work, shall be permitted or required to work more than eight hours a day; in other words, if you have a contractor working for the government, not only shall the men in his employ on the government building be required to work eight hours a day and no more, but every other man in his employ is also restricted to eight hours. Would that seem to you to go too far? It says in the employ of the contractor, not merely in his employ for that particular work, but other men in his employ?

Mr. STANFIELD.—Supposing this contractor has a contract in Ottawa on public works where he is applying the eight hours, and on another contract in Quebec where perhaps the hours of labour are nine hours, it is pretty hard to distinguish.

*By the Chairman:*

Q. Supposing the government gave a contract to build a summer house in the park to a contractor and he may have men employed all over, having contracts in other parts of the city for private individuals, now, according to this Bill as drafted, the contractor could not receive the government contract unless every

man in his employ was working eight hours.—A. I do not take that interpretation from it.

Q. If capable of that interpretation, do you think it should be amended?—A. I think so, undoubtedly.

Q. That is my view of the wording—it says any workmen or mechanic in the employment of a contractor—it does not say on any particular work—or other person contracting for the whole or part, shall not be permitted to, required to work more than eight hours.—A. That is assuming that the contractor is on government work—we do not endeavour to regulate the contractor or people in his employ only so far as public works are concerned.

Q. The measure is not so drafted now—I am glad to know that you had in mind that it is limited to the immediate contract.—A. I have read this many times and I cannot read into it other than what I have stated. It would be stupid in fact for any body of men to come to this parliament and say for instance, Mr. Stanfield has a large force of men working for him and he got a government contract, and that simply because he was working on a government work we should ask him to make all his staff work the eight hours on any other kind of work. You could not enforce that, and in fact I cannot read that into the Bill myself.

Q. What meaning do you give those words, 'no labourer, workman or mechanic in the employ of the contractor or sub-contractor shall be permitted or required to work more than eight hours?'—A. On government work, on every contract to which the government is a party. This is how the section starts out—which may involve the employment of workmen shall contain such a stipulation.

Q. The stipulation does not say anything about limiting it to that particular contract, but it is that no labourer, workman or mechanic in the employ of that contractor shall be permitted to work more than eight hours.—A. It goes without saying that that contractor would be doing government work and nothing else, because we are not attempting to regulate anything but government work and I do not read anything into the Bill but that.

Q. And if capable of the wider interpretation, you say the wider interpretation would render it inapplicable to the men employed, other than those on the government contract.—A. I would say there would be no tracing it up if it were otherwise. For instance, you are getting stuff already manufactured and brought in, and you would have to inquire as to where that was made and where it came from, and you could not expect anybody to do that.

Q. That is the view that most of the members have of the wording of the Bill as drafted now—that it would require if enforced that even in regard to the materials used on the buildings that the persons engaged in preparing that material would have to be restricted to eight hours, and, therefore, most of the members of the committee feel that that section on that interpretation goes further than is workable.—A. I do not think the people that we represent want anything unreasonable. As I pointed out this morning, if you will give us a general measure, a measure that will demonstrate that the government of Canada is in favour of the principle of eight hours a day on all the work done by it, then we will be satisfied.

Q. That is on immediate work of construction?—A. Yes, because then it will be left to us to work out the details. No doubt, I may say there may be an exception—no Bill, when it first becomes law or put upon the statute-book is perfect, but you may set up a theory and when you come to practice that you may find out it is unworkable. Now, we do not propose anything unreasonable or unworkable, and what we want is for the government to say: 'We endorse the principle of eight hours for labourers and mechanics on public works,' and beyond that we do not feel we should be justified in asking you to go. And again, while on this proposition—speaking for the Congress, we would much prefer that this committee would amend that Bill and give us something more practicable

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than just to say it is impossible for us to give you this legislation and to stick to the Bill itself. If the promoter of the Bill, or the Executive Council of Congress has seen the light the same as demonstrated to us by this committee, I think they would sanction some amendment. We are willing that the Bill should be amended so long as we get a measure that would be workable.

Q. I think the wisdom of having had the Bill referred to a committee has been amply demonstrated by the evidence here, because the evidence you have just given would make the committee feel justified in saying that, so far as labour represented by the Dominion Trades and Labour Congress is concerned, they do not wish to go the length that some people have intended to go, and if it went the length of hours of labour on public works, as its title indicates, rather than that section itself, that would be satisfactory?

Mr. SMITH.—When discussing this on a previous occasion, I used as illustration, if a grocer in the city of Victoria entered into a contract to supply goods to a government steamer in Victoria, he would be compelled under this Bill to run his grocery business on the eight-hour a day principle. That is my interpretation of this Bill. That is, the moment he enters into a contract with the government he would be compelled to do the whole of his business on the principle of the eight-hour day. I stated that in the House as a matter of opinion, and not as criticising the Bill?

## TITLE OF BILL.

*By the Chairman:*

Q. I think I see a point which I did not see before, and which might perhaps explain—this is an Act entitled 'Hours of Labour on Public Works'—in discussing the Bill it must be presumed that the Bill has something to do with it.—A. It has.

Q. In law it has nothing—the only part of this measure the government or court or anybody in authority is justified in looking to is what is enacted in the sections. You could call this a Bill for the betterment of mankind and it is only what is enacted in the sections that is important—the title has no bearing whatever on the Bill; it cannot be so interpreted, and gives a different light altogether on the discussion. I can see where a great many members would read the Bill and say, 'this is an Act respecting hours on public works, and the rest must be read in that light,' but when we come down to the actual law the title is of no concern whatever.

*By Mr. Smith:*

Q. The men should not think of the title in discussing the merits of the Bill.

The WITNESS.—When this Bill was being drafted we never had in our minds a case—for instance, such as the supplying of groceries for a government steamer. We are not, as you know, extremists—

Q. I know,—I did not mean that.—A. Exactly. But what we had in mind was eight hours on public works controlled directly by the government.

*By the Chairman:*

Q. Take the first section, and assuming there is no title, what would be enacted if this went into force? That all contracts in which the government of Canada is a party must contain this stipulation? That is the law which it is proposed to enact—every contract which the government makes and which involves labour and there is none but will involve some—every one must contain that stipulation—that is much further than intended?—A. Yes.

Q. Take the title with it, it says every contract of which the government is a party, that brings it down very materially, and I think that was what was in the mind of the introducer of the Bill. I think the point you wish to make, Mr. Draper, is that what labour is concerned about is getting a stipulation into every contract that has to do with the construction of public buildings?—A. Yes, we want a start made.

Mr. BRODER.—On large public works?—A. Yes, we do not expect the government to do anything unreasonable, or to have it apply to such a case as stated by Mr. Smith. For instance, take a vessel going to sea, it would be impossible for the government to control the hours upon it, and we are not aiming to endeavour to accomplish the impossible.

Mr. VERVILLE.—How would this affect a contract for mail going across the ocean or in cars?—A. I do not see that it would affect it.

*By the Chairman:*

Q. Supposing you cut the top off altogether, the title, which I say is really no part of the Act, and you read that 'every contract to which the government is a party'—would that not cover any contract affecting mail?—A. The phraseology in section 1, if you eliminate the heading, will—I admit that. There is no use arguing that if you understand the English language.

Q. You can take it for granted the title of the Bill is no part of the Bill at all; that is where the public gets confused; the title might relate to kitchen gardening and the only part that would have any force at all is what was enacted. The title has no more effect in regard to what parliament enacts than the voice of a man on the street crying out that parliament has done a certain thing. It is the enactment, and in drafting a measure that has to be kept in mind. The title is supposed to be put on as a guide, but it is not part of the legislation.

Mr. SMITH.—I take it that the title represents the intention, but of course a Bill can be construed to go further than the title does.—A. I know that the Bill was discussed, also when this eight-hour question was discussed. I may say we never discuss any of the outlandish propositions that have been submitted that the Bill could apply to if it became law. They did not occur to me and I do not suppose they occurred to the promoter.

Mr. VERVILLE.—I am not prepared to say that. You cannot make me say things here that I am not prepared to state, for everything is taken down.

#### APPLICABILITY OF BILL.

The CHAIRMAN.—I think he had a design in making this as broad as he could in order to bring out all phases of the eight-hour question.

Mr. BRODER.—I do not think it was his intention to get what he asked for.

Mr. SMITH.—My opinion is that is just where the significance of the Bill comes in. A lot of men would say it is very unreasonable and many men will be prejudiced against it. If we can express what we want on reasonable lines it will be the strongest legislation that can be brought before the House.

The WITNESS.—As stated previously, we want the principle of eight hours adopted by the government; in fact, we want a workable Bill as a starter. If we cannot get the whole thing, we will take a part. But it would be better to amend the Bill than to have all our labour on it spent for nothing. I do not say it is labour wasted, it is well spent. We would like to have a Bill passed which would demonstrate to other countries that Canada is a progressive country and in favour of eight hours a day on public works.

MR. DRAPER.

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The CHAIRMAN.—Supposing we cut the title off altogether, if you were a member of this committee would you be prepared to recommend to parliament that every contract of which the government of Canada is a party and in which the employment of labour is involved, that no labourer, workman or mechanic in the employ of a contractor or subcontractor shall be permitted or required to work more than eight hours in one calendar day? Would you as a member of this committee be prepared to recommend just that to parliament, assuming that that was all that parliament had to guide them, and that every contract should have this condition?—A. No, I think I would feel it should be modified.

Q. Do you think the recommendation is going too far?—A. Yes, if on this committee and after hearing the objections and after the testimony against it and after having reasoned it out, listening to the cases pointed out by Mr. Smith and others in order to get an expression of opinion, I certainly would be agreeable to amend it.

*By Mr. Verville:*

Q. Do you think any Bill that comes before the government passes without amendment?

The WITNESS.—No, most Bills are amended, and I believe they should be where reason is shown.

*By Dr. Turcotte:*

Q. In what shape generally would you like the Bill?

The WITNESS.—I have stated that we would like the Bill to apply first to public works constructed by the government.

Q. Exclusively without the sub-contractor?—A. I have not discussed the sub-contractor phase of it.

Q. You would like to have it apply to contracts with the government directly without interfering with the sub-contractor?—A. No, what would be the use if a man got a contract from the government and let it to a sub-contractor who would make his men work fifteen hours a day? We want some provision for that the same as the regulation for the sweating business. Here is the point in that: While we are anxious that the Bill should apply to public works, at the same time if the contractors could get a contract from the government having this insertion about eight hours in it, and tendered on that and got his prices on it we would not like him to sublet it to a sub-contractor who would make the men work twelve or any number of hours he chose.

The CHAIRMAN.—I think what Dr. Turcotte has in mind is that in the construction of public buildings you have to consider the labour that goes into the construction and the materials used on the construction, and that the one who supplies them might be regarded as a subcontractor.

Dr. TURCOTTE.—Yes.

The CHAIRMAN.—What Mr. Draper has in mind is that a contractor may sublet his contract to somebody else who will make the men work more than eight hours—Mr. Draper is right in his contention, and you are right in regard to the men that might furnish supplies. If I put it this way, Mr. Draper, as respects supplies, would you want the eight-hour condition to apply?

The WITNESS.—As respects supplies?

Q. Yes, the supplies that would have to go into the building, the material.—A. No, as I said, what I wanted to apply is this: Where a man had a contract and had men working on a building with the eight-hour day in vogue from the top to the bottom of the building—if that man got sashes and doors and locks, or any of the things that go to make up a building—supposing he bought them outside of Canada, we would have to conduct an investigation to find out whether the men working on them worked eight hours. We are not asking that, it would be impossible and impracticable to work that.

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Q. You are not giving that interpretation to that Bill?—A. No. I do not say that law could be interpreted that way.

Q. You are familiar with the fair wage schedule as provided now for contracts in public buildings?—Yes, sir.

Q. What I understand is that you would like wherever the fair-wage schedule is drawn up as to-day that the schedule should always be made on the basis of eight hours?—A. Yes.

Q. And the application of any schedule measure should go just as far as the fair wage schedule goes to-day, only that it would require that in each case the wages should be on an eight-hour day basis, and no more?—A. And no more.

Q. And I think you said if it meant a reduction of wages in any class that that would not be welcome—it would have to be for eight or nine or ten hours' pay than eight hours, should the time be longer in any locality?—A. Yes, and I qualified that in the case of street railway men where they accepted a reduction of wages to secure a reduction of hours; but we prefer that the wages remain as they are, because if you reduce a man's hours from nine to eight and take off the pro rata per hour you are not giving him any benefit—he is just sacrificing that much for an eight-hour principle, whereas we are trying to avoid that sacrifice.

*By Mr. Verville:*

Q. But it has been done in many cases to get the shorter hours.

The WITNESS.—Yes it has, but that is what we are trying to get over by legislation.

#### AN EIGHT-HOUR MEASURE WITHOUT A WAGE STIPULATION.

The CHAIRMAN.—You do not think that a measure to cut down wages and hours would be welcomed?—A. If you could shorten the hours the wages would adjust themselves in time.

Q. Should we advise to make the law leaving that question doubtful, or should we be decided on it—do you think if this committee were to recommend to parliament that it was desirable to reduce the hours of labour to eight on all contracts, and leave it an open question as to whether the wages were also to be reduced or not, that the committee would be making recommendations acceptable to labour?—A. Just deal with the hours and leave the wages to adjust themselves, that is what I really would do; I am emphatic on that.

Q. Do you think, if the government were to interpret, that it meant to reduce the hours to eight and to allow the rate per hour equal to the present rate, it would be acceptable?—A. Yes.

Q. In the province of Quebec they work ten hours—and if this law went into effect, assuming it was passed on the eight-hour basis, and immediately the government framed a schedule on the basis per hour in the locality, cutting off two hours' pay on each man affected by it, would that give satisfaction to the workers in the district?—A. Ultimately I think it would. I think that would adjust itself in time. They ask the government to do that, but some might kick—there are kickers in every stage, but if they asked for that and got it they would have to put up with it.

Q. I can see where parliament might take a very different attitude on this question according as it was understood the wages should be reduced pro rata, or to remain for the day equivalent to what they were the day before—do you say the committee would be justified in recommending to parliament a measure reducing the hours to eight on the understanding that only the rate current per hour would be paid under the eight-hour schedule?—A. In the first place, I am not so certain whether the committee should deal with the current rate per hour. If the committee confines itself to eight hours, and let the rates afterwards adjust themselves, it would be more satisfactory.

MR. DRAPER.

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Q. Can you separate the question of labour and hours?—A. It would be a matter to adjust afterwards.

*By Mr. Broder:*

Q. Is it not a fact that the labourers are anxious to get the eight hours and settle the wages later on?

The WITNESS.—That is practically their position.

Q. You do not say for a moment that the wages are the only consideration in the eight hours?—A. No.

Q. No, because you say the man has more time at home with his family and an opportunity to develop his intellect—there is a consideration really higher than that of wages in the minds of the labouring people.—A. There is.

Hon. Mr. King being obliged to retire, the chair was then taken by Mr. Ralph Smith.

*By the Chairman:*

Q. What do you think of this portion—every contract for work done on the erection of public buildings shall contain stipulations, &c?—A. Of course that would not take into consideration the government employees?

Q. No, that is provided for in the last clause, it does not interfere with that at all, and of course that is a matter you will have to think about.—A. I was going to say we would like to have the chance, if you have any amendments to the Bill, to have an opportunity to consider them in Executive Council here. I might say something here and would perhaps want to correct it.

Mr. BRODER.—Can you suggest any remedy? You might have a talk over this in an informal way.

Mr. VERVILLE.—That would suit me.

Mr. KNOWLES.—I think it would be very bad precedent to have any conversation that would not be reported.

Mr. MACDONELL.—I think it better not, so it could not be said the proceedings were secret.

Mr. STANFIELD.—I was going to say Professor Skelton will not be here until next Thursday, and if parliament should prorogue shortly we will not have time to remodel this Bill to take it before the House.

The CHAIRMAN.—Our business is to go on and do all we can.

Mr. KNOWLES.—And die in harness.

Mr. BRODER.—We might get through with this as the race-track people do.

Mr. MACDONELL.—It would not be wise to shut off any witnesses.

Mr. DRAPER.—We are very anxious to get a workable and practical measure from you.

## EXTENT OF APPROVAL OF BILL No. 21.

*By Mr. Knowles:*

Q. To what extent has this thing been approved of by the people you represent?—You said they would have to stand for it because they asked for it? To what extent did they ask for it?

The WITNESS.—Almost unanimously.

Q. Tell us the way in which they expressed that request?—A. Through resolutions.

Q. Where are they?—A. In the proceedings of the various conventions of the Trades and Labour Congress of Canada. We have had twenty-six sessions now, and I remember between twelve and fifteen years ago that resolutions along that line were introduced then and they have been introduced almost annually ever since.

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Q. How many approved of this Bill No. 21?—A. The constituency that the Congress represents.

Q. They have had this Bill before them?—A. Yes. Forty-three Trades and Labour Councils from Victoria to Sydney, Cape Breton, and six hundred and twenty-eight local unions with a membership of over forty thousand.

Q. They have all approved of this Bill, having had it before them?—A. Yes, it has been discussed.

Q. Has it been before them within the last six months?—A. Not within the last six months.

Q. When was it placed before them?—A. Some years ago.

Q. I am speaking of this Bill.—A. This Bill was introduced three years ago, and it has been before them.

Q. Has this Bill ever been before the people who have approved of it?—A. Certainly.

Q. The Bill is not twelve years old.—A. Not that one in particular—on the eight-hour proposition.

Q. Yes, I thought you did not understand me. To what extent has this Bill been placed before those people?—A. As I explained, at several sessions.

Mr. VERVILLE.—We have three hundred and two letters from trade unions approving of the Bill.

*By Mr. Knowles:*

Q. But I am asking Mr. Draper about the approval that he is aware of?

The WITNESS.—The Congress as a whole, representing what I said, has approved of the Bill.

Q. How many people attended that Congress you speak of?—A. There were a hundred and thirty delegates at Quebec; they represented various organizations.

*By the Chairman:*

Q. Any adverse opinion expressed?

The WITNESS.—I never heard any.

Q. Were there any difficulties in the working of the Bill pointed out in the discussion?—A. That was largely left to a committee on resolutions, as you know, and then we had other assistance.

Mr. KNOWLES.—I do not see how you make out that a hundred and thirty men approving of the Bill in Quebec would be any justification in saying, if it didn't suit a hundred thousand men in Canada the delegate would stand by it when they are not bound by the views of others?—A. These men have been delegated to represent certain organizations. There might be ten and there might be a thousand in each one of these organizations, and when these men come there they are elected to represent their organization.

Q. Still you say this Bill has not been before the Local Councils?—A. The delegates on their return from the convention make a report on what has been accomplished.

*By Mr. Verville:*

Q. Has this Bill been in the report of the Congress proceedings for the last three years?

The WITNESS.—Yes, sir.

Q. Then it has been sent to all Trades Unions and Councils all over the country every year for the last three years?—A. We distribute about five thousand copies of the proceedings to the Trades Unions all over Canada. There are 5,500 printed and the other 500 are for members of parliament and those attending to legislation.

Mr. DRAPER.



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Q. As to the 130 men at that Congress; is it about the same as parliament here, —221 members representing over seven millions? And there are millions who are not really consulted any more than the members of the Trades Unions—do you classify the Congress as the federal parliament of labour?—A. Yes, I consider it the official mouthpiece of organized labour in this country.

Q. As the federal parliament of labour?—A. Yes, the Congress is the Dominion parliament of labour. The Provincial Executive deal with the provinces and the Trade and Labour Councils usually with the municipalities, so we have a complete organization, and when you, sir, were elected to represent the Montreal Trades and Labour with two other delegates, you represented 3,000 men. You had to make a report of what you did, and very often were given instructions what to do, and you have to be careful not to do anything wrong or they will soon put you out of business.

## NECESSITY OF A WORKABLE MEASURE.

*By the Chairman:*

Q. In discussing this Bill to-day, I asked you after pointing out certain difficulties, if you thought it would be possible to operate this Bill if passed, and you candidly said you did not think it would. Now we are told that this Bill for three-years has been before the Congress, the National Labour Parliament of Canada, for which I have nothing but respect, and there has never been expressed in any of those discussions a single adverse opinion on the working of this measure, and yet in your evidence to-day—and very correctly, as I would do myself,—you declare that the Bill is impossible of operation.

The WITNESS.—Yes, according to the interpretation put upon the sections. The Trades Unions or Trades and Labour Congress of Canada, like many other deliberating bodies in annual session assembled, do not always give attention to the phraseology of resolutions. They rely upon their officers and executive council for that; and when this Bill was drafted, as I pointed out, we had in our minds the application of it mainly to public works constructed by the government of the country, and then we were anxious to have the government committed to the principle of the eight-hour day. We never thought, as I have said to you before, that such extreme cases as you have pointed out would occur. In fact, they never entered our minds. Now, you will admit with me that a large constituency such as ours is, when a motion comes on to have the hours of work set at so many a day, they have not got the time to give consideration to the fine points or to think out those things that have been thought out by you and other representatives here who are keen and who come into every day life, and when this measure was brought here it was not stated to be perfect—we came here as representatives asking and saying we believe the time is opportune for eight hours on public works, speaking of public works in its broad sense, and we are of the opinion it is up to the representatives of the people to assist us as the representatives of the trades and labour unions of this country in evolving and drafting a workable and practical measure—we do not want any foolish measure—a measure that cannot be worked out, not at all. We are opposed to anything of that kind; what we want is something workable and simple.

Mr. HARVEY HALL.—Might I make a recommendation in regard to one part?

The CHAIRMAN.—I think so.

Mr. HALL.—It was in reference to one question asked this morning with regard to transportation. I think that after the second word in paragraph (1) if you were to add the words 'to construct' and make it 'every contract to construct to which the government is a party,' the adding of the words 'to construct' would eliminate the transportation phase of the measure, and at the same time make the Bill workable so far as the making of mail bags and uniforms and all materials required by the government, and at the same time, as I said before, eliminate that objection

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that was raised this morning. I would like to hear what Mr. Draper and Mr. Verville think of that?

Mr. KNOWLES.—That would not include men working in the mines who are mentioned as required to be provided for?

The CHAIRMAN.—Mr. Hall is only dealing with transportation. That is an important difficulty, of course, and Mr. Hall is making a recommendation in regard to that point.

Mr. STANFIELD.—Did I understand you to say there were no recommendations considered before bringing the Bill in?

The WITNESS.—We would like to have an opportunity to consult on any amendments that might be made and see what can be done. As I understand, the committee is anxious to do something, but it is impossible to pass section (1) in its present phraseology, and it does seem to me that there ought to be intellect and ability enough among the whole of us to construct something here that would be acceptable and give us something we would really like. As I said, we would not want the government to endeavour to do the impossible for us, such as to try and control the hours on sea-going vessels or to regulate the hours of men working on the manufacture of articles made outside our country. We do not want to be put in the light that we are seeking that.

Mr. VERVILLE.—I believe we are going into details now in so far as the Bill is concerned—on things which have not much to do with the principle of eight hours. The question has, in so far since we have had it before this committee, is to find out what objection the people had against the eight-hour legislation—not so much as the working part of it, and Mr. Draper as representing the Trades and Labour Congress, it goes without saying is strongly in favour of an eight-hour day, as he has stated frequently. As we have other witnesses who will prove that the eight hours would be beneficial to employers and employees, I do not think we should go into the details now.

*By the Chairman:*

Q. Our duty is to consider this Bill. We are a committee of men appointed by the House of Commons to consider this Bill and to report upon the evidence concerning this Bill.

Mr. STAPLES.—And any alterations?

Q. Oh, yes.—A. That is a question I asked, and I was glad to get an affirmative answer.

The CHAIRMAN.—And we must discuss all the details that will result from the operation of it.

Mr. MACDONELL.—I think we have made more headway to-day than in any session, and we have largely made it on account of the moderation shown by Mr. Draper in his present attitude. We have had so much extremes on both sides, I must say too, including Mr. Draper's paper, because there were things in it a little on the extreme side, but in his evidence he has admitted very frankly certain lines in which the Bill could not apply.

The CHAIRMAN.—I think it would be a good idea for the officials of the Congress to get together and present a scheme of their own. This committee will be glad to receive their recommendations.

Mr. KNOWLES.—I do not agree with Mr. Verville in the appreciation of detail. This legislation is for the labour men and it is advisable to put up to them the difficulties, right up to their face.

Mr. MACDONELL.—It has been the essential feature of all similar measures, that is the exception to a law of general application. I think we all agree that a law of general application is good and is compromised by some exceptions such as were admitted this morning. Supposing this government sends its housekeeper down to buy

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a dozen pitchers, you could hardly expect that those goods bought in an open market should be the subject of an inquiry as to the number of hours a day spent in their make. If you consider what exceptions would be fair and reasonable to meet the public need as well as a general law to meet your need—to get a general measure with reasonable exceptions from it—that is working along the line of a general measure satisfactory to the labourers and public generally, and at the same time prevent the measures being oppressive or anything that would prove factious or inconvenient to any class of people.

The CHAIRMAN.—I think you have helped the committee very materially, Mr. Draper.—A. It has occurred to me that it would be a proper move for this committee to appoint a sub-committee to meet the Executive Council of the Congress, and we can get our solicitor here and we could re-draft, if you will, the Bill or suggest an amendment. Of course, it would have to be submitted to the House as an amended Bill coming from this committee. It occurs to me if you got a sub-committee and the executive of the Congress together, something would come out of that which would be practicable and workable.

The CHAIRMAN.—I think the proper thing would be that the Executive of your Congress, after hearing all the difficulties of the case, should re-draft their views to this committee, that is the only thing we could do. We have no authority to appoint a sub-committee or authority to negotiate with parties of any association.

Mr. STANFIELD.—Did not Mr. Draper say he was satisfied to have it only for public works.

The WITNESS.—I did not acquiesce in that—I wanted time to consider that.

The CHAIRMAN.—I think it is the understanding of this committee that the officials of Congress discuss these difficulties, and we would be glad to have a representation of their views.—A. It would have to be pretty soon, because we would have to get it before the committee, and I am very much afraid that we would not get anything in the way of legislation this session.

The CHAIRMAN.—The committee has to satisfy itself on evidence. I understand that the president and vice-president and the secretary of the Congress are here now, and this committee will be very glad to have a representation of their views on the matters that arose in the discussion. We would be very glad now to hear the vice-president of the Congress.

Mr. GUSTAVE FRANCO, being next called upon and sworn, deposed:—

*By the Chairman:*

Q. Where do you live?—A. In Montreal.

Q. What position do you hold in connection with trades organizations?—A. I am at present general vice-president of the Dominion Trades and Labour Congress.

Q. What is your business?—A. Printer.

Q. Where do you work now?—A. I am now running the Mercantile Printing in Montreal.

Q. So you employ men yourself?—A. Exactly.

A JOURNEYMAN 24 YEARS—AN EMPLOYER OF LABOUR 8 YEARS.

*By Mr. Verville:*

Q. How long are you in this country?—A. Pretty nearly a quarter of a century now—a little over 24 years.

Q. How long did you work as a journeyman?—A. I may say about 24 years.

Q. But you have been an employer of labour for a certain number of years?—A. Yes, for the last eight years.

Q. Have you worked in any other country?—A. Yes, in the states and in the old country.

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Q. What part in the old country?—A. Principally in Belgium and a little in Germany and France, but mostly in Belgium. After being in this country for some years I went to the states and secured a position and stayed there some time.

Q. Have you been foreman for establishments in the states?—A. Yes.

Q. And in Canada?—A. Yes.

Q. How many years have you been in labour unions?—A. I am a member of my local since January, 1888, and I have taken an interest in labour unions for fifteen years as an officer of some kind.

Q. How long have you been an employer of men?—A. About eight years.

Q. How many hours do they work?—A. Eight hours a day since three years ago next June.

Q. Have you had anything to do with the settling of the eight-hour question in your city?—A. Yes, I negotiated the eight-hour agreement between the Master Printers and the typographical union.

Q. Three years ago?—A. Yes, next June?

*By the Chairman:*

Q. Have you seen this Bill?—A. Yes, sir.

Q. Have you studied it?—A. A little, yes.

Q. Just a little?—A. Well, I may say I went over it a dozen times trying to get the spirit of it.

Q. You are vice-president of the Congress?—A. Yes.

Q. Was it discussed at the Congress?—A. Certainly, that is the principle of the Bill.

Q. What is your opinion of the Bill?—A. I may say that I favour the Bill entirely because it asks the principle of eight hours, which I have been advocating many years.

#### INTERPRETATION OF BILL.

Q. Is it possible to carry it out in its full interpretation?—A. Of course that would depend upon the interpretation a man was giving to it.

Q. What interpretation did you give to it?—A. My interpretation is that it applies to all government work without specifying in what capacity. I may give an example—supposing your committee gives me a contract for printing, the Bill compels me to take the typesetting part of it and have it done under the eight-hour day, but if you say to me that the type which I am going to use in the make-up must be founded under the eight-hour day, then I do not give it that interpretation. The Bill for me means exactly the work on the contract.

Q. The Bill will mean what it says?—A. Exactly.

Q. So far as parliament is concerned?—A. Exactly.

Q. It says every contract of which the government is a party and which involves the employment of labour, that no labourer or mechanic in the employ of the contractor or sub-contractor or other persons doing a part or the whole of the work is required or permitted to work more than eight hours a day—well, you know what it says—it says a contractor or sub-contractor, or other person working on the contract will not employ the men more than eight hours a day?—A. On such contract.

Q. It doesn't say so?—A. Well, I suppose it is understood.

Q. It says every contract—A. I do not think that is the meaning.

Q. I am not talking about the meaning; it is what it says?—A. As I said, it all depends on the sense you give it.

Q. That is the sense parliament gives it.—A. Well, I gave my opinion as to the way I look at it. I looked at it that the Bill was drafted to apply to men working for the government and only on that work. For instance in the case I related, if I have somebody else to do the book-binding work and he has to work his men eight

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hours, and I think that is the interpretation that nearly every one in Montreal gives to the Bill. I may say that as a rule the workmen with whom I came in contact never studied the wording of the Bill, but rather the principle of it. They are in favour of the principle of eight hours and they want the government to make such a law and they will do the rest. That is the spirit in which we look at the Bill.

Q. I quite understand the principle you want, but you are asking parliament to do certain things as stipulated in this Bill, and that is what we are considering.

## ADVANTAGES OF THE EIGHT-HOUR DAY.

MR. VERVILLE.—We would like to ask you from your experience of eight years in your own shop if you could give us any information as to the production of eight hours in which you are using machinery in your shop?—A Well, I am in favour of the Eight-hour Bill for three reasons; first, because it is beneficial to the men; secondly, it is in the interests of the employer himself, and, thirdly, because it is in the general interest of the country. It is beneficial to the men physically because the daily work must not be so hard on the workingman as to alter his health and the source of his energy. Otherwise he will spend too much of that force and become a physical wreck before his time, and he will be placed in a position to be a burden to humanity in general and with the strain imposed upon men by the modern mechanism, I consider eight hours a day a sufficient average. I consider it morally beneficial because my own experience convinces me that when a man finishes his work early he is anxious to get home and enjoy himself with his family, and it is the means of keeping him away from bar-rooms and other places. He considers himself then as a free man, as he is placed by a short day's work on the same footing as professional men, and in consequence he is satisfied with his lot, has an opportunity to educate himself and takes an interest in the education of his children. Ask the wife of any workingman who works a short day what she thinks of it, and you will see that they are all satisfied and are more happy than when their husbands work longer hours. I will give you an example. In my own trade, the printing line, since we had the eight-hour day, men left the crowded districts of Montreal and proceeded at once to their homes in the suburbs, and were not loafing any more on St. Lawrence Main street, but at four o'clock in the afternoon when they quit work they went home, and the moral standpoint of our men has gained fifty per cent. The proof of it is that the meetings of our syndic are now peaceful, and we do not see any more men under the influence of liquor making a noise, advocating trouble and fight, because they are satisfied with their lot. This can be proved, and as a result there is harmony and peace between our master-printers and the compositors.

It is in the interests of the employer, because it can be shown by example and proof that the production of a man working under a short day (say eight hours) is equal, if not superior, to that when he is working nine hours and even working ten hours. He has had a good rest, feels in a better condition to perform his daily duty, and he is in good physical and moral condition, and can maintain his working capacity to a full extent and produce the same amount of work; on the other hand my own experience proved to me again that the standard of the work performed under such conditions is of a superior character. I am always speaking, of course, of my own trade. My argument is so true and correct that when the Typographical Union introduced that eight-hour day in Montreal three years ago, I must say that I negotiated myself the agreement between the Master-Printers', Board of Trade and the Typographical Union, although I was an employee myself, and we cut down the working hours from 54 to 48, but our scale for piece-work on type-setting machines, and even for piece-work set by hand was not changed at all, it remained the same, and this was certainly an important

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factor that induced the printers to agree to an eight-hour day, because men were proving by not increasing their wages for piece-work that they were willing and so they did perform the same amount of work, and every boss printer and every big newspaper man will admit that the production either on piece-work or on time did not change at all. More than that, I will say that the agreement is for a period of five years, with three dollars increase in the course of that period for time-work, and that piece-work remained on the union scale, and everybody is so satisfied with it, that it is a rule that on *La Patrie* and on *La Presse* the men working on time receive a dollar wages more for a week than the union scale. It is all very well for employers to say that an eight-hour day is going to kill business, but let them try it. Put it fairly and I am convinced that they will have the same results as we had and that they will find out that a short day is in their own interests, because it is a saving in light and heat expenses. Let them realize that when their men are working a short day, their foremen, office men and themselves will come to work at the same time as their workingmen, and the result will be first a saving of lost time, because there will be more surveillance on their part, consequently more work done, and secondly men are men, and so long as workingmen see the book-keepers and office men, and even the boss himself start work at nine o'clock when they start at seven, there will be dissatisfaction; try to place employers and employees on the same level and there you have sympathy and friendship between capital and labour. I know some of you gentlemen will think this is radicalism. No, it is my own experience of the labour question that proves to me that there is always a possibility to have these two elements meet and agree. I must confess that, while as a member of the Jacques Cartier Typographical Union of Montreal I was negotiating the eight-hour day, at the same time as an employer I was a little afraid myself of the consequence regarding my own business. I still confess that I thought for a moment I should have my customers pay for the extra burden the short day would impose on me; but, to my surprise, the production at my place remained exactly the same; my prices did not change, only in some instances very slightly and I am making more money than I ever did. Of course, to be honest and frank with you, Mr. Chairman and gentlemen, I must say that the effect of the eight-hour day for me was first of all to have first-class machinery, to buy an extra supply of type and labour-saving devices, to enlarge my plant so as to give better conditions to my men, more light and floor space, to establish a more correct system all over the works, and since then I make it a duty to have either my partner or myself to open the door, to be the first in and the last out.

Our men start at eight o'clock sharp in the morning, and I might say they are always in, as a rule, before the time. The old system of finishing work ten minutes before time to wash their hands is over, and mind you I never ask them to do it, they changed themselves because they realize that I treat them well, and that I am a friend to them more than an employer. As I told you, this may have something to do to some extent with my increase in production and better work than before, but I give you things as they are.

As to the production on the typesetting machine, I consider that six hours of straight work is enough on a typesetting machine, and this is quite a rule now, because the machine work is very tiresome, both physically and mentally, and adding an hour to clean the matrix and the machines. I know that when I was operating a monoline at night work my production came down to pretty nearly 50 per cent when we had to work until five o'clock on Friday morning for the extra Saturday edition. You have the eight-hour day in force in the Printing Bureau here, you can make an investigation and see for yourselves if the figures I give you, and based upon my experience, will not compare with your printing office. I asked the foreman of the press-room in my place to give me an estimate of the production of his presses, and he has given me figures on which I could have him take his affidavit if you wished. He gives the production on Saturday night compared with other days. The revolution of the press is always

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the same, but when it is not printing the counter will not tally. The feeder has got to take a sheet and slip it in the cylinder press, and every time he misses there are one or two revolutions without a sheet, but those revolutions are not marked on the counter. That is why he can give accurate figures, because he looks at his watch when starting and finishing. As a rule, with a good feeder the pressman is doing nothing else but watching the press, putting the right quantity of ink on and arranging the paper so the feeder will not lose time. Here is what the pressman reports:—

Optimus press, runs at a speed of 1,600 per hour, which is a first-class average.

1st hour, 1,800 revolutions, output 1,400 at most; 2nd hour and following, 1,800 revolutions, 1,500 to 1,550; from 11 to 12, 1,800 revolutions, output, 1,400; afternoon, revolutions 1,800 output, 1,500 to 1,550; last hour, revolutions 1,800, output 1,400.

If working ten hours about 175 sheets less than 1,400, and so on—marked by automatic counter.

Gordon press—special press for good job work. 1st hour—900 copies capacity—loss, about 20 copies.

Average of other hours, loss about 30 copies.

Last hour of day—extra time, loss about 100 copies.

Folding machine—capacity, 1,800; average last day, loss 75 copies.

On Saturday night, capacity average per hour, 1,400 copies.

This shows you that during the last hours of work the production is smaller. We introduced the new agreement in our office and in every office in Montreal, and I do not know of any printer in Montreal who is kicking about it; we are all well satisfied, and every employer in my line will tell you that from a moral standpoint the men have improved more than fifty per cent. The printers coming from work now are like gentlemen, whereas when they had to work ten and eleven hours they used to loaf at the corners and go into the bar-rooms to stimulate themselves in their fatigue. My opinion is not the only one—I may refer you to a few similar opinions which you may find in this book—they are all French reports, and I have one here by the British government, which is in French, and here is one issued by the Labour Bureau of the French Republic regarding the eight-hour day in their industrial establishments. If your committee wants these books I will be pleased to let you have them to look them over. Here is one evidence taken in Great Britain—you have that in your library, I think—and it gives the experience of William Allan on page 120. He says they started the eight-hour day in their establishment and he was surprised to see that the production was not only equal to the production of ten hours, but after a time he discovered he had more production under the eight-hour day than under the ten-hour day.

Mr. STANFIELD.—What business is he in?

The WITNESS.—Ship-building. Then you have another one of Short Bros., on page 121, ship builders. He says: 'We have great pleasure in saying our expectations were realized—we are paying more wages, and we believe it in the interest of all manufacturers. And you have the statement of Messrs. Smith & Chamberlain, which will show you that I am not the only one who is speaking this way. Of course, as to my shop, we have fourteen men, and what is true for me may be true for others. Of course, the effect of the eight hours in my place was to induce me to put in first-class machinery, and to have more confidence in my men. I am there first in the morning, when the men see the bosses are there they will not delay in starting to work.'

*By Mr. Verville:*

Q. You worked in the old country—how many hours?—A. When I worked there in 1897—it was at the last general exhibition in Brussels—and the place I started in required the men to work eleven hours a day, but we started at seven in winter and six in the summer.

## PRODUCTION AND SHORTER HOURS.

Q. What was the production of the men working eleven hours and those working less in the United States where you worked?—A. When I came back from Belgium I worked in Lowell, Mass., and I am going to give you the figures. We were paid on piecework in both countries, in Lowell, 23 cents per thousand ems, and the average was 8,700 ems on a nine-hour day. Although it was nine we never worked more than 8½. In Belgium, with eleven hours and 24 cents per thousand ems, one cent more than in the States, a big day was 5,000 ems—and an em is the same in both countries. In a few weeks after being there, being called an American, the manager asked me to take the foremanship, for they were printing a paper half in English and half in French, and I had an opportunity to take the job. When I started in my capacity as foreman I thought myself eleven hours was an awful strain. In the course of a short time I asked the manager to let me try to reduce the hours to ten, and he was agreeable. The first week they came out with the paper in time, and then I set to work to cut a little more off, and some of the men went to the syndicate and complained that I was trying to get the men to work too hard. But the syndicate thought I was right, for I took the stand that when the men were at work they should work and cut out the lighting of pipes and things like that, and when I left there the men were not asked to go to work on Monday afternoon as previously. The men earned exactly the same amount of money, they had exactly the same amount of work, and when the proprietor saw that it worked so well on piece work he tried it on time work. When I left they were working nine hours generally and everybody thought they were doing pretty near the same amount of work.

Q. Have you any experience in other trades in Montreal?—A. Not much with other trades. I suppose what is true in one trade ought to be true in others with slight differences, but so far as machines are concerned there is always a certain amount of hand work connected with them.

What per cent of labour do you suppose is attached to every machine?—A. It is pretty hard for me to say; it all depends upon the machine; but there is no machine but requires the help of a man to run it.

Q. Do you suppose that 25 per cent would be too much?—A. That would perhaps be the right average.

Q. Do you think a printer could set as much hand type in eight hours as he could in ten?—A. Yes, but if you ask me if a printer is in a position to do as much hand work in six hours as eight I would doubt it—

Q. But I ask you as between eight and ten?—A. Yes, I say he will. Of course, we must take everything into consideration. In ten hours there is a loss of time because he is tired. I know when I was working ten hours the only thing I was watching was the clock, as I wanted to get away, and now as a rule when the men are working eight hours it does not seem to impose any great fatigue upon them. In the afternoon they seem as fresh as when they started. As we all know, there is a certain limit to physical strength which we cannot overdo to advantage.

Q. You have not increased your prices?—A. No.

Q. Are you making as much benefit as before?—A. I am making a little more. It may be accountable to some extent to better machinery, for I was so much afraid myself that the eight hours would reduce the production that I sought to counterbalance the effect by having better machinery.

The CHAIRMAN.—There has been a general reduction of hours in the printing trade generally?—A. Yes.

Q. You say you have not increased any of your charges?—A. As I stated before very slightly—in high grade work.

Mr. VERVILLE.—Do you think the general cost of printing is about the same, that is, for general printing?—A. It is about the same, but on high grade work we

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charge more. In newspaper work, however, we are working cheaper than we did five years ago.

The CHAIRMAN.—Is the cost of job printing or letter-heads the same to the public to-day as it was five years ago?—A. Generally I do not think the prices of the Printers' Board of Trade in Montreal changed for that kind of work—it changed for catalogue work though.

Q. For high grade work?—A. Yes. We try to charge as much as possible for that, because it is not every printer who can do that work.

This concluded the evidence of witness, and the committee adjourned to meet again on Thursday the 28th of April.

HOUSE OF COMMONS, Room 34,

April 28, 1910.

Committee met at 11.30 o'clock a.m., the Chairman, Hon. Mr. King, presiding.

Mr. STANFIELD.—I wish to state that Mr. Claude Macdonell was unexpectedly called away to Toronto, and will not be here this morning.

The CHAIRMAN.—I am sorry Mr. Macdonell could not be here. I suppose he will hardly be back to-morrow.

Mr. STANFIELD.—I do not think so.

The CHAIRMAN.—The secretary has handed me a letter in reference to Mr. Draper's evidence. You will remember that at the last meeting Mr. Draper was a witness, and he mentioned that there were something like 40 states of the American Union that had legislation restricting hours of labour. I asked him at the time if he was quite sure he was correct in that statement, and he thought he was. However, I requested him to verify his information and inform us of the result. Accordingly, he has sent us the following, (reads):—

The following states and territories have legislation on restriction of hours in some form: Arizona, Arkansas, Alabama, Colorado, Delaware, Georgia, Idaho, Indiana, Kansas, Maryland, Minnesota, Montana, New Mexico, New Hampshire, North Dakota, Ohio, Oklahoma, Porto Rico, South Carolina, Tennessee, Utah, Washington, Wisconsin, Nebraska, Nevada, California, Connecticut, District of Columbia, Hawaii, Illinois, Iowa, Louisiana, Massachusetts, Missouri, Michigan, New York, New Jersey, North Carolina, Oregon, Pennsylvania, Rhode Island, South Dakota, Texas, Virginia, Wyoming.

I notice that Mr. Draper says in his note that these states and territories have legislation restricting the hours of labour in some form. The point that we were more immediately concerned in was whether they had legislation in the form of restriction of the hours of labour on public works. Of course 'some form' would cover factory legislation which all the states have to do with. I think this accounts for the difference between the evidence as it appears in our minutes with respect to the states that have legislation restricting the hours of labour on public works, and Mr. Draper's statement that the number that had legislation regarding hours of labour was twice as great. I drew attention to the statement that Mr. Skelton had prepared in the minutes, showing, I think, something like twenty states, or rather, twenty-three states, that had legislated respecting hours of labour on public works, and I asked that the secretary should direct Mr. Skelton's attention to that point. Professor Skelton has sent the following letter, (reads):—

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DEAR MR. CLOUTHIER,—I am in receipt of the reports of the last two meetings of the committee. I appreciate particularly receiving Mr. Draper's evidence so promptly.

I have noted the query as to the minor point of detail in the evidence as to United States experiments. The figures I gave are accurate; the number of states which have passed legislation similar to that proposed by Mr. Verville, stipulating an eight-hour day on government contracts, is twenty-three. Other states and territories have passed eight-hour legislation of different scope, as for example, providing for an eight-hour day in coal mines, or declaring that in the absence of contract eight hours should be held to constitute a full day; particulars of these and other laws were given in my evidence. The witness in his evidence evidently mixed up this latter legislation with the eight-hour-in-government contract type. The statement made afterwards in the note you inclose that forty-five states and territories have passed eight-hour legislation of some sort is an entirely different statement, and is quite correct.

Yours sincerely,

(Sgd.) O. D. SKELTON.

That clears up the difference, I think, where there was one. Now, referring to the evidence at pages 329-30, the following questions and answers appear (reads):—

'MR. RALPH SMITH.—Does it show here that this law prevails in the United States?

MR. DRAPER.—In forty odd states.

MR. RALPH SMITH.—By local bodies?

MR. DRAPER.—In the legislatures. They have the state legislatures, the same as our provincial legislature here, and they have the eight-hour day in forty odd states.

MR. RALPH SMITH.—With regard to state contracts—

MR. DRAPER.—Yes, sir.'

Mr. Draper was evidently mistaken there, because the legislation in the forty states relates to legislation on eight hours in some form, but not necessarily on government contracts. We have Professor Skelton again with us this morning. The last time he was here he was asked if he would prepare a resumé of legislation in other countries—particularly England, Germany, France, Australia and New Zealand—with a view of indicating to the committee the extent to which the eight-hour regulation in government contracts prevails in those countries.

Q. I think, Professor Skelton, you have spent some little time in research along that line?—A. I have gone into it somewhat.

Q. Have you a report to present to the committee in that connection?—A. Yes, I have followed along the lines indicated by the Chairman. I also have jotted down some general considerations which I may suggest if the committee have time to take them up.

Q. Well, I think we would be very glad to get the information you have?—A. First of all, in the United States, it has been seen, legislation in furtherance of a shorter working day has been passed by both federal and state legislatures. There, as in Canada, the direct control of industrial conditions falls to the state rather than to the national government. The separate states have been chary about using this power to restrict the working hours of adult males; constitutional limitations on interference with the right of private contract, the prevalent spirit of individualism and the prosperity of the great majority of the workers have co-operated to restrain legislation. Such measures as have been passed take the form, we have seen, of:—

(1) Declaring eight hours the normal working day in the absence of contract.

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(2) Prescribing short hours in certain dangerous or exhausting industries to safeguard the health and safety of the workmen employed, as in limitation of hours in mines and bakeshops.

(3) Prescribing short hours in certain industries where the exhaustion produced by long hours is believed to endanger the public, as in limitation of hours of railroad telegraphers and others engaged in transportation.

(4) Defining the hours required of statute labourers.

(5) Prescribing the hours of labour of men employed directly by the state in manual work.

(6) Prescribing the hours of labour of men employed by contractors with the state, in practice confined almost entirely to contracts for public works.

The federal government with its much narrower range of power has confined its action to four main classes of legislation:—

(1) Prescribing the conditions and hours in dangerous employments in the territories under its direct jurisdiction.

(2) Regulating the hours of telegraphers on railroads engaged in interstate commerce.

(3) Fixing the hours of labour of men employed directly in its own workshops, arsenals or navy yards, or in the construction of public works.

(4) Limiting the hours of labour of men employed by contractors in constructing public works.

LEGISLATION IN GREAT BRITAIN *re* HOURS AND WAGES.

Turning from the United States to Europe we may note first the experience of Great Britain, the pioneer in the movement for shorter hours and still foremost except for the Australian colonies. Legislation is there much simpler than in the United States or Canada, since the whole power of government is concentrated in a single parliament, not as in Canada, divided between ten different authorities, nor as in the United States between 47 state and federal governments. There has, however, been no uniformity in the way in which this concentrated and unfettered power has been used. Three centuries ago it was freely used, as in the Statute of Apprenticeship, fixing the hours of labour at 12 in summer and during daylight in winter, to regulate the conditions of labour, usually in the employers' interest; then the pendulum swung to the extreme of *laissez-faire*, reluctance to intervene in industrial affairs, lasting well into the last century. The pendulum has been swinging the other way since, but as yet it has not carried the government to the length of legislating directly and generally on the hours of men's labour. The great reductions secured in the hours of labour during the century past were due in the main to the efficiency of trade union action, British trade unions in their solidarity, their financial strength, their able leadership and their persistent self-reliant activity being unsurpassed anywhere. It was not until the '80's that serious doubts as to the efficacy of this weapon began to be entertained and demands for legal intervention voiced. The rise of the new unionism and the preaching of John Burns and Tom Mann and others led to an agitation for an eight-hour law, which reached its climax in the early nineties. As yet, however, the aspirations for a universal eight-hour day by Act of Parliament have been disappointing. The results actually secured by public legislation may be briefly summarized.

1. The hours of adult male workers in factories have indirectly been lowered by laws restricting the hours of labour of the women and children whose services in the same factory were indispensable. Ostensibly the laws passed in 1847-1850 providing for a ten-hour day applied only to the women and children, but it was generally recognized that this involved a ten-hour day for the men as well as in most instances. As they used to say fifty or sixty years ago when

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the ten-hour law was brought in, the men fought for shorter hours behind the women's petticoats.

2. Various local authorities, county and borough councils, school boards, boards of guardians, &c., have adopted what may be called a fair hours clause. Of the 4,215 such authorities in the United Kingdom, some 444 embody fair wage provisions in contracts; about one-fifth of these insert requirements that the hours shall be those current in the district or shall be the trade union rate, *e.g.*, Leicester borough council.

The rates of wages to be paid and the hours of labour, as well as the rules and conditions regulating the employment of workmen and others engaged or employed in carrying out the contract shall be such as are recognized by the employers and the respective trade unions in the town or district where such contract is to be executed; and where no such organization or organizations exists or exist such rates of wages, hours of labour and conditions of employment as are, for similar work to that specified in the contract, generally paid or observed in the organized trades in the town or district next to the place in which the contract is to be executed, £10 liquidated damages for each breach.

Durham.—All building contracts contain the following: The contractor shall pay such rates of wages and observe such hours of labour as are generally accepted as fair in the various trades in the county.

These stipulations, it will be observed, merely aim to keep the local authorities abreast of the times; they do not seek to enforce conditions in advance of those prevalent in the various trades.

None of the national government contracts contain any stipulation as to hours. The War Office, Admiralty, Office of Works, Post Office and Stationery Department merely require that wages shall be those generally accepted as current in each trade for competent workmen in the district where the work is carried on. The fair wages committee appointed by the Treasury in 1907, was so far from wishing to take any step in advance of private industry that it recommended that the proposal to substitute the phrase 'trade union rate of wages' for 'current rate of wages of the district' should not be adopted, because it was either superfluous or inequitable.

Where in a given district the trade union has succeeded in establishing a rate which is so far accepted by the employer that the majority of the work people in that district do in fact obtain the rate, the trade union rate is, of course, the 'current rate' of the district, and is the rate which the contractor is, under the present form of contract, already compelled to pay on government work carried out in the district. It is only in those cases in which the trade union rate is not the current rate that any change would be effected by the proposed amendment; but these are cases in which it is at least open to doubt whether the government would be justified in enforcing the payment of the trade union rate by its contractors. A rate demanded by a union, but not in practice obtained, or a rate which has been agreed upon only by a minority of employers and work people, or which any changes of process have made obsolete, can scarcely be the 'current rate' intended in the fair wages resolution. If the government is to have its work executed at the ordinary market price it cannot require the contractor to pay more than the market rate of wages.

In this connection reference may be made to a brief discussion of this same committee on another point at issue in the Bill before us:

"The president of the Yorkshire Textile Workers' Union suggested that the principle of the fair wages clause should apply to the manufacture of the material used by the contractor, so that, for example, an employer holding a contract to  
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make cloth for the government should be held responsible for the conditions under which the yarn he uses was made, safeguarding himself by a warranty from the spinner.

It is obvious that it would be quite impracticable to enforce generally any rule of this character. Under such a provision, a builder, for instance, would have to satisfy himself that the current rate of wages had been paid to the men engaged in quarrying the stone and slate, making the bricks, nails, locks, screws, glass, girders, paint, and numberless other things which were to be used in the execution of the contract. As the materials used by the contractor would generally be indistinguishable at the place of manufacture from those supplied for other purposes, any inquiry as to the conditions under which they were made could not be confined to those articles destined to be used in the contract work, and the ultimate result would be practically to make the government contractors responsible for the payment of current rates of wages on all work in every industry throughout the country."

## HOURS OF WORK IN COAL MINES AND DOCKYARDS.

After a twenty-year agitation the government last year agreed to limit by law the hours of men working in coal mines. While the prescription of short hours in coal mines is by no means unique, being in fact the rule in Western America, the circumstance that legislative action has finally been resorted to in order to supplement trade union action is of some interest. Sixty years ago fifteen hours a day was common in Scotland and Cumberland; fourteen hours in Yorkshire and twelve hours in the rest of England. Trade union action, supplemented to some extent by legislation limiting the labour of boys to a 54 hour-week, has so reduced this excessive day that in 1908 the average time spent underground by all classes of workers in coal mines was 9 hours 3 minutes, the miner's day varying from one of 6 hours and 49 minutes for hewers in Durham and Northumberland to an average of 9 hours 57 minutes for all workers in Monmouthshire. The average days worked in that year were  $5\frac{1}{2}$  a week, and the average week was  $49\frac{1}{2}$  hours.

*By Mr. Smith:*

Q. What was the date of the reduction to 54 hours?—A. I am not quite sure whether it was 1870 or 1871. The great reduction in hours came it may be noted with the increase in the price of coal in the early 70's; the wages, adjusted on a sliding scale basis rose so much that the men preferred to take some of the gain in shorter hours rather than in higher wages. It may be noted also that the average output per man per day was greatest in the shortest hour districts.

The new Act which affects about 700,000 workers, is nominally an eight-hour law, but as a matter of fact is at least an  $8\frac{1}{2}$  hours Act, as both winding up and down are specifically excluded from the eight-hour period by an amendment made in the House of Lords. The reduction of time that would have been effected had the windings been included in the eight-hour period was calculated at 10·27 per cent the actual reduction is therefore about 5 per cent, rather small compared with the reductions previously secured by trade union action, but possibly more stable and more widespread.

The most important experiment made by the British government is the reduction of hours of its own employees effected some 16 years ago. The eight-hour agitation in the United Kingdom reached its climax in the early 90's; in the 1892 election, the great majority of members declared themselves in sympathy with the movement. When parliament met it was urged that as a tangible evidence of sympathy the hours of labour of public employees should be lessened. After much deliberation and experimenting the government decided in 1894 to reduce the hours in the dockyards, ordnance factories and army clothing establishments to 48 a week. The number of men

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affected was over 43,000; of these 24,263 employees of the Admiralty received a reduction of 2½ hours a week or 25 minutes a day, and the 18,977 employees of the War Office, 5½ hours a week, or practically an hour a day.

*By the Chairman:*

Q. What did they do with the wages?—A. They kept them the same, that is so far as the pieceworkers were concerned. It should be noted that it was not decided to establish a uniform eight-hour day, nor even a uniform 48-hour week; in the dockyards the working day established varied from 7¼ hours in winter to 9 hours in summer with a 5-hour Saturday all through the year. Comparatively recently, in 1905, the installation of electric light in the dockyards made it possible to establish a uniform 48-hour week throughout the year. The revised table of hours is as follows:—

Monday to Thursday, 7—12, 1.30—5; Friday, 7—12, 12.45—4.45; Saturday, 7—12.

#### THE WAR OFFICE.

The results of this reduction are wholly favourable to the advocates of shorter hours. After eleven years trial, reports were sought from the two government departments chiefly concerned, and were published by the Board of Trade in 1905. The War Office, the employees of which had been granted a reduction of 5½ hours per week, stated that when the 48-hour week was first adopted it was anticipated that there would be a saving of time in stopping and restraining work at the breakfast hour, work not beginning till after breakfast under the new system, and also a saving of light and fuel.

It was also expected that a later hour of starting work would ensure greater regularity of attendance, that there would be an improvement in the physical condition of the men and an increase in their power of production. The fact that the reduction in the hours of work had not reduced the output, or increased the cost of it, in private factories in which the experiment had been tried, also led the War Office to assume that the cost of production would not be increased in their workshops. It is stated that these anticipations have been justified, and that it is clear that no extra cost has been incurred by the public on account of the reduction of hours, nor has the output of the work been diminished.

*By Mr. Smith:*

Q. Are these production works owned by the government?—A. Yes. That is, the shops in which the government makes its own gun-carriages, for example, and carries out its repairs.

Q. Do you know whether the labour is contract labour or day labour?—A. As I was just going to say, it is largely piece work. The majority of the workmen being on piece work, the average weekly earnings per man have not been sensibly altered, although piece-work prices have not been increased. The day workers received an increased hourly rate of pay to make their earnings per week of 48 hours equal to those per week of 54 hours. It was not found necessary to increase the number of day workers.

The admiralty reported to the same effect, though in this case the change was less important.

In the case of the dock yards, where the great bulk of the work people affected were employed, the number of hours had previously been 50½ per week. Of the reduction of 2½ hours per week, nearly 1½ hours was affected on the Saturday by making the hours on that day equivalent to a half day instead of as formerly working till 2 p.m., with a half hour stoppage for mid-day meal.

A recent communication from the admiralty states that the effect on the output of the work was to some extent minimized by the withdrawal of certain privi-

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leges, viz.: allowances of three minutes to workmen for getting to their work after bell-ringing in the morning and afternoon, and certain half holidays and time off previously granted without loss of pay. These privileges amounted in the aggregate to a time value of about one hour per week. This communication further states that it would not appear that the cost of production at the dock yards since the introduction of the forty-eight hours system compares unfavourably with that previously obtained, but to what extent the cost has been influenced by the reduction of hours cannot be definitely determined. Among the other factors of which account would have to be taken in making a comparison between the cost of production before and after the introduction of the forty-eight hours' week, are improvements in machinery and means of conveying stores within the dock yards and other labour-saving methods, and also increases of pay in certain trades. No increases, however, were made in piece-work rates.

It should be noted particularly, in view of the less successful expedients of the French government to be discussed later, that the greater part of the work in the British establishments was on a piecework basis. So far as the time workers are concerned, the admiralty authorities some five years ago adopted the premium system of payment to enable expert workmen to increase their pay by completing their work in less than the time allowed for it. The premium or bonus paid is in proportion to the time saved, *i.e.*, if a workman saves 25 per cent of the time allowed, he is paid at the rate of 25 per cent in excess of his ordinary hourly rate for the number of hours actually taken, while if he takes longer than the time allowed he is still paid his ordinary time wages. In practice the premiums earned were found to average about 20 per cent over the ordinary wages, showing that there was still some slack to take up.

So far as I have been able to ascertain, no provision has ever been made in Great Britain for inserting eight-hour stipulations in government contracts in the manner proposed in the Bill before this committee. I shall note later the reason why it has not been necessary to approach the problem by this means.

*By the Chairman:*

Q. Just there. You say, 'in the manner proposed by this Bill.' Do you mean that there has never been any eight-hour regulation or stipulation in any public works contract?—A. None whatever; no stipulation whatever as to hours in government contracts.

Q. Not in any contracts by the government?—A. Not in any contracts by the government. Some of the local bodies, as I stated, have provided that the hours shall not be longer than in any private industries; but the national government has not even gone to that length.

Q. The national government has adopted a fair wages stipulation?—A. Yes, but not a fair hours stipulation.

Q. They have a stipulation providing for payment of the current rate of wages?—A. Yes.

Q. Does that not have reference also to the hours that are current in the district?—A. Not so expressly stipulated as it is in the wording of the clause in the contracts of a good many of the local bodies which have both fair wages and fair hours provisions.

Q. There is no express stipulation on the question of hours?—A. No. But in practice it might work out that way.

## LEGISLATION IN FRANCE—DECREE OF 1848.

*By Mr. Smith:*

Q. Has there been any agitation in favour of an eight-hour day on government contracts?—A. In the early nineties some proposals were made in that direction, but they do not seem to have been very seriously pressed.

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To go on to France. (1) Over sixty years ago, in the revolution of 1848, France decreed what even yet no other nation has attempted—a universal limit to the working day. As first formulated in March, 1848, the hours of labour for all workers were fixed at ten per day in Paris and eleven in the provinces; a few months later, twelve hours per day was established as the maximum throughout all France. This hasty and sweeping legislation, however, overshot the mark; numerous exceptions and lack of inspectors made the law a dead letter for nearly forty years, and to-day the legislation in force is far from being radical on this point.

*By the Chairman:*

Q. Is that still the existing law?—A. It is still the existing law but practically every trade is exempted from it.

#### THE LAW OF 1899.

*By Mr. Broder:*

Q. Custom has over-ridden that law?—A. Yes, the law is nearly all exceptions. A Fair Hours' provision, similar to that noted in Great Britain, prevails in France, but on a national rather than a local basis. A law enacted in 1899 provides that all contracts for public work shall contain a clause limiting the length of the day's work to the hours usual in the locality. Overtime is permitted but must be paid extra. This enactment, it will be seen, imposes on the government the standard generally adopted in private industry, but does not impose that standard with absolute rigidity.

*By Mr. Smith.*

Q. That applies to hours, just as the Fair Wages provision here applies to wages?—A. Exactly, in all government contracts.

#### SPECIFIC LEGISLATION *re* SPECIFIC TRADES.

*By Mr. Broder:*

Q. You spoke about the law in France, enacted at the time of the Revolution of 1848, being practically a dead letter.—A. That law governing the hours of workmen in factories and in general occupations has been virtually a dead letter. Special legislation has been passed since dealing with specific trades.

Q. The government do not deal with it themselves then.

Mr. SMITH.—Not with regard to their own employees?—A. Not with regard to their own employers. Although the government by various specific Acts, such as I am going to make reference to in a moment, have reduced the hours of labour beyond that standard in the case of many of their own employees.

During the past ten years the French government has been carrying on extensive experiments with the eight-hour day in various state establishments, particularly in the naval arsenals and dockyards, the post office and telegraph workshops, and for a time in some factories under the War Department. In all about 35,000 employees were concerned. The reduction of hours effected, averaged about 14 per cent. Careful investigations have been made into the working of the shorter day and the results published at length in 1906 by the French Bureau of Labour. I have supplemented this authority by later issues of the French Labour Gazette and private engineering journals. The showing is much less favourable for the eight-hour day than in the British experiment: the reduction of time of course was much greater.

In some of the post office establishments—where they manufacture postage stamps, and carry on the construction and repair of postal apparatus—the eight-hour day was introduced experimentally in 1899, and made permanent in 1901. Two years later the Under Secretary of State for Postal and Telegraph Services, reported that at first exceptional efforts were put forth by the workmen, but were soon relaxed. The de-



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crease does not seem to have been material, however, as only 2.4 per cent increase in wages had to be given to secure the extra labour needed. Two years later, referring to further experiments, the statement is made that the production has fallen off by from one-tenth to one-fifth.

## IN NAVAL ESTABLISHMENTS.

*By the Chairman:*

Q. Do they pay them by the piece in France?—A. No. That is the trouble. I am going to take that up in a moment.

In the naval establishments where the most extensive reductions were made, the results differ to some extent in the different localities.

In L'Orient it was reported that while at first after the adoption of the eight-hour day the hourly output was maintained at nearly the same level, or even above it, it soon showed a tendency to diminish; while admitting the difficulty of isolating the effects of the eight-hour day, the Director of Engineering estimated the eventual increase in the cost of production at 15 per cent. At Cherbourg, where the reduction of time averaged from 13 to 14 per cent, the reduction of output was at least 12 per cent for the workmen who had to do with machine tools, forges, &c., and ten per cent for other classes. At first, it is stated, there was a real effort on the part of a minority of the workers to compensate for the reduction in the hours of work by increased zeal and activity, but this did not last once the eight-hour day had become in all eyes a *fait accompli*. In Toulon the decrease in production was more than proportional to the decrease in hours. At Guérigny the results were more satisfactory. In Rochefort and Ruelle the output in eight hours was found to be practically equivalent to that produced previously in 9½ hours, ascribed in the former case to increased energy on the part of the workmen and more efficient superintendence and in the latter to the maintenance of piece work and the installation of improved machinery. At Indret the hourly output remained practically stationary.

In estimating these results, however, there are other considerations to be borne in mind. The claim that the quality of the work was improved, made by the workmen in the postal establishment, may or may not be tenable.

More valid is the contention that the abolition of piece work, simultaneously in most cases with the introduction of the eight-hour day, brought about a slackening of effort and to that extent counteracted the increase in hourly output to be expected from the shortened day. In the case of Toulon, however, where the cost of production increased by from 24 to 33 per cent, piece-work had already been reduced to a minimum when the short hours were introduced, so that the responsibility for the decreased output cannot be shifted. It is pointed out, further, by the Trade Unions interested, that during the years in question the amount of work given to the various yards was less than normal, so that the organization of work could not be made as effective as before. The disorganization in the whole French naval service, made apparent by the recent investigation, should also be borne in mind in weighing the effects of the reduction.

The War Office experimented in 1903-4 with a reduction from a nominal ten to a nominal eight-hour day in the shops at Tarbes, but decided in consequence of its experience to compromise on a nine-hour day. Actually, in the artillery workshops the ten-hour day had comprised only 9 hours effective work; the new nine-hour day 8½ hours; practically no reduction in output resulted from this slight decrease. In the engineering experimental establishments the reduction resulted in practically no decrease in output. In the power works, the decrease was in proportion to the shortening of the day, but not quite so great in the clothing and medical departments.

*By Mr. Smith:*

Q. Was that piece work or day work?—A. The greater part of it was day work after the introduction of the reduced hours. In connection with the experiments in

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the naval establishments it is interesting to note that frequent and loud complaint is made by trades unions in private industry of the unfair competition waged against them by the government employees after the end of their short day's work. The carpenters and joiners' union of Cherbourg complain that the employees of the arsenal are eating the bread of their comrades in private industry, taking advantage of the time, the leisure so-called, granted them by benevolent authority. The machinists make the same complaint, and even the gardeners find it necessary to petition that the Government employees be 'forbidden to undertake any work after their day in the arsenal where they undergo scarcely any fatigue.' The Government professed themselves unable to interfere in the matter. It will probably be adjusted through the medium of the trade unions as the Government trade unions have been confederated with the private unions. I do not think it necessary to go into the different experiments carried on elsewhere on the continent, because so far as Europe is concerned Great Britain and France have been the most active. Italy has done a little in introducing the eight-hour day and in some cases the nine-hour day in its Government dockyard, and the seven-hour day in its Government tobacco establishments. France, by the way, has a nine-hour day in its tobacco factories.

#### IN GERMANY.

*By Mr. Smith:*

Q. Can you give us any information on Germany?—A. As to Germany, practically nothing has been done by the government with the exception of the state railways. Provision has been made there very elaborately and in great detail for securing so many hours of rest per day or per week for all employees, and the maximum limit of hours is fixed which cannot be exceeded on the average. For example, it is the rule that eight hours a day shall be the maximum for station masters, assistant station masters, telegraphers and switchmen when the work is uninterrupted and intense; elsewhere the limit is up to 12 hours.

Q. What about the engineers?—A. The engineers are, I think, limited to a maximum of 11 hours a day, which is supposed to be observed as far as possible, and they are to be guaranteed at least eight hours a day consecutive rest.

Q. Outside of that there are no state laws?—A. Outside of that no state laws.

Q. Regulating the hours?—A. No, these are virtually laws regulating their own employees, because practically all the railways in Prussia are state railways; outside of this and similar regulations in the other states, Germany has no mode of regulation regarding the hours of adult labour.

#### IN AUSTRALIA AND NEW ZEALAND.

I should also except hours of labour in coal mines, which are regulated in some instances. Australia and New Zealand are the countries in which the eight-hour day has been most widely won. They are also the countries which are regarded as most radical and advanced in passing legislation in the interests of labour. Putting these facts together, most people seem to have the impression that the eight-hour day in Australasia is the result of legislative action. This is not the case. There is probably a cause and effect relation between the two conditions, but it would be more correct to say that the advanced legislation is the result of the leisure and political strength resulting from the eight-hour day, or that both are the results of the same economic conditions. The eight-hour day was won in Victoria over 50 years ago by the building and iron trades as the result of union action; their success was largely due to the premium which the rush to the gold fields put on labour of all descriptions. The unions were able to dictate terms, to fix a standard of eight hours to which later on industries were obliged to conform. It gradually spread to other trades until by the end of the '80's three-fourths of the workmen of Victoria had the eight-

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hour day, or rather the forty-eight hour week, and it is now practically uniform except in the agricultural districts, and is largely prevalent even there, especially in the case of sheep shearing.

*By Mr. Broder:*

Q. I would like to have you explain how far that would affect the agricultural interests, that is, so far as labour is concerned?—A. Australia, of course, has always been urban rather than rural, and the agricultural industry as a result has been confined to two or three great branches; it is more grazing than agriculture, there has been no attempt to regulate the ordinary farm work by legislative action, but the work of such men as the sheep shearers is restricted to eight hours a day by union action.

Q. Will the eight-hour day in every other trades affect the possibility of getting labour for agricultural purposes?—A. Undoubtedly it has, and it has reduced the hours of labour in farming, at any rate, it has been impossible to get men to go on the land unless they get a reasonable equivalent of hours.

*By Mr. Smith:*

Q. But that has not been brought about by law?—A. No, it has been the inevitable result, they could not get the men.

Q. And that is the case in Victoria?—A. Yes, it is the pioneer in the movement. The eight-hour day was not maintained without severe struggles, but in their efforts the men depended almost entirely upon themselves. There has been little legislation on the subject; in what action the government has taken it has for the most part followed rather than led the public. In 1874 a 48-hour week was prescribed for women and children in factories, but the operatives themselves petitioned against its enforcement and it was a dead letter for twenty years. So with the other states of the Commonwealth. At present of course with the adoption in Victoria of the Wage Board system of determining conditions of labour and in other states the adoption of the New Zealand compulsory arbitration method, hours as well as wages are a matter for state decision, but the basis adopted is the eight-hour day won by the unions.

*By Mr. Smith:*

Q. There is no specific law?—A. No specific law in any state in Australia, other than for factory employees. In New Zealand, as in Australia, the short day has been in the main won by self-help; legislation has sought merely to clinch the advantages won and to extend them to the weaker trades. As early as 1873 the hours for women and children employed in factories were fixed at 48 a week; in the last important revision of the Factories Act in 1901 these hours were shortened to 45, except in woollen factories, and the hours for men definitely fixed at the maximum of 48. In New Zealand, as is well known, the compulsory arbitration machinery at first intended for the settlement of specific industrial disputes has developed into means for state fixation of wages and hours in practically the whole industry of the country, so that the need either of legislation or of union action on the ordinary lines has passed—providing the system does not break down. The nearest approach in New Zealand to the legislation contemplated by the Bill before us is the Public Contracts Act of 1900, which provides that in all contracts above 20 pounds in value, for the construction or repair of public works or for any public service in which manual labour is needed, current fair wages shall be paid and an eight-hour day observed. The discussion in the House when this Act was passed showed that it was designed to force on all contractors, particularly in outlying districts, where roads, bridges and culverts were being built, the hours customary in better organized districts. The eight-hour specified was, in view of the prevalence of the eight-hour standard, practically a fair hours provision. Overtime, moreover is allowed.

In this connection there is an interesting development which may be noted, namely, the new protection, as it is called, now being adopted in Australia. It virtually provides for a fair wages' and fair hours' clause not in contracts but in the tariff. The ingenious attempt is being made to make everybody happy by the tariff; in connection with agricultural implements for example, a duty was put on to please the manufacturer; then, to please the consumer, prices are specified in a schedule, and if the domestic producer exceeds these the duty is removed. Next, for the workman's sake, an excise amounting to 50 per cent of the tariff is put on all domestic manufacturers, to be remitted only if the rates of wages and hours held fair and reasonable by parliament or arbitration court are paid the workmen. The Excise Tariff Act of 1906 even imposed on distillers regulations as to proportion of boys to men to be employed. This legislation has been declared unconstitutional but it is part of the program of the Labour Party recently victorious, to amend the constitution to permit it. I commend this idea to Mr. Verville as another N.P.

#### SOCIAL AND CULTURAL EFFECTS OF SHORTER HOURS.

*By the Chairman:*

Q. One of the Acts to which you are alluding is the Industries Preservation Act?—A. Yes, practically that same Act.

In the light of the experience of other countries in eight-hour legislation it may be possible to summarize briefly a few conclusions.

And first, as to the end proposed? Men will answer this question differently, as they lay the chief stress on the making of men, or the making of goods, or the making of money. From the viewpoint of the social and cultural effects of shorter hours, there is little disagreement from the conclusion that a lessening of the average hours now spent would make for good, in giving men more opportunity for making the acquaintance of their families, more opportunity for self development and recreation, more opportunity for taking an intelligent interest in civic affairs. Undoubtedly with the minority the larger freedom will be abused, and the shorter day in the workshop means a larger evening in the saloon; yet few who question the wisdom of greater leisure on this ground would go the logical length of saying that the working day should be lengthened to cut off entirely the leisure that may be abused, especially in face of the undoubted fact that it is precisely long hours and exhausting toil which are the surest inducements to dissipation.

Q. You say, that with a few that may be the case?—A. With a few it may be possibly, but that is no argument why the majority should not be given the opportunity which they would improve.

Q. With the many it would be otherwise?—A. Yes.

Q. Would it be possible, do you think?—A. Certainly it would be, in my opinion. It is largely a question of degree; if you got down to a two-hour day most of us would find it pretty hard to keep out of mischief, but there is no pressing danger of that.

Q. The prospects are that while a few would abuse the privilege, to the many it would be a decided advantage?—A. I should think so from that standpoint.

Q. Excuse my interrupting you again. Speaking of the abuse of shorter hours, do you think the same thing would hold in regard to any other class in the community to the same extent, or to a lesser or greater extent, as in the case of the working classes generally? I mean to say, take the so-called privileged class to-day, the wealthy class. A certain number of them—in fact many of them—are employed in business. Do you think their leisure hours are spent for their advantage or disadvantage?—A. It is pretty hard to make a sweeping generalization on the statement, but I do not think that with the majority the leisure time is abused.

Q. But you are making a sweeping statement with regard to the working classes. You say that you think if the hours for the working classes are reduced from say ten

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to eight that with the minority it will be to their disadvantage, but with the majority it will be to their advantage. Now, take the wealthy classes so-called—I do not say the aristocracy of any kind one way or the other—but the wealthy classes, the sons of rich men who are doing a certain amount of work during the day. Supposing they are now working six hours, do you think if they had to work eight instead of six they would be improved?—A. They might work better if the hours were extended rather than reduced in that case. But I think human nature is pretty much the same in all ranks of society, and in my opinion a reduction from ten to eight hours for every man poor or rich would work out about the same.

Q. Do you think that the sons of rich men, and rich men themselves spend their leisure time to their own advantage and the advantage of their families or otherwise? Could you say as to that?—A. My experience of rich men is rather limited, but I would say that probably in the case of the rich men themselves their leisure is spent to more advantage than in the case of rich men's sons.

Q. It is because the rich men have learned the advantage of work.

Mr. BRODER.—I think you could hardly compare the rich man's conduct with that of the poor fellow who is working when the former is in bed.

*By the Chairman:*

Q. What I was trying to get at is this; in this whole question, Professor Skelton, you have put the matter very well. You have put it as to whether the chief stress is laid on the making of men, or the making of goods, or the making of money. Now, in the case of caring for men in the first instance, I want to find out whether from your observation of human society you think the working classes are more likely to improve the opportunity for leisure than any other class, or whether they are more likely to use it to their disadvantage. My own feeling is that the working classes are more likely to improve themselves if given leisure time?—A. I think I would agree with that for the reason that the conditions which are sought to be removed in the case of the workman are more conducive to dissipation as they are at present. A change will be for the better in that respect because the less exhausting toil is made, the less tendency there will be to seek recreation in some strenuous or more or less brutal form.

*By Mr. Verville:*

Q. Do you not think the nature of the work has something also to do with it?—A. Undoubtedly, Mr. Verville; I do not think there is any great difference between one class of society and another in that respect. Certainly the workmen do not show up to disadvantage if given more leisure.

SHORTER HOURS *re* EFFECT ON PRODUCTION.

From the standpoint of the effect on production there is less unanimity. It is usually difficult in reductions of hours to isolate the effects of this change and disregard the changes in process or machinery or superintendence. So far, however, as may be judged from the century-long experience, of gradual reduction of hours and from the specific eight-hour experiments made in the past twenty years, the advocates of shorter hours may be said to have made good part of their contention. Without referring in detail to the mass of evidence available, it may be noted, as generally agreed, that there is no uniformity in the result of a shortening of hours. The longer the hours to begin with or the more exhaustive the work, the more likely it is that shorter hours and greater leisure for recuperation will bring out fresh energy and a greater hourly output; the more the day is reduced the less slack there is to be taken up by further reduction; less increase in hourly production would be expected in a change from eight to six hours than in a change from 16 to 12 hours per day.

The more, again, the output of the worker is regulated by automatically speeded machinery or depends upon time processes on which he merely waits, the less the room for increase per hour; the greater the importance of personal strength or alertness in an industry the greater the possibility of this increase. The more antiquated the processes, the more slack the supervision and organization, the greater the latitude allowed the tardy, the more extensive the custom of beginning work before breakfasting—the greater is the probability that necessity will be the mother of invention and economy. Taking these and other considerations into account it is obvious that in some cases production will fall off little or nothing with the reduction in time and that in other cases it will decrease almost in proportion to that reduction. It is difficult to make any more general statement, I think, you will have to take each industry by itself.

*By Mr. Smith:*

Q. On that point the difference between the piece-work and the day work systems will probably account for it?—A. I think so.

Q. The production is not so notably affected when the piece-work system is operating as it is when the day-work system is operating, that is my experience.—A. I think that is correct. There are two considerations which should be borne in mind in discussing the possibility of a greater output per hour with a short day. In the first place, can men do more, if they want to per hour in a short day? I think there is probably no doubt they can in many industries. The second question is, will they do more? And, as you say, if they are paid on the piece-work basis it is more likely they will than if they were paid by the day.

Q. Yes, and the nature of the industry itself exercises an influence; in one trade there is a greater possibility of that than there is in another.

The CHAIRMAN.—In some trades you can introduce the piece-work system, while in others, you cannot.

Mr. SMITH.—Yes, and some conditions lend themselves to an increase in the output, to increased energy on the part of the workmen, more than others.—A. In the event of a general shortening of hours, the effect on wages will ultimately depend on whether or not production is maintained. So far as it is mentioned, there seems no reason why wages, money wages and real wages alike, should not also be maintained at the previous level per day. So far, however, as production falls off, so far is the national dividend reduced out of which wages as well as the other shares in distribution must be met. The fallacy is widespread that it would be advantageous to reduce the output per man so that room might be found for more workers in each occupation and the unemployed be absorbed, to their advantage, and the advantage of those whose jobs they had threatened. This, however, is to assume that the amount of work in the world is limited, and should be carefully husbanded and parcelled out if there is to be enough to go around. In fact the work to be done in the world is as infinite as man's wants; till every want is satisfied, there can be no question of work running short. It would be as logical for the men now employed to work with one hand tied behind their backs in order to reduce the world's production and necessitate adding new workmen. It would obviously be more to the point if those now employed could maintain their present output and the unemployed could be put to other employment, adding their quota to increase the total production of consumable commodities on the extent of which the reward of all the sharers in production depends. This of course requires the investment of further capital, but so, equally, of course, does the employment of more men, to do the same amount of work as before. A general reduction of hours offers no solution whatever for the problem of unemployment. So far as a single trade is concerned it may succeed in maintaining its rate of wages even though the

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output is reduced, at the expense of the rest of the community, fellow workmen included; provided the increase in prices does not materially reduce the demand for its products. But evidently this is a game at which everybody cannot play; if the total wealth to be shared is to be maintained at its old level.

Next, assuming the advisability of shortening hours, the question presents itself whether the same limit is advisable in all occupations. The number 'Eight' has been a magic number in the eyes of working men for half a century. The contention, running back to good King Alfred, that the day should be divided into three equal parts, for work, for sleep and for meditation, and voiced in the modern Englishman's cry for:

Eight hours' work, eight hours' play,  
Eight hours' sleep and eight bob a day

has a plausible and taking air of mathematical certainty and fairness about it, even some promise of finality, though it is probable that when the eight-hour day is won someone will start up a plea for:

Six hours' work, six hours' play,  
Six hours to sleep, six hours to pray.

Equally mathematical and plausible. For the purposes of agitation, a definite and simple formula is needed, and the eight-hours standard provides this admirably. But from the standpoint of application, not of agitation, the matter cannot be settled so simply. There are clearly great differences in industries, requiring greatly differing treatment. One occupation involves exhausting, continuous effort, another permits gaps where the completion of certain chemical or mechanical processes must be awaited. One occupation may involve intense nervous strain or entail unwholesome surroundings, such as chemically or dust vitiated air, while another may be carried on in equable and wholesome surroundings. The mental application required will vary greatly. Some industries will be much more exposed than others to foreign competition. Some will lend themselves better to organization on piece-work or premium basis. In some there will be no difficulty in closing work on the stroke of the clock; in others there will be continuous operations necessitating frequent overtime. Many industries may be carried on evenly throughout the year; in others climatic conditions or fluctuations in demand necessitate concentrating the work at certain seasons, though in some trades this crowding is doubtless due more to custom than to any inherent necessity. The difficulty in these circumstances of imposing a rigid and uniform standard of hours, eight or other, is apparent.

Assuming, again, the advisability of shorter hours, uniform throughout the greater range of industry, the next question is as to the means by which this end is to be secured. Were the arguments and experiments put forward in proof of the contention that an eight-hour day would not lessen the production entirely convincing, we should expect voluntary concessions on the part of employers. Voluntary concessions there have been, but they still form the exception. Doubtless much of the hesitation to adopt a shorter work day may be attributed to the influence of custom and routine, but doubtless, too, much is due to the sincere belief that the case for the maintenance of production under the eight-hour system has not yet been demonstrated.

## TRADE UNIONS—LEGISLATIVE INTERVENTION.

Where, then, the inertia of custom or the conviction of loss prevents voluntary shortening by the employers, the most adequate recourse is to the organized pressure of the trade union to enforce it. It is in the main to this instrument that the working classes of the English-speaking countries owe their superior conditions of hours and wage. It is in the countries where trade unions are strongest that hours are

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shortest and even where, as in Australasia, legislative action is invoked, it is only to supplement and clinch gains won by the union pressure. Trade union action not only brings the moral gain of discipline, fostering the spirit of self help, but it lends itself better than legislation to the varying problems set by different occupations. The hours in each trade may be adjusted to the peculiar needs of the trade, not to a uniform and external legislative standard, and within each trade again the wide autonomy exercised by the locals makes it possible to recognize for the time being the differences between Alberta and Quebec conditions, or Toronto and Belleville conditions. At the same time the national scope of the trade union makes concerted, if not uniform advance, possible; it is one of the strong arguments in favour of international unionism that the advance may be concerted not only throughout the country but over all the continent, thus leading gradually and tentatively to the equalizing of conditions necessary for fair competition. Yet trade union action is not without its drawbacks. It is urged by advocates of legislative action like Sidney Webb that trade unionists form so small a percentage of the general body of wage earners that they could deal with only a fraction of the problem. This is an argument that cuts both ways; if the majority of workmen are too sceptical or careless of the benefits of a shorter day to join the unions which make this demand one of their main planks, the case for forcing this boom upon them is weakened. A large enrolment of workers in trade union ranks is as necessary to convince legislators of the widespread character of the demand for shorter hours as to force employers to grant concessions. More valid is the contention that some of the workers who need the shorter day most are those least able to organize to secure it; where the weakness is extreme, as in some of the sweated trades, the case for legislative intervention, as in the new Wages Board provisions in Great Britain, is a strong one. Again, it is urged that the means by which the trade union wins its battles are costly and frequently unsocial. For instance reference is made by some to the \$4,000,000 spent by the Typographical Union to win their eight-hour day. Thought in this connection it is well to bear in mind John Mitchell's remark when some one worked out the statistics as to the hundreds and millions of dollars and days lost every year to the workers by strikes; that it looked pretty large in the aggregate, but if you figured it out you would find that it only amounted to loss of time and money equivalent to that attendant on a single holiday—that is, that the amount of time and money lost by all the workmen of the country in a single holiday equals the total amount lost in a year in time and money by strikes. Such a consideration as this should be borne in mind in estimating the weight of even a four million dollar argument. The cost to the public is in some vital and pivotal industries an even more serious matter, but it is a loss which legislation like the Industrial Disputes Investigation Act is reducing to the minimum. Nor would many defenders of union methods and policies admit that the strike is the only weapon of the union, or at least that it is a weapon which needs to be actually unsheathed on every occasion. If then, we conclude that on the whole the trade union is the best agency for securing the shorter day, we may look to the legislature merely to see that the trade union is given a fair field, that for example it be not crippled by one-sided legislation aiming at the suppression of international organization, and thus be left strong to wage the campaign for gradual betterment.

If, convinced of the desirability of say, an eight hour day, and yet hopeless of its attainment by organized self-help, we turn to parliament for a legal compulsory limitation, we are met on the threshold by the difficulties consequent on the division of power between the federal and the provincial governments. As in nearly all modern federations, it is to the local governments that the important field of direct control of labour and industrial conditions is in the main confided in Canada. This localizing of power from one point of view is beneficial in that it permits variety of experiment and adaptation to local needs. Yet it has its drawbacks; it is more tedi-

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ous and difficult to persuade ten sets of law makers than to persuade one, and the local legislature, even when persuaded, is apt to hesitate to take a step which may put it at a disadvantage compared with the other provinces. Advantageous or the contrary, this is the division of power which exists and must be faced.

The Bill before the committee is an ingenious attempt fashioned to meet the exigencies of the case in the United States, where the constitutional situation is to some extent similar to the Canadian and in other respects more complicated. United States advocates of legislation limiting the hours of adult male labour could not secure it from the federal government because the federal government has no direct jurisdiction, and further they could not secure it from the states, which have direct jurisdiction, because of the constitutional restrictions upon any legislation violating the freedom of contract—Acts restricting the hours of labour of adults, except in dangerous industries where the police power might be evoked, being declared unconstitutional because depriving the individual of the sacred right to contract to work as long hours or for as small pay as he pleases. Neither the federal nor the state government then, is in a position, so long as the courts continue to take their present attitude, to bring about short hours by their legislative control over private acts. The only recourse is to utilize their powers as employers of labour and purchasers of supplies or services. Accordingly, measures similar to that before the committee are devised to meet the situation. They are closely adapted to the United States position; they are not so well adapted to the Canadian situation. For here no constitutional restrictions hamper in the slightest the power of the provincial legislature to enact what measures it pleases regarding the hours of labour to be observed in the provinces; no Canadian court would presume to question such measures on the ground of undue interference with that freedom of contract which is made such a fetish in the United States.

The Bill before us, then, is shaped and conditioned not by industrial but by constitutional considerations and constitutional considerations which apply rather to the American than to the Canadian situation. One drawback in this method of approach is that the industries to which the eight-hour day is applied are picked out by chance; the mere fact that the government uses products of a certain industry is not enough to stamp it as one of the occupations in which the eight-hour day should be first introduced. It is clear, further, that in most cases the proportion which the government orders from the output of an establishment is not great enough to lead it to put the whole force on an eight-hour basis. Government contracts in such cases could not be fulfilled or would have to be handed over to a few, usually small establishments confining themselves to government work. If, on the other hand, the contractor attempted to operate part of his force on an eight-hour and part on a ten-hour basis the complications resulting from the unequal advantages given the two sections are obvious and perhaps have been sufficiently dwelt upon; as for example if the pay is the same per hour the men on government work will be dissatisfied at being forced to go with two hours less wages. If the same per day, the men on private work would be dissatisfied at being forced to work two hours longer for the same amount—obvious too is the difficulty, in some cases the impossibility of keeping the public and the private materials separate at all stages of the process.

If it is felt desirable that the Dominion should use the means at its disposal, however limited, to set the pace, the path of least resistance, it is generally recognized, lies along the adoption of the eight-hour day in government employment, and the insertion of an eight-hour clause in contracts for public works. Possibly the adoption of a fair hours' supplement to the fair wages clause might be discussed in that connection.

## FAIR HOURS WHERE APPLICABLE.

The CHAIRMAN.—I might say in regard to that that the interpretation the Department of Labour has always put on the fair-wages clause was that it should include fair hours also. It has been so interpreted from the start; in a locality where

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it appears that the current hours of labour generally obtain, these hours are fixed; and if some contractors are working their men longer hours, the longest hours are not taken but the ones generally applicable.

PROFESSOR SKELTON.—In administration it does work out that way. Is a provision for overtime included in that schedule, too?

The CHAIRMAN.—They do not allow overtime on public buildings.

Mr. VERVILLE.—Oh, yes, they do.

The CHAIRMAN.—There might be a case of emergency, and there, of course, the extra pay is required.

Professor SKELETON.—I believe the possibilities of the extension of the eight-hour day to men in direct government employment is much more limited in Canada than it is in Great Britain or France. We have not as yet the government naval establishments or ordnance factories which have been the chief theatre of these measures in Great Britain and France. As for this suggestion, so far as our Printing Bureau is concerned, the eight-hour a day already obtains. I believe there would be some scope, if you thought it advisable, for its application in connection with the car shops of the Intercolonial Railway or similar establishments, but the scope is comparatively limited in that way.

Q. In connection with the car shops of the Intercolonial, would you have to consider the competition of these shops with other existing establishments?—A. So far as they are turning out fresh work, so far as they are working on minor repairs, that would not be so necessary; but in the turning out of new work competitive conditions would of course be an element. The hours of work of railway telegraphers would be considered of course in this case. So far as I am aware they average about twelve on the Intercolonial, except the dispatchers and relay men in special offices who have eight hours.

Coming to the second suggestion, which seems to have met with widespread favour, the application of the eight-hour day to government contracts for public works, it is clear here that the friction would here be least, at any rate the friction would be between men employed on different jobs, and not between men working in the same establishments. It is clear too that there are industries in which the question of competition does not come in materially. At the same time it appears to me that while this is the line in which it is easiest to apply such legislation it is the one in which there is least need for it, partly because the eight-hour day is extensively won already in the building trade, and partly because the long winter vacation which our climate enforces on most of the building trades lessens the force of the argument that leisure is needed for cultural development. I am not sure whether under the term 'public works' railways would be included. It obviously would be comparatively easy to enforce an eight-hour day on railway construction, but it is clear too that this is one of the branches in which there is perhaps at present less need for it, in view of the short season which can be given to the construction of works in the newer parts of the country; and in view of the fact that the men are away from their families; the argument on social grounds is weaker. In view of these considerations the case for applying the eight-hour day to railway construction is not perhaps so strong. If the committee decide to make the application of this Bill—

The CHAIRMAN.—The committee hasn't any decision to make on that point.

A. You mean as to the interpretation of the term 'public works'?

The CHAIRMAN.—The committee of course is simply concerned with this Bill of Mr. Verville's, we have nothing to do with the framing of the law itself, but if you are dealing with anything other than what is included in that bill—

A. Well, would it be—

The CHAIRMAN.—I beg your pardon, I interrupted you, perhaps I may have misunderstood what you were going to say.

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A. I was going to make some suggestion in the event of the Bill applying to public works, but perhaps that is not needed at this stage.

The CHAIRMAN.—That is quite proper; if your observations have led you to believe there are certain features which should be considered in connection with our public works, certainly should give them.

A. Well, quite aside from the question whether it is feasible to adopt an eight-hour day even on public works, I would like to say, if it were adopted there are some considerations which a study particularly of the American conditions have suggested. So that without prejudice to the question of the advisability of any such law at all I think it is clear that it would be better in framing such a measure to make a positive enumeration of the trades to which it should apply rather than to make a sweeping statement and then to insert exception after exception as to the trades to which it should not apply. Again, if it were applied to public buildings I think some such provision should be inserted as that embodied in the Wisconsin law which provides that the provisions of the Act should be confined to work done on the spot, not to the preparation of materials necessary. It would have to be considered, too, whether an eight-hour day meant a 48 hour week or a 44 hour week, that is the question of the short hours on Saturday might come in. The question of overtime is also a difficult matter. It might be possible to penalize overtime by requiring higher pay for extra hours, but the danger of this, of course, is that with such a provision in the Bill, it becomes not an Act to enforce shorter hours, but an Act to enforce higher wages by beginning the overtime sooner. Possibly the prohibition of overtime except in emergencies would meet the necessity of the case from the viewpoint of its advocates. However, I am taking a very hypothetical case at present, and perhaps there is no need of going further into what might be done if the committee took certain action.

*By Mr. Marshall:*

Q. Who should determine whether overtime was necessary?—A. That has been a very difficult problem to settle in the United States, and a great deal of complaint was made in the early years of the United States experiments. Of late years it has been a matter to be determined by the courts, and the courts have been pretty rigid in their interpretation, holding that emergency must be proved strictly; the mere difficulty of getting the work finished in time or the great difficulty in getting materials has been held not to be an emergency, it has to be something sudden, unforeseen, and not preventable.

The CHAIRMAN.—Is that all the statement you wish to make?

A. That concludes all the statement that I want to make unless the committee wish to ask any further questions.

The CHAIRMAN.—Gentlemen, Mr. Robb has come from Montreal, he has not been subpoenaed to appear before the committee, but he is anxious to get away this afternoon. He is here to represent the shipping interests and desires to make a short statement in reference to the Bill and if it is agreeable to the other members of the committee we might hear him now before adjournment, and have Professor Skelton come here again this afternoon for the purpose of replying to any questions that may occur to members of the committee.

Mr. SMITH.—I move that Mr. Robb be heard now.

Motion adopted.

Mr. THOMAS ROBB, called, sworn and examined:—

*By the Chairman:*

Q. Mr. Robb, you hold some office in connection with the shipping federation?—

A. I am secretary of the Shipping Federation.

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Q. You might just give the committee a list of the steamship companies that are in the Shipping Federation.—A. The Allan Line, the Donaldson Line—

*By Mr. Smith:*

Q. Is the Federation incorporated?—A. The Shipping Federation of Canada is incorporated by Dominion Statute and embraces the principal steamship lines. I will read a list of the lines it embraces:—The Allan Line, the Donaldson Line, the Thomson Line, the White Star Dominion Line, the Leyland Line, the Canada Line, the Manchester Liners Limited, the South African Line, the Mexican Line, the Black Diamond Line, and the Head Line.

#### APPLICABILITY OF BILL TO NAVIGATION COMPANIES.

*By the Chairman:*

Q. How long has the Federation been in existence?—A. Since 1903, we have a Dominion charter, we are incorporated under a private Act.

Q. And it is the wish of the Federation that you should present their views to this committee.—A. Yes, so far as the Bill relates to the navigation companies, I will confine myself to that. I might say that the steamship companies have practically all, at one time or other, government contracts, either carrying goods, or they have special contracts for carrying the mails, and this Bill as it stands would seriously affect their interests, and they ask that the navigation companies be exempted from its application.

Q. Is the Federation you represent the one that has recently had negotiations with the Longshoremen of Montreal?—A. It is.

Q. I understand you have made a contract covering the conditions of employment for a number of years?—A. It is under way just now, it is for five years, yes.

Q. That is to say the Shipping Federation have met the Longshoremen, and you are each considering the signing of a five year contract?—A. A five year contract.

Q. Regulating the conditions as to hours of labour and wages, that is as between the Federation and the men?—A. Yes.

Q. That is a voluntary arrangement?—A. Yes, both sides are putting up a bond for good conduct.

Q. That is under the Industrial Disputes Act, is it?—A. Yes, it seems to have given general satisfaction, I might say, to both sides.

*By Mr. Smith:*

Q. Are all these companies united?—A. Yes.

Q. What is the object of that Federation?—A. To deal with all matters of general interest.

*By the Chairman:*

Q. I may say it strikes me as one of the best arrangements that has ever been made.—A. And we make representations to the government with regard to the improvement of aids to navigation.

*By Mr. Smith:*

Q. Does the Federation regulate freight and passenger charges?—A. No, there is no regulation of freight charges from this side. Freight charges are regulated from the other side.

Q. Are the passenger rates regulated on this side?—A. Yes. It is entirely a Canadian organization and Mr. Allan is President.

Q. Can you come together and fix the rates for freight and passengers?—A. Well, we have not done so. The east bound Atlantic passenger rates are fixed locally. The west bound rates are fixed at the general conference held in England.

MR. ROBB.

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*By Mr. Verville:*

Q. The lines that you have just mentioned are the only ones that you control?—  
A. Yes. That is the companies that are controlled by the Shipping Federation of Canada.

Q. There are also other large companies?—A. We have one outside of that which is the Canadian Pacific. They as a rule act in conjunction with us but being a railway company they decide to hold aloof in certain matters; yet in labour matters such as Mr. King has referred to they are standing with us. They are parties to this contract.

Q. All the other companies, or vessels, that come to the port have they also agreed to that?—A. We might have a little difficulty in the case of tramp steamers or transient steamers, but we think if there were a general rule they would be bound to recognize it.

*By Mr. Smith:*

Q. Does this affect the shipping trade on the Pacific Coast at all?—A. When we have had questions of interest to navigation to advocate before the government on several occasions we have had representations from the Pacific Coast people.

Q. How many labour men are affected in Canada?—A. In connection with this thing? I should say there would be about 20,000. In Montreal we claim there would be 2,000 longshoremen. That is one branch. Then we would have the carpenters—that is the ship liners we would call them—and there are the ship repairers. A provision of this sort would seriously interfere with the proper carrying out of the work required to be undertaken on steamships, which have contracts with the government of Canada. I will give you the reasons: (Reads)—

1. Because the longshoremen employed on these steamships would be restricted to eight hours per day, while men on the other steamers would have no such time limit. For instance, take the Allan line, which runs three services from Canada, namely, to Liverpool, to Havre and London, and to Glasgow. The effect of this Bill, if passed, would be that the men working on the first two lines, which have government contracts would be restricted to eight hours' work per day, while the men on the other line would not.

2. Because boiler-makers, engineers, shipbuilders, coppersmiths, carpenters, steelworkers, painters and others would be prevented from working the usual hours of the port on these vessels. Work has often to be undertaken on vessels by these tradesmen at very short notice, and any restriction of the hours of labour would mean detention, and as these ships carry the mail, considerable inconvenience would result.

3. Because merchants, shippers, manufacturers, and others would be put to great inconvenience, by only being able to receive or deliver their goods at the wharfs during the eight hours allowed by the Act.

4. Because in shipping, the weather and the seasons are the cause of continual fluctuation in employment. Wet or snowy weather greatly affects work carried on in the open, and when vessels are late in arriving, through bad weather, advantage has to be taken of every hour in discharging and loading them, so that they may sail at their advertised time if possible. In such cases the men may be required to work fifteen hours per day, to do otherwise, would mean the detention of the ship, with the succeeding vessel possibly arriving with no berth to discharge at.

5. Because reduced hours would mean diminished output, as steamship work is different from land work, and only a limited number of men can be employed on ships at one time, and reduced hours in this case might cause discontent amongst the workmen, who were restricted in their earnings.

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6. Appended is a table showing the earnings of several gangs of workmen during the season of 1909, and what their earnings would amount to under this Bill.

TABLE showing earnings of some men for a week during season of 1909, and what their earnings would be under Eight Hours per Day Act.

PRESENT SYSTEM.					8 HOUR SYSTEM.	
Date.	Name.	Hours worked day.	Hours worked night.	Earnings.	Day work.	Night work.
				\$ cts.	\$ cts.	\$ cts.
1909.						
Oct. 15.....	Joyce's gang.....	46	14	17.20	13.20	15.60
" 22.....	Johnson's gang.....	43	23½	19.30	13.20	15.60
" 29.....	Pare's gang.....	44	21½	19.25	13.20	15.60
Nov. 5.....	Johnson's gang.....	43	20½	18.56	13.20	15.60

I have appended a short table to the statement I have presented, giving the earnings of several gangs at present and what their earnings would be if this Bill went into effect. The effect of the Bill if it were passed would be to reduce their earnings.

Q. Are they working by the piece as a rule?—A. No. Just by the hour. It is purely casual work. Take for instance on Friday or Saturday when the boats arrive, the men are busy up to Monday. On Tuesday and Wednesday they are doing nothing. Then the cars commence to come down and Thursday and Friday they are practically working continuously.

*By the Chairman:*

Q. If this Bill were to become law would it affect the agreement you have just referred to as being entered into between the longshoremen and your federation?—A. I should say it would.

*By Mr. Smith:*

Q. Would not the effect be the same way on both sides?—A. Yes, it would diminish the whole thing. We would have two classes of men at work. Those engaged on a ship having a government cargo could only work eight hours, and those not engaged on government cargoes could work as long as they liked. The Bill is very severe, but I do not think the intention was to apply it to casual labour. In shipping, you all know, labour is casual. I have here a statement of the earnings of some of the gangs; I have taken four of the principle gangs of the Allan Line. Joyce's gang during a week in October, 1909, worked 46 hours by day and 14 hours at night. They received \$17.20. Under the eight-hour system their earnings would be reduced to \$13.20 for day work and \$15.60 for night work.

*By Mr. Verville:*

Q. Would loading a ship be deemed a case of emergency?—A. Well you would need to define it.

*By the Chairman:*

Q. Is it an occurrence rather than an emergency?—A. Yes.

*By Mr. Smith:*

Q. In the American laws regulating contracts on public works is there any ex-  
MR. ROBB.

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emption provided for transportation?—A. None of the American laws in force have such a wide scope as that they could possibly apply to transportation. In some of the bills introduced into the American congress of a special character there were provisions especially exempting transportation companies. Transportation was always included in the exemptions. I have noticed in a report by Mr. Victor Clarke when he was out in Australia that in South Australia and Victoria where they have an eight-hour day, porters and other men are allowed to work nine and nine and a half hours, showing that the eight-hour day is not universal there.

*By the Chairman:*

Q. At what page is that?—A. Page 228. Have you a copy of this?

Q. Yes, we have that. A. Here is a book that may be useful for the members of the committee (handing in volume).

Q. It is the report of the Royal Commission on Labour to both Houses of Parliament dated June, 1894.—A. It gives some interesting information on the eight-hour day question.

Q. You have marked pages 64, 65, 68, 70, 71, 72, and 73?—A. Yes, it may be of some use to the committee.

*By Mr. Broder:*

Q. If the hours of labour were shortened it would keep a vessel longer in port and would be restricted in the number of men employed?—A. Yes, we are restricted. We can only work so many in a gang.

*By Mr. Smith:*

Q. Suppose the law were to apply to transportation companies how would you regulate the crews of the steamers?—A. I do not think it would be hardly practical to apply it to the crews.

Q. Well, I would just like to have your view on the matter as to the effect if such a law were enforced?—A. I do not see that it would be possible because it would interfere with the discipline of your crew. In a ship there are always certain emergencies arising.

Q. If it applied to the crew you would have to have three crews?—A. Just now I might mention to you that the crews are divided into watches, for instance, the firemen work four hours on and eight hours off, and the sailor has four hours on and four off,—that is the hours they work now.

Witness discharged.

The committee rose.

The committee resumed at 3.15 p.m., Hon. Mr. King, Chairman, presiding.

The examination of Professor Skelton resumed.

The CHAIRMAN.—I do not know whether the members of the committee have any other questions to ask Professor Skelton.

*By Mr. Smith:*

Q. I would just like to ask the Professor if he has made any calculation of the moral effect on workmen where the hours have been materially reduced. It is commonly asserted that the tendency of such a change is to demoralize workmen. Have you

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any statistics of that kind?—A. It is rather a difficult thing of course to get statistics on such a point, but in Australia and New Zealand where the eight-hour law is in operation, I think the consensus of opinion is that it has worked for good so far as the moral and social effects are concerned. It is a difficult matter to express with accuracy, but that seems to be the general opinion of the best qualified observers in Australasia.

Q. You do not think the moral fibre of the workman has degenerated in consequence of the shortening of hours of labour?—A. Not at all. For instance, if you compare Lancashire in 1802 with Lancashire in 1902, there is no doubt whatever of the tremendous improvement of the condition of the operations physically as well as morally with the shorter day.

Mr. SMITH.—I desire to say, Mr. Chairman, that the splendid address which Professor Skelton has given us this morning has been of the utmost assistance to the committee.

The CHAIRMAN.—Yes, indeed.

Mr. SMITH.—His address to-day was simply splendid, and I know from experience that his conclusions about England are absolutely correct. We can rely upon his address, and it will assist the committee very materially.

The CHAIRMAN.—Professor Skelton, I think that the members of the committee are very much indebted to you for the thorough and systematic way in which you have investigated the legislation of the different countries on the subject of hours of labour, and given us the benefit of your researches.

Professor SKELTON.—It is very good of you to say so. I have enjoyed my brief experience of parliamentary life behind the scenes. It has been indeed a great pleasure for me to assist in the committee's investigations.

*By Mr. Verville:*

Q. I would like to ask if you know anything about the law which has been adopted in Massachusetts on the eight-hour day?—A. So far as I recall, in Massachusetts they have had for some years two laws on the subject of hours. There is a compulsory law fixing nine hours as the maximum day that can be spent on public works contracted for by the state or by local authorities. Then there was an optional law providing that any municipality which pleased might make eight hours the maximum limit. Within the past few weeks they have made that optional eight hours compulsory, so that the compulsory hours of labour have been reduced from nine to eight. I think that has been the effect of the recent action in the Massachusetts legislature.

*By Mr. Knowles:*

Q. From the study you have made of this question, do you think that the carrying into effect of this proposed legislation would result in the reducing of the hours with regard to all contract labour; would it set the pace?—A. Of course, the first question you would have to consider would be its practicability, whether it could be enforced; then what the effect would be.

Q. If it were enacted, would it set such an example as to bring about a reduction of hours in other contracts over which this parliament has no control?—A. It would have some effect in that way, at least in other political jurisdictions its advocates would point to this example and say: 'Go thou and do likewise,' but I don't know that it would have much moral effect on the individual employer.

The CHAIRMAN.—We have subjected Professor Skelton to a pretty thorough examination. I think I am only voicing the opinion of every member of the committee when I say to you, Professor Skelton, that we are very much indebted to you for the trouble you have taken in the reports you have prepared, and for the very thorough way in which you have given evidence here.

PROF. SKELTON.



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Mr. VERVILLE.—I must say that I consider Professor Skelton's report to be one of the best of the kind I ever heard in my life.

The CHAIRMAN.—I think you will see, Professor Skelton, that the members of the committee are unanimous in their appreciation of your work.

Witness retired.

The committee adjourned.

HAMILTON, June 2, 1910.

V. CLOUTHIER, Esq.,

The House of Commons,  
Ottawa, Ont.

DEAR MR. CLOUTHIER,—Replying to your favour of the 1st inst., the change that I wish made is the following one: Question of the Chairman: 'Are you a Canadian yourself, Mr. McKune?'—Answer: 'Have made application for papers and no doubt will be a Canadian shortly.'

And also the the question of the Chairman; 'And you became a naturalized Canadian afterwards?' And the answer should be as answered previous question.

Thanking you for giving this matter such prompt attention, I beg to remain,

Yours truly,

F. B. MCKUNE.

NOTE.—See evidence, pp. 181 and 184.



# APPENDIX

CONTAINING

EXHIBITS A, B, C, D, E, F, G, AND H.



## EXHIBIT 'A' (1).—UNITED STATES FEDERAL LAWS *re* HOURS OF LABOUR ON PUBLIC WORK.

### 1. Law of 1868 (never strictly enforced: now superseded by Act of 1892 below).

Eight hours shall constitute a day's work for all labourers, workmen and mechanics who may be employed by or on behalf of the government of the United States.

94 U. S. 400: This section is in the nature of a direction by the government to its agent; it is not a contract between the government and its labourers that eight hours shall constitute a day's work. It does not prevent the making of agreements by which a greater or less number of hours of labour may be required, and any allowance of a claim for the excess of time over eight hours per day, is, when accepted by the labourer, a bar to any further proceedings.

20 Op. Atty. Gen., 459: This Act, without question, was general, applying to all 'labourers, workmen and mechanics' in the direct employment of the United States. In practical administration, however, this section has been held to be merely directory and has not been enforced. . . . No penalties were imposed for its disregard.

### 'A' (2). Act of August 1, 1892: the main legislation now in force.

AN ACT relating to the limitation of the hours of daily service of labourers and mechanics employed upon the public works of the United States and of the District of Columbia.

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,* That the service and employment of all labourers and mechanics who are now or may hereafter be employed by the government of the United States, by the District of Columbia, or by any contractor or subcontractor upon any of the public works of the United States or of the said District of Columbia, is hereby limited and restricted to eight hours in any one calendar day; and it shall be unlawful for any officer of the United States government, or of the District of Columbia, or any such contractor or subcontractor, whose duty it shall be to employ, direct, or control the services of such labourers or mechanics, to require or permit any such labourer or mechanic to work more than eight hours in any calendar day, except in case of extraordinary emergency.

Sec. 2. That any officer or agent of the government of the United States or of the District of Columbia, or any contractor or subcontractor, whose duty it shall be to employ, direct, or control any labourer or mechanic employed upon any of the public works of the United States or of the District of Columbia, who shall intentionally violate any provision of this Act shall be deemed guilty of a misdemeanour, and for each and every such offence shall, upon conviction, be punished by fine not to exceed one thousand dollars or by imprisonment for not more than six months, or by both such fine and imprisonment, in the discretion of the court having jurisdiction thereof.

Sec. 3. The provisions of this Act shall not be so construed as to in any manner apply to or affect contractors or subcontractors, or to limit the hours of daily service of labourers or mechanics engaged upon the public works of the United States or of the District of Columbia for which contracts have been entered into prior to the passage of this Act.

### 'A' (3). Supplementary Legislation.

Letter carriers may be required to work as nearly as practicable only eight hours on each working day, but not in any event exceeding 48 hours during the six working

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days of each week; and such number of hours on Sunday, not exceeding eight, as may be required by the needs of the service; and if a legal holiday shall occur on any working day, the service performed on said day, if less than eight hours, shall be counted as eight hours without regard to the time actually employed. (1900-01, c. 613, p. 257.)

Eight hours shall constitute a day's work on all irrigation work undertaken by the Secretary of the Interior. (1901-2, c. 1093, p. 4.)

The Public Printer shall rigidly enforce the provisions of the eight-hour law in the department under his charge. (Comp. St., 1901, Title 45, p. 2588.)

*Canal Zone.* The provisions of the Act of 1892 relating to the limitations of hours of daily service of labourers and mechanics employed upon the public works of the United States and of the District of Columbia shall not apply to unskilled alien labourers and to the foremen and superintendents of such labourers employed in the construction of the Isthmian canal within the canal zone. (1905-06, c. 3912, p. 4.)

#### 'A' (4). Decisions and opinions as to scope of Act of 1892.

20 Op. Atty.-Gen., 454: The Act does not apply to the case of a contract for furnishing certain materials to the government for use in the construction and equipment of public buildings. 'To hold that such materials shall only have been manufactured by persons working eight hours a day would render this law impossible of execution.'

20 Op. Atty.-Gen., 454: The question is as to whether, as regards labourers and mechanics employed directly by the government or the District of Columbia, the law is general and applicable to all cases, or whether it applies only to labour performed on public works. . . . In view, therefore of the previous legislation on the subject of the alleged evils sought to be corrected (the laws of 1868 above), and in deference to the legislative understanding and purpose apparent in debate and reports of committees while the Act was under consideration, the Act itself, without violence to its language, being susceptible to either construction, I am constrained to hold that the law as to labourers and mechanics in the direct employment of the government and of the District of Columbia is general, and that the limitation to public works applies only to such persons as are in the employ of contractors or subcontractors.

Op. Atty.-Gen., August, 1906. Without attempting authoritatively to delimit this subject and say what things are embraced in the term 'public works,' I am very certain that vessels under construction for the navy establishment are not, either in common acceptance or within legal intendments.

206 U. S. 246. The law is constitutional.

88 Fed. Rep. 891. The United States has the power to control in regard to the subject-matter of this law although the State in which a building is being erected retains political jurisdiction over the land occupied.

55 Fed. Rep. 959. To render one amenable to this law he must be an officer or agent of the United States, or a contractor or subcontractor whose duty it is to employ, direct or control labourers or mechanics upon some of the public works of the United States, and he must have intentionally required or permitted such labourers or mechanics to work more than eight hours in any calendar day. The law does not apply where one builds barges at his own risk and cost, though under government inspection and under government agreement for their sale to the government if, on completion, they are found to conform to certain prescribed specifications.

Cf. *Clarkson v. Stevens* (106 U. S., 505).

206 U. S. 246. Dredging a channel in an ocean harbour is not one of the public works of the United States within the meaning of this Act.

49 Fed. Rep. 809. The term 'extraordinary emergency' means an uncommon, sudden, unexpected happening, which presents a sudden and unexpected occasion for action. To speak of a continuing extraordinary emergency is to use language that is itself contradictory.

EXHIBIT 'B' (1).—U. S. STATE LAWS *re* HOURS OF LABOUR ON PUBLIC WORK.

1. Summary of all state laws in force, 1910.

State.	Hours.	Scope.	Wage Provisions.	Exceptions.	Penalty.
California . . .	8	All labourers or mechanics employed on any public works of state or municipality whether done by contract or otherwise.		Extraordinary emergency caused by fire, flood or danger to life or property. Military or naval work in war time.	
Colorado . . .	8	Mechanics, workmen or labourers employed "in all work undertaken in behalf of the state" or municipality, directly or by contract.		Emergency cases, but, 1. Excess over 8 hours to count on next day. 2. No week to exceed 48 hrs.	Misdemeanour; official or contractor subject to fine of \$100 to \$500; imprisonment to 100 days, or both.
Delaware (city of Wilmington only), 1903.	8	Same as New York . . . .		(See below).	
Hawaii, 1907 . . .	8 5 on Saturday.	Mechanics, clerks, labourers or other employees on public work done directly or by contract, or in public office.			Misdemeanour; fine \$10 to \$100 per day per employee. Contract void.
Idaho . . . . .	8	Manual labour employed by day on all state and municipal buildings and other public works, directly or by contract, or on material to be directly used for or in the construction of such buildings or public works.			
Indiana . . . . .	8	Mechanics, workmen and labourers employed by state or municipal corporation, or employed by contractor on public works.		Does not apply to agricultural or domestic work.	Misdemeanour; official or contractor liable to fine to \$500 and official dismissal. Contract may be forfeited.
Kansas . . . . .	8	Mechanics, workmen and labourers employed by state or municipality, or employed by contractors "for the performance of any work or the furnishing of any material manufactured in Kansas."	Not less than per diem rate of wages current in locality to be paid.	Extraordinary emergencies (a) war, (b) protection of life or property in which case over time to be paid.	Official or contractor subject to \$50 to \$1,000 fine or imprisonment up to 6 months or both.
Maryland (Baltimore only), 1908.	8	Mechanics, workmen, labourers (1) employed by city; (2) employed by contractors or subcontractors on any public work within the city.	" ..	" and employers of fire asylum and jail departments.	Official or contractor liable to \$10 to \$50 fine, one-half to go to informer.

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## 'B' (1) 1. Summary of all state laws in force, 1910—Continued.

State.	Hours.	Scope.	Wage Provisions.	Exceptions.	Penalty.
Massachusetts, 1907, as amended.	8 or 48 a week if half holiday given	Mechanics, workmen or labourers (1) employed by state or by county (with local option). (2) By contractor or subcontractor on every contract, excluding contracts for purchase of material or supplies, to which state or municipality is a party: applies only to work done within the state.	.....	(1) Extraordinary emergency, i.e., danger to property, life, public safety or health. (2) Persons employed in state or municipal institutions in farm or in care of grounds or in stable, or domestic service or storerooms and offices.	Official or contractor liable to \$50 fine for each offence.
Minnesota ...	8	Persons employed in manual labour upon any work for the state, whether done by contract or otherwise.	.....	(1) Extraordinary emergency from fire, flood, danger to life and property or in war. (2) Agricultural work.	\$10 fine for each offence.
Montana.....	8	All works or undertakings carried on or aided by the state or municipality, and all contracts let by them. Irrigation works specified later.	.....	.....	.....
Nebraska, 1903. (Cities from 25,000 to 40,000 only).	8	Work performed (1) upon the streets, sewers, boulevards or in parks, &c. or by virtue of any contract (apparently for similar work); only union labour to be employed.	\$2 a day for unskilled; current unionscale for skilled.	.....	.....
Nevada, 1903-5...	8	Public works, all works carried on or aided by state or municipal government.	.....	Preservation or protection of property in emergency.	Misdemeanour; fine official \$10-\$50; employee \$10-\$50 contractor \$50 per man and forfeit contract.
New York, 1906.	8	(1) Mechanics, workmen or labourers employed by the state. (2) Each contract to which the state or a municipal corporation is a party which may involve the employment of labourers, workmen or mechanics, shall contain a stipulation that no labourer, workman or mechanic in the employ of the contractor, subcontractor or other person contracting to do the whole or a part of the work contemplated by the contract. All classes of such labourers, workmen or mechanics upon all such public works or upon any material to be used upon or in connection therewith. (1909) applies to public works carried on by a commission.	Rate of daily wage prevailing in locality where public work in final form is to be situated, erected or used.	(1) Extraordinary emergency caused by fire, flood, danger to life and property. (2) Persons regularly employed in state institutions, engineers, electricians and elevator men in department of public buildings during session of legislature. (3) Work on highways outside cities and villages.	Contract void and no payment to be made.



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'B' (1) 1. Summary of all state laws in force, 1910—Continued.

State.	Hours.	Scope.	Wage Provisions	Exceptions.	Penalty.
Oklahoma, 1907-9..	8	All labourers, workmen, mechanics employed by state or municipality; prison guards, janitors of public institutions.			Fine, \$50-\$500, imprisonment from 3 to 6 months.
Oregon, 1907....	8	Mechanics, workmen or labourers employed by state or county (local option); penitentiary employees.		Extraordinary emergency for the protection of life and property; to be allowed overtime at the rate 1½ pay.	Fine of \$160 to \$1,000 or imprisonment to 6 months or both.
Pennsylvania...	8	Mechanics, workmen or labourers employed by state or municipality, or by contractor for public works.			Official to be dismissed, contract or fined not over \$1,000.
Porto Rico, 1904.	8	Any work, direct or contract, paid out of funds of municipalities or school boards.		Danger to lives and property; police, internal revenue force, telegraph operators, government clerks at option of departmental chief.	Misdemeanor
Utah.....	8	All works and undertakings carried on by state, county or municipal governments, and all penal institutions. (Implied also to contracts for such works).		Emergency, i.e., imminent danger to life or property.	Guilty of a misdemeanor.
Washington, 1903 (also 1899 in force).	8	All work "by contract or day labour done" for the state or municipality.		Extraordinary emergency, which exists only when no other men can be found to take place of labour which has already been employed eight hours.	Contract to be cancelled.
West Virginia..	8	Labourers, workmen and mechanics (1) employed by contractor or subcontractor on public works of state.		Extraordinary emergency	Official guilty of misdemeanor, fine to \$1,000, imprisonment to 6 months, or both.
Wisconsin, 1909.	8	Workmen on any public building or works; applies only to work done on premises on which construction is taking place.			Fine to \$200 or imprisonment to 6 months, or both.
Wyoming (Constitution.	8	On all state and municipal works.			

## 'B' (1) Comparison of United States, New York, Massachusetts and Wisconsin Laws.

## SCOPE.

United States Federal Law, 1892.	New York, re-enacted, 1906.	Massachusetts, as amended, 1907.	Wisconsin, 1909.
<p>1. <i>Government Employees</i>:—All labourers and mechanics in the employ of the government, whether or not engaged on public works.</p> <p>2. <i>Contracts</i>:—All labourers and mechanics in employ of contractors or subcontractors on public works, strictly so interpreted, and working on construction premises.</p>	<p>1. <i>Government Employees</i>:—Mechanics, workmen or labourers in the employ of the government.</p> <p>2. <i>Contracts</i>:—Mechanics, workmen or labourers in employ of contractor or subcontractor, contracting with state or municipality under any "contract which may involve the employment of labourers, workmen or mechanics."</p>	<p>1. <i>Government Employees</i>:—All labourers, workmen or mechanics employed by or on behalf of the Commonwealth, &amp;c., upon any works which are or are intended to be the property of the Commonwealth, &amp;c.</p> <p>2. <i>Contracts</i>:—Labourers, workmen or mechanics working in the state in the employ of contractor or subcontractor, engaged upon any works which are or are intended to be the property of the Commonwealth, &amp;c.</p>	<p>2. <i>Contracts</i>:—Labourers, workmen or mechanics employed by contractor or subcontractor in constructing or repairing any public buildings or works.</p>

## EXCEPTIONS.

<p>1 and 2:—"Except in cases of extraordinary emergency."</p>	<p>1. <i>Government Employees</i>:—Farm and domestic service, persons employed in state institutions, parliamentary house force, workers on country highways.</p> <p>2. <i>Contracts</i>:—"Except in cases of extraordinary emergency, caused by fire, flood or danger to life or property."</p>	<p>1. <i>Government Employees</i>:—Persons employed in state or county institutions, in care of grounds, domestic service, &amp;c.</p> <p>2. <i>Contracts</i>:—Except contracts for the purchase of material and supplies.</p> <p>1 and 2:—"Except in extraordinary emergency, i.e., danger to property, to life, to public safety or public health."</p>	<p>2. <i>Contracts</i>:—(a) Extraordinary emergency. (b) Work done off the premises where buildings or works are being constructed.</p>
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## WAGE PROVISION.

<p>Not less than prevailing rate for day's work in trade and in section within the state where work is to be constructed and used.</p>			
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## PENALTY.

<p>Government official or contractor intentionally violating law liable to fine not exceeding \$1,000, or imprisonment for not more than six months, or both.</p>	<p>Contract void:—No payment to be made contractor for work done if provisions violated.</p>	<p>Any contractor, subcontractor or agent, or any official of state liable to \$500 fine for each offence.</p>	<p>Any contractor or subcontractor or agent, and any official of state liable to fine not exceeding \$200, or imprisonment for not more than six months, or both.</p>
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## 'B' (2). Kansas, 1891.

AN ACT constituting eight hours a day's work for all labourers, workmen, mechanics and other persons employed by or on behalf of the State of Kansas, or by or on behalf of any county, city, township or other municipality in said State, or by contractors or others doing work or furnishing material for the State of Kansas, or any county, city, township or other municipality thereof, and providing penalties for violation of the provisions of this Act.

*Be it enacted by the Legislature of the State of Kansas:*

SECTION 1. That eight hours shall constitute a day's work for all labourers, workmen, mechanics or other persons now employed or who may hereafter be employed by or on behalf of the State of Kansas, or by or on behalf of any county, city, township or other municipality of said State, except in cases of extraordinary emergency which may arise in time of war or in cases where it may be necessary to work more than eight hours per calendar day for the protection of property or human life; provided, that in all such cases the labourers, workmen, mechanics or other persons so employed and working to exceed eight hours per calendar day shall be paid on the basis of eight hours constituting a day's work; provided further, that not less than the current rate of per diem wages in the locality where the work is performed shall be paid to labourers, workmen, mechanics and other persons so employed by or on behalf of the State of Kansas, or any county, city, township or other municipality of said State; and labourers, workmen, mechanics and other persons employed by contractors or subcontractors in the execution of any contract or contracts or within the State of Kansas, or within any county, city, township or other municipality thereof, shall be deemed to be employed by or on behalf of the State of Kansas or of such county, city, township, or other municipality thereof.

SECTION 2. That all contracts hereafter made by or on behalf of the State of Kansas, or by or on behalf of any county, city, township or other municipality of said State, with any corporation, person or persons, for the performance of any work or the furnishing of any material manufactured within the State of Kansas, shall be deemed and considered as made upon the basis of eight hours constituting a day's work; and it shall be unlawful for any such corporation, person or persons to require or permit any labourer, workman, mechanic or other person to work more than eight hours per calendar day in doing such work or in furnishing or manufacturing such material, except in the cases and upon the conditions provided in section 1 of this Act.

SECTION 3. That any officer of the State of Kansas, or of any county, city, township or municipality of said State, or any person acting under or for such officer, or any contractor with the State of Kansas, or any county, city, township or other municipality thereof, or other person violating any of the provisions of this Act, shall for each offence be punished by a fine of not less than \$50 nor more than \$1,000, or by imprisonment for not more than six months, or by both fine and imprisonment, in the discretion of the court.

SECTION 4. This Act shall not apply to existing contracts.

SECTION 5. This Act shall take effect and be in force from and after its publication in the statute-book.

(Laws 1891, ch. 114.)

## 'B' (3). Oklahoma, 1907.

An Act prescribing the condition upon which Public Work shall be done in behalf of the State or its Municipalities; Prescribing Penalties for Violation thereof, and Declaring an Emergency:

*Be it enacted by the people of the State of Oklahoma:*

Section 1. Eight hours shall constitute a day's work for all labourers, workmen, mechanics, prison guards, janitors of public institutions, or other persons now em-

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ployed or who may hereafter be employed by or on behalf of the State of Oklahoma, or by or on behalf of any county, city, township or other municipality of this state, except in cases of extraordinary emergency which may arise in time of war, or in cases where it may be necessary to work more than eight hours per calendar day for the protection of property or human life; provided, that in all such cases the labourers, workmen, mechanics or other persons so employed and working to exceed eight hours per calendar day shall be paid on the basis of eight hours constituting a day's work; provided, further that not less than the current rate of per diem wages in the locality where the work is performed shall be paid to labourers, workmen, mechanics, prison guards, janitors in public institutions, or other persons so employed by or on behalf of the State of Oklahoma, or any county, city, township, or other municipality of said state; and labourers, workmen, mechanics, or other persons employed by contractors or subcontractors in the execution of any contract or contracts within the State of Oklahoma, or within any county, city, township, or other municipality thereof, shall be deemed to be employed by or on behalf of the State of Oklahoma, or of such county, city, township, or other municipality thereof.

Section 2. All contracts hereafter made by or on behalf of the State of Oklahoma, or by or on behalf of any county, city, township, or other municipality of said state, with any corporation, person or persons, for the performance of any public work, by or on behalf of the State of Oklahoma, or any county, city, township, or other municipality, shall be deemed and considered as made upon the basis of eight hours constituting a day's work; and it shall be unlawful for such corporation, person or persons, to require, aid, abet, assist, connive at, or permit any labourer, workman, mechanic, prison guards, janitors in public institutions, or other person to work more than eight hours per calendar day in doing such work, except in cases and upon the conditions provided in section one of this Act.

Section 3. Any officer of the State of Oklahoma, or of any county, city, township, or municipality of said state, or any person acting under or for such officer, or any contractor with the State of Oklahoma, or any county, city, township, or other municipality thereof, or other person violating any of the provisions of this Act, shall for each offense be fined in any sum not less than fifty (\$50) dollars nor more than five hundred (\$500) dollars, or punished by imprisonment of not less than three months nor more than six months. Each day such violation continues shall constitute a separate offence.

Section 4. All laws and parts of laws in conflict with this Act are hereby repealed.

Section 5. For the preservation of the public peace and safety, an emergency is hereby declared to exist, by reason whereof this Act shall take effect and be in force from and after its passage and approval.

#### 'B' (4). Minnesota, 1901.

1799. Hours of labour on state work.—No person employed in manual labour upon any work for the state, whether such work be done by contract or otherwise, shall be required or permitted to labour more than eight hours in any calendar day except in cases of extraordinary emergency caused by fire, flood, and danger to life and property, military or naval employment in time of war, and agricultural work. ('01 c. 310 s. 1.)

1800. Same—Stipulation in contracts.—Every contract made by or in behalf of the state which may involve the employment of labour shall provide in terms for compliance with section 1,799, and for the forfeiture by the contractor to the state of ten dollars for each and every violation thereof. Every inspector or other person whose duty it is to see that such contract is duly performed shall report all such violations to the proper disbursing officer, who shall withhold the amounts so forfeited from the contract price. No sum so withheld shall ever be paid unless the disturbing officer shall first certify to the governor, in writing, that the forfeiture was imposed through an

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error as to the facts. Every state officer, and every person acting for or in behalf of the state, who shall violate any provision of this section or section 1,799, shall be guilty of a gross misdemeanour. ('01 c. 310 ss. 2, 3.)

'B' (5). New York. Passed in 1897-9; Declared Unconstitutional, 1901; Constitution Amended, 1905; Law Re-enacted, 1906.

Section 2. . . .The term employee when used in this chapter, means mechanic, workingman or labourer who works for another for hire. . . . .

Section 3. . . . .Eight hours shall constitute a legal day's work for all classes of employees in this state except those engaged in farm and domestic service unless otherwise provided by law. This section does not prevent an agreement for overwork at an increased compensation except upon work by or for the state or a municipal corporation, or by contractors or subcontractors therewith. Each contract to which the state or municipal corporation is a party which may involve the employment of labourers, workmen or mechanics shall contain a stipulation that no labourer, workman or mechanic in the employ of the contractor, subcontractor or other person doing or contracting to do the whole or a part of the work contemplated by the contract shall be permitted or required to work more than eight hours in any one calendar day except in cases of extraordinary emergency caused by fire, flood or danger to life or property. The wages to be paid for a legal day's work as hereinbefore defined to all classes of such labourers, workmen or mechanics upon all such public works, or upon any material to be used upon or in connection therewith shall not be less than the prevailing rate for a day's work in the same trade or occupation in the locality within the state where such public work on, about or in connection with which such labour is performed in its final or complete form is to be situated, erected or used. Each such contract hereafter made shall contain a stipulation that each labourer, workman or mechanic, employed by such contractor, subcontractor or other person on, about or upon such public work, shall receive such wages herein provided for. Each contract for such public work hereafter made shall contain a provision that the same shall be void and of no effect unless the person or corporation making or performing the same shall comply with the provisions of this section; and no such person or corporation shall be entitled to receive any sum nor shall any officer, agent or employee of the state or of a municipal corporation pay the same or authorize its payments from the funds under his charge or control to any such person or corporation for work done upon any contract, which in its form or manner of performance violates the provisions of this section, but nothing in this section shall be construed to apply to persons regularly employed in state institutions, or to engineers, electricians and elevator men in the department of public buildings during the annual session of the legislature, nor to the construction, maintenance and repair of highways outside of the limits of cities and villages.

Sec. 4. Any officer, agent or employee of this state or of a municipal corporation therein having a duty to act in the premises who violates, evades or knowingly permits the violation or evasion of any of the provisions of this Act shall be guilty of malfeasance in office and shall be suspended or removed by the authority having power to appoint or remove such officer, agent or employee, otherwise by the governor. Any citizen of the state may maintain proceedings for the suspension or removal of such officer, agent or employee or may maintain an action for the purpose of securing the cancellation or avoidance of any contract which by its terms or manner of performance violates this Act or for the purpose of preventing any officer, agent or employee of such municipal corporation from paying or authorizing the payment of any public money for work done thereupon.

'B' (6). Massachusetts (1) as Amended, 1907.

Eight hours shall constitute a day's work for all labourers, workmen and mechanics now or hereafter employed by or on behalf of the commonwealth, or of any county therein, or of any city or town, which, prior to the 28th day of June, in the year 1907, had accepted the provisions of section 20 of chapter 106 of the Revised Laws. No labourer, workman or mechanic so employed shall be requested or required to work more than eight hours in any one calendar day or more than forty-eight in any one week except in cases of extraordinary emergency. Only a case of danger to property, life, to public safety or to public health shall be considered a case of extraordinary emergency within the meaning of this section. Threat of loss of employment or threat to obstruct or prevent the obtaining of employment, or threat to refrain from employing in the future shall be considered requiring, within the meaning of this section. Engineers shall be considered mechanics within the meaning of this section. But in cases where a weekly half-holiday is given, the hours of labour upon the other working days of the week may be increased sufficiently to make a total of forty-eight hours for the week's work.

Section 38.—Every contract, except contracts for the purchase of materials or supplies, to which the commonwealth, or any county therein, or any city or town which has accepted the provisions of section 20 of chapter 106 of the Revised Laws, or may accept the provisions of section 42 of this Act, is a party, which may involve the employment of labourers, workmen or mechanics shall contain a stipulation that no labourer, workman or mechanic working within this commonwealth in the employ of the contractor, subcontractor or other person doing or contracting to do the whole or a part of the work contemplated by the contract shall be requested or required to work more than eight hours in any one calendar day, and every contract which does not contain this stipulation shall be null and void.

Section 39. The two preceding sections shall apply to all labourers, workmen or mechanics engaged upon any works which are or are intended to be the property of the commonwealth, or of any county therein, or of any city or town which has accepted the provisions of section 20 of chapter 106 of the Revised Laws, or may accept the provisions of section 42 of this Act whether such labourers, workmen or mechanics are employed by public authority or by a contractor or other private person. They shall not apply to persons employed in any state, county or municipal institution, on the farm, or in the care of the grounds, in the stable, in the domestic or kitchen and dining-room service, or in storerooms and offices.

Section 40. Any person or contractor or subcontractor, or any agent or person acting on behalf of any contractor or subcontractor, or official of the commonwealth or of any county, city or town who violates any provision of the three preceding sections shall be subject to a penalty of fifty dollars for each offence.

Section 41. The provisions of the four preceding sections shall not apply to or affect contractors or subcontractors for work, contracts for which were entered into prior to the 22nd day of June, in the year 1906.

Section 42. In a city or town which, by a vote taken by ballot at an annual election, accepts the provisions of this section, or, subsequently to the 28th day of June, in the year 1907, accepted the provisions of section 20 of chapter 106 of the Revised Laws, eight hours shall constitute a day's work for all labourers, workmen and mechanics who are employed by such city or town. If a petition for such vote, signed by one hundred or more registered voters of a city, or twenty-five or more registered voters of a town, is filed with the city or town clerk, respectively, thirty days or more before an annual election such vote shall be taken at such election.

Section 43. In a city or town, which has not accepted the provisions of sections 37 or 42, nine hours shall constitute a day's work for all labourers, workmen and mechanics who are employed by or on behalf of such city or town.

## APPENDIX No. 4

## 'B' (7). Wisconsin. Approved June 14, 1909.

AN ACT to create sections 1729m and 1729n of the statutes, relating to hours of labour on public buildings or works of the state.

*The people of the State of Wisconsin, represented in Senate and Assembly, do enact as follows:*

SECTION 1. There are added to the statutes two sections to read: Section 1729m. Each and every contract hereafter made for the erection, construction, remodelling or repairing of any public building or works, to which the state or any officer or agent thereof is a party, which may involve the employment of labourers, workmen or mechanics, shall contain a stipulation that no labourer, workman or mechanic in the employ of the contractor, subcontractor, agent or other person, doing or contracting to do all or a part of the work contemplated by the contract, shall be permitted to work more than eight hours in any one calendar day, except in cases of extraordinary emergencies, provided, however, that this section shall apply only to such work as is actually performed on the premises on which such buildings or works are being erected, constructed, remodelled or repaired.

Section 1729n. Any officer or agent of the State of Wisconsin or any contractor, subcontractor or agent thereof, who violates any of the provisions of this Act shall be deemed guilty of a misdemeanour and upon conviction thereof shall be punished by a fine not exceeding two hundred dollars or by imprisonment for not more than six months or by both such fine and imprisonment.

SECTION 2. This Act shall take effect and be in force from and after its passage and publication.

EXHIBIT 'C' (1).—REPRESENTATIVE BILLS INTRODUCED IN UNITED STATES CONGRESS, 1898-1910.

1. 1898: Bill introduced in House of Representatives by Mr. Gardner.

H. R. 7389, Fifty-fifth Congress, second session.

AN ACT limiting the hours of daily services of labourers, workmen, and mechanics employed upon the public works of, or work done for the United States, or any Territory, or the District of Columbia.

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,* That the time of service of all labourers, workmen, and mechanics employed upon any public works of, or work done for the United States, or any Territory, or the District of Columbia, whether said work is done by contract or otherwise, is hereby limited and restricted to eight hours in any one calendar day; and it shall be unlawful for any officer of the United States, or of any Territory, or the District of Columbia, or any person acting for or on behalf of the United States, or any Territory, or said District, or any contractor or subcontractor for any part of any public works of, or work done for the United States, or any Territory, or said District, or any person whose duty it shall be to employ or to direct and control the services of such labourers, workmen, or mechanics, or who has in fact the direction or control of the services of such labourers, workmen, or mechanics, to require or permit them, or any of them, to labour more than eight hours in any one calendar day, except in cases of extraordinary emergency caused by fire, flood, or danger to life or property, nor to work upon public, military or naval works or defences in time of war.

Section 2. That each and every contract to which the United States, any Territory, or the District of Columbia is a party, and every contract made for or on behalf of the United States, or any Territory, or said District, which contract may involve the employment of labourers, workmen, or mechanics, shall contain a stipulation that no labourer, workman, or mechanic in the employ of the contractor or any subcontractor doing or contracting to do any part of the work contemplated by the contract, shall be required or permitted to work more than eight hours in any one calendar day; and each and every such contract shall stipulate a penalty for each violation of the stipulation directed by this Act of ten dollars for each labourer, workman, or mechanic, for each and every calendar day in which he shall labour more than eight hours; and the inspector or other officer or person whose duty it shall be to see that the provisions of any such contract are complied with, shall report to the proper officer of the United States, or any Territory, or the District of Columbia, all violations of the stipulation in this Act provided for in each and every such contract, and the amount of the penalties stipulated in any such contract shall be withheld by the officer or person whose duty it shall be to pay the moneys due under such contract, whether the violations for which said penalties were imposed were by the contractor, his agents, or employees, or any subcontractor, his agents, or employees. No person on behalf of the United States, or any Territory, or the District of Columbia, shall rebate or remit any penalty imposed under any stipulation herein provided for, unless upon a finding which he shall make up and certify that such penalty was imposed by reason of an error of fact.

Section 3. That any officer of the United States, or any territory, or the District of Columbia, or any person acting for or on behalf of the United States, or any Territory, or the District of Columbia, who shall violate the provisions of this Act, shall



## APPENDIX No. 4

be deemed guilty of a misdemeanour and be subject to a fine or imprisonment, or both, at the discretion of the court, the fine not to exceed five hundred dollars, nor the imprisonment one year.

Section 4. That all Acts and parts of Acts inconsistent with this Act, in so far as they are inconsistent, be, and the same are hereby, repealed. But nothing in this Act shall apply to any existing contract, or to soldiers and sailors enlisted, respectively, in the army or navy of the United States, or to seamen on sea-going vessels.

'C' (2). 1901-2. Bill introduced in House of Representatives by Mr. Gardner.

H. R. 3076, Fifty-seventh Congress, first session.

AN ACT limiting the hours of daily service of labourers and mechanics employed upon work done for the United States, or any Territory, or the District of Columbia, thereby securing better products, and for other purposes.

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,* That each and every contract hereafter made to which the United States, any Territory, or the District of Columbia is a party, and every such contract made for or on behalf of the United States, or any Territory, or said District, which may require or involve the employment of labourers or mechanics, shall contain a provision that no labourer or mechanic doing any part of the work contemplated by the contract, in the employ of the contractor or any subcontractor contracting for any part of said work contemplated, shall be required or permitted to work more than eight hours in any one calendar day; and each and every such contract shall stipulate a penalty for each violation of the provision directed by this Act of \$5 for each labourer or mechanic, for each and every calendar day in which he shall labour more than eight hours; and any officer or person designated as inspector of the work to be performed under any such contract, or to aid in enforcing the fulfilment thereof, shall upon observation or investigation report to the proper officer of the United States, or any Territory, or the District of Columbia, all violations of the provisions in this Act directed to be made in each and every such contract, and the amount of the penalties stipulated in any such contract shall be withheld by the officer or person whose duty it shall be to pay the moneys due under such contract, whether the violation of the provisions of such contract is by the contractor, his agents or employees, or any subcontractor, his agents or employees. No person on behalf of the United States or any Territory, or the District of Columbia, shall rebate or remit any penalty imposed under any provision or stipulation herein provided for, unless upon a finding which he shall make up and certify that such penalty was imposed by reason of an error in fact.

Nothing in this Act shall apply to contracts for transportation by land or water, nor shall the provisions and stipulations in this Act provided for affect so much of any contract as is to be performed by way of transportation, or for such materials as may usually be bought in open market, whether made to conform to particular specifications or not. The proper officer on behalf of the United States, any Territory or the District of Columbia, may waive the provisions and stipulations in this Act provided for as to contracts for military or naval works or supplies during time of war or a time when war is imminent. No penalties shall be exacted for violations of such provisions due to extraordinary emergency caused by fire or flood, or due to danger to life or loss to property. Nothing in this Act shall be construed to repeal or modify chapter 352 of the laws of the Fifty-second Congress, approved August 1, 1892, or as an attempt to abridge the pardoning power of the executive.

'C' (3). 1909. Bill introduced in House of Representatives by Mr. Gardner. This Bill, which embodies the amendments made by the Senate Committee in 1902, is substantially the measure which has been introduced every session since 1902.

A BILL limiting the hours of daily service of labourers and mechanics employed upon work done for the United States or for any Territory, or for the District of Columbia, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That every contract hereafter made to which the United States, any Territory, or the District of Columbia is a party, and every such contract made for or on behalf of the United States, or any Territory, or said district, which may require or involve the employment of labourers or mechanics shall contain a provision that no labourer or mechanic doing any part of the work contemplated by the contract, in the employ of the contractor or any sub-contractor contracting for any part of said work contemplated, shall be required or permitted to work more than eight hours in any one calendar day upon such work; and every such contract shall stipulate a penalty for each violation of such provision in such contract of five dollars for each labourer or mechanic for every calendar day in which he shall be required or permitted to labour more than eight hours upon such work; and any officer or person designated as inspector of the work to be performed under any such contract, or to aid in enforcing the fulfilment thereof shall, upon observation or investigation, forthwith report to the proper officer of the United States, or of any Territory, or of the District of Columbia, all violations of the provisions in this Act directed to be made in every such contract, together with the names of each labourer or mechanic violating such stipulation and the day of such violation, and the amount of the penalties imposed according to the stipulation in any such contract shall be directed to be withheld by the officer or person whose duty it shall be to approve the payment of the moneys due under such contract, whether the violation of the provisions of such contract is by the contractor or any subcontractor. Any contractor or subcontractor aggrieved by the withholding of any penalty as hereinbefore provided shall have the right to appeal to the head of the department making the contract, or in the case of a contract made by the District of Columbia to the commissioners thereof, who shall have power to review the action imposing the penalty, and from such final order whereby a contractor or subcontractor may be aggrieved by the imposition of the penalty hereinbefore provided such contractor or subcontractor may appeal to the Court of Claims, which shall have jurisdiction to hear and decide the matter in like manner as in other cases before said court.

Section 2. That nothing in this Act shall apply to contracts for transportation by land or water, or for the transmission of intelligence, or for such materials or articles as may usually be bought in open market, whether made to conform to particular specifications or not, or for the purchase of supplies by the government, whether manufactured to conform to particular specifications or not. The proper officer on behalf of the United States, any Territory, or the District of Columbia, may waive the provisions and stipulations in this Act during time of war or a time when war is imminent. No penalties shall be imposed for any violation of such provision in such contract due to any emergency caused by fire, famine or flood, by danger to life or to property, or by other extraordinary event or condition. Nothing in this Act shall be construed to repeal or modify chapter 352 of the laws of the Fifty-second Congress, approved August 1, 1892.

## 'C' (4). 1910. An Alternative Measure.

A BILL providing that all contracts made by, or in behalf of, the government of the United States of America, shall contain a clause making said contract invalid and not binding upon the government of the United States of America should the person, firm, or corporation, or other body, corporate or otherwise, in the manufacture or furnishing of any article or matter or thing whatsoever by contract selling the same to the government of the United States of America employ in the manufacture, making, or handling of any such article, matter, or thing whatsoever, any workmen, mechanics, or labouring men for a longer period than eight hours in any one day, whether such work, or labour, or materials is done or furnished by the original person, firm, or corporation contracting for the same, or by any contractor or subcontractors under them.

Whereas it is the universal demand of all men who work for their daily living that an eight-hour day should be established; and

Whereas it is unfair and unjust to ask individual persons or corporations to enter into such contracts when those individuals or corporations must enter into competition with other persons or corporations in the same line of business, and whose hours of labour are considerably more than eight hours per day; and

Whereas the only just and equitable method is for the government of the United States to establish this rule, which rule, when established, will be speedily followed by the labour-using manufacturers of the country; Therefore

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,* That no contract shall be made by, or in behalf of, the government of the United States of America which shall not contain a clause making said contract invalid and not binding upon the government of the United States of America, should the person, firm, or corporation, or other body, corporate or otherwise, in the manufacture of any article, or matter, or thing whatsoever, by contract selling the same to the government of the United States of America, employ any workmen, mechanics, or labourers for a longer period than eight hours in any one day, whether such work, or labour, or materials is done or furnished by the original person, firm, or corporation making said contract with the government, or by any contractor or subcontractors under them.

Sec. 2. That the Treasurer of the United States of America shall honour no check, draft, or voucher for any work done or materials or articles furnished under any contract not containing said above-mentioned clause, nor where the provisions of said clause are not carried strictly into effect.

## EXHIBIT 'D.'

(Statement submitted by the Fair Wages Officers of the Department of Labour, Ottawa.)

## Rates of Wages and Hours of Labour for certain Localities in Canada, having Particular Reference to the 8, 9 or 10 Hour Work Day.

## NOVA SCOTIA.

	HALIFAX.		SYDNEY.		INVERNESS.	
	Wages per day.	Hours per day.	Wages per day.	Hours per day.	Wages per day.	Hours per day.
	\$ cts.		\$ cts.		\$ cts.	
Stonecutters.....	3 50	9	4 05	9	3 25	10
Bricklayers.....	3 60	8	4 05	9	3 00	10
Masons.....	3 60	8	3 60	9	3 00	10
Carpenters.....	2 25	9	2 47½	9	1 75	10
Joiners.....	2 50	9	2 47½	9	1 75	10
Stairbuilders.....	2 50	9	2 47½	9	2 00	10
Plasterers.....	3 60	9	3 60	9	2 50	10
Painters.....	2 25	9	2 25	9	1 75	10
Plumbers.....	2 25	9	2 25	9	2 25	10
Steamfitters.....	2 25	9	2 25	9	2 25	10
Sheet metal workers.....	2 00	9	2 47½	9	2 25	10
Electrical workers.....	2 00	9	2 25	9	2 00	10
Builders' labourers.....	1 53	9	2 02½	9	1 50	10
Common labourers.....	1 50	10	1 53½	9	1 50	10

## APPENDIX No. 4

EXHIBIT D (2).—Rates of Wages and Hours of Labour—*Continued.*

## NEW BRUNSWICK.

	ST. JOHN.		MONCTON.		CAMPBELLTON.	
	Wages per day.	Hours per day.	Wages per day.	Hours per day.	Wages per day.	Hours per day.
	\$ cts.		\$ cts.		\$ cts.	
Stonecutters. . . . .	3 50	9	3 00	10	3 00	10
Bricklayers. . . . .	3 60	9	3 00	10	3 00	10
Masons. . . . .	3 60	9	3 00	10	2 50	10
Carpenters . . . . .	2 50	9	1 75	10	1 50	10
Joiners . . . . .	2 50	9	2 00	10	1 75	10
Stairbuilders . . . . .	2 50	9	2 25	10	2 00	10
Plasterers . . . . .	3 60	9	2 50	10	2 50	10
Painters. . . . .	2 50	9	2 00	10	1 75	10
Plumbers. . . . .	2 25	9	2 00	10	2 00	10
Steamfitters. . . . .	2 25	9	2 00	10	2 00	10
Sheet metal workers . . . . .	2 00	9	2 00	10	1 75	10
Electrical workers . . . . .	2 00	9	1 75	10	1 50	10
Builders' labourers . . . . .	1 80	9	1 50	10	1 50	10
Common labourers. . . . .	1 50	9	1 35	10	1 25	10

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EXHIBIT D (3).—Rates of Wages and Hours of Labour—*Continued.*

## PRINCE EDWARD ISLAND.

	ALL LOCALITIES.	
	Wages per day.	Hours per day.
	\$	cts.
Stonecutters .....	3 00	10
Bricklayers .....	3 00	10
Masons .....	2 50	10
Carpenters .....	1 75	10
Joiners .....	2 00	10
Stairbuilders .....	2 00	10
Plasterers .....	2 50	10
Painters .....	1 75	10
Plumbers .....	2 00	9
Steamfitters .....	2 00	9
Sheet metal workers .....	2 00	10
Electrical workers .....	2 00	10
Builders' labourers .....	1 50	10
Common labourers .....	1 25	10

APPENDIX No. 4

EXHIBIT D (4).—Rates of Wages and Hours of Labour—Continued.

QUEBEC.

	MONTREAL.		QUEBEC.		RIMOUSKI.	
	Wages per day.	Hours per day.	Wages per day.	Hours per day.	Wages per day.	Hours per day.
	\$ cts.		\$ cts.		\$ cts.	
Stone-cutters.....	3 20	8	3 20	8	3 00	10
Bricklayers.....	4 05	9	4 65	9	3 00	10
Masons.....	3 60	9	3 15	9	2 50	10
Carpenters.....	2 47½	3	2 25	10	1 75	10
Joiners.....	2 76		2 25	10	2 00	10
Stairbuilders.....	2 70	9	2 50	10	2 00	10
Plasterers.....	3 60	9	3 60	9	2 50	10
Painters.....	2 25	9	2 25	9	1 75	10
Plumbers.....	2 92½	9	2 00	9	2 00	10
Steamfitters.....	2 92½	9	2 00	9	2 00	10
Sheet metal workers.....	2 47½	9	2 00	9	1 75	10
Electrical workers.....	2 25	9	2 25	9	1 75	10
Builders' labourers.....	2 02½	9	1 98	9	1 50	10
Common labourers.....	1 57½	9	1 75	10	1 50	10

## EXHIBIT D (5).—Rates of Wages and Hours of Labour—Continued.

## ONTARIO.

	TORONTO.		OTTAWA.		GODERICH.	
	Wages per day.	Hours per day.	Wages per day.	Hours per day.	Wages per day.	Hours per day.
	\$ cts.		\$ cts.		\$ cts.	
Stonecutters . . . . .	4 00	8	3 52	8	3 00	10
Bricklayers . . . . .	4 00	8	4 50	9	3 00	10
Masons . . . . .	4 00	8	4 50	9	3 00	10
Carpenters . . . . .	2 64	8	2 25	9	2 00	10
Joiners . . . . .	2 64	8	2 70	9	2 00	10
Stairbuilders . . . . .	2 64	8	2 70	9	2 25	10
Plasterers . . . . .	4 00	8	3 60	9	2 75	10
Painters . . . . .	2 40	8	2 47	9	2 00	10
Plumbers . . . . .	3 20	8	3 24	9	2 50	10
Steamfitters . . . . .	3 20	8	3 24	9	2 50	10
Sheet metal workers . . . . .	2 92½	9	2 70	9	2 00	10
Electrical workers . . . . .	2 70½	8	2 25	9	2 25	10
Builders' labourers . . . . .	2 00	8	2 25	9	1 75	10
Common labourers . . . . .	1 80	9	1 62	9	1 50	10



## APPENDIX No. 4

EXHIBIT D (5).—Rates of Wages and Hours of Labour—*Continued.*

## ONTARIO.

	KINGSTON.		BROCKVILLE.		CORNWALL.	
	Wages per day.	Hours per day.	Wages per day.	Hours per day.	Wages per day.	Hours per day.
	\$ cts.		\$ cts.		\$ cts.	
Stonecutters.....	3 60	8	3 25	9	3 00	10
Bricklayers.....	3 60	8	3 25	9	3 00	10
Masons.....	3 60	8	3 25	9	3 00	10
Carpenters.....	2 50	8	2 50	9	2 00	10
Joiners.....	2 50	8	2 50	9	2 25	10
Stairbuilders.....	2 50	8	2 50	9	2 25	10
Plasterers.....	3 60	8	3 00	9	3 00	10
Painters.....	2 25	9	2 2	9	2 00	10
Plumbers.....	2 40	9	2 50	9	2 50	10
Steamfitters.....	2 40	9	2 50	9	2 50	10
Sheet metal workers.....	2 25	9	2 00	9	2 25	10
Electrical workers.....	2 50	9	2 50	9	2 00	10
Builders' labourers.....	2 00	8	1 75	9	1 50	10
Common labourers.....	1 50	9	1 50	9	1 50	10

## EXHIBIT D (6).—Rates of Wages and Hours of Labour—Continued.

## MANITOBA.

	WINNIPEG.		BRANDON.		VIRDEN.	
	Wages per day.	Hours per day.	Wages per day.	Hours per day.	Wages per day.	Hour per day.
	\$ cts.		\$ cts.		\$ cts.	
Stonecutters . . . . .	4 80	8	5 00	10	5 00	10
Bricklayers. . . . .	5 40	9	4 95	9	5 00	10
Masons. . . . .	5 40	9	4 95	9	5 00	1
Carpenters. . . . .	4 05	9	3 50	10	3 00	10
Joiners. . . . .	4 05	9	3 50	10	3 25	10
Stairbuilders. . . . .	4 05	9	3 50	10	3 25	10
Plasterers. . . . .	4 50	9	5 00	10	5 00	10
Painters. . . . .	2 70	9	50	10	2 50	1
Plumbers. . . . .	4 50	9	4 50	10	4 00	10
Steamfitters. . . . .	4 50	9	4 50	10	4 00	10
Sheet metal workers . . . . .	3 69	9	4 00	10	3 50	10
Electrical workers. . . . .	3 60	9	3 15	9	3 50	10
Builders' labourers. . . . .	2 25	9	2 25	10	2 25	10
Common labourers. . . . .	2 00	10	2 00	10	2 00	10

## APPENDIX No. 4

EXHIBIT D (7).—Rates of Wages and Hours of Labour—*Continued.*

## SASKATCHEWAN.

	REGINA.		SASKATOON.		PRINCE ALBERT.		
	Wages per day.	Hours per day.	Wages per day.	Hours per day.	Wages per day.	Hours per day.	
	\$	cts.	\$	cts.	\$	cts.	
Stonecutters.....	4	80	8		5	50	10
Bricklayers.....	4	95	9		5	40	9
Masons.....	4	95	9		5	40	9
Carpenters.....	3	50	10		3	50	10
Joiners.....	3	50	10		3	50	10
Stairbuilders.....	3	50	10		3	50	10
Plasterers.....	4	95	9		5	50	10
Painters.....	3	00	10		3	00	10
Plumbers.....	4	50	9		4	50	10
Steamfitters.....	4	50	9		4	50	10
Sheet metal workers.....	3	00	10		3	50	10
Electrical workers.....	3	15	9		3	50	10
Builders' labourers.....	2	50	10		2	50	10
Common labourers.....	2	00	10		2	00	10

## EXHIBIT D (S).—Rates of Wages and Hours of Labour—Continued.

## ALBERTA.

	EDMONTON.		LETHBRIDGE.		MACLEOD.	
	Wages per day.	Hours per day.	Wages per day.	Hours per day.	Wages per day.	Hours per day.
	\$	cts.	\$	cts.	\$	cts.
Ston cutters .....	5 60	8	4 80	8	4 80	8
Bricklayers .....	4 80	8	5 33½	8	6 00	10
Masons .....	4 80	8	5 33½	8	6 00	10
Carpenters .....	3 36	8	4 05	9	3 50	10
Joiners .....	3 36	8	4 05	9	3 50	10
Stairbuilders .....	3 36	8	4 05	9	3 50	10
Plasterers .....	4 80	8	5 33½	8	6 00	10
Painters .....	3 60	8	3 60	9	3 50	10
Plumbers .....	4 50	8	4 72½	9	4 00	10
Steamfitters .....	4 50	8	4 72½	9	4 00	10
Sheet metal workers .....	3 50	8	4 05	9	3 50	10
Electrical workers .....	2 20	8	3 33	9	3 50	10
Builders' labourers .....	2 25	8	2 47½	9	2 50	10
Common labourers .....	2 25	9	2 25	9	2 50	10

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EXHIBIT D (9).—Rates of Wages and Hours of Labour—*Continued.*

## BRITISH COLUMBIA.

	VANCOUVER.		CHILLIWACK.		NELSON.		VERNON.	
	Wages per day.	Hours per day.	Wages per day.	Hours per day.	Wages per day.	Hours per day.	Wages per day.	Hours per day.
	8 cts.		8 cts.		8 cts.		8 cts.	
Stonecutters .....	5 00	8	5 00	9	5 00	8	5 00	9
Bricklayers .....	5 00	8	5 00	9	5 00	8	5 00	9
Masons .....	5 00	8	5 00	9	5 60	8	5 00	9
Carpenters .....	4 00	8	3 50	9	4 00	8	3 60	9
Joiners .....	4 00	8	3 50	9	4 00	8	3 60	9
Stairbuilders .....	4 00	8	4 00	9	4 00	8	3 60	9
Plasterers .....	6 00	8	5 00	9	6 00	8	5 00	9
Painters .....	4 00	8	3 00	9	4 00	8	3 50	9
Plumbers .....	4 00	8	4 00	9	4 00	8	4 00	9
Steamfitters .....	4 00	8	4 00	9	4 00	8	4 00	9
Sheet metal workers .....	4 00	8	4 00	8	4 00	9	4 00	9
Electrical workers .....	4 00	8	3 50	9	3 50	9	3 50	9
Builders' labourers .....	{ 2 80 4 00 }	{ 8 8 }	2 50	9	{ 3 00 3 50 }	{ 8 8 }	3 00	9
Common labourers .....	2 50	8	2 25	9	3 00	9	2 50	10

## EXHIBIT D (10).—YUKON.

The minimum rate of wages paid to mechanics in the far north is \$1 per hour, and if more than ordinary skill is required or demanded a higher rate is paid. The prevailing rates in Dawson and surrounding districts for masons, carpenters, plasterers, painters, plumbers, tinmiths, electricians, &c., is \$1 per hour.

Common labourers get 75 cents per hour for short terms of employment, but mining companies employing large numbers of men permanently pay \$4 per day with board and lodging.

In all cases the established hours of labour are 10 hours per day.

## EXHIBIT 'E.'

Professor Magill of Halifax, N.S., on the 'Eight-hour Day.'—Address Delivered Before the Canadian Club of Ottawa, Saturday, February 19, 1910.

*Mr. President and Gentlemen of the Canadian Club,*—I would ask you to recall the fact that the movement for an eight-hour day law is a wide movement to-day among the industrial communities of the world. You have it in Great Britain, in the United States, in Germany, in France, in Holland, in Austria, in Australia. It is practically a world-wide movement; that is to say, it is co-extensive with modern industrial conditions, this movement for the shortening of the working day by legislation, the movement called 'The Eight-hour Day Movement.' I want to speak about an eight-hour law because we distinguish the shortening of the day by legislation from the shortening of the day by trades union movements. It is sometimes said, indeed, that were the day to be shortened by law or by negotiation between masters and men it would matter very little, that the results must be identical. That is not true. If the day is shortened by negotiation between masters and men, the shortening will be carried by the condition of the industry. If it involves a tax upon profits, the shortening, of course, is limited by the amount of the profits. But if governments and legislatures take to shortening the hours of the working day it may sometimes happen, indeed it is very probable, that it will happen that they will shorten the days in industries and in firms where the shortening will put those industries and firms under a great disadvantage. I think it can be proven very easily that if the government of Nova Scotia were to pass an eight-hour law upon some of our industries down there, some firms would simply be put out of business, a number of men would be thrown out of employment and there would be a considerable economic waste. If the day were shortened as the result of negotiations between masters and men things like that would not likely happen. I am only going to speak of the shortening of the day by law, of the eight-hour day law movement. I want to say, to begin, that when men consider this business of reducing the working hours by law, it would be advisable for them to distinguish the purely philanthropic or humanitarian side from the economic side, the dollars and cents side. It appears to me, so far as I can judge, that the arguments most prominently in the minds of the workingmen are humanitarian arguments, whereas the arguments most prominently before the minds of the employers are the economic arguments. Let me illustrate. The working day is a long day in many industries and many countries, and if you take the case of a man working for 10 or 12 hours a day at the bottom of a coal mine, as many are, or a man tending a blast furnace, an open hearth furnace or a coke oven for 12 hours a day—and remember that that man works 10 or 12 hours a day 6 days in the week, 52 weeks in the year—you may ask yourself this question: What is the effect upon that man's health,

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what is the effect upon that man's intelligence, what is the effect upon that man's family life, what is the effect upon that man's morals, what is the effect upon that man as a citizen, a citizen with a franchise, a citizen who is repeatedly asked to decide on great questions of the province, of the Dominion, of the empire, of the world? I say if you take a man who is tied to a furnace 12 hours a day, 6 days in the week, 52 weeks in the year, and if you can leave aside for the moment the merely cash side of the situation and consider it from the point of view of humanitarianism, you cannot but recognize that a change in hours is desirable. Think, for example, of the effect on that man's family life, a man working 12 hours a day, 6 days in the week. He is married, he has a family and he never sees his children from one Sunday to another except when they are in bed, never. It is good neither for him nor for his family. Consider the effect upon that man's morals. I should not speak on moral questions, because here is Dr. Shearer sitting opposite me with a frown on him, but I take the liberty of saying that if either Dr. Shearer or myself had to work for a living at the bottom of a coal mine for 10 hours a day, or tending a coke oven for 12 hours a day, the probabilities are that we should seek such pleasures as we should enjoy and the pleasure that would most probably appeal to Dr. Shearer and myself would be the pleasure of having a good drunk wherever we could get it. I hope he will not tell the authorities of the church. I am more or less of a heretic on the matter, I suppose, but the result of my own observation is that a considerable amount of the drinking and the unsavory features of certain sections of our working classes is just due to the fact that they have to work these very long hours and they lose all inclination for more refined pleasures and take the pleasures that are handiest and the pleasures that appear to give them the promise of the greatest change.

Or take again the other question of their citizenship. We think the working-men lend an ear very readily to agitators, socialists and others. We say that their judgment upon important industrial matters is one that often leads them astray. We say they lend themselves to these revolutionary movements in our time all too quickly. They strike, for example, when the conditions of the industry are not in favour of a strike or do something else for a similar reason, and we want the working-men of this country to understand all about strikes, all about capital, all about profit and loss, all about the tariff, all about the international markets, all about the militia, all about the navy—a hundred and fifty thousand questions, and all the while we forget that they never have one hour to devote to any question except the question of earning \$1.50 to \$2 a day.

I say that if we should consider the question of the shortening of hours by legislation, merely, purely and solely from a humanitarian point of view, from a philanthropic point of view, we should, I think, probably all agree that the hours cannot be shortened too soon, and that there would be full justification for shortening them by law. The pity of it is that the philanthropic or the humanitarian and economic do not always harmonize and the employers of labour and the managers of our great industries in the modern industrial world are much more concerned about the economic aspect of any legislation like this than about its humanitarian aspect.

The economic aspect of the eight-hour day, as I suppose Mr. Shortt will tell you, is itself a great puzzle.

I wish to speak now for a little about the cash side of eight-hour legislation. I may say that the eight-hour law is supported by three different schools of writers, and that the three schools of writers give different accounts of the economic consequences of an eight-hour law. First of all, we have the American Federation of Labour. Some years ago the American Federation of Labour began a strong agitation for an eight-hour law, and issued a number of pamphlets defending this proposed legislation. The ten-hour day is almost universal in the United States. These writers argue that if the day were shortened to eight hours by legislation throughout the whole of the United States the result would be such a lessened supply of labour, through the reduction of two hours a day for every worker, that there would be a

demand for additional labourers, the result of that demand being to absorb all the unemployed of the United States plus all the unemployed of Great Britain and Ireland, plus all the unemployed of France, plus all the unemployed of Germany. It was calculated that an eight-hour law made universal throughout the United States would reduce the working days of every worker practically in the United States by two hours. To take the place of labour thus withdrawn, there would be required additional labourers so large in number that they would be practically equivalent to all the unemployed of the United States, Great Britain and those other countries. So, according to the writings and judgments of the American Federation of Labour, the first economic consequence of an eight-hour law would be the entire removal of the question of the unemployed. Well, if any eight-hour law would not only improve the citizenship, but help the morals and general conditions of the working classes, and if any eight-hour law would at the same time remove and solve this whole question of unemployment, surely such a law would be welcomed by every one. But I want you to observe that according to these writings not only would an eight-hour law bring in all the unemployed of the modern world, but it would also raise the wages; there would be no reserve army of labour, there would be no unemployed men going around the streets looking for jobs and accepting smaller wages. The trades unions would grow, they would get a monopoly of all labour, there would be an increased demand for labour, and so wages would rise. Not merely, then, would unemployment be removed, but the wages of all labourers all over the United States would be increased. But, further, the writers of the American Federation of Labour argue that this would pay the employers, because profits would be increased. Now, they distinguish between the rate of profits and the total amount of profits, and they say that a manager or an investor of money does not mind whether his rate of profit falls from 5 per cent to 4 per cent, provided the total amount of profit at the end of the year is doubled or quadrupled. So they say all the unemployed would get work, there would be a demand for more food, more clothing, more houses, the market would be larger, and the demand being larger the supply would be larger, the manufacturers would be busy, every producer of wealth would have a larger market, and although the rate of profit might decline per cent, the total amount of profit would be increased. So the result of an eight-hour law would be also to enrich the employer and the labourer, and lastly, according to these writers, an eight-hour law would not increase prices so that it would be good for the general consumers as well, because there being this larger demand, more capital would go into production, there would be a larger production, there would be a faster production of wealth, and of course that would protect the consumer. So, by passing an eight-hour law it is a simple matter; by passing a universal eight-hour law we should elevate the whole working classes and set them upon a plane on which they have never been in the history of the world. In addition to that, we should remove the whole matter of unemployment, we should raise wages per hour, per day, and per week. In addition to that we should increase the profits of every employer of labour, and we should increase the total profits of every investor of money. In addition to that, we should protect the general consumer because prices would not rise, even rents would not increase.

MR. CHAIRMAN AND GENTLEMEN,—I would ask you for a moment to just think of all these claims. I am not going to criticise them at any length, but if all these results could be secured by one hundred Bills, if all these results could be secured by five hundred Bills, it would be well worth the time of any modern parliament to begin passing these five hundred Bills should it take them ten years to do it. But it seems on the face of it, a tremendous thing to claim, that a simple piece of legislation like the shortening of the working day should work out such tremendous economic consequences.

And so we turn now for a moment to the other champions of the eight-hour day who are to be found in England. There is one school of them over there which in-



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cludes a number of employers of labour and a number of writers on industrial matters. That school is perhaps best represented by a writer called Ray, by an employer called Madders of the Salford Iron Works and Hadfield and Gibbons, a recent writer on industrial matters in England. These writers are more or less conservative in their spirit just like the writers of the American Federation of Labour. I mean that seriously, because the American Federationists are not Socialists and regard themselves as anti-revolutionary. These Englishmen, including many large employers of labour, have exercised a very considerable influence on this matter on the other side. Now the curious thing is that when we ask Madders or Hadfield who have tried the eight-hour law in their works, or consult Ray and Gibbons about the economic consequence of such a law, they tell us that its consequences are practically nil so far as dollars and cents go. The whole object of Ray's book is to show that in the vast majority of industries in any country, apart from the transportation industries, a man will, on the whole and on the average, do as much work in eight hours as in nine or ten. That being the case the shortening of the day has practically no economic consequence; as much wealth will be produced on the average under the shorter day as under the longer, wages will remain on the average as they were; profits will remain, on the average as they were; prices will remain upon the average as they were; international trade will remain as it was, and the one result of the law will be a very desirable result, that is to say the workers will have an hour's leisure to themselves per day.

Now, it is very curious to find that these, perhaps the most influential champions of the eight-hour law in England, contradict expressly the very first proposition of the champions of the eight-hour law in the United States. The contradiction is radical, the contradiction is fundamental; the American writers of the eight-hour day claim that a man cannot do as much work in eight hours as in nine or ten. Mr. McNeill, one of the writers of the American Federation, states that the day will never come when a man will be able to do or should be expected to do as much work in eight hours as he might do in nine or ten. I say that the writers of the American Federation of Labour maintain that the shortening of the day will mean the shortening of production, the lessening of wealth and therefore the calling in of the unemployed; whereas the English writers who defend the eight-hour day tell us that the eight-hour day will not affect production, because on the average a man can do as much work in eight hours as in nine, and it would not make room for a score of the unemployed outside the transportation industries.

Arising from this fundamental contradiction there are several others. The writers of the American Federation of Labour consider that this legislation will pay the capitalist, his total profits will increase; the English writers say the capitalist will hardly be affected, he will not lose, except perhaps in a few industries, he will not gain. The American Federation of Labour writers argue that the whole problem of the unemployed will be solved; the English writers argue that neither in England nor in Australia has the shortening of the working day ever made room for a score of the unemployed. Australia has the eight-hour day almost universally; the question of the unemployed is worse in Australia than it is in Canada; it is as bad as it is in the United Kingdom and in the great textile industries in England the day has been shortened by legislation from time to time. We possess considerable statistical information as to the results and it does not appear that the reduction of hours in the textile industries of Great Britain has ever made room for one hundred of the unemployed.

Suppose we turn to the third school for the moment. You have what are known as the Socialists and I suppose it is dangerous at Ottawa even to mention the word 'socialist' because it might suggest that one was in bad company. I do not know that the devil himself is as black as he is painted, and certainly as far as the literature of these English Socialists goes, that is the literature on the eight-hour day, it does not seem to be so very bad after all, because on the question of the economic consequences

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of an eight-hour law, the socialists are not so extreme as the writers of the American Federation of Labour and they have advanced but little beyond those other more orthodox writers to whom I have referred. The socialist writers say that in many industries the reduction of hours will mean a reduction in output, and therefore that a reduction in hours will mean making room for more of the unemployed, that therefore since more labour will have to be paid to produce the same output, there will be an increase in the cost of production; that increase in the cost of production must fall upon profits and probably will fall upon the rate of interest. The Socialists believe that the shorter day making room for a considerable number of the unemployed will help the trades unions to maintain the rate of wages and consequently any added cost of production due to the shorter day must fall either upon profits or upon the wages of management. Now it is not likely to fall on the salary of the managers so it would probably fall on the rate of interest, and so the Socialist writers of England say the great result of eight-hour legislation would be this: It would mean the lessening of the average dividends, the average rate of interest in any country that adopted that legislation to the advantage of the working classes of that country. The rate of interest might fall say from 4 per cent to 3 per cent, so industrial dividends of a fairly safe kind might fall from 6 per cent to 1 per cent, and the difference, the 1 per cent, would be added to the total amount of money spent in the form of wages amongst the workers. And so the Socialists regard the eight-hour law as one slight, one small way of distributing wealth, of redistributing wealth, of taking a little of it from the wealthy man who can afford to lose a little and distributing that amongst the workers who need a little more than they have.

There are these difficulties and these contradictions on the economic consequence of the law. That is not enough. If we ask these three schools of writers who clamoured for the law how the parliament should proceed to draft the law, if you ask them what law they should pass, you find contradictions just as glaring and difficulties just as great.

The writers of the American Federation of Labour seem to think that a law should be passed immediately, and made compulsory on all industries of the country, a hard and fast eight-hour law, and that if such a law is not passed the unions will have to take matters into their own hands and strike, strike hard, and strike simultaneously and long, in order to get an eight-hour day in any case. In England on the other hand, I do not think you can find any one, even a socialist, who advocates a law like that. It is recognized even by those who want the eight-hour law in Great Britain, even by those who defend it most strongly, that the greatest danger to the whole movement is the danger of a general and compulsory law, and I doubt if you could find half a dozen men in England who seriously clamour for a universal compulsory eight-hour law for the industries of the United Kingdom for whatever we may say of the trades unions of England, and the champions of the working classes of England, there is this that must always be recognized, that they have had a long experience in these matters, that they have developed amongst them very able men, that they have some leaders who rank among the very best men in England to-day.

When we mention a man like John Burns, when we recall that a few years ago he was earning his dollar a day, when we recall that he got all his training amongst the trades unions and when we see him to-day, a cabinet minister in the greatest empire the world has produced, I think we shall be prepared unanimously to admit that the English trades unions have had an experience and an apprenticeship in these matters which the workmen in very many other countries have not enjoyed, and I doubt if we find a single trades unionist in the United Kingdom, at all events among the older unions, who would support the proposal of a universal and compulsory eight-hour law. That proposal is not being discussed at all.

The Englishmen for a while discussed a trades option law and the socialistic champions of the eight-hour day drafted a Bill embodying the trades option prin-

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ciples. We are familiar with options in this country, Dr. Shearer knows all about them, and the principle of that trades option Bill is that the government should pass an eight-hour law, but should leave it to the option of those engaged in the various industries of the country to decide whether the law should be enforced or not.

That was proposed by the Socialistic advocates of an eight-hour day. Then the trades unions had a great congress not long afterwards, and they riddled it and voted it out, they would have nothing to do with it, they would have nothing to do with a universal compulsory law, and they proposed what they call the Trade Exemption Bill. A Trade Exemption Bill means that the government should pass an eight-hour Bill compulsory on every one throughout the whole country, but leaving it to the unions to say whether or not they should exclude their own particular industries. The unions asked for a trade exemption Bill knowing that they were powerful enough to exempt their own trade from its operation in case such an exemption were found to be advisable. The Socialist writers looked at the Trade Exemption Bill and they repudiated the Trade Exemption Bill. The other Bills were then tried, a modified trade option plan and a modified local option plan. But writers clamouring for eight-hour legislation rejected all these proposals one after the other, and finally, after years of discussion and controversy, they have arrived at what they call the last, the greatest, most thorough paced most successful plan of all. Let me describe this plan.

According to this plan which holds the field, the government would be asked to have a Minister of Labour. While there is nothing very revolutionary in that, whether he would do them very much harm or very much good of course I really do not know, but the government would be asked to have a Minister of Labour, and the Minister of Labour would be compelled—observe the word—compelled to appoint Royal Commissions. If any trades union, county council, city council, or any recognized body of men interested, demanded a Royal Commission of three, the Minister of Labour would be bound to appoint that commission. The commission would have power to take evidence, examine witnesses, examine books and all the rest of it and to hold public meetings. I am not quite sure, but I think this is a rather novel feature of the scheme. Then there would be a census taken and registers kept of all the workers in every trade. A record of the names and addresses of all the workers would be kept. It would be the business of the commission to call these workers together in any one trade or in any group of related trades, to ascertain their views and wishes about the length of the working day, and if they were on the whole in favour of shortening the hours and if at the same time the financial conditions of the industry admitted of it, the commission could then report in favour of a shorter day. Within a specified time after receiving that report the Minister of Labour would be required to make the thing effective, without the trouble of passing Bills by what are called orders in council. The idea of this plan is to obviate the necessity of passing a separate Bill for every industry, because no government in the world has time to pass a separate Bill for every industry in the country. The whole time of parliament would not be enough to consider the effect of a shorter day upon every industry in its turn. The object of the Bill is to set up machinery by which the day could be shortened in industry after industry if the commissions recommended it, without the necessity of passing a Bill through the two houses of parliament.

Supposing now that that plan were adopted in any province in Canada, what would it mean? It would mean a tremendous growth in the business of Royal Commissions. It would mean that every county council and every city council and every factory inspector, and every trades union and every labour organization in the country would compel the Minister of Labour to appoint a Royal Commission. It would mean that these royal commissions would have to examine the census, the register of removals, to find out all about voters' lists, and I would like to see how any royal commission would investigate voters' lists at times in Canada. It would mean that the commission would hold meetings and discuss this matter from public platforms. Why,

I would throw up my job as a professor and become a candidate for the business of royal commissioner. That business seems to be growing as it is, but if this plan were adopted half the young men would cut loose from their business, from the Civil Service for instance, and begin to pull wires connecting themselves with the Minister of Labour to be appointed royal commissioners.

I have talked along this line to-day in order to illustrate the one point I want to make. The one I want to make is this that so far as I am concerned, if the day could be shortened for the workmen of Canada, without closing mines and mills, without creating unemployment, without making matters worse every humanitarian interest of the working classes of Canada requires that that Bill should be passed. Further, if the day could be shortened without hurting the productive work of this country, without handing ourselves over to the tender mercies of others, or compelling us to protect ourselves, by the very doubtful method of exaggerated tariffs, it would be not merely in the interests of all the people of Canada because a nation to-day must be broad based upon the masses of the people. We cannot have at the base of this country a large mass of men growing up like machines, unintelligent, unobservant, unequal to the duties of citizenship, demoralized—we cannot have such a population at the base of this country to-day without producing amongst all the classes of this country immoralities of the worst kind and national inefficiency of this most fatal kind. The welfare of the people of the upper classes, if I may use the word, the welfare of the whole people of Canada, is dependent upon having the very best conditions, industrially, educationally, and in every other way amongst the working classes, and if we could improve their position to any extent whatever, by shortening the working day, it is the bounden duty of every loyal citizen of this country to support that legislation and the sooner it is enacted the better.

But my point is this: The worst thing in the whole discussion of labour matters is the tendency to make general statements. If Mr. Shortt were not here I would almost dare to go the length of saying that almost any general proposition that you can make about the labour question of any industrial question is false and must be false. The man whom you should always suspect on these matters of political economy, sociology, &c., is the man with a general proposition, a clear cut and easy solution of complicated questions! We must in this matter distinguish between industry and industries. I could show you iron industries, open hearth furnaces and blast furnaces in Nova Scotia, and show you that if you put an eight hour law on them to-morrow you will do one of two things, either shut the industry immediately or reduce the wages of every man in that industry to a point below that which gives him a living wage. We cannot do that. Long hours are bad, very bad, the progress of civilization means a shortening of hours. There is no country civilized where the hours are very long, speaking for the mass of the workers. We must shorten the hours but we must recognize that it is a matter of industrial evolution. Legislation must await that evolution. If we can hasten it here and there we ought to hasten it but if we go ahead of that industrial evolution, we will merely rush to disaster for ourselves and for the working classes too.

## EXHIBIT 'F'

## CANADIAN MANUFACTURERS ASSOCIATION.

(Incorporated.)

PARLIAMENTARY COMMITTEE,

TORONTO, January 13, 1910.

TO CANADIAN BOARDS OF TRADE.

## COMPULSORY EIGHT-HOUR DAY BILL.

Last year we had occasion to solicit your valued assistance in opposing the above measure when it was under consideration by the House of Commons. That it was never pressed to a vote is probably due in some degree at least to the aid you were good enough to give us at that time.

This year the Bill has been introduced again, and has been referred to a Special Committee of the House, who are meeting almost immediately to hear the views of parties who may be interested one way or the other.

Our Association is undertaking on behalf of employing and business interests to submit through its Secretary, a general case in opposition to the Bill, and it would strengthen his position and lend much more weight to his argument if he could present to the Committee of the House credentials to show that he was authorized to speak for your Board. If you are not proposing to send a special representative to testify before the Committee and if you could see your way clear to give our Secretary this authority, you are urged to do so at once, under the assurance that you will be taking one of the most effective means of defeating a proposal which could not but result disastrously to the whole country.

If in addition your Board would address a formal letter of protest containing a summary of your objections, to the Honourable W. L. Mackenzie King, Chairman of the Special Committee on Bill No. 21, House of Commons, Ottawa, it would lighten the responsibility resting upon those who will represent you, and make their task an easier one.

The Bill itself reads as follows:

"Every contract to which the Government of Canada is a party, which may involve the employment of labourers, workmen or mechanics, shall contain a stipulation that no labourer, workman or mechanic in the employ of the contractor or subcontractor, or other person doing or contracting to do the whole or a part of the work contemplated by the contract, shall be permitted or required to work more than eight hours in any one calendar day, except in cases of extraordinary emergency caused by fire, flood or danger to life or property.

"Every such contract hereafter made shall contain a provision that unless the person or corporation making or performing it complies with the provisions of this Act, the contract shall be void, and the person or corporation shall not be entitled to receive any sum, nor shall any officer, agent or employee of the Government of Canada pay or authorize payment from the funds under his charge or control to the person or corporation, for work done upon or in connection with the contract which in its form or manner of performance violates the provisions of this Act.

"This Act shall apply to work undertaken by the Government of Canada by day labour."

While it will be noticed that the above refers only to Government contracts, it is the boast of organized labour that this measure is but the means to an end, and that

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through it they hope to compel the adoption of an eight-hour day in all classes of industry from one end of Canada to the other.

The following suggestions may prove helpful to you in framing your protest to the Chairman of the Committee:

(1). The Bill, if passed, would prohibit every employer and every employee who works more than eight hours per day from sharing in Government business.

(2). It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellows by extra work or effort would be denied him.

(3). Once we have fully recovered from the present industrial depression there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated.

(4). A shorter working day would mean an increased cost of production, which in turn would mean a material advance in the price charged the jobber, the retailer and the consumer, and consequently a general increase in the cost of living.

(5). The shorter hours of labour in town and city workshops have proved a wonderfully strong attraction in influencing men to leave the farm. If these hours are now reduced to eight per day hired help for the farm will be more difficult than ever to secure and retain. As business men you will appreciate the importance of blocking a move that would only embarrass the farmer.

As no time is to be lost you are earnestly requested to take action in the matter with the least possible delay.

Yours faithfully,

CANADIAN MANUFACTURERS ASSOCIATION.

J. O. THORN,  
*Chairman Parliamentary Committee.*

G. M. MURRAY,  
*Secretary.*

### EXHIBIT "G."

CANADIAN MANUFACTURERS ASSOCIATION.

(Incorporated.)

PARLIAMENTARY COMMITTEE.

TORONTO, January 13, 1910.

TO THE MEMBERS OF THE

CANADIAN MANUFACTURERS ASSOCIATION.

#### COMPULSORY EIGHT-HOUR DAY BILL.

Organized labour through its representative Mr. Verville has again brought forward its Eight-Hour Day Bill. This year the Bill has been taken up more seriously by the House, who have referred it to a Special Committee for investigation and report. The Committee is meeting almost immediately to hear evidence from parties who may be interested one way or the other.

On behalf of employing and business interests we are preparing a general case for submission to this Committee, and we also propose to have evidence as to the impracticability of the measure submitted by men of experience in labour and business matters.

We do not wish to rest our case, however, upon this evidence alone. The proponents of the Bill will no doubt be represented by large and enthusiastic deputations, and unless we are able to show that the opposition of employing interests is both serious and widespread, there is just a possibility that the Committee of the House may be overawed by the clamour of organized labour.

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We would ask you, therefore, to send at once to Hon. W. L. Mackenzie King, Chairman of the Special Committee on Bill No. 21, House of Commons, Ottawa, a concisely worded protest against the Bill, expressing the hope that his Committee will report thereon adversely.

In case you have not seen the Bill, we reproduce same herewith:—

“Every contract to which the Government of Canada is a party, which may involve the employment of labourers, workmen or mechanics, shall contain a stipulation that no labourer, workman or mechanic in the employ of the contractor or subcontractor, or other person doing or contracting to do the whole or a part of the work contemplated by the contract, shall be permitted or required to work more than eight hours in any one calendar day, except in cases of extraordinary emergency caused by fire, flood or danger to life or property.

“Every such contract hereafter made shall contain a provision that unless the person or corporation making or performing it complies with the provisions of this Act, the contract shall be void, and the person or corporation shall not be entitled to receive any sum, nor shall any officer, agent or employee of the Government of Canada pay or authorize payment from the funds under his charge or control to the person or corporation, for work done upon or in connection with the contract which in its form or manner of performance violates the provisions of this Act.

“This Act shall apply to work undertaken by the Government of Canada by day labour.”

As affording a basis for the protest which we hope you will send in to the Minister of Labour, we beg to submit a few of the principal reasons why the Bill should not be passed:

(1). It would prohibit every employer and every employee who works more than eight hours per day from sharing in Government business.

(2). It would be utterly impracticable for any establishment to work one portion of its staff eight hours a day on Government orders and the rest of its staff ten hours a day on orders for private parties and private corporations.

(3). As a natural consequence competition for Government orders would be less keen; prices would go up, and all work would have to be paid for by the Government at a higher figure.

(4). It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellow by extra work or effort would be denied him.

(5). Once we have fully recovered from the present industrial depression there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated.

(6). A shorter working day would mean an increased cost of production, which in turn would mean a material advance in the price charged the jobber, the retailer and the consumer, and consequently a general increase in the cost of living.

(7). The shorter hours of labour in town and city workshops have proved a wonderfully strong attraction in influencing men to leave the farm. If these hours are now reduced to eight per day hired help for the farm will be more difficult than ever to secure and retain. As business men you will appreciate the importance of blocking a move that would only embarrass the farmer.

(8). Organized labour which is said to represent only eight per cent of the labour vote should not be allowed to impose conditions which would hamper the development of Canadian industry.

As no time is to be lost you are earnestly requested to take action in the matter with the least possible delay.

J. O. THORN,  
Chairman.

Yours faithfully,

G. M. MURRAY,

Secretary.

P.S.—Have your reply in not later than the 21st inst.

## EXHIBIT 'H' (1).

## FAIR WAGES RESOLUTION.

Mr. MULOCK.—That it be resolved, that all Government contracts should contain such conditions as will prevent abuses, which may arise from the sub-letting of such contracts, and that every effort should be made to secure the payment of such wages as are generally accepted as current in each trade for competent workmen in the district where the work is carried out, and that this House cordially concurs in such policy, and deems it the duty of the Government to take immediate steps to give effect thereto.

It is hereby declared that the work to which the foregoing policy shall apply includes not only work undertaken by the Government itself, but also all works aided by grant of Dominion public funds.

## EXHIBIT 'H' (2).

*Copy of Order in Council of the Dominion Government respecting payment of Fair Wages and Posting of Schedules on Public Works, approved by His Excellency the Governor General, at the Government House at Ottawa, the 30th day of August, 1907.*

The Governor General in Council to more effectively further the purpose of the Fair Wages Resolution of the House of Commons, of Canada, of March 1900, which reads as follows:

“That it is resolved that all Government contracts should contain such conditions as will prevent abuses, which may arise from the sub-letting of such contracts, and that every effort should be made to secure the payment of such wages as are generally accepted as current in each trade for competent workmen in the district where the work is carried out, and this House cordially concurs in such policy, and deems it the duty of the Government to take immediate steps to give effect thereto.”

“It is hereby declared that the work to which the foregoing policy shall apply includes not only work undertaken by the Government itself, but also all works aided by grant of Dominion public funds.”—

is pleased to Order and it is hereby ordered that hereinafter all Government contracts to which the said Resolution applies shall contain the following clauses.

1. Contractors shall post in a conspicuous place on the public works under construction, the Schedule of wages inserted in their contracts for the protection of the workmen employed.

2. Contractors shall keep a record of payments made to workmen in their employ, the books or documents containing such record shall be open for inspection by the Fair Wages Officers of the Government at any time it may be expedient to the Minister of Labour to have the same inspected.

(Signed)

RODOLPHE BOUDREAU,

*Clerk of the Privy Council.*



**EXHIBIT 'H' (3).****FAIR WAGES.****GENERAL CLAUSE.**

All mechanics, labourers or other persons who perform labour in the construction of the work hereby contracted for, shall be paid such wages as are generally accepted as current for competent workmen in the district in which the work is being performed, and if there is no current rate in such district, then a fair and reasonable rate, and shall not be required to work for longer hours than those fixed by the custom of the trade in the district where the work is carried on, except for the protection of life or property, or in the case of other emergencies. In the event of a dispute arising as to what is the current or a fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade it shall be determined by the Minister of Labour, whose decision shall be final.

These conditions shall extend and apply to moneys payable for the use or hire of horses or teams, and the persons entitled to payment for the use or hire of horses or teams shall have the like right in respect of moneys owing to them as if such moneys were payable to them in respect of wages.

In the event of default being made in payment of any money owing in respect of wages or any mechanic, labourer or other person employed on the said work, and if a claim therefor is filed in the office of the Minister....., and proof thereof satisfactory to the Minister is furnished, the Minister may pay such claim out of any moneys at any time payable by His Majesty under such contract and the amounts so paid be deemed payments to the Company.

The Company shall post in a conspicuous place on the works under construction the general clause above mentioned for the protection of the workmen employed.

The Company shall keep a record of payments made to workmen in its employ, the books or documents containing such record shall be open for inspection by the Fair Wages Officers of the Government at any time it may be expedient to the Minister of Labour to have the same inspected.



## PART II.

### COMPRISING

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**PART II.**

## COMMUNICATIONS.

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HOUSE OF COMMONS, CANADA,  
COMMITTEE ROOM,

THURSDAY, December 27, 1910.

SIR,—Before recommending to Parliament the passing of any legislation affecting the hours of labour in this country, the Special Committee of the House of Commons to whom was referred Bill No. 21, An Act respecting the Hours of Labour on Public Works, are desirous of obtaining all the information possible on the question and of hearing the views of all parties interested in the matter.

For this purpose, copies of the Bill are sent you herewith, and I beg to inform you that the committee will be pleased to have the views of your associations, given either verbally in evidence by some of your officers or by written communication addressed to the clerk of the committee.

An early acknowledgment of this letter will be appreciated.

The committee will meet again on Friday, January 21, 1910; but for the hearing of verbal evidence a later date will be fixed, of which notice will be given if you so desire.

Your obedient servant,

V. CLOUTHIER,

*Clerk of the Committee.*

(15)

BOARDS OF TRADE.

Alberton and West Prince Board of Trade.

ALBERTON, P.E.I., January 13, 1910.

MY DEAR SIR,—Inclosed you will find the copy of a resolution passed unanimously after discussion at the annual meeting of our board. We all think down here that a man should work ten hours per day and consider that any further reduction on time would be encroaching on the rights of employers.

Yours truly,

JAMES E. BIRCH,

*Secretary.*

*Copy of Resolution passed by the Alberton and West Prince Board of Trade, at the Annual Meeting on Wednesday, January 12, 1910.*

Resolved, That in the opinion of this Board of Trade, ten hours a day should constitute a day's work on government contracts.

I hereby certify the above is a true copy of the resolution passed.

JAMES E. BIRCH,

*Secretary*

ALBERTON, P.E.I.,

January 13, 1910.

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(20)

## Annapolis Board of Trade.

ANNAPOLIS ROYAL, N.S., January 18, 1910.

DEAR SIR,—I am inclosing in reply to your letter of Monday, December 27, a report of the committee of this Board of Trade, and trust it will reach you for your meeting on Friday, January 21.

Allow me to add another matter that strikes me forcibly and that is in the province of Nova Scotia in the diversified work of the province, a very large number of old men are employed and the government will find this to be the case in a great many of the public works. These men are able to do ten hours work per day and do it well, but if the hours of labour were reduced to eight, there is no doubt a speeding up process would take place and all workmen that were a little slow or unable through age to keep up with the younger men would be forced to stand one side. This would also apply to work in general, and while employers at the present time are willing to accept the services of older men who can do good work during ten hours a day they would be forced to discontinue the employment of older men if the hours were curtailed to eight a day. I am writing this from personal experience.

F. C. WHITMAN,

*Secretary.*

As a committee appointed, on the 3rd January, 1910, by the Annapolis Royal Board of Trade, to answer the inquiry of our Federal Government *re* eight-hour labour day on government works; we beg respectfully to state:—

That we do not propose to discuss the abstract and abstruse question concerning labour and adequate remuneration. It has not yet been determined what percentage capital should consider sufficient 'living' profit from the hands and brains of the brotherhood of man, which, for 2,000 years has suffered manifold wrongs at the hands of greedy employers.

The 'government' is merely regarded as an executive appointed by the people to discharge necessary duties for the state, *i.e.*, the people. As the public and temporary agents of the populace, the government should exact full value for the people's money. Why should individuals be expected to work shorter time for the people collectively regarded, than for one of the same multitude? Shorter hours for workmen merely because they are labourers for the state logically implies either that its labour is especially superior, and therefore worthy of greater remuneration; or that the private corporation, or individual was too poor or too niggardly to give suitable reward for similar service. Surely the proposed legislation would create a favoured class. Any such concessions on public works would evidently make it more difficult to obtain labourers, or cheerful service during longer hours. Any marked advantage accorded to the mere employee of the government would lead organized brotherhoods of labour to imperatively demand, and obtain like concessions for all employees under similar conditions. The government should not, therefore, play into the hands of labour organizations unless it can be shown that workmen are generally being inconsiderately treated. Upon this momentous question—the treatment accorded the labourer—we are not competent to advise. Hereabouts, however, labour has never received more willing recognition, nor has the condition of the day labourer and his family been more satisfactory than at present. No complaints reach our ears against over-reaching or oppression.

As a concrete and simple question affecting this town and its vicinity, we have taken some pains to obtain the opinions of credible persons, competent to decide upon the possibilities of advantageously continuing their various businesses upon the platform of an eight-hour day with the wages now paid for 'a fair day's work.' The Annapolis Royal Agricultural Society most unceremoniously turned down the proposition, as quite unsuitable for a calling requiring perhaps longer hours than are



## APPENDIX No. 4

acceptable, but yet demanded, to receive adequate profits in the face of variable harvests and fluctuating markets.

The Lumbermen's Association state emphatically that it would be impossible to secure in 8 hours the same yield of lumber, since no saw can be 'speeded up' to do 20 per cent better. The work and output of the country would, therefore, be diminished. The profits arising from this business owing to increased cost of labour and outfits, and care of forests, do not warrant a reduction of the hours of labour, without a corresponding lessening of the day's wage. This latter proposition the workmen would not tolerate. We assume that the wage for an 'eight-hour day' is to equal that received.

The employers of labour in the Annapolis Larrigan factory, A. D. Mills & Sons, lumbermen and shippers; Buckler Brickyard, the C. Robin Collas Co., Ltd., fish dryers; the F. W. Pickels Co., ship builders; J. F. Beeler, factory; Chas. Dargie & Son, furniture factory, and several owners of stationary and portable mills, with one consent affirm that they are paying all the wages these several industries can allow; and that their rates are equal to those received elsewhere for like services. They strongly resent any such change as that proposed. They consider that any such legislation as that referred to for special works would ere long be extended, through the growing influence both foreign and domestic of brotherhoods of labour, to these and all industries in general.

It is contended that the adoption of the 8 hour unit of labour would be the thin edge of a wedge which would lead in these parts as elsewhere to unpleasant results. The cost of living, through the disturbance of labour conditions, would be materially increased for all classes. Canada ought not to be made a more expensive land in which to live.

The movement for an eight-hour day is, therefore, considered premature. It is feared that the same period would soon be demanded for all manual labour. Another generation may be able to further lessen the time now demanded and given in these parts as 'a day's work.'

You will move if necessary. Move slowly when necessary. See that justice obtains among all classes; but leave 'well enough' alone.

Committee: H. How, T. Dwight Ruggles, J. M. Owen, H. R. McKay and F. C. Whitman.

(Signed) H. HOW,  
Chairman.

ANNAPOLIS ROYAL BOARD OF TRADE,  
January, 18, 1910.

(19)

**Belleville Board of Trade.**

BELLEVILLE, January 18, 1910.

DEAR SIR,—At a meeting of the council of the Belleville Board of Trade, your letter of December 27, with copy of Bill No. 21, An Act respecting the Hours of Labour on Public Works, was discussed.

The following resolution was passed:—

'That it is the opinion of the council of the Belleville Board of Trade that such an Act is deemed ill-advised.

'That it does not seem practicable at this time of the development of Canada.

'That it is too far-reaching in its provisions.

'That it would surely interfere with trade and commerce.

'That the said Bill be not enacted.'

Yours respectfully,

F. S. DEACON,  
Secretary.

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(Translation.)

(31)

## Chamber of Commerce of the Saguenay District.

CHICOUTIMI, January 28, 1910.

MY DEAR SIR,—Here inclosed please find a copy of the resolutions relating to the Verville Bill, respecting the Hours of Labour or the Eight-hour Day on Public Works, which were adopted by the Chamber of Commerce of the Saguenay district, at its regular meeting, which took place in Chicoutimi, early this month.

Your devoted servant,

J. H. PALARDY,

*Asst. Sec. of the Chamber of Commerce.*

(Translation.)

A Bill respecting the Hours of Labour on Public Works, was laid before the meeting for discussion. Doctor Palardy explained that he had received a copy of this Bill from the secretary of the Special Committee of the House of Commons asking our Chamber of Commerce to give its opinion before January 21, the day on which the Bill was to come up for discussion before that committee.

After discussing the matter at some length, it was unanimously resolved by the Chamber, That is disapproves of the adoption of this Bill as opposed to the best interests of the country and of the workingmen themselves whose right to work would be jeopardized should that Bill become law.

Our Chamber admits that the government has the right and is bound to regulate the hours of labour in certain industries, and among others, child labour and the labour of women, as also in those industries in which labour is of a difficult and dangerous nature, such as in metallurgic works and mines; but this chamber objects to such legislation being made applicable to all workingmen employed on government construction works, and providing that no labourer or workman so employed shall be permitted or required to work more than eight hours in any one calendar day under penalty of losing the fruit of his labour, should he work ten hours.

This Chamber authorizes its secretary to write to the special committee of the House of Commons to inform the members of that committee that this Chamber is of opinion that the Bill, intituled: 'An Act respecting the Hours of Labour on Public Works,' shall be rejected.

(16)

## Edmonton Board of Trade.

EDMONTON, ALTA., January 14, 1910.

SIR,—With further reference to your letter of the 27th ultimo, relative to an Act respecting the Hours of Labour on Public Works, I beg to advise that your communication was brought before the monthly meeting of the board, held on Tuesday, 1st, and was ordered to be filed.

Yours truly,

A. G. HARRISON,

*Secretary.*

(11)

## Fort William Board of Trade.

FORT WILLIAM, ONT., January 14, 1910.

SIR,—*Re* Bill 21, An Act respecting the Hours of Labour on Public Works, following my communication of the 3rd instant, I beg to advise you that at a meeting of this Board of Trade, held 13th instant, it was moved and unanimously carried,

## APPENDIX No. 4

'That, in the opinion of this Board of Trade, it would not be in the best interests either of the workmen or the country to fix an arbitrary number of hours for day labour.'

Yours very truly,

HERBERT W. BAKER,

*Secretary.*

(13)

Halifax, N.S., Board of Trade.

HALIFAX, N.S., January 15, 1910.

SIR,—I have your letter of December 27, regarding Bill No. 21, intituled: 'An Act respecting the Hours of Labour on Public Works,' requiring labourers, workmen or mechanics to work eight hours only each working day on every contract to which the government is a party.

We have had several meetings regarding this Bill, and have interviewed numerous persons, and the general opinion is that the Bill should be more specific in its wording, as in its present wording it could be made too far-reaching. If the Act were made to apply to such work as excavations or work of that nature required by the government, I do not think there would be any objection to the Bill as far as this Board is concerned, but if the Act applied to supplies ordered by the government under contract, there would be a very great objection on the part of the members of this board and the citizens generally.

Without going further into details I think I have given sufficient data for you to understand our positions as regards the Bill, and thanking your committee for the opportunity of being able to express our views.

I have the honour to be, sir,

Your obedient servant,

E. A. SAUNDERS,

*Secretary.*

(25)

Hamilton Board of Trade.

HAMILTON, ONT., January 20, 1910.

HON. W. L. MACKENZIE KING,

Chairman of Special Committee, Bill No. 21,

House of Commons, Ottawa, Canada.

DEAR SIR,—The Hamilton Board of Trade were duly in receipt of a communication, dated the 27th of December, from V. Clouthier, clerk of the committee, with reference to the legislation affecting the hours of labour in the country, informing us that the committee would like to have the views of our Board concerning this proposed Act.

The matter was brought up in the council and referred to a special committee, and this committee has given the Bill very special attention and have reported that the board use every endeavour to have such legislation stopped.

Therefore, on behalf of the Hamilton Board of Trade, we protest against such an iniquitous Bill being enacted. We would submit a few of the particular reasons why this Bill should not be passed:—

1st. It would prohibit every employer and every employee who works more than eight hours per day from sharing in government business.

2nd. It would not be possible for any manufacturing establishment to work one portion of its working staff eight hours per day on government orders, and the rest of the staff ten hours a day on orders for private parties and private corporations.

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3rd. As a consequence competition for government orders would be less keen and all work would have to be paid for by the government at a higher figure.

4th. Shorter working days would mean increased cost of production and in turn would mean an advance in prices charged the jobber, retailer and consumer and consequently a general increase in the cost of living.

5th. As it is now, the shorter hours in town and city work shops prove a strong attraction in influencing the men to leave the farming districts. If hours were reduced in the towns and cities it would have an effect of making it harder for the farmers to retain help and secure them.

We have consulted with several large manufacturing establishments who do government business in this city, and it is the consensus of opinion that if such a Bill was enacted they could not do any government work. Furthermore, some establishments who have government contracts in hand would be compelled to ask the government to relieve them of the same.

We do not think it necessary for us to enlarge on this any further, and we sincerely trust that the committee will report on this Bill adversely.

Yours truly,

W. B. CHAMP,  
*President.*

CHAS. LUFF,  
*Secretary.*

(17)

#### Kingston Board of Trade.

KINGSTON, January 17, 1910.

DEAR SIR,—*Re* Bill No. 21. This Bill is practically the same Bill that was introduced last session and in connection with which our Board passed the following resolution on March, 9, 1909:—

'That this Board of Trade having considered Bill No. 21, respecting the Hours of Labour on Public Works, introduced into the House of Commons by Mr. Verville, is of the opinion that the legislation proposed should not be enacted, this Board not being in accord with the principle of the Bill, believing that no restriction should be placed upon the freedom of contract between employer and employee with relation to the hours of labour.'—Carried.

At Friday night's meeting a resolution was passed confirming this resolution.

Yours respectfully,

E. J. REID,  
*Secretary.*

(12)

#### London, Ont., Board of Trade.

LONDON, ONT., January 15, 1910.

DEAR SIR,—*Re* Bill No. 21, 'An Act respecting the Hours of Labour on Public Works.' Replying to your printed communication of the 27th ult., inclosing copy of this Bill, I would say that at a meeting of the council of this Board held yesterday, I was instructed to write and advise you that this Board is strongly opposed to said Bill.

Yours truly,

J. A. MILLER,  
*Secretary.*

APPENDIX No. 4

(14)

**Montreal Board of Trade.**

MONTREAL, QUE., January 15, 1910.

SIR,—As requested in your circular letter of the 27th ult., the council of this Board has given consideration to Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' with the result that it is unanimous in reaffirming the opposition offered by the council to similar legislation introduced in 1907 and 1908.

The council is most strenuously opposed to this legislation because it would shut out most manufacturers from competing for government contracts, would be an unnecessary and undesirable interference between employer and employee, and would moreover, by decreasing the working hours of available men, intensify the lack of labour when such exists.

The council trusts that for these reasons your committee will reject this Bill.

I am, sir,

Your obedient servant.

GEO. HADRILL,

*Secretary.*

(37)

**The Chamber of Commerce of the District of Montreal.**

MONTREAL, January 17, 1910.

(Translation.)

The Hon. MACKENZIE KING,  
Minister of Labour,  
Ottawa.

HONOURABLE SIR,—Herewith please find a copy of the report of the joint committee on legislation and manufacturing industries, adopted by our Chamber at its meeting of the 1st instant, in relation to Bill No. 21, respecting the Hours of Labour on Public Works.

Believe me, hon. sir,

Your most devoted servant,

F. BOURBONNIERE,

*Secretary.*

(Translation.)

**The Chamber of Commerce of the District of Montreal.**

*Bill No. 21, respecting the Hours of Labour on Public Works.—Report of the Joint Committee on Legislation and Manufacturing Industries.*

The committee met on Monday, January 10, 1910, under the presidency of the Hon. Alphonse Desjardins.

Present:—Messrs. Isaie Préfontaine, Gaspard DeSerres, Joseph Fortier, O. S. Perrault and F. Bourbonnière, secretary.

Your committee, after having taken communication of the Bill, are of the opinion that the principle upon which it is based is unacceptable, as it would interfere with civil rights as to contracts and labour.

ALP. DESJARDINS,

*President.*

A true copy.

F. BOURBONNIERE,  
*Secretary.*

9-10 EDWARD VII., A. 1910

(37a)

(Reply.)

(Translation.)

OTTAWA, January 19, 1910.

SIR,—I am in receipt of your letter of the 17th instant, inclosing copy of a report of the joint committees on legislation and manufacturing industries of the Chamber of Commerce, district of Montreal, in reference to Bill 21, respecting the Hours of Labour, allow me to assure you that that report will be, on the part of the department, the object of the most serious consideration.

I remain with consideration,

W. L. MACKENZIE KING,

*Minister of Labour.*

Mr. F. BOURBONNIÈRE,

Sec. Chamber of Commerce,  
District of Montreal,  
Montreal, P.Q.

(29)

**Moosejaw Board of Trade.**

MOOSEJAW, SASK., January 21, 1910.

DEAR SIR,—In reply to your communication of the 27th ulto., *re* Bill 21, I have the honour to advise you that at a meeting of the Moosejaw Board of Trade, held on January 20, 1910, the following resolution was passed: 'That this Board does not favour Bill No. 21, respecting the Hours of Labour on Public Works.' It should not apply in the West owing to the scarcity of labour.'

Yours truly,

HUGH McKELLAR,

*Commissioner.*

(28)

**Neepawa Board of Trade.**

NEEPAWA, MAN., January 19, 1910.

DEAR SIR,—At a regular meeting of the Neepawa Board of Trade held on Tuesday evening, 18th instant, the following resolution was unanimously passed:—

'Resolved, That in the opinion of this Board meeting, in view of the scarcity of labour in different parts of the Dominion of Canada, the proposed Act, being Bill No. 21, entitled an Act respecting the Hours of Labour on Public Works, is not in the best interests of this country.'

Yours truly,

M. H. FIELDHOUSE,

*Secy.-Treas.*

(31)

**North Bay Board of Trade.**

NORTH BAY, ONT., February 10, 1910.

Honourable W. L. MACKENZIE KING,

Chairman, Special Committee on Bill 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—Extract of Bill 21 has been submitted to this Board for consideration, and a communication from the Canadian Manufacturers' Association, dated January 13, has been received referring to the same subject.

## APPENDIX No. 4

It is the unanimous desire of this Board that Bill known as Bill 21, should be changed to read nine, instead of eight hours.

Yours truly,

D. J. McKEOWN,  
*Secretary.*

(22)

## Orillia, Ont., Board of Trade.

ORILLIA, ONT., January 19, 1910.

DEAR SIR,—Referring to your communication regarding Bill 21, in respect to the 'Compulsory Eight-Hour Day Bill,' I beg to inform you that our Board at a meeting last evening were decidedly opposed to any such measure, as they are of the opinion that this would not be beneficial to the industrial portion of the country at large.

Hoping that your committee will see fit to pass adverse judgment on this question,

I remain, yours truly,

O. GARNET SMITH,  
*Secretary.*

(8)

## Owen Sound Board of Trade.

OWEN SOUND, ONT., January 12, 1910.

DEAR SIR,—I am instructed by our Board of Trade to forward the following resolution passed at our last regular meeting:—

'That, in the opinion of this Board of Trade, this country is not yet ready to pass a Bill fixing the hours of labour on government contracts at eight hours, and that a copy of this resolution be forwarded to the Premier and our member of parliament, W. S. Middlebro.'

Yours truly,

J. R. BROWN,  
*Secretary.*

(33)

## Quebec Board of Trade.

QUEBEC, February 5, 1910.

The Minister of Labour,  
Ottawa.

SIR,—The Trades and Labour Congress of Canada, through their representative in parliament, have been endeavouring for three or four years past, to force on Canadian contractors, manufacturers, employers and workmen the adoption of an eight-hour day. Their president, Mr. Alphonse Verville, M.P., again has his Bill before the House.

While it will be noticed that the Bill refers only to government contracts, it need scarcely be pointed out that if enacted, it would prove but the thin end of the wedge. Workingmen engaged on other classes of contracts would, at the instigation of organized labour, soon be clamouring for the same treatment. Indeed, it may be assumed that this legislation would be followed later by a Bill making eight hours compulsory everywhere.

We respectfully submit that this Bill should have the active opposition of the federal authorities, for the following reasons:—

1. If passed, it would prohibit every employer and every employee who works more than eight hours per day from sharing in government business.

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2. It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellows by extra work or effort, would be denied him.

3. Once we have fully recovered from the present industrial depression, there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated.

4. A shorter working day would mean an increased cost of production, which in turn would mean a material advance in the price charged the jobber, the retailer and the consumer, and consequently, a general increase in the cost of living.

5. The shorter hours of labour in town and city work have proved a wonderfully strong attraction in influencing men to leave the farm. If those hours are now reduced to eight per day, hired help for the farm will be more difficult than ever to secure and retain. As business men you will appreciate the importance of blocking a move that would only embarrass the farmer.

6. Organized labour, which is said to represent only eight per cent of the labour vote, should not be allowed to impose conditions which would hamper the development of Canadian industry.

We are counting on your co-operation in bringing about the defeat of the Bill.

Your most obedient servant,

T. LEVASSEUR,

*Secretary.*

(27)

#### Regina Board of Trade.

REGINA, SASK., January 18, 1910.

DEAR SIR,—*Re* Bill 21, 'An Act respecting the Hours of Labour on Public Works.' This matter was taken up at a regular monthly meeting of the Regina Board of Trade on Thursday, January 6, and the following resolution was passed:—

'That in view of conditions prevailing in the West it would not be to the best interest either of labour or the employers of labour to limit the hours of work on government contracts.'

Your very truly,

H. C. LAWSON,

*Secretary.*

(36)

#### Sackville Board of Trade.

SACKVILLE, N.B., February 19, 1910.

HON. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,

House of Commons, Ottawa.

DEAR SIR,—At a meeting of the Sackville Board of Trade recently held, the following resolution was unanimously passed:—

'Whereas, The granting of an eight-hour day with ten hours public pay on public works would doubtless soon be followed by a demand for an eight-hour day for all labour, and

Whereas, A large proportion of the country's population is agricultural and with the necessarily broken time in farm work, and the stress of special seasons, such an eight-hour day would be disastrous, and

'Whereas, The keenness of foreign competition make cheap production a prime factor in maintaining our place in the world's markets, and



## APPENDIX No. 4

Whereas, If an eight-hour day should lead to a decrease in labour power it would be followed by such a loss of foreign markets as would react disastrously upon the demand for labour, and

Whereas, The placing of public works in a special class would, by expecting a lower return for the expenditure of public money than private, tend to give government sanction to the prevalent disregard of the sacredness of public trusts.

Therefore resolved, (1) That, in the opinion of this Board, public works should not be treated differently, so far as economy and thrift in their construction are concerned from private enterprises.

(2) This board earnestly petitions your honourable committee to report against an Act so detrimental to the public weal.

Yours very truly,

JAS. H. WILLIAMS.

*Secretary.*

(24)

**St. John Board of Trade.**

ST. JOHN, N.B., January 20, 1910.

DEAR SIR,—In accordance with your request of 27th ult., that our Board should consider Bill No. 21, respecting the shortening of day labour on public works, a committee was appointed to investigate the matter.

This committee has reported adversely to the principle involved in the Bill, and the council of the board have unanimously adopted the report and now urge that the Bill be not enacted, chiefly on the ground of the inevitable trouble that would arise as between the hours of labour and the standard recognized as necessary by the manufacturer of this country. The extra cost of production, that must necessarily follow, we believe to be most undesirable in the development of our young growing country, and we deprecate the undoubtedly detrimental effect on the agricultural development of this province by reason of the greater attraction of shorter hours of labour in the large cities.

We, therefore, earnestly pray that your committee will use every effort to prevent the passage of the Bill.

Yours respectfully,

W. E. ANDERSON.

(32)

**Sherbrooke Board of Trade.**

SHERBROOKE, January 20, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

DEAR SIR,—*Re* Bill No. 21, the Sherbrooke Board of Trade wishes to go on record as being entirely opposed to this compulsory Eight-Hour Day Bill.

We do not think it is practicable. A large majority of skilled labour, which is none to plentiful, is paid by the hour and they do not want it. It would hinder Canadians in competition with foreign markets; it would naturally mean an increased cost of production and should the Bill pass, it would certainly work against manufacturers tendering for government contracts.

We trust this Bill will never be brought to a vote.

Yours truly,

C. O. PALMER.

*Secretary-Treasurer.*

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(9)

## Strathcona Board of Trade.

STRATHCONA, ALTA, January 11, 1910.

DEAR SIR,—Yours of December 27 *re* an Act respecting the Hours of Labour, was discussed at the regular meeting of this board, and I have been instructed to notify you that this Board is not in sympathy with the Act.

Yours truly,

EDMUND T. BAINES,

*Secretary.*

(21)

## Toronto Board of Trade.

TORONTO, January 19, 1910.

DEAR SIR,—As requested in your letter of December 27, I beg to inclose herewith, memorandum of objections that this Board takes to Bill No. 21, 'An Act respecting the Hours of Labour on Public Works.'

Yours faithfully,

F. G. MORLEY,

*Secretary.*

OBJECTIONS taken to Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' by the Board of Trade of the City of Toronto.

The introduction of an eight-hour clause in government contracts, such as is proposed in Bill No. 21:

Would practically prohibit every employer and employee who works more than eight hours per day, from sharing in government business. Eight-hour conditions on government supplies in shops operated regularly for 9 or 10 hours per day, would be an unworkable as well as an unprofitable restriction.

We disapprove of this initial movement for an eight-hour working day as—

A shorter working day would mean increased cost of production, followed by a material advance in prices charged the jobber, retailer and consumer, consequently a general advance in cost of living for all classes.

A shorter working day would materially augment the difficulties existing from scarcity or shortage of skilled labour.

A shorter working day would still further enhance the attractiveness of urban versus rural conditions of life, and so render it still more difficult for the agriculturalist to obtain the help that, in Canada, is absolutely necessary for this great fundamental industry.

A shorter working day would make it more difficult than ever for Canadian traders and manufacturers to successfully meet competition with Great Britain, the United States and other foreign countries.

F. G. MORLEY,

*Secretary.*

(35)

## Victoria Board of Trade.

VICTORIA, B.C., February 11, 1910.

DEAR SIR,—Your letter of December 27 was duly received and referred to this Board's committee on trade and commerce, who yesterday submitted a report, as per accompanying copy.

## APPENDIX No. 4

You will observe that the committee consider Bill No. 21, 'unwise and against the best interests of the country.' At yesterday's meeting the board unanimously adopted the report and instructed that you be so advised.

Yours faithfully,

F. ELWORTHY,  
*Secretary.*

(35a)

VICTORIA, B.C., February 8, 1910.

The President and Members,

Victoria, British Columbia, Board of Trade.

GENTLEMEN,—Your committee on trade and commerce beg to report having considered Bill No. 21, regulating the hours of labour in government contracts.

Your committee consider this Bill unwise and against the best interests of the country, and would point out, that when a similar Bill was considered by this Board in March, 1907, it was unanimously resolved: 'That the questions of hours of labour should be left to the employer and employee to arrange, and that such questions should not be settled by legislative enactment.'

Your committee fully approve that resolution, feeling that Bill No. 21 would prohibit any person sharing in a government contract who works more than eight hours in one day; and further, in our opinion the government has no right to interfere with the liberty of the individual who desires to work a greater or lesser number of hours.

Respectfully submitted.

(23)

Walkerville Board of Trade.

WALKERVILLE, ONT., January 19, 1910.

DEAR SIR,—At a meeting of our Board of Trade to-day, by an unanimous vote, the secretary was instructed to write you, stating that the sense of the meeting was unanimously opposed to the passing of this Bill, as under the present conditions it would exclude all of our Walkerville manufacturers from participating in any government work, owing to the fact that every factory in town, at the present time is running on either a nine or ten-hour schedule and the changing of this schedule for government work would entail a greater loss to us than the profit derived from the work.

Taking this situation into account, it would be very detrimental to the interests of the manufacturers of this place, who are manufacturing goods for all customers, to try to make up any goods for government work on the eight-hour schedule and would be of no benefit to the labourers and mechanics of the town, whom we presume are the class of people which are intended to be benefited by the passing of such measures.

Hoping this objection will receive due consideration, we are,

Yours very truly,

J. W. COATSWORTH,  
*Sec.-Treas.,*

(26)

WALKERVILLE, ONT., January 19, 1910

Hon. W. L. MACKENZIE KING,

House of Commons,  
Ottawa, Ont.

DEAR SIR,—We have before us from your secretary, copy of Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' and by an unanimous vote of our Board to-day the secretary was instructed to send our protest in objecting to the passing of this Bill.

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Under the conditions existing at the present time in our town, it would, if the Bill came into force, exclude all of our manufacturers from participating in any government work, as they are all working on a nine or ten-hour schedule.

If government work were secured by any of them it would mean that all the time this work was being done, the factory would require to run eight hours only, for instance in the factory with which the writer is connected, there are twelve special machines making twelve different styles of goods, but all of the same class. The government work requirements would be made up on one machine providing a contract were secured, but it would necessitate the closing down of all the other machines, owing to the fact that a large part of the day labour is distributed amongst the several machines. The operator would be working piece work but we could not run the balance of the factory and comply with the eight-hour stipulation on part of it. This would greatly reduce our output and materially increase the cost of production and would be of no benefit whatever, but rather a hindrance to the welfare of the labourers and mechanics employed by us. In fact it would be to our interest to avoid taking any government contracts if we were not free in making them up, as we ourselves judge what is best in the interests of all concerned. We find that this is the opinion of all the manufacturers connected with our board.

Hoping this protest will receive due consideration, we are.

Yours truly,

J. W. COATSWORTH,

*Secy.-Treas.*

(18)

Welland Board of Trade.

WELLAND, ONT., January 17, 1910.

DEAR SIR,—‘Act respecting the Hours of Labour on Public Works.’ At a meeting of the Welland Board of Trade, held on the 13th instant, it was the unanimous opinion that the above Bill if carried into execution, would be most injurious to Canada at large, both in the interests of labour and of the manufacturer, and the undersigned committee was requested to reply to your communication of December 27, 1909.

Owing to the nine and ten-hour day systems being in vogue in competitive countries, it is absolutely essential that we in Canada should get an equal product per day in order to compete successfully. If, therefore, any factory took a contract or sub-contract for government work and it was necessary to comply with the eight-hour law, it would at once cause dissatisfaction among those employees working nine or ten hours. The result naturally would be, that rather than upset the whole factory organization, it would be much better not to accept any government work directly, or indirectly.

Feeling that your honourable body will deal with this Bill in a fair and impartial manner,

Yours very truly,

J. GILB. GARDINER,

*Chairman of Committee*

(3)

Windsor Board of Trade.

WINDSOR, N.S., January 5, 1910.

SIR,—We are in receipt of your communication, dated December 27, *re* hours of labour on government works and desire to express our strong and unanimous opposition to such an Act becoming law.

## APPENDIX No. 4

Were an eight-hour day compulsory in government contracts it would not stop there, but it would soon extend to all contracts, and in our opinion neither the industrial nor commercial community in Nova Scotia can afford to restrict the hours of labour, as our severe winters and springs do that very thoroughly now.

Your obedient servant,

J. A. RUSSELL,  
*President.*

WALTER E. REGAN,  
*Secretary.*

(30)

WINDSOR, N.S., January 25, 1910.

To the Honourable W. L. MACKENZIE KING.

Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa.

SIR,—We respectfully beg to protest against the compulsory eight-hour day Bill becoming law.

This board is unanimous in their objection to this Bill for the following reasons:—

1. If an eight-hour day were the law for government work, it would mean the same in a short time, for every other line of industry, and neither the commercial or industrial interests of the country could afford that.

2. It would be ruinous to our farmers, they cannot afford such a short day, and of course could not keep their help, who would naturally make for the towns and cities—they do that as it is far too much for their own good and the good of the Dominion.

3. The climate of the Maritime provinces is such that it restricts the hours of labour in most industries far too much for the good of the population without legal restriction.

Yours truly,

J. A. RUSSELL,  
*President.*

WALTER E. REGAN,  
*Secretary.*

(10)

Winnipeg Board of Trade.

WINNIPEG, January 13, 1910.

SIR,—I have the honour, by instruction, to acknowledge receipt of your circular letter of December 27, 1909, with the inclosed copy of Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' and to inform you that a general meeting of this board having considered the said Bill now desire to register with your committee their complete and direct opposition to the specific terms of said Bill.

Yours truly,

C. N. BELL,  
*Secretary.*

DOMINION GRANGE.

(46)

Dominion Grange, Amherstburg, Ont.

AMHERSTBURG, January 28, 1910.

DEAR SIR,—I received the Bill which you sent me regarding this eight-hour labour question, and brought the same before our members of the Grange at our meeting yesterday, the 27th instant. A resolution was passed unanimously disapproving of

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any such Bill becoming law. Why, sir, look at the extra cost of building railways, canals, &c., it would mean, and eventually would strike us on the farm, where we often work twice eight hours per day. Why, sir, we as members banded together for our own mutual protection and benefit, do think it the most ridiculous thing we ever heard of.

We have 146 farmers in our Grange and every one bitterly opposed this thing in the strongest terms possible. Now, sir, I hope this will be satisfactory and that such a scheme will be crushed flat.

Yours truly,

THOMAS A. DOWLER.

*Secretary.*

(44)

Dominion Grange, Braemar, Ont.

BRAEMER, ONT., January 24, 1910.

DEAR SIR,—Your favour inclosing a copy of Bill No. 21, came duly to hand and was submitted to our local Grange and a resolution was passed, which I am inclosing.

I remain, yours respectfully,

WM. D. MCKAY,

*Secretary.*

Braemar Grange, No. 961,  
Braemar, Ont.

(44a)

## RESOLUTION.

Moved by Alex. Smith, seconded by A. G. McKay, and resolved, That we as members of Braemar Grange, No. 961, view with great disfavour Bill 21, 'An Act respecting the Hours of Labour on Public Works.'

1st. It will have a strong tendency to aggravate the labour problem on the farm; as the farmer cannot do all his work, on account of the short summer season, in less than a ten or twelve-hour day; and the supply of hired help is becoming scarcer and dearer yearly, and the average farmer finds it very difficult to earn a dividend on his investment.

2nd. If government contracts are limited to an eight-hour day; soon all other contracts will have to follow, and necessarily all production will become scarce and dear.

This resolution was carried unanimously.

WM. D. MCKAY,

*Secretary.*

(47)

Dominion Grange, Camlachie, Ont.

CAMLACHIE, ONT., January 28, 1910.

DEAR SIR,—I have been instructed by the local Grange here to send you a copy of the following resolution, which was passed at this meeting:—

That we, Epworth Grange, condemn the eight-hour day Bill, as we think it would spread great discontent among farm labour in this country.

JOHN P. MASON,

*Secretary.*

## APPENDIX No. 4

(50)

## Dominion Grange, Cedargrove, Ont.

CEDARGROVE, ONT., GRANGE 979, February 15, 1910.

Eight-Hour Day Bill Committee,  
House of Commons, Ottawa.

## RESOLUTION RE EIGHT-HOUR DAY BILL.

We, the members of Cedargrove Grange 979, herein assembled, do hereby respectfully express our opinions in respect to the proposed legislation included in the provisions of the Eight-Hour Day Bill now before the House of Commons.

In consideration of the fact that the products of Canadian farmers for 1909 amounted to over \$500,000,000, thus proving the farmers to be the greatest wealth-producing class in Canada, and that our large and constantly increasing revenue is largely created by the efforts of the farmers who have to work ten or more hours daily owing to the short working season and the scarcity of labour, the latter condition being to a great extent induced by the abnormal protection afforded the manufacturer who is in this way able to outbid the farmer in the labour market.

Whereas, We consider it to be unfair that the contract labourer should receive ten hours' wages for eight hours work from the wealth which the farmer has to a great extent created by working long hours without any adequate guarantee as to what his pay shall be.

Whereas, This Bill, if passed, will establish a precedent and it will be only a short time until every industry will be dominated by the provisions of this Bill, and by becoming effective among the farm labourers of Canada, will surely lessen farm production, and whatever tends to minimize the food output of Canadian farms, will certainly increase the cost of living in our towns and cities, which has already reached an alarming stage.

Whereas, This Bill by limiting the hours of labour on contract work will in this way retard the development of our country.

Therefore, Be it resolved, that the members of this Grange, place themselves on record, as being distinctly opposed to the provisions contained in this Bill, believing it to be not in the best interests of the labourer in the city or the producer in the country that this Bill should become law.

Signed on behalf of the Grange, by

F. W. RILANCE,

M. McMILLAN,

*Secretary of Committee.*

(43)

## Dominion Grange, Churchill, Ont.

MAPLE VILLA, CHURCHILL, P.O., January 22, 1910.

DEAR SIR,—We are in receipt of your esteemed favour with inclosure, Bill 21. We hope this Bill will not become law, and that your committee will do all in their power to oppose it. We consider ten hours a day's work for a workingman and we cannot do with any less on our farms. It is getting more difficult to get enough good help on our Ontario farms owing to the opening up of our western territory, and if this Bill passes it will make things worse. We think the farmers of this country deserve some consideration.

I have the honour to be,

Your obedient servant,

D. W. LENNOX,

*Secretary, Lake Simcoe Grange, 45.*

(40)

**Dominion Grange, Clarksburg, Ont.**

CLARKSBURG, ONT., January 19, 1910.

DEAR SIR,—I acknowledge receipt of Bill 21, and in reply I do not see any good reason why parliament should want to make public works more costly than they are. But can see how an eight-hour day on public works would adversely affect many private businesses.

Yours truly,

WALTER HARTMAN.  
*Secretary.*

(38)

**Dominion Grange, Crown Hill, Ont.**

CROWN HILL, ONT., January 6, 1910.

DEAR SIR,—While the legislative committee of the Grange has not been consulted in the matter, and therefore I cannot speak with authority, I will say that my personal opinion is that in the long run the proposed legislation may work to the disadvantage of the farmers of Canada. While the Bill does not effect any but government works, its influence is sure to be far-reaching, and is certain to strengthen the general demand for an eight-hour day for all classes of labour. As you are doubtless aware, at certain seasons, and for certain kinds of work, it is impossible for the farmer to shorten the day without suffering serious loss, and anything that will tend to make the short day a general practice will almost certainly work for trouble between agricultural labourers and their employers. Aside from this consideration, I can see no serious objection.

Yours very sincerely,

E. C. DRURY.  
*Secretary.*

(42)

**Dominion Grange, Forest, Ont.**

FOREST, ONT., January 20, 1910.

DEAR SIR,—Your communications *re* Bill to regulate hours of labour has been received and discussed by our society, resulting in the motion, 'That the hours of labour on government works remain as they are.'

Thanking you for communication, we are, on behalf of Forest Grange,

Yours sincerely,

ARTHUR E. VANCE,  
*Secretary.*

(45)

**Dominion Grange, Gamebridge, Ont.**

GAMEBRIDGE, ONT., January 25, 1910.

DEAR SIR,—I am requested by the Gamebridge Grange No. 974, to reply to your communication of December 27, *re* the Act respecting the Hours of Labour on Public Works, to the purpose, 'That the said Grange condemns the Bill, as it will have the tendency to make the labour question of the farmer more difficult.'

Yours truly,

P. S. WARREN,  
*Secretary.*



APPENDIX No. 4

(39)

## Dominion Grange, Glencoe, Ont.

GLENCOE, January 17, 1910.

SIRS,—Yours of December 27, 1909, to hand to-day. I may say on behalf of Battle Hill Grange, No. 188, that we are opposed to Bill No. 21, respecting Hours of Labour on Public Works, because we consider that it will, if passed, tend to aggravate the difficulty, already serious, of securing farm labour.

I am, yours truly,

H. M. WEEKS,  
*Secretary.*

(41)

## Dominion Grange, Heathcote, Ont.

HEATHCOTE, ONT., January 20, 1910.

DEAR SIR,—Your communication, dated December 27, only reached me a few days ago, and I have not had time to get opinions of many of our people on the subject to which you refer. It appears to me, however, the Bill as drafted would work untold mischief to the farming interest. It is very difficult even now to get labourers to work on the farm, and it would be certainly much more so if the hours of labour were shortened to eight hours on all government works, as every labourer would be striving for the place of easy labour and short hours. It seems to me that the hours of labour should be regulated according to the nature of the employment in which people are engaged and that hard and fast rules should be laid down by law to govern it; as what might suit well in one instance, might not answer at all in another. What is reasonable and just should be the law under all circumstances. I need not say more, as I expect the farming interest will be looked after by the executive of the Dominion Grange. Thanking you for your letter, I remain,

Yours sincerely,

GEORGE CLARK,  
*Secretary.*

(49)

## Dominion Grange, Oil Springs, Ont.

OIL SPRINGS, ONT., January 28, 1910.

DEAR SIR,—Our Grange Association have been notified that a Bill respecting the Hours of Labour on Public Works has been brought before the House of Commons for consideration, and that they are desirous of having our views on the subject. The copy of this Act received from you was brought before our association for consideration, and after being discussed, we thought it unwise to have the Bill passed and made law. The Grange Association then decided that we inform you of the same and I herewith send you our views regarding the said Act.

Your humble servant,

W. M. GOSNELL,  
*Secretary.*

(51)

## Dominion Grange, Willow Grove, Ont.

WILLOW GROVE GRANGE, February 15, 1910.

DEAR SIR,—In reply to your communication *re* the eight-hour day Bill, I beg to say it was too late for our January meeting, so it came up at the February meeting. After discussion, it was moved by Wm. Reid, seconded by Samuel Martin, and re-

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solved. That in the opinion of this Grange, the Bill *re* eight hours a day on government works, should not pass. As we think the action of the government in this matter would not be a benefit to the country at large and particularly in its influence on the farm labour question.

JOSEPH GOODWIN,  
*Master.*

CHARLIE SHEWAN,  
*Secretary.*

PALMERSTON, P.O., ONT.

(48)

**Dominion Grange, Strathburn, Ont.**

STRATHBURN, February 1, 1910.

DEAR SIR,—The proposed Bill meets with an unqualified disapproval by the association and any attempt to shorten the existing ten-hour day will be strongly opposed by the farming community.

Hoping this information is not too late to be of some benefit to your deliberations in connection with the matter referred to,

I am, yours truly,

CRAWFORD ALLAN,  
*Secretary Alliance Grange.*

(98)

**FARMERS' INSTITUTES AND STOCK BREEDERS' ASSOCIATIONS.**

**Kent Agricultural and Horticultural Association.**

AGASSIZ, B.C., February 18, 1910.

DEAR SIR,—At a meeting held yesterday by the directors of this association, it was unanimously resolved that this association endorses the proposals of Bill 21, an Act respecting the Hours of Labour on Public Works.

Yours truly,

CHAS. WRIGHT,  
*Secretary.*

(97)

**Alberni Creamery Association.**

ALBERNI, B.C., February 15, 1910.

DEAR SIR,—At a meeting of the Alberni Creamery Association, held February 12, the meeting was in favour of the eight-hour day.

FREDERICK COWLEY,  
*President.*

(95)

**East Elgin Farmers' Institute.**

AYLMER, ONT., February 8, 1910.

Moved by John Davis, and seconded by F. Leeson, That in the opinion of the farmers at this institute meeting, held at Mount Salem on the third day of February, 1910, that Bill No. 21, entitled: 'An Act respecting the Hours of Labour on Public Works,' as introduced by Mr. Verville, if it became law it would work great injury to the farming community, and especially to the dairymen of this section.—Carried unanimously.

The above resolution was adopted at the Union Institute meeting, held on the fourth day of February, 1910, unanimously.

## APPENDIX No. 4

(75)

**Beachville, Ont., Agricultural Society.**

BEACHVILLE, ONT., January 20, 1910.

DEAR SIR,—Owing to illness I have not been able to see many of the directors, but those I have seen about the matter are certainly not in favour of the Bill being passed, as in time it will affect the agricultural interests of our country. The labouring classes want to get to the towns and cities now expecting better times and shorter hours. If the proposed Bill passes it will not be long before the factories will have to cut down the hours and then the farmers will not be able to employ labourers at all. The farmer cannot do with such short hours and sincerely trust that no such Bill be passed by the government.

Yours sincerely,

J. H. HORDON.

*Secretary.*

(81)

**Bowden, Alberta, Agricultural Society.**

BOWDEN, ALBERTA, January 29, 1910.

DEAR SIR,—Your kind favour of December 27, mailed at Ottawa January 22, inclosing Bill 21, came duly to hand January 26, re hours of labour I may say that after bringing the matter before some of our officers and members, we are of an opinion that an eight-hour day for government employees would not be for the best interest of this Dominion, and in the end not the best for those advocating such hours. I may say from a farmer's standpoint that it would be unfair I think in Alberta; where 70 per cent of the population are farmers. Now, to get milk and butter, the cow must be milked every twelve hours as near as possible. Suppose one starts at six o'clock in the morning and milks one hour, the same in the evening, taking out one hour for breakfast and one for dinner, he has eleven hours work, and suppose he works as hard as any other labourer, should he not get as much per hour, and if he does, will the government employee get his goods as cheap as he does now. To be fair, it would cost more, and I am sure it costs far too much at present, but it is not the producer who is getting more than he should. Also in the light of government ownership, and an eight-hour day for the employees we may look for more than a rush after a government job. I think the farmers are waking up to some things that are going to have a tendency to bring them into the place they should occupy, and where they will get somewhere near what belongs to them, then where will the eight-hour men be. Suppose the farmers, the eleven-hour men, being 70 per cent, have to pay 70 per cent of the wages of the eight-hour men, are they going to pay him as much for eight-hours as he earns in eleven-hours. I think not, if he can help it, that is for the same kind of labour. I fail to see how farmers' hours can be made any shorter, but are often much longer. I believe as a class, the farmers are very willing to live and let live, and I think there is more trouble, and more strikes among short hour men, than among those who work from ten to fourteen hours a day. I thank you for your communication and hope this may not be too late.

I have the honour to be,

Your humble servant,

R. W. PROWSE

*President.*

(77)

**Brome County, Que., Agricultural Society.**

BROME, January 27, 1910.

At a meeting of the directors of the Brome County Agricultural Society, held at Brome, Que., it was resolved as follows, to wit:—

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Moved by Director Draper, seconded by Director Bates, 'That the directors of the Brome County Agricultural Society now in session, acknowledge the notice of Bill 21, constituting the eight-hour day Act. Not sufficient in the opinion of this association. Ten hours should constitute a day's work.'—Carried.

GEORGE F. HALL,

*Secretary-Treasurer.*

(93)

**Moose Mountain, Sask., Agricultural Society.**

CARLYLE, SASK., February 8, 1910.

DEAR SIR,—Acknowledging receipt of your letter of January 23, I beg to inform you that the opinion of our society upon the Act respecting hours of labour in government contracts and on public works is to the effect that such labour should conform to the wages on similar work in the locality in which the work is performed or in that part of the Dominion from which the labourers have been brought. Upon our farms and in the towns covered by our association the hours of labour are ten hours per day, excepting Sundays only, for mechanics and their helpers and ordinary labourers of all kinds, excepting farm hands who are accustomed to keep employees for a somewhat longer time each day. We cannot understand why the government workmen employed by contractors on public works should receive special legislation of this kind, nor how the Act can fail to impose an injustice upon all other workmen in the Dominion.

We are further of the opinion that farmers and employers generally in the West where labour is scarce would suffer from a tendency being given towards shorter hours of labour, as well as from the increased cost of public works, which the passing of this Act would bring about.

GEO. FINDLATER,

*President.*

THEO. M. McNEISH,

*Secretary.*

(89)

**Clifford, Ont., Agricultural Society.**

CLIFFORD, ONT., February 10, 1910.

DEAR SIR,—Some time ago your letter, with a copy of an Act, respecting the Hours of Labour on Public Works, came to hand.

Since then I have had an opportunity of speaking to a number of farmers, and I find that as a rule they are opposed to it.

Men will expect the same wages for eight hours, that they now get for ten. Its the thin edge of the wedge, and will ultimately affect the agricultural interests.

Possibly I am too long in getting this forwarded to you to be of any service.

Yours very truly,

A. DRUMMOND,

*Secretary.*

(55)

**Soulanges County, Que.**

(Translation.)

COTE ST. EMMANUEL, January 12, 1910.

SIR,—I have duly received a copy of the Bill intituled: 'An Act respecting the Hours of Labour on Public Works,' and your circular in which you say you are desirous of knowing my views on the question. After having given the matter some consideration, I may inform you that, in my opinion, it seems to me that in manufacturing establishments, for instance, an eight-hour day is long enough, but with the

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farmers in the country, ten hours work would not be too much. I have talked the matter over with some of my friends, and they all agree with me. Now that I have expressed my opinion, let me add that we will conform to the law which will be enacted.

Your devoted servant,

LUDGER LALONDE,  
*Secretary.*

(87)

## Grenfell, Sask., Agricultural Society.

GRENFELL, SASK., February 5, 1910.

DEAR SIR,—At a meeting of the directors of the Grenfell Agricultural Society on Thursday, February 3, it was decided that the association declare themselves not in favour of the Eight Hour Act for Public Works.

Yours truly,

JOHN MITCHELL,  
*Secretary-Treasurer.*

(53)

## Sheep Breeders' Association, Guelph, Ont.

GUELPH, January 10, 1910.

DEAR SIR,—Mr. John Campbell has forwarded to me as president of the Sheep Breeders' Association your letter of December 27, asking for the views of the association in regard to an Act respecting the Hours of Labour on Public Works. Now, I cannot say what the views of our association may be in regard to the matter, but I have the idea that it will receive very little sympathy. However, as the annual meeting of the association will be held first week in February, I will lay the matter before the members. Speaking for myself in the meantime, I must say that I hope such a Bill as proposed by Mr. Verville may not become law, for I consider it altogether uncalled for, and neither in the best interests of the country at large or the labouring classes themselves.

Yours faithfully

ANDREW WHITE LAW.

*President.*

(73)

## Agricultural Society, L'Assomption County, Que.

(Translation.)

Extract from the proceedings of the general meeting of the Agricultural Society of L'Assomption county, which took place on January 19, 1910, in the meeting place of the county council, in the town of L'Assomption, at one o'clock, p.m., pursuant to a notice of convocation signed by the president and secretary-treasurer and issued according to law:—

At that meeting were present Nap. Lachapelle, president; L. Rivest, vice-president; T. Bédard, W. Héту, Ulric Deschamps, J. Z. Tisdale, J. P. Monahan, Egide Aumont, Jos. Allard, Lud. Thouin and Ed. Lafortune, directors; and Theod. Ritchot, G. Anniault, R. Riopelle, Ed. Landry, Philias Charpentier, Chas. Ed. Jeannotte, L. Lapointe, Wilfrid Dupuis, Felix Labeau, Delphis Turenne and Ged. Brouillet, &c.

The president laid before the meeting a circular and a Bill (No. 21) introduced in the House of Commons by Mr. Verville, M.P., concerning the shortening of the hours of labour on government works.

At the end of the debate, it was moved by Gédéon Brouillet, seconded by J. Z. Tisdale, and unanimously resolved:—

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'That this society cannot approve of the Bill in question, as it considers that a reduction in the hours of labour for the masses who toil would practically involve the shortening of the working hours of the agricultural labourers, and that such diminution of labour on the farm or the increase in the rate of wages would be greatly prejudicial to the farming community which plays so important a part in the production of public wealth, and would consequently be detrimental to the general interests of the country. Moreover, in the opinion of this society, such shortening of the hours of labour would not be in the interest of the working classes themselves.

(A true copy.)

J. J. A. MARSAN,  
*Secretary-Treasurer.*

L'ASSOMPTION, January 20, 1910.

(74)

(Translation.)

**Le Bic, Que., Agricultural Society.**

LE BIC, QUE., January 26, 1910.

SIR,—Your letter on Mr. Verville's Bill was duly received. The government has already done a great deal for the working community by holding the employers liable for injuries sustained by workmen and by proportioning the compensation to the more or less serious nature of the injury. In my opinion, to establish an eight-hour day might be prejudicial to industry; but at all events your honourable committee is perfectly able to solve the question and we are quite willing to endorse its decision which will no doubt be one worthy of the statesmen called upon to deal with the matter and for the greatest good of our country. In so saying, I am voicing the sentiments of the agricultural classes of our district.

Believe me, sir,

Your humble servant,

J. B. LAGACE,  
*Secretary.*

(65)

(Translation.)

**Lotbinière County, Que., Agricultural Society.**

LOTBINIÈRE, January 18, 1910.

SIR,—At a meeting of the Agricultural Society of the county of Lotbinière, which took place to-day, after Bill No. 21, concerning the eight-hour day had been read to them, all the members present pronounced themselves against its adoption.

Yours truly,

REMI DESROCHERS,  
*President.*

(63)

(Translation.)

**Maskinongé County, Que., Agricultural Society.**

LOUISEVILLE, January 19, 1910.

SIR,—In answer to your circular, dated December 27, 1909, concerning Bill No. 21, relating to the Hours of Labour on Public Works, we beg to inform you that we totally disapprove of that measure inasmuch as, in our humble opinion, the eight-hour day is already too short, and we prefer, on the contrary, to see the old law maintained in all its force.

We remain,

Your devoted servants,

CLOVIS CARON, *Secretary,*  
*And fourteen other members.*

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(58)

**South Muskoka, Ont., Agricultural Society.**

MACAULAY, ONT., January 17, 1910.

DEAR SIR,—Received your letter inclosing Bill to shorten hours of labour on public works, now before special committee. Respecting same would say that in our opinion ten hours is not too long for a day's work, and if shortened on public works others would have to follow suit and it would also be detrimental to agricultural labour as well. Then, again it would advance the cost of all public works by so much and thus be so much worse for the taxpayers, which means the public.

Yours truly,

WM. C. DENNIS.

*Secretary.*

(64)

(Translation.)

**Agricultural Society (Division A) of Charlevoix, Que.**

MALBAIE, QUE., January 20, 1910.

At a meeting of the directors of the Agricultural Society (Division A) of Charlevoix, held at Malbaie, on the 9th instant, the directors unanimously expressed their opinion in favour of the ten-hour day.

A true copy.

WILLIAM BLACKBURN,

*President.*

ALFRED CARON,

*Secretary.*

(79)

**Manilla, Ont., Stock Breeder.**

MANILLA, ONT., February 1, 1910.

SIR,—*Re* 'An Act respecting the Hours of Labour on Public Works. Speaking for the dairymen of the eastern portion of the province of Ontario, I beg to state that we are of the opinion that the passing of such an Act as this would work inculcable injury to the great dairy industry of Canada. At the present time help is scarce, and hard to obtain. Such a law as contemplated would aggravate the trouble, by taking the men from the farm to work upon public works, where one-fifth of their labour would be lost in comparison with the hours spent at work at the present time. We hear the cry 'Back to the land,' as a cure for the present high prices of food stuffs. Such a law as proposed would lead the people in the opposite direction, and thus reduce the amount of food stuffs produced.

Such a law would bear particularly hard upon the dairymen of this country, as the bulk of our dairy products are exported and sold in the markets of the world in competition with the products of such countries as Denmark, Sweden, Holland, Siberia and New Zealand, where no such law exists. The result would be that the export of cheese and butter would be greatly reduced and the large sums of money annually obtained from this source curtailed, and our country made so much the poorer by the operation of such a law.

Yours truly,

HY. GLENDINNIN,

*President of the Eastern Ontario Dairymen's Association.*

(67)

**Morden Electoral Division Agricultural Society.**

MORDEN, MAN., January 20, 1910.

DEAR SIR,—Yours with Bill 21 inclosed, received to-day. Personally I think the Bill is a just one, and that eight hours per day is all that should be demanded. I know that this will mean the shortening of the hours of labour on private contracts

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in the near future, but I think that it is necessary in order that labouring men may have more time for self and home improvement. Our directors will meet soon and I will lay the Bill before them and send you their decision.

I am, yours sincerely,

M. C. RUMBALL.

*Secretary-Treasurer.*

(57)

(Translation.)

**Nicolet County, Que., Agricultural Society.**

NICOLET, January 13, 1910.

SIR,—I have, with my colleagues, taken into consideration Bill No. 21, respecting the Hours of Labour on Public Works, about which you wish to know our opinion. Well, we do not see the opportunity of such a measure, for, in our opinion, the workmen are sufficiently protected by the fair-wages schedule introduced by the government in public contracts. Therefore, the government have all labour they want for the construction of public works and those who get employment on those works are looked upon as privileged beings. The ten-hour day should be maintained.

I remain, sir,

Your humble servant,

F. MANSEAU,

*President.*

(69)

**East Peterborough Agricultural Society.**

NORWOOD, ONT., January 22, 1910.

DEAR SIR,—In reply to your letter to our president, Mr. Birdsall *re* an Act respecting the Hours of Labour on Public Works, and asking for the views of our association on the same. I am instructed to report that at our annual meeting, held on January 19, 1910, the inclosed resolution was unanimously carried.

Yours truly,

JOHN E. ROXBURGH,

*Secretary-Treasurer.*

(69a)

Resolution passed January 19, 1910, by the East Peterborough Agricultural Society *re* an Act respecting the Hours of Labour on Public Works.

Moved by J. L. Squire, seconded by F. Birdsall, 'That this association entirely and absolutely disapprove of any such proposition, and that the secretary be instructed to communicate same to the clerk of the committee.'—Carried.

(70)

**Nova Scotia Farmers' Association.**

DURHAM, N.S., January 21, 1910.

DEAR SIR,—Your letter dated December 27 last, mailed from Ottawa, January 17, reached me last night, with copies of Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' inclosed.

Under separate cover I send you our last annual report. On page 57 and following, you will find a report of discussion upon this subject and the association's expression of opinion on page 68.



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Our annual meeting is held next week, and anything further they may have to say upon the matter, I will immediately communicate to you.

CHAS. R. B. BRYAN,  
*Secretary.*

## THE LABOUR PROBLEM.

Discussion opened by F. L. Fuller, Superintendent of Agricultural Associations, Truro, N.S.

Mr. President and Gentlemen,—You are no doubt aware that at the last session of the legislature, a commission was appointed for the purpose of inquiring into the equity of the demands of certain labour unions for an eight-hour day. For the purpose of getting information, the chairman of this commission, Dr. Magill, requested me, as superintendent of agricultural associations, to get expressions of opinion from the various agricultural organizations throughout the province. With this object in view, the following questions were incorporated in my annual circular to agricultural societies:—

1. Is there much demand for hired labour among the farmers of the province? And in what months of the year is the need of hired labour greatest?

2. Is there any custom or rule regulating the length of the working day among farmers?

3. What are the chief difficulties in getting hired labour for farm work? Would the shortening of the working day remove any of these difficulties?

4. Would a law regulating the hours of farm labour injure the interests of agriculture in Nova Scotia?

5. Would a law regulating the labour of mines and factories injure the agricultural interests of Nova Scotia?

6. Have you any other suggestions?

After the discussion on this subject the following answers to the questions were drawn up by a committee, and adopted as the expression of opinion of the association:—

1. Yes, during the summer months.

2. Ten hours is a generally accepted working day.

3. (1) Scarcity of competent men. (2) No, it would increase them.

4. Yes, it certainly would.

5. If anything less than ten hours were made a legal day, it would be injurious.

6. We are of the opinion that the shortening of the working day would not only be detrimental to the agricultural interests of our province, but would be against the best interests of the labourers themselves.

(72) Oak Lake, Ont., Agricultural Society.

OAK LAKE, ONT., January 24, 1910.

SIR,—I might say that our directors are opposed to any legislation shortening hours of labour, and think ten hours is a short enough day for any man, the business of farming in which we are all engaged, calls for more hours of labour each day than that and our work would never be done could we not get men at times to work when required. Any laws such as the one Bill 21 has a tendency to draw labourers away from farm work especially, and individuals cannot compete with government in amount of wages now in length of hours. It is costing the farmers of Canada enough now to produce their crops without having government interfering to make it harder and more costly to get labour. We decidedly object to any law that will allow a man to work less than ten hours per day.

R. K. SMITH,  
*Secretary-Treasurer.*

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(83)

**Mountain Agricultural Society.**

PILOT MOUND, MAN., February 3, 1910.

DEAR SIR,—The directors of Mountain, No. 2, Agricultural Society have instructed me to acknowledge receipt of your circular letter and a copy of Bill No. 21, respecting the Hours of Labour on Public Works, and also state that they are opposed to the passing of the Bill. At a meeting held on January 25, 1910, they passed the following resolution:—

Whereas, The agricultural and business interests of the Dominion of Canada make it necessary that persons engaged in those pursuits must work more than eight hours per day, and frequently twelve hours per day. Therefore, be it resolved that we the directors of Mountain No. 2 Agricultural Society place on record our disapproval of Bill No. 21, respecting the Hours of Labour on Public Works.

Yours respectfully,

E. H. MAYNE,  
*Secretary-Treasurer.*

(61)

**Central Muskoka Farmers' Institute.**

PORT SYDNEY, January 18, 1910.

DEAR SIR,—Yours of December 27 to hand *re* Bill for reducing hours of labour. Not having time to call a meeting of the other officers, as your communication only reached me on the 15th, I take the liberty of answering it myself.

So long as men are receiving a fair wage according to their ability, I don't think that ten hours a day is a bit too much, if you take the greater part of workingmen. should they have an eight-hour day, they would soon be calling for a seven-hour day.

Yours respectfully,

ALFRED KAY,  
*President.*

(84)

**Red Deer Exhibition Association, Red Deer, Alberta.**

RED DEER, February 3, 1910.

DEAR SIR,—*Re* Bill 21, 'An Act respecting the Hours of Labour on Public Works.' I beg to say that I placed Bill 21 before the Board of Directors of the Red Deer Exhibition Association for their consideration at a meeting held on January 31, and the unanimous verdict was, 'That mechanics and labourers should work as long hours on government works as on private contracts.'

Yours respectfully,

HENRY JAMESON,  
*President.*

(62)

(Translation.)

**Rouville County, Que., Agricultural Society.**

ROUGEMONT, January 19, 1910.

SIR,—At the general annual meeting of the members of the Agricultural Society of the county of Rouville, which took place to-day, after due consideration of Bill No. 21, 'A Law respecting the Hours of Labour,' it was proposed by Mr. J. E. Lareau, seconded by Mr. Philias Brodeur, That the members of the meeting unanimously protest against this Bill, and that copy of this motion be sent to Mr. V. Clouthier, clerk of the committee.

This motion was unanimously adopted by the meeting.

Your humble servant,

A. CIRIS,  
*Secretary-Treasurer.*

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(94)

**Sackville, N.B., Agricultural Society.**

SACKVILLE, N.B., February 2, 1910.

DEAR SIR,—Yours *re* Hours of Labour on Public Works, to hand. I cannot see any just reason why hours of labour should be shortened on public works, and the passing of such a Bill as outlined is in my opinion in sympathy with the strikes we hear and read so much about. We farmers cannot run our business on such hours and therefore labouring men are all looking for employment on public works, so it is contrary to the interest of farmers. If the hours are shortened, I say, shorten pay also or accordingly. As it is to-day the labouring man is master of the situation and the more you give them in this way the greater the difficulty between capital and labour. I am a firm believer that honest labour should be well paid and that is what is being done in all works at the present time. Railways are paying good salaries and for the sake of our country don't make it any worse.

Yours truly,

ALBERT ANDERSON,

*Secretary.*

(90)

**South Riding of Perth Agricultural Society.**

ST. MARY'S, ONT., February, 1910.

DEAR SIR,—Your circular *re* Bill No. 21, Hours of Labour, was laid before our society at the annual meeting, when the following resolution was passed:—

'That the members of the South Riding of Perth Agricultural Society at their annual meeting, having considered the proposal of making an eight-hour per day the limit for work on government contracts, wish to express their decided disapproval of any such legislation that may be passed in that direction.'

Yours truly,

A. CARMAN,

*Secretary.*

(88)

(Translation)

**St. Isidore, N.B., Agricultural Society.**

ST. ISIDORE, GLOUCESTER CO., N.B., February 8, 1910.

SIR,—We have considered Bill No. 21, respecting the Hours of Labour, and in answer to your inquiry, we beg to inform you that we have not the least objection to that Bill being adopted.

Yours truly,

JOSEPH C. DELAGARDE,

*Secretary.*

(68)

**Sunnidale Corners, Ont., Agricultural Society.**

SUNNIDALE CORNERS, ONT., January 20, 1910.

DEAR SIR,—Yours under date of December 27, 1909, respecting the Hours of Labour on Public Works, duly received, and in reply beg to say that I have gone to considerable trouble to gather all information I could in regard to your request. I have consulted our association and I have also consulted the Grange Association, which consists of all shades of politics, and also others, and have failed to find one man who is not opposed to the passing of that Bill.

No doubt it has been thoroughly debated both pro and con on the floor of the House of Parliament, and therefore further words would be unnecessary.

Respectfully yours,

W. A. HUTT.

*Secretary.*

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(99)

**United Farmers of Alberta.**

STETTLER, ALTA., March 10, 1910.

DEAR SIR,—*Re* Bill 21, respecting Hours of Labour on Public Works. In answer to yours of the 18th ult., I beg to inform you that this matter was fully discussed at our regular meeting on Saturday last, 5th instant, when the following resolution was adopted: 'That eight hours should constitute a day's labour for all clerks or others similarly engaged on indoor work while for labourers, workmen or mechanics, ten hours should be the limit.' The reason for this course was on account of the difficulty already experienced by farmers in this province in obtaining hired help and the feeling of the meeting was that by making the hours of labour on public works less than on a farm this difficulty would be still further enhanced.

Yours truly,

HENRY ARTHUR STEELE.

*Secretary.*

(96)

**Surrey, B.C., Agricultural Association.**

SURREY CENTRE, B.C., February 10, 1910.

SIR,—I beg to acknowledge the receipt of your communication containing Bill No. 21, an Act respecting the Hours of Labour on Public Works. Unfortunately we have had a meeting of the directors of the Surrey Agricultural Association a few days ago and we are not likely to meet again for at least a month. At present most of the public works carried out by the province of British Columbia and the municipalities in British Columbia are carried out under a nine-hour day; a few have introduced an eight-hour day, the sentiment of the public being towards an eight-hour day. If the Dominion should pass inclosed Bill it will have a tendency to hasten the general adoption of an eight-hour day on public works.

Yours respectfully,

E. BOSE,

*Secretary.*

(82)

**E.K.A. Society, Thamesville, Ont.**

THAMESVILLE, ONT., January 22, 1910.

DEAR SIR,—Your letter *re* Hours of Labour was brought before the members of the E.K.A. Society at their annual meeting, held 19th instant, and by a unanimous vote I was instructed to write you stating they were not in favour of an eight-hour Bill.

Yours truly,

C. A. MAYHEW,

*Secretary.*

(66)

**Would Aggravate Labour Situation on Farm.**

What has come to be known as the Verville Labour Bill introduced by Mr. Verville, of Montreal, is again before parliament. This Bill goes further than any of its predecessors; it has also met with more serious attention than other like measures in that it has been sent to a special committee for full consideration.

In brief, the measure provides that eight hours shall be the maximum day allowed on any contract to which the government of Canada is a party. It would thus

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limit the working day to one of eight hours, not only on public works carried out by the government itself, but in establishments having contracts with the government. Thus a firm obtaining a contract for the manufacture of militia uniforms, for the making of rails for the Intercolonial, for the construction of post office boxes, or for the supplying of any of the thousand and one needs of the government would be obliged to limit the hours of labour on the same to eight. It is quite obvious if such a system were once introduced, that it would not stop with government contracts. It would extend soon to all contracts and to all establishments, private and public. Nor would even that be the end. Farmers are finding more and more that they are having to approximate the period of labour on the farm to that prevailing in the town. Therefore, a general eight-hour day in the latter would soon force the adoption of something similar on the farms. The labour situation on the farm is serious enough now; needless to say it would be very much worse under what is proposed. *Weekly Sun*, Toronto, January 19, 1910, (W. L. Smith, editorial).

(76) Springfield, Man., Agricultural Society.

SPRINGFIELD, January 25, 1910.

DEAR SIR,—Yours of 27th ult., inclosing Bill No. 21, referring to 'Hours of Labour on Public Works,' received to-day. I will place it before our society, which meets next week, for their consideration, although I don't anticipate that it will be looked upon very favourably. We being all farmers, who have to work considerably longer hours, are not apt to favour legislation, which will tend to make our hired help dissatisfied.

Yours very truly,

O. B. HARVEY,  
*Secretary.*

(364)

MANUFACTURERS.

The Alaska Bedding Company, Limited.

WINNIPEG, MAN., January 21, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons,  
Ottawa.

DEAR SIR,—*Re* Compulsory Eight-Hour Day Bill. We beg to protest against this Bill being reported upon favourably, as should it become law the effect upon western manufacturers would be particularly severe.

Conditions in western Canada necessitate a large amount of overtime work for at least six months of the year, while during a portion of the remaining six months short time is the order. This is owing to climatic conditions, and business originating in an agricultural district.

Consequently, it would prohibit us from tendering upon any government work, as it would be impossible to apportion such work to a staff for eight hours per day while running the balance of a factory on ten or more hours per day.

Furthermore, we do not believe an eight-hour day is practicable in Canada, for the reason outlined above, viz., that conditions of business are such that advantage must be taken of same when offering, even if the rush of business compels ten or more hours per day.

Our own experience during 1909, from July 1 to December 15, was that we were compelled to work a large portion of our staff of sixty employees as much overtime as they could physically stand, owing to the amount of business offering and the impossibility of securing skilled workmen.

We, therefore, pray that your committee will see fit to report upon the above Bill adversely.

Yours very truly,

THE ALASKA BEDDING CO., LTD.,

J. H. PARKHILL,

*Manager.*

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**The Alaska Feather and Down Company, Limited.**

Hon. W. L. MACKENZIE KING,  
 Chairman Special Committee on Bill No. 21,  
 House of Commons,  
 Ottawa, Ont.

DEAR SIR,—Permit me to express the hope that Bill No. 21, respecting eight-hour labour on government contracts will not meet with your support.

As a manufacturer, I believe that the proposal to limit the hours of labour on government contracts will have a very harmful effect on manufacturers throughout the country. Our competition in this country is with countries where labour is not as well paid, and if the Canadian labour in a body insisted on an eight-hour day, for manufacturers in general, it would make this competition much harder to meet under the present tariff. Even if this were not the case, it would mean higher cost of products in all commodities which are used by the working class and the farmers, and necessarily involve higher prices. The farmer has great difficulty in securing help at present, largely because of the necessarily long hours, and in my opinion, if the Bill before you becomes law, it will work a more severe hardship to the people of Canada than the framers of the Bill have any idea of.

Yours very truly,

J. H. SHERRARD, President.  
*The Alaska Feather and Down Co., Ltd.*

(386)

**American Bank Note Company.**

OTTAWA, February 19, 1910.

DEAR SIR,—We beg to acknowledge receipt of your letter of February 17, inclosing copy of Bill 21 respecting the hours of labour on public works.

We note that this Bill applies only to work undertaken by the Government of Canada by day labour.

Our business, therefore, would not be affected by this Bill, but you will be interested to know that since the establishment of our business in Canada we have strictly enforced the principle of an eight-hour day and a half holiday on Saturday. The majority of our employees work forty-six hours per week; a very small minority working forty-seven hours.

Yours respectfully,

JOSE A. MACHADO,  
*General Manager.*

(115)

**Ames-Holden, Limited, Shoe Manufacturers.**

MONTREAL, January 10, 1910.

DEAR SIR,—If there is any probability of applying this, or legislating in this direction later in connection with the manufacturing interests generally, we are strongly opposed to it, and are opposed to the general principle of shortening the hours of labour as suggested, as the beginning only means the starting of the wedge in other directions.

The existing conditions are in no way oppressive, or work any hardship or injustice on the employees, and any general change to the eight-hour basis indicated, we feel sure, from our long experience as manufacturers, would be of no practical benefit or advantage to the employed, would necessitate the readjustment of things all around, would be a manifest injustice to the employers, and would result in no material advantage to the employed.

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The present hours of labour are reasonable and fair to both employers and employees, and any disturbance of existing conditions are neither desirable or, in our opinion, necessary.

Yours very respectfully,

AMES-HOLDEN, LIMITED,  
W. A. MATLEY,

*Assistant General Manager.*

(328)

**Amherst Foundry Company, Limited.**

AMHERST, N.S., January 13, 1910.

DEAR SIR,—We received your letter of the 27th ult., together with a copy of 'An Act respecting the Hours of Labour on Public Works.'

We are strongly opposed to legislation for an eight-hour day on public works or any other branch of business, unless it becomes general on all classes of work, just as we are opposed to an eight-hour day for the province of Nova Scotia, or any other province, while the other provinces of the Dominion continue to have a ten-hour day. In saying this we do not want to give the impression that we favour an eight-hour day, even in general, at the present stage of our country's development, but we think it would be particularly disastrous to the industrial conditions of the country for an eight-hour day to apply to any one branch of the country's business.

Yours truly,

AMHERST FOUNDRY CO., LTD.,  
C. A. LUSBY,

*Secretary and Treasurer.*

(112)

**Andre Cushing & Company, Lumber Manufacturers.**

ST. JOHN, N.B., January 10, 1910.

DEAR SIR,—As large manufacturers of lumber, box-shooks and other by-products of lumber, we take decided objection to this proposed legislation. We find that even with our 9-hour day as at present, we are very seriously handicapped in finding foreign markets at remunerative prices in competition with lumber and box-shooks from other countries, such as Norway and Sweden, where they have a 10-hour day—and even an 11-hour day in some places—with a lower wage rate per day than we have for our 9-hour day. Should the government adopt an eight-hour day on their contracts, as provided for in this Bill, it will, of course, only be a short time when factory employees all over Canada will be insisting on the same hours of labour, and this in our opinion, as above indicated, would be a very grave mistake from a Canadian commercial standpoint, no matter how much may be said to the contrary from an academic and theoretical point of view. We believe, that in the gospel of hard work without drudgery—at a fair and honest living rate of wages, lies Canada's future success and greatness as a nation.

Yours respectfully,

ANDRE CUSHING & CO.,  
per A. WILSON.

(308)

**Andrew Malcolm Furniture Company.**

KINCARDINE, ONT., January 19, 1910.

JOHN TOLMIE, M.P.,  
Ottawa.

MY DEAR JOHN,—I might just say that I am not in favour of the eight-hour a day system, and I think it would be an imposition upon the country to ever introduce legislation leading to that end. Of course, I do not think that it would matter a great

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deal to the manufacturers themselves, as it would simply increase the price of production of the goods, and the public would just have to pay accordingly. In fact, business this last ten or twelve years has been going ahead by leaps and bounds. At the same time it has cut a trade that we have been trying to cultivate for some time, that is, the export trade. As you know perfectly well, ten or fifteen years ago we used to do a very successful export trade, and I might say, a profitable one. But since then the advance in the price of all the material that goes into the manufacture of furniture, more particularly lumber, has increased in price as much as 125 per cent. And taking everything into consideration, on account of the cost of production, it is simply impossible for manufacturers in our line to do anything in the foreign market and have anything for their trouble.

Yours very truly,

ANDREW MALCOLM.

(NOTE.—Sent to clerk of committee by Mr. Tolmie.)

(236)

**Andrew Muirhead, Paints, Varnishes, &c.**

TORONTO, January 19, 1910.

To the Hon. W. L. MACKENZIE KING,  
Chairman, Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

SIR,—I beg very respectfully to make my protest against the enactment of the above Bill, and to say that the passage of such a Bill would, in my opinion, be a serious injustice to a large number of people of this country.

Yours truly,

A. MUIRHEAD.

(230)

**S. Anglin & Company, Lumber and Coal Merchants.**

KINGSTON, ONT., January 19, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons,  
Ottawa, Ontario.

DEAR SIR,—With regard to the Compulsory Eight-hour Day Bill, now under consideration, as employers of labour, we beg to say that we believe it would not be in the interests of the country to pass it.

In the first place, it would create discontent among all those now working nine and ten hours a day. In the second place, labour is so scarce, the season for out-door work is so short, and there is so much to be undertaken in this growing country, that it would be most difficult to accomplish all that is to be done in a working day of eight hours.

Many other reasons might be advanced, but we will stop with the above and trust you will see your way clear to oppose the measure.

Yours truly,

S. ANGLIN &amp; CO.

(138)

**Anglo-British Columbia Packing Company, Limited.**

VANCOUVER, B.C., January 10, 1910.

SIR,—We beg to acknowledge receipt of your letter of the 27th ulto., inclosing a copy of draft of Bill No. 21, respecting the Hours of Labour on Public Works. We suggest that the words 'permitted or' be omitted in the first clause, as crossed out in red in draft of Bill returned to you. (See line 10, section 1 of Bill.)

We have the honour to be, sir,

Yours truly,

H. BELL KING &amp; CO., LTD.,

Agents.



## APPENDIX No. 4

*Bill 21.—An Act respecting the Hours of Labour on Public Works.*

His Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

1. Every contract to which the government of Canada is a party, which may involve the employment of labourers, workmen or mechanics, shall contain a stipulation that no labourer, workman or mechanic in the employ of the contractor or sub-contractor, or other person doing or contracting to do the whole or a part of the work contemplated by the contract, shall be required to work more than eight hours in any one calendar day, except in cases of extraordinary emergency caused by fire, flood or danger to life or property.

2. Every such contract hereafter made shall contain a provision that unless the person or corporation making or performing it complies with the provisions of this Act, the contract shall be void, and the person or corporations shall be entitled to receive any sum, nor shall any officer, agent or employee of the government of Canada pay or authorize payment from the funds under his charge or control to the person or corporation, for work done upon or in connection with the contract which in its form or manner of performance violates the provisions of this Act.

3. This Act shall apply to work undertaken by the government of Canada by day labour.

(293)

**Asbestos Manufacturing Company, Limited.**

MONTREAL, QUE., January 20, 1910.

Hon. W. L. MACKENZIE KING, M.P.,  
Ottawa, Ont.

DEAR SIR,—We wish to enter our protest against the Eight-Hour Day Bill, and would ask for your influence against it as it stands before the special committee.

You can readily understand that this Bill as it stands to-day practically prohibits our company from competing for government work, and it would be utterly impracticable for any establishment to work one portion of its staff eight hours per day on government orders, and then attempt to get the rest of the staff to work ten hours per day for private parties or private corporations. We are anxious to compete for government orders, and should this Bill pass, it practically puts us in the position that we could not do so, which we cannot see would be to the benefit of the public at large.

Believing that you will take up the interests of the manufacturers, which we believe to be the interests of the public generally in this matter.

We are, yours faithfully,

GEO. R. SMITH,  
V.P. and General Manager.

(247)

**Auer Incandescent Light Manufacturing Company, Limited.**

MONTREAL, January 19, 1910.

Hon. W. L. MACKENZIE KING,  
Chairman, Special Committee on Bill No. 21,  
Ottawa.

DEAR SIR,—Referring to Bill No. 21 referred to your special committee, we desire to present to you and to your committee the following objections:—

(a) It would prohibit all who work more than eight hours per day from sharing in government business.

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(b) It would be impracticable for an establishment to work part of its staff eight hours a day on government orders and the rest ten hours on orders for others.

(c) Competition for government orders would be less keen and all work would have to be paid for by the government at a higher figure.

(d) It would place a discount on ambition. The right of the individual to raise himself above the level of his fellows by extra work would be denied him.

(e) A shorter working day would mean an increased cost of production and consequently a general increase in the cost of living.

(f) If hours of labour in city workshops are reduced to eight per day hired help for the farm will be more difficult than ever to secure and so will embarrass the farmer.

(g) As organized labour represents only about eight per cent of the vote it should not be allowed to impose conditions which would hamper the development of Canadian industry.

(h) This Bill would even prohibit the Saturday half-holiday made possible by longer hours on other days.

Yours truly,

A. O. GRANGER,

*President.*

(220)

The Bain Wagon Company, Limited.

WOODSTOCK, ONT., January 18, 1910.

Hon. W. L. MACKENZIE KING,

Chairman, Special Committee on Bill No. 21.

House of Commons, Ottawa, Ont.

DEAR SIR,—We sincerely hope that you and your committee will report adversely on the Eight-Hour Day Bill, because we thoroughly believe it is not a good thing for Canada in any way. It would, if passed, be a serious handicap to the manufacturer, builder and contractor, and in the end, a great injury to the workingmen.

Yours sincerely,

JOHN A. BAIN,

*Vice-President and Manager.*

(102)

The Banwell Hoxie Wire Fence Company, Limited.

HAMILTON, ONTARIO, December 30, 1909.

DEAR SIR,—We would strongly urge upon the committee not to recommend less than ten hours constituting a legal work day. Our reasons are as follows:—

It is frequently the case that much time is lost by bad weather on outside work, or in other words, the entire working season during the year is comparatively short. We believe that most men would prefer to work ten hours per day, provided they were paid proportionately. The trouble we find with most of the labouring class is that they want to get ten hours' pay for eight hours' work or even less. We are not speaking without knowing, for we have ourselves followed public works in years that are passed and do not feel that ten hours' labour is in any way a hardship.

Again, the time for a contractor to put through a given contract is perhaps very limited. He could not well have two shifts of men and should have an opportunity to accomplish all he possibly can in a reasonable way during the limited time given him to accomplish the work.

Yours respectfully,

THE BANWELL HOXIE WIRE FENCE CO., LTD.

H. BANWELL,

*Manager.*

APPENDIX No. 4

(223) The Banwell Hoxie Wire Fence Company, Limited.

HAMILTON, ONTARIO, TUESDAY, January 18, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons,  
Ottawa, Ont.

DEAR SIR,—Our attention has been called to the fact that there is a Bill being presented to the House of Commons, the object of which is to make it illegal for a contractor or other person doing government work to work their men longer than eight hours per day.

While we have no difference or quarrel with the labour people whatever, we think that such legislation is not in the best interests of our country or even of the labouring people themselves, for it is not reasonable to suppose that they can get ten hours' pay for eight hours' work, and in many cases it would be better for them to work the extra time and get the extra money. We believe that such legislation, as the Bill proposed, together with the fixing of values by combines, &c., is largely responsible for the increased cost of living. It goes without saying that one of the reasons for the increased cost in building is due to the restrictions enforced by the labour unions. This re-acts at once on the labouring people, as they have to pay more house rent because it costs more to build.

Then again, this Bill would make trouble for manufacturers, who would be turning out material or supplies for the government in case they were in the habit of working their men, as most manufacturers do, longer than eight hours. It would disturb their whole routine and would, of course, have the effect of their bidding higher prices when tendering on government work, than they otherwise would, if allowed to operate their plants ten hours per day on such work as we understand is the case at present, and as has been pointed out, such a Bill would place a discount on ambition. We believe it would in many cases work hardships on the labouring man himself, who might heartily wish in good weather to work more than eight hours, as on account of weather conditions many days are experienced that will not permit of outside labour at all, which conditions, with the passage of the Bill, would reduce the number of working hours of some individuals to a very few in the year's time.

Trusting that you will consider the reasons we are advancing as to why this legislation should not be passed, we remain,

Respectfully yours,

THE BANWELL HOXIE WIRE FENCE CO., LTD  
H. BANWELL, *Manager*.

(219)

Chas. Barber &amp; Sons, Manufacturers of the Canadian Turbine.

MEAFORD, ONT, January 18, 1910.

Hon. W. L. MACKENZIE KING,  
Minister of Labour,  
Ottawa, Canada.

DEAR SIR,—*Re Eight-Hour Day*. We are deeply interested in this question and not opposed to the principle, but think that the measure now under consideration by your committee would cause a great amount of annoyance at the present time, until the whole industrial community is prepared to adopt it, either of their own free will or by compulsion.

There is no hardship in working ten hours per day for at least seven months of the year, say between the first of May and the first of December; for the other five months it might be charitable to have an eight-hour day apply to all government work carried on in the open, and we respectfully suggest that this modification be considered by your committee.

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The above are the hours which we work in our own shops here and we find the arrangement very satisfactory from every standpoint.

One of the chief dangers we see to the country at large is the influence the short working hours in towns would exert on the minds of country labourers and farmers' sons generally.

This is a real danger and the suggestions made above would lessen the danger from this source and we think would remove all personal hardship from labour on government contracts.

Hoping that these suggestions will meet with your favourable consideration, we are,

Yours very truly,

CHAS. BARBER & SONS.  
Per T. BARBER.

(281)

Beardmore & Company, Leather Manufacturers.

TORONTO, January 20, 1910.

HON. W. L. MACKENZIE KING,  
Ottawa, Ontario.

DEAR SIR.—We understand that a Bill for a compulsory eight-hour day in connection with all government contracts has been referred to a special committee for investigation and report, and we cannot help considering even the remote prospect of any Bill of the kind being passed in parliament to be a most serious matter.

If we understand it right, it would prohibit any employer or employee who works more than eight hours per day from sharing in any government business. It would be impracticable for us to run one portion of our staff eight hours per day on government orders, and the rest of our staff ten hours per day on other orders.

As a matter of fact, the leather which we supply to the government, either in the shape of leather belting or shoe leather, goes through a long and varying process which takes about six months. These hides when tanned and finished are put into different selections according to substance and quality, and from the same lot of hides will be produced leather suitable for different purposes and the whole of one lot of leather as it runs is seldom or never required by the same party.

The same thing would happen with government orders, and it would not take us five minutes to show you that it would be not only impracticable, but impossible to tan and finish leather required for government contracts by men working only eight hours per day in a tannery, where the men work nine or ten hours per day, as the case may be, the latter being the usual time in tanneries. The only way leather could be supplied to the government to comply with the proposed Act would be to run several tanneries (we say 'several tanneries' because it is not practicable to make all kinds of leather in one tannery) exclusively by labour employed only for eight hours in the twenty-four, and in tanning for these government contracts, probably 50 to 75 per cent of the leather produced would not be suitable for the purposes of the government and would have to be sold to the regular trade, and the 25 or 50 per cent that was suitable for the government would be far more than they would require unless the tanneries were very small.

This would involve working at such a disadvantage that it would enormously increase the cost of the leather, and if the government were to insist on these conditions, they either could not get their contracts filled or they would have to pay two or three times the prices which they now do.

As a matter of fact, it would be impossible to comply with the Act in supplying leather and leather belting, and we have no doubt this would apply to a great many other kinds of manufacturing. Of course, if it were merely a matter of the work done in erecting buildings, it would be quite practicable for the government to stipu-

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late that the men working on those buildings should not work more than eight hours per day; if, however, the Act applied to the material for the buildings, we judge that they would have the same difficulty.

The fact of the matter is that unless the Act were very much restricted it would become a dead letter or the government would have to go without supplies.

We would further remark that if the eight-hour day became general it would be a very serious matter for our country and would interfere very much with its development. Even this winter we are experiencing more or less difficulty in our business in getting a supply of help, and we have been short-handed at times and it would have been much worse were it not for the fact that we have an agent in Scotland who is sending us out week by week men from that country. During the winter it is not so bad, but as soon as spring opens we anticipate a great scarcity in labour which we are now trying to provide against, but we fear that we are going to have the same conditions which prevailed in 1906, when we were not able to keep our works going nearly to their full capacity, simply and purely because the labour was not to be had.

If we have to curtail the hours the men work, it would handicap us most seriously, particularly as we now have very keen competition from Great Britain in many kinds of leather. Of course, there are some kinds which are produced here and exported to England, but the finer kinds are imported and our tanners who are endeavouring to establish the manufacture of the finer kinds of leather in this country are finding very keen competition particularly from Great Britain, and with the men compelled to work shorter hours it would be impossible to continue.

Of course the shorter hours will be an attraction to men who are pursuing agriculture and will attract men from the farms. That, however, is the last thing to be desired. It is more important in this country that our men should be farmers than workers in factories. Farmers now have sufficient difficulty in getting labour and it should not be the policy of the government to permit the passing of Acts which will make this condition worse. Organized labour, which we understand only represents about eight per cent of the labouring class, should not be allowed to impose conditions which hamper the development of Canadian industry.

Trusting you will give this matter your very serious consideration.

We remain, yours very truly,

BEADMORE & CO.

(336)

M. Beatty & Sons, Limited, Dredges, &c.

WELLAND, ONT., January 18, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

GENTLEMEN,—We wish to advise that we consider this Bill will work a great injustice to us and the most of manufacturers, for the following reasons:—

It would be impossible for any factory to work a portion of its men eight hours a day on government work and the balance of them ten hours on other work, therefore would prohibit us and other manufacturers, most of whom are working ten hours per day, from sharing in government business, the results being there would be less competition for the business and the prices would go up so that all work for the government would cost more.

Should this Bill pass, we will have to refrain hereafter from tendering on government work.

Might also say that shorter working day will mean increased cost of production and higher cost of living. We hope your committee can see the justice of the above and be able to report against the Bill.

Yours respectfully,

M. BEATTY & SONS, LTD.,

PER W. L. BEATTY.

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(386)

**Bechtels, Limited, Clay Working Machinery.**

WATERLOO, ONT., February 22, 1910.

DEAR SIR,—I have your letter inclosing copy of Bill No. 21, An Act respecting the Hours of Labour on Public Works. I note that the Bill refers only to work undertaken by the Government of Canada by day labour. I might say that I am of the opinion that the effect will be detrimental to the business interests of Canada. While it does not affect the manufacturing interests, it will form the introduction of the thin edge of the wedge for the reduction of hours of labour by mechanics generally. The reduction of hours of labour will increase the price per hour, and the cost of manufacturing goods at the present time is already too high to make it profitable and possible to compete with manufactured goods from across the line. It is just possible that so soon as our infant industries get on a little better footing a matter of this kind might meet with approval, but at the present time we firmly believe that it will be detrimental to the interests of our manufacturing industries.

Yours very truly,

R. E. BECHTEL,  
*President.*

(313)

**A. Belanger, Stoves, &c.**

MONTMAGNY, P.Q., January 19, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa, Canada.

DEAR SIR.—In the name of the freedom of the labouring man, we beg to protest against this Bill No. 21 as introduced in the House of Commons.

In our opinion, if this Bill should pass, it would simply mean that, eventually, no labouring man in Canada would have the right to work more than eight hours a day, even if he wanted to. This is putting too much restriction on a man's ability and should not be allowed.

We trust your committee will see the advisability of reporting against such a measure.

Yours truly,

A. BELANGER.

(240)

**Belding, Paul & Company, Silk Manufacturers.**

MONTREAL, January 19, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons,  
Ottawa.

DEAR SIR,—We desire to protest energetically against Bill No. 21 now before the House, which orders that labour on all government work should not be over eight hours per day. This would add very materially to the expenses of the government, and as these are already very high, we cannot see the benefit of increasing them still farther.

It also involves a very heavy loss upon all manufacturers. We have all a heavy line of machinery and plants and to reduce the working hours by twenty per cent would mean the production of so many less goods.

We have a plant of four hundred thousand dollars (\$400,000), and it would be a blow to us to be obliged to reduce our production which the hours asked for would entail.

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We might also say that our hours are fifty-four to fifty-five per week, and we have no complaints from our employees as to hours and time. We trust this Bill will be defeated.

We are, very truly yours,  
BELDING, PAUL & CO., LIMITED.

(218)

The Belleville Pottery Company.

BELLEVILLE, ONT., January 18, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa.

DEAR SIR,—Observing you are chairman of Special Committee on Bill No. 21 respecting reduction of hours in day's work on all government contracts to 8 hours per day.

I would respectfully ask that this measure be not favourably considered by your committee. Government work is already costing too much, and such a measure would in all probability affect labour in general, and the farmer and manufacturer in particular.

Respectfully yours,

C. A. HART.

(189)

B. Bell & Son, Limited, Farm Implements and Machinery.

ST. GEORGE, ONT., January 18, 1910.

Hon. W. L. MACKENZIE KING,  
Ottawa, Ont.

DEAR SIR,—As chairman of the special committee of the House on the Eight-Hour Day Bill No. 21, we desire to enter our protest against the passage of this Bill.

It may be true that if everybody in this world were as industrious as they should be, no one would have to make more than three or four hours per day, but as matters are, it is certainly a fact that all employers are a good deal harder worked, and worked for longer hours than any employee is to-day, while as compared with the farmer and his labour, the present ten hours per day gives the urban working man a great advantage.

To pass the Bill applying to government work would simply put every factory doing anything for the government out of the way of getting any government work, because no factory is run on government work alone, and any one running a factory knows that it is absolutely impossible to work his hands for eight hours on part of his work, and ten hours on the rest, while in competition with the world as Canadian factories have to be, it is just as necessary that they get ten hours work from their hands.

We sincerely trust that your committee will be strongly opposed to the passing of this Bill.

Yours truly,  
B. BELL & SON COMPANY, LTD.,  
PER F. K. BELL,

(282)

The Berlin Interior Hardwood Company, Limited.

BERLIN, ONT., January 20, 1910.

The Hon. W. L. MACKENZIE KING,  
Minister of Labour, House of Commons,  
Ottawa, Ont.

DEAR SIR,—As manufacturers and employers of labour, we desire to place on record, our protest for the consideration of the committee against the proposed Bill for an eight-hour day on all government contracts. In our business of the manufac-

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turing of interior woodwork, it is the custom of the trade throughout the entire Dominion for a ten-hour day. In industries where power and machinery are employed, and where large investments are necessary for the equipment of a plant, a compulsory eight-hour day for workmen on government contracts would mean the disorganization of the entire plant, and rather than submit, it would be found that the up-to-date manufacturers would cease to tender on government work. The few manufacturers who would be found willing to put their plants on an eight-hour a day basis when working on government work, must necessarily increase the selling price of their output to make the eight-hour day equal the ten, otherwise it would not pay. It, therefore, would result in higher prices for the government.

It would result in less competition on government contracts, unjustly depriving the wideawake manufacturer from tendering on government work, and have a demoralizing effect on the workmen. It would place a discount on ambition, and with the return of prosperity there will be a shortage of skilled mechanics. Manufacturers will be compelled to work their plants short handed even at a ten-hour day.

The fair-wage clause at present embodied in government contracts, we consider fair to both manufacturing and labour interests, and the number of hours per day to be regulated by the custom of the trade in the district where the work is to be performed.

Government contracts, in our opinion, should be governed by the customary conditions of the trades where the work is to be performed as at present. We believe that the committee of investigation on this measure, after serious consideration, will report unfavourably on the Bill.

Yours truly,

THE BERLIN INTERIOR HARDWOOD CO., LTD.,

THOMAS FORD,

(271)

**Berry Brothers, Limited, Varnish Manufacturers.**

DETROIT, January 19, 1910.

The Hon. W. L. MACKENZIE KING,

Chairman, Special Committee, Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—We have read the 'Compulsory Eight-Hour Day Bill,' brought forward by organized labour through its representative Mr. Verville. The passage of such a Bill would inevitably result in many business complications and embarrassments. That the passing of such a Bill would be productive of any real good to the cause of labour is highly improbable, while there is no doubt whatever, that its passage would eventually do much harm both to employer and employee and that industrial conditions would be adversely affected.

We are unreservedly opposed to the Bill and trust it will not become law.

Yours very truly,

JAS. S. STEVENSON,

*Assistant General Manager.*

(376)

**The Big River Lumber Company, Limited.**

PRINCE ALBERT, SASKATCHEWAN, January 24, 1910.

The Hon. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill 21,

House of Commons, Ottawa, Ont.

SIR.—*Re* Compulsory Eight-Hour Day Bill. On behalf of employing and business interests in general, we beg to submit our opinion of the injustice and inconsistency (not to speak of impracticability) of this measure.



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The injustice would appear to us to be apparent from the fact of the inevitable restriction it would place on ambition and enterprise.

While the logical deduction from shortening the working day would be increased cost of production and necessarily increased cost to the consumer; hence, in the end striking the very man in whose interests the Bill was originally devised, decreasing his earning powers, and increasing the cost of living.

We, therefore, beg to express the hope that your final decision in the matter will be in the negative.

Yours respectfully,  
THE BIG RIVER LUMBER CO., LTD

(287)

J. R. Booth, Manufacturer.

OTTAWA, ONT., JANUARY 20, 1910.

HON. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—In reference to Bill No. 21 to make an eight-hour day on government work, I append a few reasons why I think your committee should report against the Bill.

As a large employer of labour, I look on having two fixed sets of hours for a day's work in a new country like Canada, would be very unsatisfactory to both employer and employees. For instance, two sets of men are working side by side. One set commences work at 8 o'clock and stops at 5 o'clock, and the other set commences at 7 o'clock and quits at 6 o'clock. This would cause much unrest, so much so that the ten-hour men would feel that they were giving two hours' work for nothing.

I do not see how a farmer could carry on a farm within hearing of the whistle of the government farm, and expect his men to do two hours more work than the men on the government farm, or any other work that the government may be carrying on; and I ask: Could any farmer work his farm and pay expenses if his labour only worked 8 hours a day? In my opinion, he could not. The result would be that the farm from which everything must come would suffer.

There is scarcely any part of this country that there is not government work of some kind busily carried on. And all other workers within hearing or seeing, let it be farmers or factory hands or workers of any kind, would be so much dissatisfied that the value of their work would be very much reduced.

If a factory, doing general work, takes in a piece of government work, and a part of the factory hands, who are working on the government piece of work, come in at 8 o'clock and quit at 5 o'clock; imagine, if you can, the confusion in that factory. I venture to say that the factory could not succeed; and if our farmers and factories, and in fact all industries, do not only pay working expenses—but interest as well—who will put capital in them.

If all manufacturers are not in a position to compete for government work, there will be no competition, and the factories that only do government work can get their own prices, but I cannot see how government work could be performed in factories where other and general work is done.

Canada must fight for her markets. She is at a great disadvantage with older and better equipped countries close by. Our farmers are already suffering through scarcity of labour, why add to their present trouble? Government employees are better paid than any other class of men, and better paid than any private employer can afford to pay, and they generally work as they please; whilst the men of the private employer are expected to do a fair day's work, which if they did not, the factory or industry in which they work could not succeed, and the labourer or mechanic would be the first to feel the loss.

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I cannot feel that our government should allow a Bill to pass that would make it possible for one class of labour to be placed at a disadvantage over the other, and cause untold dissatisfaction.

We must all work in this new country of ours, and I feel it would be most unfair and unwise to legislate for the few to the disadvantage of the many. I do not see how our canals could be worked if men were only permitted to be on duty eight hours per day, neither do I see how the government railroads could be worked, or government elevators, government slide booms or river works of any kind.

Yours respectfully,

J. R. BOOTH.

(277)

**Bowes, Jamieson and Others, Manufacturers.**

HAMILTON, ONT., January 20, 1910.

The Hon. W. L. MACKENZIE KING,  
Chairman, Special Committee on Bill 21,  
House of Commons, Ottawa, Ont.

SIR,—*Re* Compulsory Eight-Hour Day Bill. We understand that this Bill is to be up for consideration by your committee at an early date, and as it is of vital importance to the various manufacturers of stoves, we feel that you will be desirous of having information showing how it affects our industry.

For the purpose of acquainting you with the facts as they appear to us, a meeting of stove manufacturers was held in this city yesterday, and the firms whose names are signed hereto, were represented at that meeting.

It was the unanimous opinion that the proposed Bill must be looked upon as being very much in advance of the times, and it was felt that a compulsory eight-hour day in connection with government contracts would result in a serious advance in the prices paid for such work, which would reflect on all people and carry with it an advance on other goods as well. At the same time it would greatly handicap Canadian manufacturers as compared with foreign makers, and thus retard the development of our country.

Undoubtedly this Bill would prove a strong attraction in influencing men to leave the farm and result in a serious embarrassment to the agricultural industry, upon which the general prosperity of our country so largely depends.

We have given a few of the reasons why we think the Bill should be reported adverse'ly by you, and trust that you will give our communication your best consideration.

Yours respectfully,

BOWES, JAMIESON & CO., LTD., Hamilton,  
WM. BUCK STOVE CO., LTD., Brantford,  
BURROW, STEWART & MILNE CO., LTD., Hamilton,  
CANADIAN HEATING & VENTILATING CO., Owen Sound,  
CLARE BROS. & CO., LTD., Preston,  
W. J. COPP, SON & CO., LTD., Fort William,  
THOS. DAVIDSON MANFG. CO., LTD., Montreal,  
FINDLAY BROS., LTD., Carleton Place,  
GURNEY FOUNDRY CO., LTD., Toronto,  
GURNEY, TILDEN & CO., LTD., Hamilton,  
HALL-ZRYD FOUNDRY CO., LTD., Grimsby,  
McCLARY MANFG. CO., LTD., London,  
D. MOORE COMPANY, LTD., Hamilton,  
JAS. STEWART MANFG. CO., LTD., Woodstock.

APPENDIX No. 4

(375)

**The W. J. Boyd Candy Company.**

WINNIPEG, January 20, 1910.

Hon. MACKENZIE KING,  
Minister of Labour,  
Ottawa, Can.

DEAR SIR,—Regarding the Compulsory Eight-Hour Day Bill shortly to be brought before parliament.

I desire in the interest of Canada as a whole to enter a protest against passing of said Bill.

Canada with the future hope of becoming a great nation cannot afford to be hampered with laws of this class.

Honestly believing in the above view, and trusting you will consider well the ultimate effect on Canada before endorsing, or recommending passing of the Bill, I remain,

Yours truly,

W. J. BOYD.

(307)

**J. B. Blouin & Fils, Boot and Shoe Manufacturers.**

LEVIS, January 19, 1910.

SIR,—We are emphatically opposed to this Bill being enacted, on the following grounds:—

1st. Every contractor and every employee who works or has worked ten hours for the government is by the simple fact debarred from the privilege of working eight hours.

2nd. It would be no incitement to ambition, as well as a barrier to individual initiative for one who, by dint of more strenuous efforts and work, wishes to rise above the ordinary level, in view of more rapid advancement.

3rd. When the present industrial depression which has existed for some time is over, we shall have to face again a scarcity of labour, and in fact, there are certain industries which are at present affected by it; considering that the reduction of the hours of labour simply means that the scarcity of labour which already exists will become more and more acute.

4th. The shorter day simply means an increase in the cost of production which the consumer will ultimately pay for.

5th. The manufacturer or the contractor, having to face that increase in the cost of production, would be reduced to a state of inferiority and handicapped by competition both from his own locality and from foreign manufacturers. It would really be a suicidal policy on our part to enact an eight-hour law at a time when we have to face the keenest competition from European and Asiatic countries where the ten and even eleven-hour day is in force.

6th. Let us not forget that the shorter hours of labour in towns and cities have so far led our rural working classes to seek the larger centres. Should an eight-hour day come in force here, farm hands and agricultural labourers who are already so few will become still more scarce and will demand higher wages. The manufacturers as well as the other classes of society are interested in smoothing down the difficulties the farmers meet with.

7th. Organized labour which, after all, represents only about an eighth of the labourers' vote, should not be allowed to dictate conditions calculated considerably to retard the development of our industries.

Yours truly,

J. B. BLOUIN &amp; SONS.

By C. B. BLOUIN, M.P.P.

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(188)

Bradshaw's, Limited, Manufacturers of Chewing Gum, &amp;c.

TORONTO, January 18, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.*Compulsory Eight-hour Day Bill.*

DEAR SIR.—In reference to the Bill now before your committee, the Compulsory Eight-hour Day Bill, we certainly trust you will use every influence to have this Bill rejected. The fact of a Bill of this kind passing would mean a great hindrance to the manufacturers, especially at the busy seasons of the year, consequently increasing the cost of production which would have to be added to the manufactured article, in that way the consumer would have to pay an increased cost.

Trusting you will give the above your best attention, we remain,

Yours very truly,

BRADSHAW'S LIMITED.

(209)

Brass and Steel Goods. Limited.

BELLEVILLE, ONT., January 18, 1910.

Hon. W. L. MACKENZIE KING,

Chairman Special Committee Bill No. 21,  
House of Commons, Ottawa, Ont.

HON. AND DEAR SIR,—As manufacturers now 'in the thick of the fight' competing with United States goods at export prices, we view with alarm the attempt to enforce an eight-hour day. From our viewpoint it simply means the present extinction of some industries, the public and government paying proportionately more for goods, beside placing a discount on ambition.

Lazy men and chronic kickers backed by organized labour' would be the parties largely benefited.

We trust you will believe it your duty to oppose this measure.

We are, respectfully,

BRASS &amp; STEEL GOODS, LTD.

H. C. HUNT,

*Managing Director and Secretary.*

(309)

John Breakey, Saw Mills and Lumber.

BREAKEYVILLE, Co. LEVIS, P.Q., January 20, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

SIR,—As a large employer of labour, I protest against the passage of this Bill and pray most earnestly that your committee will report thereon adversely.

Yours truly,

JOHN BREAKEY.

## APPENDIX No. 4

(139)

**The Breithaupt Leather Company, Limited.**

BERLIN, ONT., January 14, 1910.

DEAR SIR,—Replying to your circular letter of 27th ult., with copy of Bill 21, respecting Hours of Labour on Public Works. We are not directly interested in this Bill, as we have not had any government contracts, and in the nature of things are not likely to have any further than might be the sale of our finished product. We do not know whether this Bill would be far-reaching enough to affect the hours of labour by workmen on articles such as leather bought by the government under contract. If it should be as far-reaching as this, it would of course affect us seriously, as all our tanneries are run ten hours per day, as in fact all manufacturing concerns are.

We see no reason why working men working on government work should be obliged to work less hours than other workmen (unless it be specially hazardous work), as they can certainly earn more money in ten hours labour than they can in eight. We shall be pleased to receive further communication in connection herewith.

Yours truly,

J. C. BREITHAUPT,

*Secretary.*

(305)

**British American Dyeing Company.**

MONTREAL, January 20, 1910.

W. L. MACKENZIE KING, Esq.,

Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—Regarding Mr. Verville's compulsory Eight-Hour Bill, to us it seems so thoroughly unworkable and so unfair to employers of labour that we sincerely trust that your honourable committee on Bill 21, will unanimously report adversely thereon.

Yours very sincerely,

BRITISH AMERICAN DYEING CO.,

JOSEPH ALLEN.

(144)

**The British Columbia Lumber and Shingle Manufacturers, Limited.**

VANCOUVER, B.C., January 13, 1910.

DEAR SIR,—In regard to the views of this association on the proposed Bill, I am instructed to say that our manufacturers are firmly of the opinion that, except in cases where the health of the employers demand shorter hours, it is inadvisable for the government of Canada to interfere in the fixing of the hours of labour. We are further of the opinion that if the government followed the course as prescribed in the Bill, it would inevitably increase the cost of all public works in the same proportion as the hours are shortened, and the establishment of these hours on government works would finally lead to the same hours being demanded in all lines of industry, which would be a great hindrance in the successful prosecution of manufacture and development throughout the Dominion.

Yours very truly,

R. H. H. ALEXANDER,

*Secretary-Treasurer.*

(143)

**British Columbia Marine Railways Company, Limited.**

VICTORIA, B.C., January 11, 1910.

SIR,—I am advised by the directors of this company to say that we view with very great disfavour any action on the part of the government as regards regulating the hours of labour. We are of the opinion that matters of this sort should be left to the employers and the employees, and circumstances over which neither have any control.

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The manufacturers on the Pacific coast have had, and are having, a very hard up-hill fight to compete with the imports from other countries and also from the mother country. The difference in the cost of wages between here and England is such that our markets are flooded with the output of the English factories, such as boilers, engines, pumps and machinery of all kinds, and even with the duty, competition is well nigh impossible, and what will the result be with the eight-hour day?

So far as this company practically are concerned, we find ourselves now in this position: We have endeavoured in the last twenty years to build up a ship-building business. However, the government will allow a vessel to be built complete in the old country, she comes to our coast, participates in our coastwise trade and does not pay a five cent piece of duty. We start to build, and various parts of the material are subjected to duty, in other words, the finished article comes in duty free, and the raw material is subjected to duty.

Then again, the government calls for a tender for the construction of a vessel for government use, such as lighthouse tenders, survey steamers, fishery protection steamers, &c. Do you mean to tell me that in calling for tenders for the construction of these vessels that you would have any control over the hours of labour, were they built in the old country or elsewhere? And yet you would think it fair to handicap us with the eight-hour day on government work. We assure you that when tenders are received at Ottawa, they are looked upon from purely a price standpoint. and if the vessel can be built cheaper in the old country, that is where she is built.

Of course, on the other hand, I do not say that the eight-hour day or the seven-hour day would make any material difference to any of the employers of labour, if the eight-hour day was universal at all the competing points. For instance, this company is in competition with Seattle, Tacoma, Portland and San Francisco, in the docking, repairing and building of vessels. Do you think that the eight-hour day if instituted here would enable us to compete favourably with the hours on the American side, where they work nine and ten hours?

From the writer's knowledge of organized labour, we can assure you that the labour organizations are simply trying to insert the thin edge of the wedge. If they can persuade the government to break the ice by restricting the hours of labour to eight hours on all government work, it would be forced on the employers as well as all classes of work.

You, no doubt, would readily appreciate the state of affairs that would exist in a ship-building yard where there are from eight hundred to one thousand men employed, were they to work eight hours on all government work and on other work nine hours. What would be the feeling of the men working on the outside work at the same rate of pay, to see the men working on the government job knock off an hour earlier? Would it not be demoralizing? And moreover, the feeling that exists generally along the Canadian Pacific coast is the same as expressed above.

Yours truly,

FRANK F. BROWN,

*Director.*

(371)

British Columbia Marine Railways Company, Limited.

VICTORIA, B.C., January 24, 1910.

The Hon. W. L. MACKENZIE KING,  
Minister of Labour,  
Ottawa.

DEAR SIR,—We are informed that an Eight-hour Day Bill has been introduced by Mr. Verville, M.P., and I am instructed by the directors of the company to lay before you the following facts regarding this Bill:—

## APPENDIX No. 4

The manufacturers, and more particularly the people engaged in similar business to ourselves, have a class of competition that, were the Eight-hour Day Bill to become law, would mean a serious loss, if not complete cessation of business. For reason of the fact, that at the present time the province is flooded with articles manufactured in foreign countries, and more particularly in the old country. Even your government are importing manufactured articles from the old country, over which you can have no control on the hours of labour.

It has been the custom of the government to call for tenders from the old country for the construction of vessels, dredges, &c., with whom Canadian firms have to compete, and what position would the Canadian firm be in, if you forced them to work under the Eight-hour Day Bill, and at the same time compelled them to compete with the manufacturers who carry on their work on the nine and ten-hour basis?

We consider it unfair and unjust to have such legislation introduced into Canada, unless the government at the same time will give us complete protection in barring out all goods or manufactured articles that do not carry the stamp of 'eight hours a day' on them.

In other words, the question of eight hours a day would not be objected to by any employer of labour, were it universal at all the competing points. If the government can arrange this, we withdraw all opposition, but under the present circumstances, we look upon the eight hours a day as simply an excuse to get overtime.

We have the honour to be, sir,

Your obedient servants,

BRITISH COLUMBIA MARINE RAILWAYS, LTD.

Per HENRY F. BULLEN,

Secretary.

(340) Bruce Stewart & Company, Iron Founders.

CHARLOTTETOWN, P.E.I., January 20, 1910.

Hon W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,

House of Commons, Ottawa.

DEAR SIR,—We strongly object to an Eight-hour Day Bill, as it will tend to increase cost of living, curtail production, and put manufacturers to uncalled and unnecessary expense.

We are, faithfully yours,

BRUCE STEWART & CO.

(381) Builders' Exchange, London.

LONDON, ONT., January 25, 1910.

Re Bill introduced by Mr. A. Verville, M.P., for Maisonneuve, to limit work on government contracts to eight hours per day referred to a select Parliamentary Committee.

Mr. DUNCAN C. ROSS, M.P.,

House of Commons,

Ottawa, Ont.

DEAR SIR,—At a meeting of the executive board of the London Builders' Exchange held this afternoon, I was instructed to submit the inclosed resolution, that was unanimously adopted at that session. Knowing that our views on this question will meet with careful consideration by the committee, and hoping that the Bill will be withdrawn.

I have the honour to be, sir,

Your obedient servant,

GEORGE S. GOULD,

Secretary.

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**The Builders' Exchange of the City of London.**

COPY OF RESOLUTION adopted unanimously at a meeting of the Builders' Exchange, London, Canada, January 25, 1910; *re* Bill to limit work on government contracts to eight hours per day.

1. Whereas, the adoption by the Federal government of an eight-hour day on all public works would promptly result in a similar demand to be extended to all private building contracts; and

2. Whereas, such a law would undoubtedly lead to increased cost of building operations and consequent increase of rentals, constituting an added burden to the vast body of tenants (including artisans and mechanics) residing in our larger cities, to whom present high rents are already a serious item in the cost of living; and

3. Whereas, any such arbitrary limitation of the working day is opposed to the climatic conditions of Canada, inasmuch as exterior building is already confined by nature to about seven months, into which limited period it is essential to get all outside work completed; and

4. Whereas, such a measure would constitute a 'privileged class' opposed to the democratic principle of 'equal rights for all' and would unjustly discriminate both against mechanics and contractors on non-public works;

5. Be it resolved, that while this association is ready at all times to co-operate with the government in supporting legislation for the protection of life and limb in hazardous occupations, whether by shortening the hours of work or by other protective measures, such protection is uncalled for in the building trades; and the proposed legislation would be against public policy and constitute an unwarrantable interference with the personal liberty of the individual—unjust alike to the worker who would thereby be prevented from turning his spare capital (*i.e.*, his labour) to account by utilizing it to make prudent provision for the winter months; and to the contractor, who on most contracts is bound to complete by a certain time limit, and who would thus be discouraged from competing on government works, owing to the great risk involved.

Resolved, further that a copy of this resolution be sent to the chairman of the Select Parliamentary Committee, and a delegation follow later, at the convenience of said committee.

The whole of which is respectfully submitted.

GEORGE S. GOULD,  
*Secretary.*

(255)

**Builders' Exchange and Department of Exhibits.**

MONTREAL, January 18, 1910.

*Re* Bill introduced by Mr. A. Verville, M.P. for Maisonneuve, to limit work on government contracts to eight-hours per day, referred to select parliamentary committee:—

Hon. W. L. MACKENZIE KING,

HON. and DEAR SIR,—At the annual general meeting of this association held last week, I was directed to respectfully submit the inclosed resolution, unanimously adopted by the Builders' Exchange in full executive session.

I am further to add that a delegation will be named by the board of directors to present the case personally to your committee at such time and place as may best suit your convenience.

I have the honour to be, sir,  
Your obedient servant.

J. H. LAUER,  
*Secretary.*



## APPENDIX No. 4

COPY OF RESOLUTION adopted unanimously by the Annual General Meeting of the Builders' Exchange, Montreal, 10th January, 1910; *re* Bill to limit work on Government contracts to eight hours per day.

1. Whereas, the adoption by the Federal government of an eight hour day on all public works would promptly result in a similar demand to be extended to all private building contracts; and

2. Whereas, such a law would undoubtedly lead to increased cost of building operations and consequent increase of rentals, constituting an added burden to the vast body of tenants (including artisans and mechanics) residing in our larger cities, to whom present high rents are already a serious item in the cost of living; and

3. Whereas, any such arbitrary limitation of the working day is opposed to the climatic conditions of Canada, inasmuch as exterior building is already confined by nature to about seven months, into which limited period it is essential to get all outside work completed; and

4. Whereas, such a measure would constitute a 'privileged class' opposed to the democratic principle of 'equal rights for all;' and would unjustly discriminate both against mechanics and contractors on non-public works;

5. Be it resolved, that while this association is ready at all times to co-operate with the government in supporting legislation for the protection of life and limb in hazardous occupations, whether by shortening the hours of work or by other protective measures, such protection is uncalled for in the building trades; and the proposed legislation would be against public policy and constitute an unwarrantable interference with the personal liberty of the individual—unjust alike to the worker, who would thereby be prevented from turning his spare capital (*i.e.*, his labour) to account by utilizing it to make prudent provision for the winter months; and to the contractor, who on most contracts is bound to complete by a certain time limit, and who would thus be discouraged from competing on government works, owing to the great risk involved.

Resolved, further that a copy of this resolution be sent to the chairman of the Select Parliamentary Committee, and a delegation follow later, at the convenience of said committee.

The whole of which is respectfully submitted.

Copy of a resolution adopted by the Fourth Annual Convention of the C.N.A.B. of Builders, held in London, Ont., February 8 to 10.

Whereas, the adoption by the Federal Government of an eight-hour day on all public works would promptly result in a similar demand to be extended to all private building contracts; and

Whereas, such a law would undoubtedly lead to increased cost of building operations, and consequent increase of rentals, constituting an added burden to the vast body of tenants (including artisans and mechanics) residing in our larger cities, to whom present high rents are already a serious item in the cost of living; and

Whereas, any such arbitrary limitation of the working day is opposed to the climatic conditions of Canada, inasmuch as exterior building is already confined by nature to about seven months, into which limited period it is essential to get all outside work completed; and

Whereas, such a measure would constitute a 'privileged class' opposed to the democratic principle of 'equal rights for all' and would unjustly discriminate against both mechanics and contractors on non-public works:

Be it resolved, that while this association is ready at all times to co-operate with the government in supporting legislation for the protection of life and limb in hazardous occupations, the limitation of present working hours is uncalled for in the building trades, and the proposed legislation would be against public policy and constitute an unwarrantable interference with the personal liberty of the individual—unjust alike to the worker, who would thereby be prevented from turning his spare capital (*i.e.*, his

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labour) to account by utilizing it to make prudent provision for the winter months; and to the contractor, who on most contracts is bound to complete by a certain time limit, and who would thus be discouraged from competing on government works, owing to the great risk involved.

Resolved, further that a copy of this resolution be sent to the chairman of the Select Parliamentary Committee, and a delegation follow later at the convenience of said committee.

The whole of which is respectfully submitted.

J. H. LAUER,  
*Secretary.*

(371)

### Builders' Exchange, Ottawa.

OTTAWA, ONT., January 31, 1910.

*Re* Bill introduced by Mr. A. Verville, M.P. for Maisonneuve, to limit work on government contracts to eight hours per day, referred to a Select Parliamentary Committee:—

HON. W. L. MACKENZIE KING,

Chairman of Select Parliamentary Committee.

HON. AND DEAR SIR,—At the annual general meeting of this association held last week, I was directed to respectfully submit the inclosed resolution, unanimously adopted by the Builders' Exchange in full executive session, to your committee with reference to the above proposed measure.

I have the honour to be, sir,

Your obedient servant,

D. J. MACKENZIE,  
*Secretary.*

### Builders' Exchange, Ottawa.

Copy of resolution adopted unanimously by the annual general meeting of the Builders' Exchange, January 27th inst.

*Re* Bill to limit work on government contracts to eight hours per day.

1. Whereas, the adoption by the federal government of an eight-hour day on all public works would promptly result in a similar demand to be extended to all private building contracts; and

2. Whereas, such a law would undoubtedly lead to increased cost of building operations and consequent increase of rentals, constituting an added burden to the vast body of tenants (including artisans and mechanics) residing in our larger cities, to whom present high rents are already a serious item in the cost of living; and

3. Whereas, any such arbitrary limitation of the working day is opposed to the climatic conditions of Canada, inasmuch as exterior building is already confined by nature to about seven months, into which limited period it is essential to get all outside work completed; and

4. Whereas, such a measure would constitute a 'privileged class' opposed to the democratic principle of 'equal rights for all' and would unjustly discriminate both against mechanics and contractors on non-public works;

5. Be it resolved, that while this association is ready at all times to co-operate with the government in supporting legislation for the protection of life and limb in hazardous occupations, whether by shortening the hours of work or by any other protective measures, such protection is uncalled for in the building trades; and the proposed legislation would be against public policy and constitute an unwarrantable interference with the personal liberty of the individual—unjust alike to the worker, who would thereby be prevented from turning his spare capital (*i.e.*, his labour) to account

## APPENDIX No. 4

by utilizing it to make prudent provision for the winter months; and to the contractor, who on most contracts is bound to complete by a certain time limit, and who would thus be discouraged from competing on government works, owing to the great risk involved. The whole of which is respectfully submitted.

D. J. MACKENZIE,  
*Secretary.*

(149)

**Burrell-Johnson Iron Company, Limited.**

YARMOUTH, N.S., January 17, 1910.

DEAR SIR,—To express ourselves plainly, we do not believe the hour has yet arrived for any such action.

In Yarmouth ten hours was always considered a day's work until the last four or five years, when workmen started the agitation of a nine-hour day. In our own case, when we thought the time had arrived that they should have it we gave it to them on our own free accord. At the present time there are several companies in the same business as ourselves in the maritime provinces who still adhere to the ten-hour system.

Working under the nine-hour system, you will find all classes perfectly satisfied, and so far as we know the only labourers who have agitated eight hours are among the miners.

Our particular line of business is manufacture of small steamers, engines and boilers, and in this work we are in competition with Great Britain, and it is a fact to-day that manufacturers in Great Britain can manufacture marine engines, boilers, or steel hulls and deliver in Canada cheaper than the Canadian manufacturers can sell the same.

Under these conditions we do not think it fair for the Canadian manufacturers to be further handicapped by reduction of hours, particularly, when the workmen are satisfied.

Further, it will be impossible to run part of the shop working on government work eight hours a day and continue the nine-hour system, for once that basis was adopted it would have to be continued.

We can give several other arguments against the adoption of this new Act but think that the manner in which you would handicap Canadian manufacturers should be sufficient for rejection of this Bill.

Respectfully submitted,  
H. S. CROWELL,  
*Manager.*

(334)

**Butterworth Foundry, Limited.**

OTTAWA, January 21, 1910.

Hon. W. L. MACKENZIE KING,  
Chairman of the Special Committee on Bill No. 21,  
Ottawa.

MY DEAR SIR,—We understand that it is now proposed to again bring before the parliament of Canada a Bill to provide for the compulsory 'Eight-Hour Day,' and as employers of labour we desire, with others, to protest against the passage of such a measure, and we feel confident that full and careful consideration will be given by the honourable gentlemen who have the conduct of the affairs of this country, before the adoption of a law which must prove to be detrimental to the industrial interests of the Dominion, which add so materially to the progress of the country.

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The adoption of the Bill would prohibit almost every manufacturing establishment from tendering for government business, because of the impossibility of working one class of employees a shorter term per diem, than another, thereby causing constant friction in the factory. Just in this connection the prices for government work would doubtless be increased because of fewer firms caring to submit tenders under the new conditions imposed.

It is admitted that every man has the right to improve his position by extra effort whenever the opportunity offers, but the passage of this Bill takes away that right and, therefore, interferes with the individual's liberty.

It is difficult now to secure sufficient skilled labour and as industrial conditions improve, the employers of labour must be hampered in the conduct of their business should the hours of labour be lessened.

Less hours of labour must mean increased cost of production, because there are certain fixed charges in every business that cannot be avoided, and the cost of every lost hour must be added to the productive hours. This means more to the consumer in every line.

A strong cry has been heard for years past from the most important class of producers, the farmer, as to the difficulty of securing assistance, and we believe the introduction of shorter hours of labour in the cities will materially increase this difficulty, because men will more and more be attracted to the industrial centres.

We find only a small percentage of employees favour a shorter hour now that Saturday afternoons are allowed in so many factories or other places of employment, and we believe the demand for lessening of the hours comes principally from those who cannot be considered the most competent.

Perhaps one of the strongest arguments against the reduction of the hours is the effect such would likely have upon the morals of the men. We find in our particular line of business that after every holiday a large percentage of the men are off duty for one or more days. It is a well recognized fact that when men are idle they are more liable to fall into temptation, and we believe the shorter day would certainly have an evil tendency.

We submit these points to your committee in the hope that thoughtful consideration will bring about results the most beneficial to the citizens of the Dominion at large.

Yours faithfully,

H. W. CHAMBERLAIN,

*President.*

(160)

**The Ontario Biscuit and Confectionery Manufacturers.**

LONDON, January 19, 1910.

*Re Bill No. 21.*

DEAR SIR,—Replying to yours of the 23rd ult. While not opposing the principle of the eight-hour system as a work day for employees whose labour does not enter into competition with imported manufactured product, the Ontario biscuit and confectionery manufacturers feel that, at the present time it would be inopportune for the government to recognize the principle by an Act of Parliament.

It would be putting an official recognition of the eight-hour principle on record that might eventually work harm, not only to the manufacturers of Canada, but to the employees as well.

If such law became general, Canadian manufacturers would have their per capita output reduced 20 per cent, and would have to compete against imported goods made under ten hours as a day's labour, which under present tariff conditions, would give further advantage to the foreign manufacturer.

## APPENDIX No. 4

The English manufacturer has been for some time getting to large a share of Canadian trade in our lines; a share which he is not entitled to in competition on quality, but owing to his cheap labour (pays about half the Canadian manufacturer pays), has practically free raw material, and low freight rates.

If the Canadian workman wants to make our day of labour eight hours, let him be fair, and insist on an extra duty being placed on products that have not been produced by an eight-hour per day system. He cannot expect to raise the cost of production by shortening the hours of labour, without paying his proportion of that cost.

The penalizing of any manufacturer or workman working more than eight hours per day is an infringement on the personal liberty of the subject, and working men themselves are not by any means unanimous that such a condition should exist. They are just as eager to earn overtime at certain seasons as the manufacturer is to have them do so in order to fill their customers' wants promptly.

There are two seasons in the year when it is practically impossible for biscuit and confectionery manufacturers to avoid working overtime; that is, midsummer for biscuits, and the fall for confectionery. To limit a work day to eight hours would only accentuate these conditions and make them worse than ever.

Making stock ahead in our line is not practicable. The consumer demands fresh goods, consequently there are certain rush seasons when overtime work is imperative.

I might state for your information that the minimum wages paid to girls in our line of business is \$4 per week, as far as my information goes. They make considerably more than this when they become experts. Some factories who work on the day-work plan, start their green help at even a higher rate than the one mentioned, all being based on the amount of work than they can turn out.

I am advised on good authority that English manufacturers pay their girls from six to eight shillings per week.

As a corroboration of this statement, I would refer you to a recent lecture of Mrs. Snowden's in the city of Toronto, but would intimate at the same time, that is not my source of information; it comes more direct.

In conclusion would say, that it is the opinion of the manufacturers in our line that the eight-hour system is premature, and that no country could exist against it unless the tariff provides against imports of manufactured materials, especially from countries where such a system would not be recognized.

You will, of course, understand that I am not representing all the manufacturers of Canada, but I am intimate with them, and with conditions from Halifax to Vancouver.

Trusting my information is not too lengthy, and that it will be of some use to you, I remain,

Yours truly,

C. CAIN.

*Acting Secretary.*

(192)

The Canada Axe and Harvest Tool Manufacturing Company, Limited.

ST. PAUL, QUE., January 19, 1910.

HON. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

DEAR SIR,—We note with some concern that the organized labour interests, which we believe represent but a very small percentage of the labour vote, have again brought forward the Eight Hour Day Bill, and we understand that this Bill has been referred to a special committee of which you are chairman.

Primarily, this Bill will prohibit manufacturers, who work their staff longer than eight hours per day, tendering on work in any connected with the government. Al-

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most universally the practice is for goods to pass from department to department, from process to process, making it practically impossible to work a portion of the staff on government work eight hours per day and a portion on regular work for ten hours per day. The element of competition will be killed, and the government will pay much higher prices in consequence.

What we are facing in the immediate future is not lack of business but lack of labour to meet the demands of renewed prosperity. Legislation which tends to reduce the hours of labour will still further cripple us. Compulsory short hours will raise prices and the cost of living while measures of this kind hamper the man who has ambition to strive. Surely his handicap is big enough already.

As we are specialists in farming tools, we are sensitive to the farmer's viewpoint. Compulsory short hours make the lure of the city that much greater. Our friend the farmer tells us that the cost of labour is making farming a hazardous occupation. He tells us that shortage of hands is frequently prevalent even with high prices. Legislation of the type in question means an increase of his troubles.

For these and a number of other reasons, with which we will not take up your time, we are strongly opposed to this Bill, and hope that the mature consideration of your committee will result in a report thereon adversely.

Yours truly,

THE CANADA AXE AND HARVEST TOOL MFG. CO., LTD.

LESLIE DRAKE,

*Secretary Treasurer.*

(140)

Canada Cycle and Motor Company, Limited.

WEST TORONTO, January 14, 1910.

DEAR SIR,—We consider the Act, as drafted, entirely unworkable, and, if adopted, we believe it would prove a serious blow to Canadian industries. We are not in a position to speak with special authority as to the advisability of an eight-hour day in certain special industries, where hygienic conditions may be different from normal; neither are we in a position to speak with special authority for industries which are purely local, and whose competition is also local; but as the Bill is drafted, it would apply to industries which are doing business, not only in Canada against foreign competition, but in foreign markets themselves, and it would seem to be entirely unworkable that a firm should have a contract for the government of the Dominion of Canada to work part of its factory eight hours on such work, while competitive conditions might demand nine or ten hours on all the rest of the work. In fact, the Act seems to us entirely unworkable, and we trust it will not go through.

Yours truly,

T. A. RUSSELL,

*General Manager.*

(216)

Canada Furniture Manufacturers, Limited.

WOODSTOCK, ONT., January 18, 1910.

HON. W. L. MACKENZIE KING,  
House of Commons,  
Ottawa, Ont.

SIR,—We are writing you, as chairman of the special committee on Bill No. 21, and wish to lay before you our views with respect to same. We employ about 1,200 hands, operating a number of factories, and in not one of which have we a union man that we are aware of, and there never has been any desire on the part of our men to join labour unions.

## APPENDIX No. 4

We are strongly apposed to the Bill being passed for the following reasons:—

1. It would prohibit every employer and every employee who works more than eight hours per day from sharing in government business.

2. It would be utterly impracticable for any establishment to work one portion of its staff eight hours a day on government orders and the rest of its staff on ten hours a day on orders for private parties and private corporations.

3. As a natural consequence competition for government orders would be less keen; prices would go up, and all work would have to be paid for by the government at a higher figure.

4. It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellows by extra work or effort would be denied him.

5. Once we have fully recovered from the present industrial depression there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated.

6. A shorter working day would mean an increased cost of production, which in turn would mean a material advance in the price charged the jobber, the retailer and the consumer, and consequently a general increase in the cost of living.

7. The shorter hours of labour in town and city workshops have proved a wonderfully strong attraction in influencing men to leave the farm. If these hours are now reduced to eight per day hired help for the farm will be more difficult than ever to secure and retain. As business men you will appreciate the importance of blocking a move that would only embarrass the farmer.

8. Organized labour which is said to represent only eight per cent of the labour vote should not be allowed to impose conditions which would hamper the development of Canadian industry.

I am sir,

Your obedient servant,

J. R. SHAW,

*Managing Director.*

(290)

The Canada Linseed Oil Mills, Limited.

MONTREAL, January 20, 1910.

Hon. W. L. MACKENZIE KING,

Minister of Labour,

Ottawa, Ont.

SIR,—We desire to enter our protest against the Eight Hour Day Labour Bill now before the House, for if we interpret it correctly, its adoption would mean that the government would not be able to use our products, since it would be quite impracticable to adapt our operations to the eight-hour day to supply government material.

Moreover, its adoption would establish a precedent of eight-hour day labour, which in our opinion would be injurious to Canadian manufacturing, by creating unrest and disturbances between employer and employees. Production would be reduced and cost of production consequently increased, which would have to be met by reduction in wages or loss of business. We do not believe that Canada has reached the position in manufacturing that we can afford to have such disturbances to trade, as we fear the enactment of such a radical Bill might bring about.

Hoping you will give our protest due consideration, we remain,

Yours truly,

CANADA LINSEED OIL MILLS, LTD.

E. LURCH,

*Manager.*

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(257)

**Canada Paper Company, Limited.**

WINDSOR MILLS, QUE., January 19, 1910.

The Hon. W. L. MACKENZIE KING,  
 Chairman of Special Committee Bill No. 21,  
 House of Commons, Ottawa, Ont.

DEAR SIR,—Regarding the Bill now under consideration by your committee, would say as we sell some paper to the government, we would like to point out how the passing of this Bill would affect us.

It would be impossible to have special employees manufacture this paper, as the production of paper is a continuous process, all employees in the mill more or less taking part in it.

In some parts of our mills, where the labour is severe, the men are already working eight hours, but it would be impossible to apply this system throughout and stay in business, for the reason that a large part of our output goes abroad, and the margin of it is already extremely narrow.

As you are probably aware, a large proportion of paper made in this country is sold in foreign markets, and in selling this we are already at a disadvantage, on the one hand competing with low-priced European labour, on the other with American manufacturers who compete with us in the purchase of wood in Canada, and protect their home market with a duty on paper.

As you are aware, it is a difficult matter to keep labour in a small place like this, as labour naturally gravitates towards large centres, and the reduction of the hours of labour thereat would still further accelerate this somewhat undesirable movement.

Yours truly,

CANADA PAPER COMPANY, LTD.

(270)

**The Canada Producer and Gas Engine Company, Limited.**

BARRIE, January 19, 1910.

The Hon. W. L. MACKENZIE KING,  
 House of Commons, Ottawa, Ont.

HON. AND DEAR SIR,—Relative to Bill No. 21 coming before the House in the near future, and of which special committee we believe you are chairman, we desire to express our protest and dissatisfaction with the proposal contemplated in this Bill.

The manufacturers of Canada are already sufficiently handicapped on the labour question, because of the high price of labour and the high cost of living, combined with the fact that on a large portion of their raw products they have to pay a considerable duty. Should an Eight Hour Act come into force in connection with government contracts, it will certainly embarrass very considerably every manufacturing industry throughout the country, for the labouring class would very quickly endeavour to make this universal.

We sincerely trust that the report of the committee will be unfavourable to the proposal.

Yours truly,

THE CANADA PRODUCER AND GAS ENGINE CO., LTD.

E. C. HILL,

*Managing Director.*



APPENDIX No. 4

(177)

## Canada Screw Company, Limited.

HAMILTON, ONT., January 18, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—We have before us a copy of the Eight-Hour Bill up before parliament at Ottawa, and view with very considerable alarm this proposed legislation on account of the very serious results which must of necessity follow the adoption of the proposals contained therein; not to manufacturing interests only but to nearly every interest in Canada, so far-reaching would be the results of its operation. To every manufacturer, and employer of labour, and their employees, who work more than eight hours a day it would prohibit them in any way sharing in government business; for the reason as you will readily see that it would be impossible for any establishment to work one portion of its staff eight hours a day for the purpose of doing government work, or producing goods that will enter into government contracts, and work the rest of the staff longer hours for other business outside of government business. We cannot see any reason why a workman working for the government should work less hours than for a private employer or corporation, or that the same man would desire to work for himself if by his energy and ability he became able to start a business of his own.

It would appear to be the 'thin edge of the wedge' for the adoption generally of the eight-hour day. I think you will agree with us that beyond any question this would very seriously advance the cost of production in Canada and render it impossible for Canadian industries of any kind to compete with those of other countries, and the certain result would be to close up a very large percentage of them.

The shorter working day with its increased cost of production must in turn mean a material advance in the price charged for all kinds of products, and consequently a general increase in the cost of living.

This fact is brought out very clearly in the matter of the cost of building, which under short hours of labour has increased to such an extent that the real estate holder building houses to rent, is compelled to charge a rental to the working man which is nearly double what it was ten or fifteen years ago.

Another feature is that the shorter hours of labour in town and city workshops has a strong attraction in influencing men to turn from the farm to the city, and the farmer now finds it very difficult to get sufficient hired help to carry on his work. If these hours are further reduced to eight per day his present difficulties would be still further, and very much aggravated.

Organized labour in Canada is a very small percentage of the whole, and we feel that it should not be allowed to impose conditions which must very seriously hamper the development of this country in its varied interests.

We trust that as business men you and the committee to which this Bill has been submitted will appreciate the importance of blocking a proposal, the result of the adoption of which would so seriously embarrass the farmer, the manufacturer, the employer of labour in every class of our varied industries, and not only these but also at least ninety per cent of the workmen of Canada, who it is safe to say are willing to work longer hours and thereby increase their earnings and possibilities of advancement.

Very sincerely yours,

CYRUS R. BIRGE,

*President.*

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(221)

**The Canadian Bridge Company, Limited.**

WALKERVILLE, ONT., January 18, 1910

HON. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—Referring to the proposed compulsory Eight-Hour Day Bill, we wish to say that we consider the Bill decidedly objectionable, and we sincerely hope that the special committee will report against it. It will be practically impossible for us to undertake government work on an eight-hour day basis at the same time with our regular run of work which is done on a ten-hour basis. The result of the proposed law will certainly greatly enhance the cost of government work, and incidentally increase considerably the cost of our ordinary output. From our knowledge of conditions among our workmen we do not believe there is any sentiment whatever for a change from our present basis of a ten-hour day. We may say further, that the penalty proposed in the Bill for infraction of the proposed eight-hour law is confiscatory and out of all reason. We feel sure that upon due consideration of the Bill the committee will report upon it adversely.

Yours very truly,

F. C. McMATH,  
*President.*

(391)

**Canada Car and Foundry Company, Limited.**

MONTREAL, P.Q., February 28, 1910.

HON. MACKENZIE KING,

Minister of Labour,

Ottawa.

MY DEAR SIR,—We are advised that the special committee of the Commons is at present considering a Bill introduced by Mr. Verville, M.P., to limit the hours of all government labour to eight per day. Should this Bill pass, it would affect any contracts we might have for equipment for the Intercolonial Railway Company, and would be a very bothersome measure, not only for us but for the railway people.

We cannot work economically and profitably on eight-hour shifts, and it would be very difficult to put work through our shops for the Intercolonial railway together with other work and stop the men on Intercolonial railway work on an eight-hour shift. It would disarrange our whole shop and it would be necessary for us to estimate our costs sufficiently high to take care of this condition when we are tendering for Intercolonial railway work, thereby increasing the cost of Intercolonial railway equipment.

I hereto attach a letter written by the president of our company, Mr. N. Curry, under date of November 15, 1908, to Prof. Magill, with reference to this matter, which was in reply to certain questions propounded by Prof. Magill.

This will give you our reasons for objecting to this measure.

Yours very truly,

W. W. BUTLER,  
*First Vice-president.*

(392)

**Rhodes Curry & Company, Limited.**

AMHERST, N.S., November 15, 1908.

Professor MAGILL,

Pine Hill, Halifax, N.S.

DEAR SIR,—Referring to your circular letter and list of twenty-four questions in reference to eight-hour day.

## APPENDIX No. 4

1. If an eight-hour day were in operation, we would lose  $11\frac{1}{2}$  hours of production per week, and the amount of our output would be reduced 20 per cent.
2. In some of our departments, labour represents 50 per cent or more of the output. In these departments, cost of production would go up 10 per cent. The average over the whole plant would probably go up about 7 per cent.
3. Do not suppose cost of our production would advance more than that of others operating under eight-hour law, but we would be handicapped to the extent of from six to ten per cent as against those operating under ten-hour day.
4. We try to keep our mechanical equipment up-to-date and in a thoroughly efficient state, and do not think anything could be saved by changes in equipment under an eight-hour day. Same answer applies to multiple shifts and lessening of waste.
5. Under an eight-hour day, our employees would insist on having their holidays, attending circuses, horse races, &c., the same as they do now. The industrious and steady men are not absentees under present conditions. The other class would be absentees under any conditions. Meal and rest intervals does not affect our plant. We could not look for greater efficiency under shorter days.
6. Have had no reduction in hours. Have always worked ten hours to the day.
7. Our employees could not do as much in eight hours as they do in ten. Nearly half of the men are on machines, and the machine will do so much per hour, whether the hours are eight or more, and this applies to the men as well, unless the work is heavier than ours, and the hours go beyond ten.
8. An eight-hour day would have a tendency to throw the old men out of work, as we are quite sure that under an eight-hour day, we could not get work at remunerative prices to keep all our men employed, and could only afford to keep the ablest and most efficient.
9. If an eight-hour law were in operation, and we wished to maintain our present output, we would have to increase the different classes of employees 20 per cent. The increase in labour cost would be in like proportion. The effect upon the price of our product would be to advance it from 6 to 10 per cent.
10. During the present year, there have been a number of unemployed in our district. Previous to this year, we have had no unemployed for many years.
11. We work overtime and pay 25 per cent extra for night work; 50 per cent extra for Sunday work.
12. About 7 per cent of our employees are English and Scotch, the balance Canadians, natives of Nova Scotia, New Brunswick and Prince Edward Island.
13. We rate each man individually, according to the quality and the quantity of work performed.
14. In my opinion, if an eight-hour law were in force in Nova Scotia, and not in the rest of the Dominion, that employers could not afford to pay more per hour than was paid in other provinces. This would mean that eventually the workmen would get 20 per cent less than workmen in other provinces.
15. An eight-hour day would have the effect on the safety or health of the steady, industrious men, as these men are not content with even ten hours' work. They work at home both night and morning in their gardens, and doing work for their neighbours, while the unsteady men would have more time to spend in saloons and places of amusement than they now have, and the result would be they would have less money and poorer health.
16. Less than 1 per cent of our output is exported.
17. Export trade so small, have not bothered to look up competitors.
18. Export trade such as it is, would be affected by an eight-hour day same as local trade.
19. An eight-hour day would not handicap our industry as against other similar industries, working under an eight-hour law.
20. The climate of Nova Scotia is a good one for manufacturing. We have no extreme heat, or extreme cold, consequently we do not think any man who is able

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to work at all, is injured by working ten hours at any season of the year. There might be some excuse for an eight-hour day in a southern climate, but do not think Nova Scotia needs it.

21. In a plant like ours, it is necessary for nearly all the men to work the same hours. Do not know that it would be of any use to exempt a portion of the men from the eight-hour law.

22. We use about 15,000 tons of Nova Scotia coal, and about 1,000 tons of Nova Scotia coke.

23. We use about 1,000 tons American coke, and about 200 tons American anthracite coke.

24. In our opinion, an eight-hour day would be the most foolish and harmful piece of legislation that Nova Scotia's government ever have, or ever could put on the statute book. It is not for a new country like this, that is struggling to establish industries, to attempt to reduce the hours of work. Let the old countries that have had hundreds of years' experience in manufacturing, and who have made the foundations for business, and with ample capital, thorough organization, and everything possible to successfully conduct same, first take up this question, and even after such a law is in operation in these countries, it should not be put in force in a new country for at least twenty-five years. In our own case, an eight-hour day would put us out of business in one year. We estimate that the increased cost of our output would be an average of 7 per cent, while the profits on our output for the past ten years, has averaged less than 6½ per cent.

We might say that the chief reason for our car-building business now being in Amherst is that where it was formerly located in St. John, the nine-hour day was established by the unions, and the increased cost of wages made it impossible for the industry to compete with the upper Canadian industries working on the ten-hour system, and if eight-hour day were to become law in Nova Scotia, and not in the other provinces, it is more than likely that we would either close up the business entirely or remove to a point in New Brunswick, or farther west, probably farther west.

A number of the industries now located in the lower provinces, feel that they could do better west, and we are quite sure that an eight-hour day in Nova Scotia would be the deciding factor, and that a number of industries would immediately make arrangements to move farther west where they would be nearer their market. As regards our own output, over 80 per cent of it goes west of Nova Scotia.

Factory employees at the present time work shorter hours than those employed in stores, hotels, restaurants, barber shops, &c. They also have much shorter hours than farmers and fishermen.

Yours truly,

N. CURRY,  
*President.*

(225)

**Canadian Consolidated Rubber Company, Limited.**

MONTREAL, January 19, 1910.

HON. W. L. MACKENZIE KING,

Chairman, Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—As employers of about three thousand (3,000) people, and as manufacturers of certain lines of goods used by the Canadian government, we beg to register our protest against the Bill about to be introduced by Mr. Verville, commonly known as the Eight-Hour Day Bill.

## APPENDIX No. 4

We base our protest on the following, among other reasons:—

1. It would prohibit every employer and every employee who works more than eight hours per day from sharing in government business.

2. It would be utterly impracticable for any establishment to work one portion of its staff eight hours a day on government orders and the rest of its staff ten hours a day on orders for private parties and private corporations.

3. As a natural consequence competition for government orders would be less keen; prices would go up, and all work would have to be paid for by the government at a higher figure.

4. It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellows by extra work or effort would be denied him.

5. Once we have fully recovered from the present industrial depression there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated.

6. A shorter working day would mean an increased cost of production, which in turn would mean a material advance in the price charged the jobber, the retailer and the consumer, and consequently a general increase in the cost of living.

7. The shorter hours of labour in town and city workshops have proved a wonderfully strong attraction in influencing men to leave the farm. If these hours are now reduced to eight per day hired help for the farm will be more difficult than ever to secure and retain. As a business man you will appreciate the importance of blocking a move that would only embarrass the farmer.

8. Organized labour, which is said to represent only eight per cent of the labour vote, should not be allowed to impose conditions which would hamper the development of Canadian industry.

Yours faithfully,

D. H. WARD,  
*Assistant General Manager*

(348)

Canada Foundry Company, Limited.

TORONTO, January 20, 1910.

The Hon. W. L. MACKENZIE KING,  
Chairman of Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—Regarding Bill No. 21, entitled 'An Act respecting the Hours of Labour on Public Works,' I have looked through this Bill, and on behalf of the above company would point out that it would be utterly impracticable for any establishment to work eight hours a day on government orders, and the balance of the staff ten hours on orders for private concerns; consequently, any concern working ten hours a day would, of necessity, be debarred from doing government work, or would have to put their staff on an eight-hour basis.

The majority of the works in this city are at present operating on the basis of fifty-five hours per week—ten hours per day for five days and five hours on Saturday. If this Bill goes through as at present worded, it would mean a forty-five hour week—eight hours per day for five days, and five hours on Saturday.

This Bill will have a tendency to raise prices by reason of the decreased earning capacity of the plant, which must, of necessity, increase the cost.

Prior to the present period of industrial depression, there was a great shortage of labour in the country, and when this depression passes away, which we hope will be soon, there will still be a shortage of help, and the effect of this Bill will be to increase this shortage in a very marked degree.

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I hope, therefore, that your committee will report adversely on the Bill, as I feel that it would be a great hardship.

Very sincerely yours,

GEO. W. WATT,

*Manager of Works.*

(167)

Canada Furniture Manufacturers, Limited.

Woodstock, December 31, 1909.

SIR,—We wish to state that we are emphatically opposed to the Bill. In this young and growing country it is absurd to restrict the time of labour to eight hours a day. A large majority of the manufacturers of Canada cannot get their work done during certain periods of the year, in ten hours a day, for the reason that they cannot get a sufficient number of hands to do the work. How much worse off would we be if the hours of labour were limited to eight? If this is the condition of affairs with the manufacturer, is it not the same with the government? We do not think the government should consent to the Bill being passed.

Suppose we had a contract from the government for making furniture; we run our factories ten hours a day; because the one particular job happened to be a government job, would we be supposed to curtail our running time to eight hours? This point does not seem to be provided for in the draft Bill.

Yours truly,

CANADA FURNITURE MANUFACTURERS, LTD.

J. R. SHAW,

*Managing Director*

(331)

Canadian Gas Power and Launches, Limited.

TORONTO, January 21, 1910.

The Hon. W. L. MACKENZIE KING,  
Minister of Labour,  
Ottawa.

DEAR SIR,—Referring to Bill No. 21 introduced by Mr. Verville, we would say that on general principles we are in favour of an eight-hour day, provided it be brought into operation by natural evolution, but we protest most earnestly against the first and second paragraphs of this Bill No. 21, for the reasons concisely set forth by the chairman and secretary of the Manufacturer's Association, a copy of which is appended. We think that the strongest of all these reasons are those laid down in clauses 7 and 8 of the manufacturer's memorandum. (See Exhibit G.)

At the same time as an example to employers, we think that the last clause of the Act should pass. There is nothing compulsory about it, it simply provides that where the government of Canada, the largest employer in the Dominion does work by day labour, the eight-hour day should be introduced. This would not increase the scarcity of farm labour, except in few and widely scattered neighbourhoods.

Yours truly,

CANADIAN GAS POWER AND LAUNCHES, LTD.

D. J. MCKINNON,

*Treasurer*

APPENDIX No. 4

(349)

## Canadian General Electric Company, Limited.

TORONTO, January 20, 1910.

The Hon. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—Regarding Bill No. 21, entitled, 'An Act respecting the Hours of Labour on Public Works, I have looked through this Bill, and on behalf of the above company would point out that it would be utterly impracticable for any establishment to work eight hours a day on government orders, and the balance of the staff ten hours on orders for private concerns. Consequently, any concern working ten hours a day would, of necessity, be debarred from doing government work, or would have to put their staff on an eight-hour day basis.

The majority of the works in this city are at present operating on the basis of fifty-five hours per week—ten hours per day for five days, and five hours on Saturday. If this Bill goes through as at present worded, it would mean a forty-five hour week—eight hours per day for five days, and five hours on Saturday.

This Bill will have a tendency to raise prices by reason of the decreased earning capacity of the plant, which must, of necessity, increase the cost.

Prior to the present industrial depression, there was a great shortage of labour in the country and when this depression passes away, which we hope will be soon, there will still be a shortage of help, and the effect of this Bill will be to increase this shortage in a very marked degree.

I hope, therefore, that your committee will report adversely on the Bill, as I feel that it would be a great hardship.

Very sincerely yours,

GEO. W. WATT,

*Manager of Works.*

(126)

## Canadian Hart Wheels, Limited.

HAMILTON, January 11, 1910.

DEAR SIR,—We would say that if such an Act was put into force we would be compelled to decline all government business. If an eight-hour law was put into force generally it would cut the wages of our men 20 per cent as we would have to put on more men to turn out the same quantity of product.

The conditions of our trade in this country would not allow a corresponding rise in price as our customs laws are against the dumping of American goods in our line in this country are not enforced with the same stringency as the United States enforces its custom laws in regard to emery wheels. The lowest discount at which we can invoice wheels for export to the United States is 70/10 from the list prices, whereas American firms are allowed to send emery wheels into this country at discounts as low as 80/10/5, which is not what might be regarded as fair treatment. We would much prefer free trade giving us access to their large market on equal terms.

Returning to Bill No. 21. We would say most emphatically that it would be a decided detriment to our business.

Yours very truly,

CANADIAN HART WHEELS, LTD.

G. R. HARVEY,

*Secretary and Treasurer.*

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(117)

**Canadian Linotype, Limited.**

MONTREAL, January 11, 1910.

SIR,—The measure seems to be one based upon a condition entirely foreign to those which obtain in this country.

The writer has had a very long experience in dealing with Canadian skilled workmen, and he would not undertake a contract, under this Bill and employ Canadians under it. Foreigners may be willing to work under such conditions, but it is his experience that Canadians will not do so. They are in the mass, men who strip to their shirts, put their backs into the job, work for results, not for so many hours of pay, and who want results for themselves as well. They will not, therefore, be satisfied with eight hours pay as a day's work.

Seventeen years ago I came to the conclusion that ten hours work a day at such work as building linotype machines was more than any man could do in justice to himself and his employer. It was decided to put the men on a nine-hour day and stop work at five o'clock, and a new scale of wages was struck, giving every man the same wages for fifty-four hours a week that had been paid for sixty.

I believe this was the first time such a thing was done in a Canadian shop. The men did not like it, were quite willing to work until six o'clock, and in the end the fifty-five hour work giving the Saturday half-holiday was adopted, and the shop developed a hockey team.

The sort of grandmotherly legislation of which Bill No. 21 is a sample is out of place in a country that has still free lands for the settlers. It is an imported article, and in the writer's opinion would have the effect of driving Canadians from all public works in their own country.

Yours truly,

DAVID A. POE,

(361)

**The Canadian Locomotive Company, Limited.**

KINGSTON, ONT., January 27, 1910

HON. W. L. MACKENZIE KING,

Minister of Labour,

Ottawa, Ontario.

DEAR SIR,—Our attention has been called to Bill 21, 'An Act respecting Hours of Labour on Public Works,' which provides that every contract entered into by the government shall contain a stipulation that no labourer, workman, or mechanic, employed thereon, shall be required, or permitted, to work over eight hours per day.

From reading this Bill, and notwithstanding the third clause thereof, it seems to us that the Bill—if passed as printed—would apply to work done in our shops in building locomotives for the government railways. If so, we earnestly request the privilege of being heard by the committee having the Bill in charge in protest against its passage. We believe that we can convince the committee that this legislation would be not only unwise, but impracticable, and would work serious injury to the government, employers and employees.

C. BERMINGHAM,

*Managing Director.*

(166)

**Canadian Manufacturers' Association (Nova Scotia Branch).**

HALIFAX, N.S., January 20, 1910.

HON. W. L. MACKENZIE KING,

Ottawa.

Nova Scotia Branch Canadian Manufacturers' Association repeat their disapproval of Verville Bill, and express hope your committee will report adversely.

M. McF. HALL,

*Secretary.*



APPENDIX No. 4

(222)

## The Canadian Shovel and Tool Company, Limited.

HAMILTON, January 18, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,  
Ottawa, Ont.

DEAR SIR,—We beg to protest against Bill No. 21, Compulsory Eight-hour Day for the reasons set forth: That it would prohibit every employer and every employee who works more than eight hours a day from sharing in government business, as it would create a manufacturing condition that would be impossible; that it would increase the cost of all government work; that it would place a discount on the ambitious firm or individual; that a reduction of standard hours will tend to increase the shortage of labour; that a shortage of hours will increase the cost of the manufactured product; that it would probably ruin the trade of manufacturers who are at present exporting goods and that as the Bill has been proposed by organized labour it be not considered, as they represent only a small portion of the wage-earners of this country.

Yours truly,

CANADIAN SHOVEL AND TOOL COMPANY, LTD.

Per FRED K. SKELTON.

(283)

## Canadian Westinghouse Company, Limited.

HAMILTON, ONT., January 20, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.*Compulsory Eight-hour Day Bill.*

DEAR SIR,—Our attention has been called to Mr. Verville's Compulsory Eight-hour Day Bill, and we wish to enter a very strong protest against the adoption of such a measure. The provisions of the Bill would thoroughly disorganize the general works of a manufacturer or a contractor who might undertake government work, and at the same time it would operate to the decided disadvantage of the government. We append herewith reasons which have been tabulated by the Manufacturers' Association, and which are clear and concise, consequently needing no further comments from us.

(1) It would prohibit every employer and every employee who works more than eight hours per day from sharing in government business.

(2) It would be utterly impracticable for any establishment to work one portion of its staff eight hours a day on government orders and the rest of its staff ten hours a day on orders for private parties and private corporations.

(3) As a natural consequence competition for government orders would be less keen; prices would go up, and all work would have to be paid by the government at a higher figure.

(4) It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellows by extra work or effort would be denied him.

(5) Once we have fully recovered from the present industrial depression there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated.

(6) A shorter working day would mean increased cost of production, which in turn would mean a material advance in the price charged by the jobber, the retailer and the consumer, and consequently a general increase in the cost of living.

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(7) The shorter hours of labour in town and city workshops have proved wonderfully strong attraction in influencing men to leave the farm. If these hours are now reduced to eight per day hired help for the farm will be more difficult than ever to secure and retain. As business men you will appreciate the importance of blocking a move that would only embarrass the farmer.

(8) Organized labour, which is said to represent only eight per cent of the labour vote, should not be allowed to impose conditions which would hamper the development of Canadian industry.

We trust the committee in its deliberations will be guided by the reasons as above stated, and particularly number (8), which shows the labour vote, representing a very small percentage of the total vote, should be allowed to impose a condition which would hamper the development of Canadian industries.

Very truly yours,

CANADIAN WESTINGHOUSE CO., LTD.

PAUL J. MYLER,

*Vice President and General Manager.*

(185)

E. T. Carter & Company, Wholesale Dealer in Wool, Hides, Skins, &c.

TORONTO, January 18, 1910.

Chairman Special Committee on Bill No. 21,

House of Commons, Canada.

DEAR SIR.—As a member of the Canadian Manufacturers' Association and an employer of labour, I cannot help but protest against the proposed Eight-Hour Day Bill which is being advocated through Mr. Verville.

If there was a surplus of labour unemployed, and which showed signs of being permanent, there would then be some excuse for talking eight hours.

I have had as many as one thousand men under my employ at one time in factories as well as in out door work, and the point that astonished me most in all my experiences was that when holidays came around, or there was talk of shorter hours, the large majority of men protested and said they were willing to work holidays and all rather than spend their time loafing at home with nothing to do. I may add that I found this same condition in many places both on Canada and the United States wherever I had charge of labour.

Hoping you will use your efforts to put a stop to such unnecessary and uncalled for legislation, I remain,

Yours very truly,

H. J. CARTER.

(186)

Castle & Son, Decorative Artists.

MONTREAL, January 18, 1910.

HON. W. L. MACKENZIE KING,

Minister of Labour,

House of Commons, Ottawa, Ont.

DEAR SIR.—In reference to the 'Compulsory Eight-Hour Day Bill,' we proffer the following objections against the adoption of this measure:—

1st. It is an arbitrary intervention without any relation to the economical law which governs supply and demand in its relation to the sale of labour, without the justification of state interference for human purposes. It means in times of pressure, when it would be impossible to execute the demands caused by the rising market, that there would be a limitation set upon production. Its strongest adherents and pro-

posers would be the first to violate it, but for a cash consideration; *i.e.*, the time above eight (8) hours would have to be paid for at time and a half rate, thereby increasing the cost of production. It would eventually by the wheels of things come back as a basis of support on its authors; therefore, in the long run they would pay for it. In the meantime manufacturing is dislocated and all that appertains thereto.

2nd. We submit it would be impossible to accept any work or contracts from the government of Canada with this provision attached. We will cite you an instance—and while not a work of large moment—will illustrate our point. We have fitted up the interior fittings of rooms at Government House for His Excellency. The installation in Ottawa was a small matter—not involving much time—but all of this wood-work had to be constructed in our works here, which is operated at nine hours a day. Now consider the impossibility of having an eight-hour schedule on this one piece of work, and working nine hours on all other contracts or work that we are carrying through. This would be inoperative and impracticable; and if the law was enforced—(which I presume and have a right to presume it should be)—it would make it impossible to accept any work or contracts with these conditions attached.

While there are other objections, it appears to us that these are the essential ones, and no process of legislative interference could overcome or satisfactorily harmonize the difficulties set forth.

Submitting this to your esteemed judgment,

We beg to remain,

Yours very truly,

CASTLE & SON.

(357)

**Chicoutimi Pulp Company.**

QUEBEC, January 24, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—On behalf of the Chicoutimi Pulp Company, which employs several hundred men, I beg to protest against the above stated Bill, which may also be called the Compulsory Eight-Hour Day Bill.

That Bill should be rejected for several reasons, among which are the following:—

1. It would prohibit every employer and every employee who works more than eight hours per day from sharing in government business.
2. It would be utterly impracticable for any establishment to work one portion of its staff eight hours a day on government orders and the rest of its staff ten hours a day on orders for private parties and private corporations.
3. As a natural consequence competition for government orders would be less keen; prices would go up, and all work would have to be paid by the government at a higher figure.
4. It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellows by extra work or effort would be denied him.
5. Once we have fully recovered from the present industrial depression there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated.
6. A shorter working day would mean an increased cost of production, which in turn would mean a material advance in the price charged the jobber, the retailer and the consumer, and consequently a general increase in the cost of living.
7. The shorter hours of labour in town and city workshops have proved a wonderfully strong attraction in influencing men to leave the farm. If these hours are now reduced to eight per day hired help for the farm will be more difficult than ever to secure and retain. As business men you will appreciate the importance of blocking a move that would only embarrass the farmer.

9-10 EDWARD VII., A. 1910

8. Organized labour, which is said to represent only eight per cent of the labour vote, should not be allowed to impose conditions which would hamper the development of Canadian industry.

I beg to request that this, our protest, be put before the committee with the hope that it will be taken into serious consideration.

I have the honour to be, sir,

Your obedient servant,

N. GARNEAU,  
*President.*

(337)

Christie Brothers & Company, Limited, Coffins and Caskets.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa.

DEAR SIR,—*Re* Bill No. 21, for eight-hour day, we, as manufacturers, desire to protest most strongly against the passage of this or any such Bill.

In regard to our own class, we would say that our work is of a light character, factory and shops are well ventilated, present hours very reasonable and there is no dissatisfaction on the part of our employees. We work a ten-hour day, from 7 a.m. to 6 p.m., with an hour at noon, and close at 5.30 p.m. Saturday throughout the year, with the exception of six weeks during the summer months, when we close at noon on Saturday. Our employees, however, get full 60 hours pay a week, notwithstanding the reduction in time. We are losers to practically the full extent of this reduction, and consider that an eight-hour day would mean that we would have to pay ten-hour wages for eight hours' work.

Now, in regard to the manufacturers and the country in general; employers and employees working more than eight hours a day would be practically prohibited from sharing in government business, for no establishment could work part of its staff eight hours on government work, and the remainder, ten hours on private work. This, of course would restrict competition on government contracts and as a consequence work would cost the government more.

Also if this Bill is passed, it will inevitably follow, sooner or later, that the eight-hour day will be imposed, not on government contracts alone, but on all industries. This means increased cost of production, which in turn, will mean increased prices to the jobber, general dealer and retailer, and therefore increased cost of living.

Shortage of labour will, no doubt, be felt when the cloud of industrial depression from which we are emerging is passed away. Any decrease in hours of labour will greatly accentuate this.

A Bill of this character would disturb more than ever the balance of labour hours between the farm and city. The problem of keeping men on farms will be greater than ever and hired help for farm labour will be almost impossible to obtain. This is fair neither to the farmer nor to the manufacturer.

In conclusion we would say that organized labour represents only eight per cent of the Canadian labour vote and should not, therefore, be allowed to impose conditions which would so seriously affect, not the manufacturers only but the country at large.

Yours very truly,

CHRISTIE BROS. & CO., LTD.  
Per H. R. C. for J. A. C.

(157)

J. Christin & Company, Aerated Water Manufacturers.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

MONTREAL, January 13, 1910.

DEAR SIR,—In reference to the Eight-hour Day Bill which we understand is again to be brought forward by Mr. Verville, we beg to call your attention to the detrimental effect of such a measure would have on the trade in general.

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From the government employees it would gradually work itself to the general working class in Canada, with the result that the man who is to-day earning, say \$2 per day, would want the same amount for an eight-hour day, and it would, therefore, increase the cost of labour to the manufacturer in the same proportion, and moreover the working man who actually in his spare time finds occasion to spend the money he should keep for his family, would by the fact of being able to leave work earlier in the day be tempted to spend more money in the evening.

Certain classes of trades, such as masons, bricklayers, &c., who although they have better reasons for a shorter day, have already proven to the general community that they have not bettered their conditions compared with the mechanic working inside and whose ambition is stimulated by spending more time at his trade.

A shorter working day would eventually increase cost of production, and in turn cause a general increase in the cost of living. Such shortening of labour hours have already had a bad result, and nowadays the actual labourer is very often going home earlier than the educated bookkeeper and office man, who together with their patron have got to work till late hours or the development of Canadian industries.

We, therefore, would earnestly request that such a Bill should not receive the sanction of the House.

This being our humble opinion, we remain,

Yours faithfully,

J. CHRISTIN & CO., INC.

Per J. A. CHRISTIN,

President.

(327)

W. H. Clark & Company, Limited, Manufacturers of Sash, Doors, &c.

800 to 809 9TH STREET,

EDMONTON, ALTA, January 15, 1910.

DEAR SIR.—Your favour of the 27th ult., to hand, and in reply we beg to state that we are very much opposed to the legislation contained in Bill No. 21, for the following reasons: We admit that the Bill as framed does not seriously affect us directly at the present time, but we think its influence is bound to affect all manufacturing businesses either directly or indirectly, and is bound to work against our interests.

In a young country such as this, it is more production that we want and not less production, especially if we are to compete on the world's markets with the goods we manufacture.

Not only must we have more production, but we must be able to draw on supplies of cheap labour, such as we are not enabled to do to any extent at the present time.

We trust that your committee will deem it advisable to advise against the Bill.

Yours very truly,

W. H. CLARK & CO., LTD.

Per W. H. CLARK.

(300)

The Clinton Knitting Company, Limited.

Hon. W. L. MACKENZIE KING,

Chairman Special Committee,

House of Commons, Ottawa, Ont.

DEAR SIR.—We beg to address you with reference to Bill No. 21, now before the House of Commons and referred to special committee, proposing the introduction of an eight-hour day for labour employed by the government of Canada.

9-10 EDWARD VII., A. 1910

We respectfully beg to dray your attention (as a manufacturer) to the fact that this would tend towards restriction in the matter of tendering for government contracts as the cost of production would be increased materially for the manufacturer to allow his plant to stand idle for two hours each day. It is quite apparent that such reduction of time would not only increase the cost of production, but would increase the price of the consumer and dealer, and in view of the fact that the vote of organized labour of Canada is but a small percentage of the total labour vote, we trust your committee will find it their duty to report adversely.

We beg to remain, your humble servants,

E. M. McLEAN,

(169)

Colin McArthur & Company (Incorporated), Montreal Wall Paper Factory.

COLLINGWOOD, ONT., January 28, 1910.

Hon. W. L. MACKENZIE KING,

Minister of Labour, Ottawa.

SIR,—We desire to enter our protest against this Bill, as it appears to us to be simply a species of class legislation, and as such is not in the interest of the manufacturer, the farmer, or consumer. We maintain that as the privilege as sought for by this one class, would if obtained, be inimical to the best interests of three classes enumerated by ourselves, that it would not be equitable therefore, nor a proper measure to become law.

This law, if it came into force, would be detrimental to the manufacturer, as shorter hours of labour would inevitably involve the engaging of more hands, the employment of more machinery, and therefore the enlarging of the manufactories, all of which would prove heavy burdens which the manufacturers should not be asked to assume.

Secondly, it would be detrimental to the farmer, inasmuch as shorter hours in the city and town would inevitably lead the farm help away from the farm, and the farmers now find it exceedingly difficult to obtain and retain the help actually required in order to harvest their crops. Surely the farmer is entitled to great consideration in this matter.

It would be detrimental to the consumer in so much that a shorter working day, and the consequent employment of extra hands in the factories, must increase the price of goods, and it is an axiom well known that in the final analysis the consumer must pay the price.

Yours respectfully,

W. WILLIAMSON,

*President.*

(374)

Collingwood Shipbuilding Company, Limited

COLLINGWOOD, ONT., January 28, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

DEAR SIR,—It has been brought to our attention that the Eight-Hour Day Bill is being forcibly pressed on the government to have same passed at the present term of parliament. Speaking on our own behalf, I sincerely trust that the government will not consider the passing of such Act. We consider the Eight-Hour Day Bill a dangerous piece of legislation, especially dangerous to the advancement of Canada; such a law might be of some benefit to the unemployed poor in some of the congested labour centres of Europe, even that is doubtful. We feel that it would be a death-blow to present progress of all the industries of Canada, this is a new country, economic conditions are not the same as in the older settled countries, it is the hope of doing better that brings the worthy emigrant to Canada, such immigration will build up this

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country as long as they have a free scope to work, as long as they wish, and as hard as they like; both sides of the case must be judged with fairness and with reason.

The eight-hour day may look to be an ideal condition to the union labour man, but I am afraid it would turn out to be a day dream, or more probably a nightmare, if such a law is put in force.

In our particular industry, we could not consider it, even if the law passed we would have necessity to break the law to protect our own expenses. The skilled labour in British shipyards receive 18s. (eighteen shillings) per week, or about 75 cents per day; the unskilled labour in our employ receive at least \$1.50 per day, the highly skilled mechanics in Great Britain receive \$1.25 to \$1.50 per day, the ordinary mechanic in our business here receives from \$2.50 to \$3.50 per day, so that our rate of wages is easily 100 per cent higher than the rate of wages paid the British workmen in the shipbuilding and engineering business. Our material costs us at least 25 per cent more than the same class of material costs the British shipbuilders. If shipyards are a necessity in Canada it is worth your while to seriously consider before legislating to put them out of business; the struggle is almost an impossible condition at present. In justification of this statement, I might refer you to a proposition of a number of very wealthy Canadian gentlemen who went before your government with a proposal to receive at least four per cent bonus for fifty years on every dollar of expenditure for plant and equipment for a shipyard to be established at Quebec or Levis; such a proposition might seem a humorous one to the ordinary individual, but to the man of business it proves how uninviting and unattractive shipbuilding is to capitalists.

Speaking for the general industries of Canada, we can quite understand their case to be somewhat similar to our own. The keen competition from the highly skilled workmen of the United States who have at their disposal the most efficient machinery in the world to aid in manufacturing cheaply, and the low paid competition from European manufacturers, makes manufacturing of all kinds in Canada more or less unsafe for the investment of capital even under present conditions, so what could you expect by reducing the entire output of these factories of the country about twenty or twenty-five per cent per day. This would create scarcity of the manufactured articles and would have a tendency to raise prices or cause a demand that would be first met by increased imports, and as it is questionable whether manufacturers would put more capital into business, I would look to a great disorganization in trade and conditions through the placing of the Eight-hour Day Bill, and sincerely trust that you will turn down such a measure when it comes before the House, for if it is passed for government work, it naturally follows that it will very soon directly affect all commercial work.

Yours very truly,

COLLINGWOOD SHIPBUILDING CO., LTD.

J. M. SMITH,

*Manager.*

(245)

The Commercial Oil Company, Limited.

HAMILTON, ONT., January 19, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

DEAR SIR,—Herewith find eight reasons, which as a manufacturer I entirely endorse. As a life-long supporter of the Liberal party and an admirer of your own political career, I sincerely hope that you will not touch this matter of eliminating the hours of labour on government contracts. By so doing it will entirely tie your hands and we think jeopardize the whole employing community.

Yours truly,

S. M. KENNY.

(294)

**The Coniagas Reduction Company, Limited.**

ST. CATHERINES, ONT., January 20, 1910.

The Hon. W. L. MACKENZIE KING,

Chairman of Special Committee of Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—As a member of the Canadian Manufacturers' Association, the undersigned begs herewith to submit its protest against the enactment into law of the Bill now before your honourable committee, and known as 'The Compulsory Eight-hour Day.

Our objections to the Bill are, amongst others, in the main as follows:—

1. Its adoption would be an unwarrantable invasion of the freedom of contract, experience not having shown that working for ten hours per day is injurious to the ordinary adult labouring man. If special circumstances justify exceptional treatment in particular cases where danger to the health of the wage-earner exists, another question arises which would be dealt with by the various provincial legislatures.

2. If the eight-hour day were universally adopted by industrial communities and business affairs re-organized on that basis, it is not questioned that the change might be beneficial, but it is submitted that it would be folly for the country to adopt such a law at the present time in view of the disadvantages her industries would be subjected to in connection with her industrial competitors.

2. No such law could be passed in the United States without amending the federal constitution, which recognizes the freedom of contract. In many of the neighbouring states attempts to introduce such legislation have been declared unconstitutional by the courts.

3. One of the greatest dangers now confronting the people of North America is the high cost of living, and as such is engaging the serious attention of the United States Congress now in session. Wages are higher in that country, and Canada than ever before, and any addition to the cost of the necessaries of life at the present time, at all events, would it is submitted, be a serious menace to the welfare of the community.

4. In many branches of industry an arbitrary limit placed upon the length of a day's work would prove ruinous, and make the pursuit thereof impossible. It is, therefore, inadvisable that any special law should be passed applicable to special or favoured lines of employment, thereby causing dissatisfaction and unrest amongst classes of wage-earners, and permitting ideas of caste and class amongst the industrial community.

5. It is being universally recognized that the extraordinary movement from the country to urban centres which has been going on for many years is raising a serious problem which must be dealt with soon. The farmer can now with difficulty obtain the necessary help to gather his crop and cultivate the soil. Legislation should not, therefore, proceed on lines which will make it still more difficult for him to make ends meet. If his purchasing power is diminished, to that extent is the manufacturing industry crippled, and eventually all classes, including the wage-earner, will suffer.

6. The enactment of the suggested law applicable only to government contracts would, it is submitted, be unjustifiable. If the law is good for the government employee, why is it not good for all employees? Any distinction recognized by the legislature between classes of workmen will lead either to the law being made universal, or will create artificial distinctions amongst the working classes not based on natural conditions.

7. The country is entitled in so far as it represents an industrial agency, to as good treatment as the members of the community in it.

It is submitted that especially in a country where so many public works are in progress, and so much remains to be done in that direction, that no special legislation



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affecting a class of the community should be favoured which will hinder the completion of these works and make the introduction of new undertakings more onerous, and in some cases, impossible.

Yours very truly,

R. W. LEONARD,  
*President.*

(379)

Consolidated Mining and Smelting Company, B.C.

TRAIL, B.C., January 27, 1910.

Hon. W. L. MACKENZIE KING,  
Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

The passage of Bill No. 21 might have effect of forcing all manufacturers of lead to adopt eight-hour day, or else prevent Canadian manufacturers from bidding for government work, as we are already producing more lead than Canada consumes, we cannot afford lose Canadian business, nor do I think manufacturers can afford go on eight-hour basis. We are, therefore, opposed to its passage.

W. H. ALDRIDGE,

(264)

The Cowan Company, Limited, Manufacturers of Cocoa and Chocolate.

TORONTO, January 19, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

DEAR SIR,—Our attention has been drawn to the Eight-hour Day Bill now before the House of Commons. We wish to place ourselves on record as being opposed to the general conditions of this Bill.

In our particular business, at certain seasons of the year, we require help to work longer than eight hours a day, but to effect this we close our factory at noon on Saturday the year round. Any night work is paid for as overtime. We feel that while this Bill as at present drafted has special reference to government contracts, it might, in time, encroach on the general business of manufacturers, and we, therefore, are opposed to it.

Respectfully yours,

THE COWAN COMPANY, LTD.

R. O. MACKE,  
*Secretary.*

(171)

Crescent Manufacturing Company, Limited, Makers of Shirts, Shirt Waists, &c.

MONTREAL, January 18, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa.

DEAR SIR,—We beg to enter a strong protest against Bill No. 21, 'An Act respecting the Hours of Labour on Public Works.'

We feel there are a great many reasons why such law should not be enacted, and without taking up too much of your valuable time, we might say that it would prohibit every employer and every employee who works more than eight hours a day from ever sharing in government business. No establishment could possibly work one part of its staff on government works, and get the other employees to work longer hours on orders for private parties.

9-10 EDWARD VII., A. 1910

Limiting the labour day to eight hours would place a discount on ambition. Many employees are not only willing but are anxious to work more than eight hours and earn correspondingly larger amount of wages. We are satisfied that those who are willing to do this, form by far the larger portion of the wage-earners of the producing class, and it seems most unfair that they should be deprived of the right to earn as much as they possibly can, by the minority who have little or no ambition to make progress, but whose desire is, or seems to be to get through life as easily as possible without regard to any improvement they might make in their social standing, or in the number of comforts they might enjoy by a little extra effort on their part.

We are also satisfied that if this law is enacted, the government will pay a great deal more for their supplies than they are paying at present, and the development of Canadian industry will be seriously hampered.

We trust your committee will give the matter very serious consideration, and we hope will report adversely on this particular Bill.

Yours truly,

CRESCENT MANUFACTURING CO., LTD.

W. H. WALKLEY,

*Secretary Treasurer.*

(324)

The W. J. Crothers Company, Biscuit and Confectionery Manufacturers.

KINGSTON, ONT., January 20, 1910.

HON. W. L. MACKENZIE KING,  
Ottawa.

DEAR SIR,—We see that there is a Bill before a special committee of the House of Commons, known as Bill No. 21, which is being presented by the labour organizations of the Dominion, asking that a day's work consist of eight hours on all government contracts.

We take it for granted this is only a thin edge of the wedge in which to have the government make this eight hours a day a law on the statute books of this country, and as large manufacturers we wish to enter our protest.

In many instances members of the government staff would have to work ten hours a day while others would claim eight hours, and from our standpoint of view it would make endless amount of work for somebody. As you know in all branches of manufacturing departments, salaries have gone up by leaps and bounds during the last few years, and if the day's work is to be shortened by two hours it will increase the cost of manufactured goods just as much in proportion. The same would apply to all government work, because the labourer would expect the same amount of pay for eight hours as he would for ten.

With this eight hours a day, in large cities it would be almost impossible to get help in the smaller towns and villages as a man would naturally gravitate to the centre where the hours would be shorter.

As you know at the present time this would work a great hardship on the farmer, where they would be much better off were they to stay in the country.

It does not seem a reasonable thing that this organization which represents only a small per cent of the capital invested in this country should impose any such hardships on the manufacturing industries. It would certainly hamper the advancement of Canadian industries which we all would deplore.

We trust that your committee, after looking at this matter as you will from all points of view, will report on it adversely when presented to the House.

Respectfully yours,

W. J. CROTHERS.

*President.*

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(291)

**The Davidson Manufacturing Company, Limited.**

MONTREAL, January 20, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of Special Committee, Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—It has come to our notice that a compulsory Eight-Hour Day Bill for government contracts is being studied by the above committee. We would respectfully call your attention to the fact that in a great many lines it will be practically impossible to conform with the provisions as drafted at present, providing it applies to the general purchases of the government. The goods which we supply to the government, through jobbers and others, are made in large quantities by us, and sold to these jobbers out of stock for them to supply government contracts or purchases, and it would be impossible to make such goods in small quantities under an eight-hour arrangement, without more than doubling the cost; we would also point out that tinware is subject to a duty of only 15 per cent from Great Britain, while the ingredients going into the manufacture of which, such as varnish, japan, &c., are subject to a preferential duty of 15 per cent and 20c. per gallon, and wire locks, trimmings, &c., &c., are also subject to a heavy duty. The difference in freight on the finished article compared with the raw material is probably lower on the finished article on account of the large amount of waste in cutting for sizes and patterns, so that you will see that our protection is not sufficient to compensate us for the high wages we pay over and above that paid in Great Britain, so that any further burdens placed on us is likely to drive the manufacturing of such goods as we make, out of the country.

We will be glad to have the pleasure of showing you through our works some time you are in Montreal.

We have the honour to be,  
Yours very truly,

J. DAVIDSON,  
*President.*

(328)

**A. Davis & Son, Limited, Kingston Tannery.**

KINGSTON, ONT., January 21, 1910.

Hon. W. L. MACKENZIE KING,

Chairman Special Committee on Bill 21,  
House of Commons, Ottawa.

DEAR SIR,—We beg leave to enter our protest against what has come to be known as the Compulsory Eight-Hour Day Bill, in other words, Bill No. 21, which we understand a committee, of which you are chairman, has at present under advisement.

Permit us to place before you a few reasons why, in our judgment, no such action as is anticipated in this Bill should be taken by the government.

1st. If this Bill became law it would prohibit our firm, or any firm in our position doing a regular manufacturing business, and working more than eight hours a day, in sharing in any government business that might be offered. It would be utterly impracticable to maintain organizations and establishments working one portion of the staff eight hours per day on government work, and the other employees more than eight hours per day on other business. As a natural consequence of this there will be fewer firms in a position to compete for government business, and, consequently, with less competition the prices the government would have to pay would be higher.

Permit us also to call your attention to the fact that prior to the financial crisis in 1907 it was difficult to secure sufficient labour in Canada with practically all lines working at ten hours per day, and there is every probability that in the near future,

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with the full recovery of business, as great a shortage of labour will prevail as we had to contend with before. A reduction in the hours would mean a still greater shortage in the matter of labour. A shorter working day means of necessity a higher price to the purchasers of the goods, whoever they may be.

Permit us also to call your attention to the fact that apparently the Bill in question is being urged by organized labour. This, we understand, represents only about 8 per cent of the labour vote of the country, and, in our judgment, this comparatively small portion of our people should not be permitted to impose conditions which will hamper the developments of our Canadian manufacturing interests. We sincerely hope that your committee will report adversely on the Bill in question.

Yours truly,

ELMER DAVIS,  
*Vice-President.*

(127)

The Dennis Wire and Iron Works Company, Limited.

LONDON, ONT., January 12, 1910.

DEAR SIR,—While we would perhaps have no objections to a Bill proposing a universal eight-hour day for employees and mechanics, it is our opinion that the discriminating provisions of the Bill under consideration are decidedly objectionable from our viewpoint.

In our factory the hours of work are ten hours a day except Saturday, when the working hours are five hours. If our employees who are working on government orders are only permitted to work eight hours a day it will certainly cause friction and dissatisfaction on the part of employees working on other contracts, who are obliged to put in ten hours a day.

We presume that if this Bill becomes law it would not prevent our employees making government work, putting in eight hours on the government contract, and working the other two hours on some other job. In this event, the evident intention of the Bill would be defeated so far as government work done in the factory is concerned, but would still give trouble and much inconvenience in our shop routine. This feature, of course, pertains to the government work being manufactured in the factory and not in connection with the erection of public works. We receive occasional orders for certain goods to be manufactured for the government and we consider it would be most unsatisfactory to have the workmen sometimes working eight hours when employed with government work, and the greater portion of their time working ten hours, the regular time schedule of our own and other factories in this city, and so far as we are able to learn, while our workmen would appreciate a general eight-hour Act, they would prefer to be without this most confusing law as proposed by Mr. Verville's Bill. We remain,

Yours truly,

DENNIS WIRE AND IRON WORKS CO., LTD.

E. R. DENNIS,  
*Manager.*

(133)

The Dickie Lumber Company, Limited.

STEWIACKE, N.S., January 12, 1910.

DEAR SIR,—Replying to above, we cannot see how the lumbermen of Canada can remain in business on an eight-hour day, and compete with our Swedish and Russian opposition in the European markets.

Yours truly,

THE ALFRED DICKIE LUMBER CO.

ALFRED DICKIE,  
*President.*

## APPENDIX No. 4

(215)

Dodge Manufacturing Company of Toronto, Limited, Engineers, Founders, &amp;c.

TORONTO, ONT., January 18, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

DEAR SIR,—Respecting the proposed legislation on eight-hour day, we can say that our men do not want a shorter day's work. We know this from actual experience. What our men want is money, and the most likely way to get this as we see it, is in the first place by working for it to the extent of their abilities, and in the second place through the government giving their labour reasonable and consistent protection against foreign competition.

As to adopting an eight-hour day for all government work, we cannot see that such a move would be practicable. It might be, did shops exist where nothing else but government work was carried on, but as such is not the case and where government and civic must be carried on in shops where other work is going on, it must be plain that any distinction as to hours on any given work would be entirely impracticable. We cannot see but what it would be vastly in the interests of organized labour to devote their attention to the imports of machinery into Canada and exert themselves in this direction of bringing about such a state of affairs as will necessitate this machinery being manufactured in Canada and thereby enhancing the value of skilled labour in this country. We think such a move would work out greater to their advantage ultimately than their efforts in the direction of an eight-hour day ever can; all of which is respectfully submitted.

Yours very truly,

DODGE MANUFACTURING CO.

C. H. WHEATON,

*Manager.*

(111)

Dominion Bridge Company, Limited.

MONTREAL, January 10, 1910.

DEAR SIR,—We consider the proposed legislation decidedly objectionable for several reasons. It is not restricted to the work being done at the site of a contract, but apparently would follow back to the shops or other places where material for the government is being manufactured or worked and cause endless annoyance and confusion at such places, for it is out of question that a shop, a quarry or a sawmill should work eight hours per day on material for government contracts and work the usual hours on other business in hand at the same time. It is unreasonable to forbid a labourer or mechanic working more than eight hours, and earning more than eight hours pay if he cares to do so.

The penalty provided for the infraction of clause 1 is out of all reason.

The foregoing we think covers the more serious objections to the proposed Act.

Yours very truly,

PHELPS JOHNSON,

*Manager.*

(278)

Dominion Car and Foundry Company, Limited.

MONTREAL, January 20, 1910.

Hon. W. L. MACKENZIE KING,

Chairman, Special Committee on Bill No. 21,

Ottawa.

DEAR SIR,—We wish to protest against the passage of Bill No. 21.

This matter of an eight-hour day was agitated in the province of Nova Scotia two years ago. The provincial government appointed a commission to inquire into the

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matter. Prof. McGill, chairman of the committee, sent to employers of labour of list of 24 questions.

I now inclose a copy of my answers to the questions and you may now consider these answers as the opinion of the Canadian Car and Foundry Company, Limited, reference to above Bill.

Yours very truly,

N. CURRY,  
President.

AMHERST, N.S., November 15, 1908.

PROFESSOR MAGILL,  
Pine Hill,  
Halifax, N.S.

DEAR SIR,—Referring to your circular letter, and list of twenty-four questions, in reference to eight-hour day:—

1. If an eight-hour day were in operation, we would lose  $11\frac{1}{2}$  hours of production per week, and the amount of our output would be reduced 20 per cent.

2. In some of our departments, labour represents 50 per cent or more of the output. In these departments, cost of production would go up 10 per cent. The average over the whole plant would probably go up about 7 per cent.

3. Do not suppose cost of our production would advance more than that of others operating under eight-hour day, but we would be handicapped to the extent of from six to ten per cent as against those operating under ten-hour day.

4. We try to keep our mechanical equipment up-to-date and in a thoroughly efficient state, and do not think anything could be saved by changes in equipment under an eight-hour day. Same answer applies to multiple shifts, and lessening of waste.

5. Under an eight-hour day, our employees would insist on having their holidays, attending circuses, horse races, &c., the same as they do now. The industrious and steady men are not absentees under present conditions. Meal and rest intervals does not affect our plant. We could not look for greater efficiency under shorter days.

6. Have had no reduction in hours. Have always worked ten hours to the day.

7. Our employees could not do as much in eight hours as they do now in ten. Nearly half of the men are on machines, and the machine will do so much per hour, whether the hours are eight, or more, and this applies to the men as well, unless the work is heavier than ours, and the hours go beyond ten.

8. An eight-hour day would have a tendency to throw the old men out of work, as we are quite sure that under an eight-hour day, we could not get work at remunerative prices to keep all our men employed, and could only afford to keep on the ablest and most efficient.

9. If an eight-hour law were in operation, and we wished to maintain our present output, we would have to increase the different classes of employees 20 per cent. The increase in labour cost would be in like proportion. The effect upon the price of our produce would be to advance it from 6 to 10 per cent.

10. During the present year, there have been a number of unemployed in our district. Previous to this year, we have had no unemployed for many years.

11. We work some over time, and pay 25 per cent for night work; 50 per cent extra for Sunday work.

12. About 7 per cent of our employees are English and Scotch, the balance Canadians, natives of Nova Scotia, New Brunswick and Prince Edward Island.

13. We rate each man individually, according to the quantity of work performed.

14. In my opinion, if an eight-hour law were in force in Nova Scotia, and not in the rest of the Dominion, employers could not afford to pay more per hour than

## APPENDIX No. 4

was paid in the other provinces. This would mean that eventually the workmen would get 20 per cent less than workmen in other provinces.

15. An eight-hour day would have no effect on the safety or health of the steady, industrious men, as these men are not content with even ten hours' work. They work at home both night and morning in their gardens, and doing work for their neighbours, while the unsteady men would have more time to spent in the saloons, and places of amusement, than they now have, and the result would be they would have less money and poorer health.

16. Less than 1 per cent of our output is exported.

17. Export trade so small, have not bothered to look up competitors.

18. Export trade such as it is, would be affected by an eight-hour day same as local trade.

19. An eight-hour day would not handicap our industry as against other similar industries, working under an eight-hour day.

20. The climate of Nova Scotia is a good one for manufacturing. We have no extreme heat, or extreme cold, consequently we do not think any man who is able to work at all, is injured by working ten hours at any season of the year. There might be some excuse for an eight-hour day in a southern climate, but do not think Nova Scotia needs it.

21. In a plant like ours, it is necessary for nearly all the men to work the same hours. Do not know that it would be of any use to exempt a portion of the men from the eight-hour law.

22. We use about 15,000 tons of Nova Scotia coal, and about 1,000 tons Nova Scotia coke.

23. We use about 1,000 tons American coke, and about 200 tons American anthracite coal.

24. In our opinion, an eight-hour day would be the most foolish and harmful piece of legislation that Nova Scotia government ever had, or ever could put on the statute-books. It is not for a new country like this, that is struggling to establish industries, to attempt to reduce the hours of work. Let the old countries that have had hundreds of years' experience in manufacturing, and who have made the foundations for business, and with ample capital, thorough organization, and everything possible to successfully conduct same, first take up this question, and even after such a law is in operation in these countries, it should not be put in force in a new country for at least twenty-five years. In our own case, an eight-hour day would put us out of business in one year. We estimate that the increased cost of our output would be an average of 70 per cent, while the profits on our output for the past ten years, has averaged less than 6½ per cent.

We might say that the chief reason for our car-building business now being in Amherst is that where it was formerly located in St. John, the nine-hour day was established by the unions, and the increased cost of wages made it impossible for the industry to compete with the upper Canadian industries working on the ten-hour system, and if an eight-hour day were to become law in Nova Scotia, and not in the other provinces, or is more than likely that we would either close up the business entirely or remove to a point in New Brunswick, or farther west probably farther west.

A number of industries now located in the lower provinces, feel that they could do better farther west, and we are quite sure that an eight-hour day in Nova Scotia would be the deciding factor, and that a number of industries would immediately make arrangements to move farther west where they would be nearer their market. As regards our own output, over 80 per cent of it goes west of Nova Scotia.

Factory employees at the present time work shorter hours than those employed in stores, hotels, restaurants, barber shops, &c. They also have much shorter hours than farmers and fishermen.

Yours truly,

RHODES CURRY & CO., LTD.

N. CURRY, *President.*

(101)

## Dominion Corset Company.

QUEBEC, December 30, 1909.

DEAR SIR,—As a member of the Canadian Manufacturers' Association, who is taking quite an interest in everything in relation with all industries, and being also a manufacturer myself, employing nearly 1,000 people, I must say that such an Act would be considerably harmful, and would cause serious trouble and damages, and would be a source of great difficulty for all the industries of this country.

In the first place, there is no reason why labourers employed upon government work should be favoured with two hours less labour. I think that this system has already gone far enough in government offices, and that it should not be introduced outside of offices.

2nd. If the government should adopt such a system for its work, this would at once be extended to all outside contractors. It would also undoubtedly become one of the regulations of working hours with the industrials, and it could not be avoided, as the government had made it its own rule—it would immediately become law with outside work.

At the present time, industry and agriculture want no harder task than they are having. Times are, in a way, prosperous; the labour class is very independent, and not at all too many in number. Therefore, everybody must work hard and constantly. Our labouring classes are under considerable expense, the agricultural class not having progressed and not having kept up with the time, or in other words, not having increased as fast as the industrial. All eatables are sold at very high prices, and makes living quite expensive. This coupled with the extravagant ways of living of our labour class makes it obligatory for everyone to earn quite a lot of money, and if the hours are shortened, it will certainly not improve matters, but will throw a very large amount of increased cost in the production of all manufactured goods in this country.

By reducing the hours of labouring 20 per cent, you are reducing their wages 20 per cent, and if that large body is given two hours a day more of leisure time, it will necessitate so much more, to give them that much leisure time every day. Therefore 20 per cent reduction in hours of labourers will mean between 25 per cent and 40 per cent advance on their wages, which will be an enormous load to carry for most industries.

Another point, most industries in this country are controlled by men of a good deal of energy, and in some cases, a great deal of pluck. The population of our country, while increasing quite a good deal, is not doing so in keeping with the increase of industry, and most of these are now looking outside of our Dominion to increase their business.

The moment we begin to do an export trade, we put ourselves on par with the world. In doing this, we must also put ourselves on par as to cost of the article, which is going to be sold at the face of the world, and as it is understood, admitted and widely known that labour, in this country, is not sold at a low price at all, you would do but very little, and it would interfere considerably with any such projects of exporting, which are the only possibilities to permit many existing industries to still enlarge on their present size.

I am therefore entirely opposed to the adoption of such a measure, and sincerely hope that the House of Commons and Senate will not take action upon this Bill. I remain, Dear Sir,

Yours truly,

GEO. E. AMYOT.

*President, Dominion Corset Co.**President, GEO. E. AMYOT Brewing Co.*



APPENDIX No. 4

(152)

**The Dominion Oilcloth Company, Limited.**

Committee on 'An Act respecting Hours of Labour on Public Works,' Ottawa, Ont.

MONTREAL, January 19, 1910.

GENTLEMEN,—We duly received your circular letter dated the 27th ult., *re* Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' and in reply would say that, in our opinion, it would be a great mistake for parliament to pass such an Act, and we strongly oppose same on general principles.

We believe that such an Act would not be in the interests of either the workmen, the government, the contractors or manufacturers, and would without doubt prevent the government using goods made in Canada on public works and for government supplies.

We also believe that it would tend to make men dissatisfied with farm and country life, which we think would be very harmful to Canada.

Furthermore, we do not believe that workmen as a rule desire to have their working time limited to eight hours, and we know one manufacturer, who has his factory running continuously, who endeavoured to work in it three shifts of eight hours each, and after a few weeks had to change it to two shifts of twelve hours each.

Our own workmen are employed for nine hours only, but very frequently they have to work overtime in order to finish up the day's work.

We sincerely trust that your honourable committee will not report in favour of this Bill.

Yours very truly,

THE DOMINION OIL CLOTH CO., LTD.

JOHN BAILLIE,

*Managing Director.*

(354)

**Francis Drake, Manufacturer of Carbonated Beverages.**

NEW GLASGOW, N.S., January 21, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

HON. SIR,—The undersigned beg to approach you *re* the 'Eight-hour Day Bill,' and we do not desire to place ourselves on record as being opposed to labour in any sense, but we fear the Bill would cause several things that would work against capital and the government, and also against the very labour itself.

1st. It would prohibit the employer and also employee that work more than eight hours per day from sharing in government business.

2nd. It would not permit any establishment to work part of the staff for ten hours on orders for private parties and private corporations, and a portion of its staff on government orders.

3rd. The ultimate outcome would be that there would be less keen competition for government orders and prices would have a tendency to go up and therefore the government would pay a higher price for its work.

4th. The employee desirous of getting a step higher through extra work and effort would be robbed of this chance, and ambition would be at a discount.

5th. Again the question of help would be doubly accentuated, *viz.*: the shortage of help, which has even in the past, caused a curtailment of output, where would it leave the manufacturer if 25 per cent of the time was cut out?

6th. The shorter day would naturally mean increased cost of production which would consequently mean advance in price charged by the jobber, the retailer and consumer, and therein would accrue increase in cost of living.

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We therefore trust you will give this matter very careful consideration, weighing the interest of capital, viz.:—the manufacturer, and at the same time the interest of labour not organized, which aggregates 90 per cent, and organized only 10 per cent. The employee should, if he so desires, be allowed to work the length of time he pleased.

Thanking you for any attention you may bestow on this.

Yours respectfully,

FRANCIS DRAKE.

(151)

Duclos & Payan, Tanners.

ST. HYACINTHE, P.Q., January 19, 1910.

DEAR SIR,—Your letter regarding above Bill was duly received and we would like to express our opinion as opposed to the reduction in hours of labour for government work. We believe that this would be only the beginning of a movement for an eight-hour day in all lines.

We should be opposed to an eight-hour day on general principles; the reduction in work would enhance the cost of all manufactured articles; would restrict to a great extent all production in a country which is in great want of all forms of labour. In a new country such as ours there is work for all and more than there are hands to do it, so that increased productiveness is wanted; not a decrease such as shorter hours would mean,

Respectfully yours,

DUCLOS & PAYAN.

(350)

Dunlop Tire and Rubber Goods Company, Limited.

TORONTO, January 21, 1910.

The Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,

House of Commons, Ottawa.

DEAR SIR,—We wish to decidedly protest against the passing of a compulsory eight-hour day Bill.

This company supplies the Dominion Government with some portion of its supplies, and from time to time tenders and receives orders from the Public Works Department for rubber goods, of various varieties.

It would be an utter impossibility for us to so arrange our staff that such portions of our work could be done by men only employed eight hours in the day, because the labour of each employee of the company would, to a more or less extent figure in the manufacture of certain lines of goods now supplied the government.

We can quite understand that it would be possible to apply such an Act to outdoor construction work, but it would be impossible with indoor processes where the compulsory ceasing of work at a certain hour would mean the ruin of a great amount of material.

We express the hope that the committee will report adversely on the Bill in question.

Very truly yours,

DUNLOP TIRE & RUBBER GOODS CO., LTD.

J. WESTREN,

*Manager.*

APPENDIX No. 4

(211)

**J. R. Eaton & Sons, Wholesale Dealers in Builders' Supplies.**

ORILLIA, January 18, 1910.

The Hon. W. L. MACKENZIE KING,  
Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa.

DEAR SIR,—We desire to enter a strong protest against the passing of the compulsory Eight-hour day Bill, as we believe it would be detrimental to our own interest and the country at large.

We hope your committee will report against this Bill.

Yours truly,

J. R. EATON & SONS.

(360)

**A. J. H. Eckardt, 107 Niagara Street.**

TORONTO, January 25, 1910.

Hon. W. L. MACKENZIE KING,  
Chairman of Special Committee on Bill 21,  
House of Commons, Ottawa, Ont.

DEAR MR. KING,—I write you these few lines to inform you that the above mentioned Bill would be objectionable to every manufacturer in Canada, and in fact every employee so far as we are concerned. We know our general employees desire to work ten hours a day because they are paid by the hour and they are looking for ten hours a day if they can get it. I should judge that such a law as you speak of would be very detrimental to the farming community and also the manufacturing interests of this country, and I cannot understand any government entertaining talking about it for a minute. The first thing an employee of ours asks is 'how many hours a day do you work?' If we said eight, he would not want to work if he could get ten hours, and putting manufacturers in a position where they cannot work employees any longer than eight hours a day in doing government work, is ridiculous in my mind. Then again you would not have any competition for government work. It would cost the government more to do their work and of course the people have to pay for it. It does not affect the rich and wealthy people. The mass of the people would have to pay the shot, the farmer especially. So far as I can see the thing is all wrong and should not be entertained at all. The average man is better working ten hours a day than eight hours because he often spends in the two hours what he has earned in the eight.

Yours truly,

A. J. H. ECKARDT.

(184)

**The Eclipse Whitewear Company, Limited.**

TORONTO, January 18, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

DEAR SIR,—We learn, that the compulsory Eight-Hour Day Bill is again before the House of Commons, and wish to give you our reason for protesting most strongly against this becoming law.

In our factory we are working nine hours a day for five days of the week, and four hours on Saturday, making in all forty-nine hours for the six days. We cannot possibly get through our work, with less working time than forty-nine hours a week. In fact, frequently we are urged to work over time, but are are doing our best to

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keep the hours at the present high standard. No complaint from one year's end to another is raised by any one working during these hours, and we think it would be an exceeding hardship to be compelled to cut one working hour a day off five days of the week under penalty of being unable to contract for any work, to which the government of Canada is a party. One thing is certain it would necessitate our working on Saturdays for eight hours instead of only four hours the whole year round, as at present, and the present method is infinitely more to be desired by our workers, than the other would be.

There are many other reasons why we think the Bill unfair, but for the above reason alone, we think it should not become law.

G. JAMES BEER.

(359)

The E. B. Eddy Company, Limited.

HULL, QUE., January 25, 1910.

The Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,

House of Commons, Ottawa.

SIR,—*Re* 'Bill respecting the Hours of Labour on Public Works.' As large manufacturers in Canada, we beg leave to protest against the passage of this Bill, believing that such passage will have a disastrous effect on Canadian industries generally, for the following, among other reasons, which seem to be sufficient not only to justify, but to make it the imperative duty of the special committee, to bring in an adverse report on the expediency of this measure.

The passing of such an Act and its enforcement would prohibit every employer and every employee who wants to work more than eight hours per day, from sharing in government business.

It would prevent large employers of labour from contracting for even a small government job, because from the very nature of the Bill, no employee of such employer, whether engaged in government work or not, would be permitted to work more than eight hours per day.

Because a Bill enforcing such conditions and imposing such consequences on employers, especially those engaged in large and varied works, would make competition for government orders less keen. Prices would surely go up to a greater extent than the reduction of the hours of labour would warrant, and the work done would have to be paid for by the government at very much higher figures.

Because as soon as industrial depression is overcome, there would at once be a shortage of labour, and a reduction in the hours of labour would mean that this shortage would be accentuated.

Because a shorter day's work would mean increased cost of production involving a material advance in prices charged to the jobber, the retailer, the consumer, and would add a further general increase to the already increased heavy cost of living.

Because the shorter hours of labour in cities would attract more men from agriculture and farm work, consequently the retaining of sufficient agricultural labour would be even more difficult than it is at present.

Because organized labour, so called, represents only about eight per cent of the labour vote of this country, and if this attempt on the part of organized labour to reduce the industrial day to eight hours is successful in Canada, unless it is also successful in other industrial countries, it means that Canadian producers and manufacturers would be quite unable to meet foreign competition, outside of or even within the Dominion of Canada.

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Finally, the provisions of this Bill appear to be in restraint of trade, prohibiting as they do the making of contracts between the employer and employee in relation to the hours of labour.

We trust, therefore, that you will give the foregoing your favourable consideration, and remain,

Yours truly,

THE E. B. EDDY CO., LTD.  
W. H. ROWLEY,  
*President.*

(109)

P. W. Ellis & Company, Limited, Wholesale Jewellers and Silversmiths.

TORONTO, January 8, 1910.

DEAR SIR,—In our judgment, such a Bill would be very dangerous indeed, and would embarrass seriously the relations between employer and employee. For illustration: one branch of our factory employees work 55 hours per week, and in another branch 52 hours. In the United States, in similar factories hours of labour are 60 hours, when our men work 52 hours and 55 hours per week respectively against 60 hours of our competitors in the country to the south of us.

Were such a Bill to become law, it would prevent our company from tendering upon government work, for the reason that it would be quite impossible for us to have one portion of our people on special contract working 48 hours per week, while their fellow men were working 52 and 55 hours respectively. It will appeal to the members of your committee seeing the condition that would be created, when workmen throughout the Dominion, working upon government work, are only required to do eight hours' service per day, and all, on other classes of work, a greater number of hours. This would create a comparison and unrest that would surely lead to difficulties, and we cannot too strongly emphasize the danger of such a Bill being placed upon the statute book of our country.

Yours truly,

P. W. ELLIS & CO.  
P. W. ELLIS,  
*President.*

(314)

Emerson & Fisher, Limited, Hardware.

St. JOHN, N.B., January 20, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa.

DEAR SIR,—We understand that a Bill is now before the Canadian House of Commons urging that eight hours should be the limit of the working days for labour employed upon government work for orders.

We beg to express the opinion that legislation of this kind would be exceedingly dangerous and troublesome. It would be very hard indeed for many manufacturers who happen at times to sell goods to the government for work on contract, to discriminate between that work and other, and would lead to endless confusion and wrangling. Further, it would be the entering wedge of such a diminution in producing power as would prevent Canadian manufacturers, in the future, from meeting competition with other countries, and would prove such a serious handicap as would be distinctly against the interests of both employer and employee.

While we are favourable to anything that will minimize the burden of the labouring man, and help to make life easier for all concerned, and will be glad to support any reasonable means to that end, we feel the day is yet far distant when this country can afford to pass such drastic laws as this.

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There are many other arguments that might be put in opposition to the proposed plan, which are doubtless being placed before you at the present time.

Feeling satisfied that discussion of this matter will clearly show it is impracticable, we are,

Yours very truly,

EMERSON & FISHER, LTD.

(252)

**Employers' Association of Toronto, Canada.**

TORONTO, January 12, 1910.

DEAR SIR,—In answer to your favour of the 27th of December, regarding Bill No. 21, 'An Act respecting Hours of Labour on Public Works.' I am instructed to inform you that this association, comprised of nearly all the manufacturing and employing firms in this city, desire to protest most strongly against the favourable consideration of this measure.

The general complaint at the present time throughout the Dominion in connection with our industrial and agricultural requirements is that we have not sufficient labour for the development of the country's resources. The farmers are universally complaining that they cannot get and keep labour at wages which their employment can support. Exemptions of a large section of industrial workers from ordinary conditions of work will make it more and more difficult for farmers to keep their labour contented, while it will attract from the agricultural fields large increases to the urban populations without affording corresponding opportunities of work for this class of unskilled help.

Industrially, the proposal is extremely serious. In the face of the necessity of labour of every description in the Dominion and without the immediate prospect of having that necessity supplied, one-ninth of the productive powers of a large section of the people will be arbitrarily cut off. Unrest and disquiet will most certainly result among almost every section of industrial workers. Every class which thinks the wages and conditions of its men are being discriminated against by the conditions of contract labour, will start agitations for such increases as they imagine they should receive to compensate them for the shorter hours worked by their more favoured fellows.

We oppose this Bill strongly, not as opponents of a short-hour system, but as opposed to compulsory short-hour legislation. To safeguard the interests of their business opportunities of work to all qualified men under the open shop system, employers have been compelled to organize into protective associations. This legislative move is nothing but an attempt at a legalized closed shop, which will result in a continuance of the present strife by holding out the hope that certain classes of working men can be made the wards of government and that they may look to that source to do for them what it is their proper providence to do for themselves, with due regard to the rights of others and of the common law of the land.

This measure is coercive beyond what good policy would dictate to a legislative body, even if it would prove practicable. Leaving out the cost of goods which will be enhanced in value upwards of one-fifth, can any one conceive the expense and annoyance connected with the enforcement of this measure. It is estimated that there are upwards of 5,000 government contracts. Supposing that each needs an inspector or detective. They would have to be paid upwards of \$3 a day, or \$15,000 in the aggregate, or over \$4,500,000 a year to enforce this Bill as its advocates would like to see it done.

To-day the great mass of government work is done without the personal attendance of an inspector. The government contracts for results and holds the contractor responsible for the results produced. Under this Bill, is it proposed to have an inspector in every shop? If not how can the measure be enforced? If a contractor has

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to be punished for working overtime shall it be on hearsay? What if the violation takes place in a sub-contractors shop and is not reported until the contractor has paid the sub-contractor off? The contractor would be mulcted yet the sub-contractor could not be reached except through expensive litigation.

One of the greatest difficulties to be faced in industrial work would be the hopelessness of running the factory on industrial time of ten-hours, and on government work of eight-hours. Where complex machinery is running in a large manufacturing establishment, it would be impossible to delimit the time when the government work should cease and the ordinary contract work continue. Machinery, in nearly all branches of industry, bears a very high per centage of the cost of production. Idle machinery means a heavy loss to the individual and community and a greater percentage than the time lost must necessarily be added to the cost of the goods produced; in most cases this will exceed one-fifth.

A further question arises as to the policy to be pursued with regard to government purchases of goods made outside in British or foreign manufacturing establishments? And if not possible to be enforced, will it not be a discrimination against Canadian contract manufacturing firms, who are arbitrarily forced to work eight hours while Dominion supplies are purchased abroad from houses working unlimited hours.

Contractors would find tremendous difficulty in furnishing goods under a law of this nature. Business men fear the disturbance of industrial conditions which would unquestionably be disastrous to the welfare of the country. Tax payers are interested even although the taxes are paid indirectly in the greatest economy consistent with proper government work. General citizens are interested in the preservation of the fundamental principles of contract and are particularly opposed to legislating for a favoured class.

The agricultural classes and general citizens are labouring the number of hours necessary in the furtherance of their particular business. These conditions are imposed by the competition of domestic and foreign trade, which cannot be made the subject of legislation. They will resent the exemption of this class from the hours and conditions which competition demands, and which they are forced to meet.

The provisions of this Bill go far beyond the functions of governmental administration and invade the rights of private citizens. It would seek to fix the hours of work in private employment where the subject matter of labour, although being made for the government, is a chattel belonging exclusively to the firm or corporation, not only, in every stage of production, but after its completion and until it is delivered and accepted by the government. The rejection of the goods by the government after completion would force goods produced under these regulations to compete with these manufactured under ordinary conditions on the open market to the detriment of the former.

We believe that the seriousness of this proposition should be most carefully considered in all its branches, when we believe that there would be no hesitation on the part of the committee in rejecting this most ill-advised measure.

On behalf of the association, I have the honour to remain,  
Yours very respectfully,

JAMES G. MERRICK,

*Secretary.*

(200)

S. H. Ewing & Sons, Coffees, Spices, Corks, &c.

MONTREAL, January 18, 1910.

Honourable W. L. MACKENZIE KING,  
Chairman, Special Committee on Bill No. 21,  
Ottawa, Ont.

DEAR SIR.—We protest against the attempt to bring in an eight-hour Bill for Canada. We are roasters of coffee, different kinds of nuts, &c. It takes us from an

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hour and a half to an hour and three-quarters to get up our fires in the morning. During certain seasons of the year, we find it almost impossible to get through our work in an ordinary day, and if we should finally be forced to cut our working time down for the day two (2) hours it would be a very serious matter for us.

We are practically in a position where we cannot increase our equipment to meet these rush conditions, as there are certain times of the year, (notably from the 1st January to about the 1st March) when we do not run our plant more than three-quarters of its capacity. As a matter of fact we are equipped right up to the limit of our premises, therefore any change in the working hours would be from our standpoint a very serious matter indeed.

We therefore trust that you will throw out this Bill, and remain,

Yours very truly,

S. H. EWING & SONS.

(332)

E. and T. Fairbanks & Company, Limited, Scale Manufacturers.

SHERBROOKE, QUE., January 22, 1910.

Hon. W. L. MACKENZIE KING,  
Ottawa, Ont.

DEAR SIR,—This is to say that if this Bill were to become law, then this corporation would not be a bidder on any government work. Such action would not be taken in any sense to defeat the wish or will of the government, but simply because it would be impracticable for us to work, say ten men eight hours a day on government work, and ninety men under the same roof for a greater number of hours, on work that was intended for other than the government.

I hardly think it necessary to enter into any lengthy argument, of the reason that it appears to me to be alike injurious to the employer and the employee.

Very respectfully yours,

E. & T. FAIRBANKS & CO., LTD.

H. N. TURNER,

*President.*

(213)

Fairbanks-Morse Canadian Manufacturing Company, Limited.

The Hon. W. L. MACKENZIE KING,  
Commissioner of Labour, Ottawa, Ont.

DEAR SIR,—We wish to enter a protest against the Compulsory Eight-hour Bill now before the House of Commons. From our point of view it would be impossible to compete for government work if we were permitted to work only eight hours in our ten-hour per day factory. We cannot differentiate between jobs with accuracy, and if we did, it would add very much to the expense of government work, in fact we could not afford to compete for government business.

We believe it much against the country's interest to let anything stand in the way of open competition for their work, and the small element represented by organized labour, being less than 10 per cent, should not influence such a large proportion of the country as a whole.

We hope you will use your influence against the Bill.

Yours truly,

FAIRBANKS-MORSE CANADIAN MFG. CO., LTD.

P. C. BROOKS,

*Manager.*



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(198)

J. Finlay & Sons Company, Manufacturers of Hubs, Spokes, &c.

NORWOOD, ONT., January 18, 1910.

Hon. W. L. MACKENZIE KING,  
Ottawa, Ont.

DEAR SIR,—Re Eight-hour Day Bill. We understand this Bill has been referred to a special committee of the House of which you are chairman, for investigation and report. We, as manufacturers who have had large experience in labour and business matters, beg to protest against the passing of this Bill. In our business here all our men are well satisfied with their present hours of labour. Under the Act, if passed, it would prevent us and our employees from sharing in all government business.

Once we have fully recovered from the present industrial depression there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated.

It would be utterly impracticable for any establishment to work one portion of its staff eight hours a day on government orders and the rest of the staff ten hours a day on orders for private parties and private corporations.

As a natural consequence competition for government orders would be less keen; prices would go up and all work would have to be paid for by the government at a higher figure.

The shorter hours of labour in town and city workshops have proved a wonderfully strong attraction in influencing men to leave the farm. If these hours are now reduced to eight per day, hired help on the farm will be more difficult than ever to secure and retain.

It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellows by extra work or effort would be denied him.

A shorter work day would mean an increased cost of production, which in turn would mean a material advance in the price charged by the jobber, the retailer and the consumer, and consequently a general increase in the cost of living.

We are in an agricultural district and in close touch with the farming community, the writer having been Liberal representative for this riding in the last parliament as well as having had an experience of forty-five years in business dealings with farmers as business men and we know how such a Bill would hamper the developments of Canadian industry. Everyone knows how hard it is to-day for farmers in eastern Canada especially, to secure help and if these conditions were made harder, it would be the means of further reducing the number of our best farmers.

We earnestly request that your committee will report adversely on this Bill.

Yours sincerely,

J. FINLAY & SONS CO.

JOHN FINLAY.

(320)

J. Ford & Company, Manufacturers of News, Wrapping and Match Box Papers.

PORTNEUF STATION, P.Q., January 20, 1910.

Honourable W. L. MACKENZIE KING,  
House of Commons, Ottawa.

DEAR SIR,—We note that the Eight-hour Day Bill has been brought before the House again this session, and that it has been referred to a Special Committee, to report thereon, and of which you are chairman.

We have objected to this Bill, through our member M. S. Delisle, each session that it has been brought up, and we again protest against its becoming law; and trust that your committee after investigation of its tenure will report thereon adversely.

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As manufacturers employing a number of men both in our mills and outside, it would disarrange the system now in vogue all through the country, and cause dissatisfaction among all classes of employees, as well as annoyance to the employer,

Yours truly,  
J. FORD & CO.

(196)

**J. M. Fortier, Limited, Manufacturers of Cigars, &c.**

MONTREAL, January 18, 1910.

Honourable W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—Regarding the compulsory eight-hour day Bill, I wish to register with you my protest against this Bill, as it will put the manufacturers in an inferior position to our foreign competitors especially in export business, which we are attempting to do now. The reasons are too numerous for me to enumerate here, but you as a business man must work more than eight-hours per day, and all successful men are compelled to do so if they are prosperous, and I do not see why the government should stop them.

I sincerely hope you will see your way clear to throw this Bill out, as it is harmful to the nation.

Very truly yours,  
J. M. FORTIER.

(123)

(Translation)

**Foundry of Plessisville (Vulcan Turbines, Engines and Boilers).**

PLESSISVILLE, P.Q., January 11, 1910.

SIR,—In answer to your circular of the 27th December, 1909, in reference to Bill No. 21, allow me to tell you that we are emphatically opposed to such legislation. We remain,

Your devoted servants,  
WM. R. MICHAUD.

(122)

**Frost & Wood Company, Limited, Agricultural Implements.**

SMITH'S FALLS, January 11, 1910.

DEAR SIR,—We have received your communication dated the 27th, of December, asking for the views of this company in relation to Bill No. 21, 'An Act respecting Hours of Labour on Public Works,' and would say in reply, that as the president of this company is Chairman of the Committee of Immigration and Labour of the Senate, and as the Bill will probably come before him and his committee providing it passes the House of Commons, we will leave the matter entirely in his hands to furnish such information as you ask, and his views will represent the views of our company.

Yours truly,

THE FROST & WOOD COMPANY, Limited,  
FRANCIS T. FROST,

*President.*

(137)

(Translation.)

**C. Galibert & Son Company, Tanners.**

MONTREAL, January 14, 1910.

SIR,—We have received your letter in which you manifest the desire of obtaining an expression of our views on the Bill respecting the Hours of Labour on Public Works. In our opinion, should an eight-hour day law on all public works be enacted,

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and come into operation, that principle would soon be extended to all kinds of individual contracts in the Dominion, which would not only prove prejudicial to our national industry, but also to the interests of the working classes. Indeed, the enactment of such legislation would seriously impede our domestic industry which, under the ten-hour system, has been a great deal of trouble in competing with foreign countries. The moment that it became confined to the eight-hour day, it would be forced to reduce proportionately the rate of wages, in order to restore the equilibrium, or else what would be still more disastrous, to close its doors.

E GALIBERT.

(212)

**The Galt Knitting Company, Limited.**

GALT, ONT., January 18, 1910

The Hon. W. L. MACKENZIE KING.

House of Commons, Ottawa.

DEAR SIR,—In regard to the Eight-Hour Bill, now about to be brought up in parliament, we wish to enter our protest against what we consider to be a very unfair move on the part of organized labour.

It makes it practically impossible for a manufacturer to operate one portion of his plant on a basis of eight hours, and the other on a basis of ten hours, and will be the means of putting up prices, in addition to the increased cost of production and a general increase in the cost of living.

Manufacturers, during the past two years, have had their own troubles owing to the general depression, and an added burden such as this Bill would place upon them should be avoided.

We are, dear sir,  
Yours respectfully,

C. R. H. WARNOCK,

*President.*

(250)

**Gananoque Bolt Company, Limited.**

GANANOQUE, ONT., January 19, 1910.

Hon. W. L. MACKENZIE KING,

Chairman, Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—We wish to put ourselves on record with you as strongly protesting against the passage of the above Bill No. 21, as being in our opinion uneconomic and detrimental to the best interests of our growing country. If Canada is to fulfil her destiny, we believe it will be necessary for her to set an example for the world in the matter of industry and thrift. We are convinced the passage of a Bill such as No. 21, which would in any way restrict individual effort and ambition, would be a national calamity.

Yours very truly,

F. B. COWAN,

*Manager.*

(252) (319)

**The Georgian Bay Milling and Power Company, Limited.**

MEAFORD, ONT., January 20, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

HON. SIR,—We wish to protest against Bill No. 21, now before a special committee in the House.

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This Bill, if passed, in present form, will make it very difficult indeed for flour millers to take government contracts.

The committee will readily understand that our business cannot be run upon an eight-hour day system. The effect upon our business of the passing of such a Bill would be almost revolutionary, and we also must consider our farmer friends in the matter, who, at the present time have difficulty enough in their procuring of labour, and should not be handicapped in any way.

The passing of this Bill, although at the present time only dealing with government contracts, will mean later on, labour of all kinds, in a young and growing country like ours, trade conditions of all kinds should be as unfettered as possible.

We trust your committee will see their way clear to throw the Bill out at the present time.

Organized labour, representing as it does such a small part of the total supply, should not attempt to dictate to such a large majority of labourers their hours of labour.

Yours respectfully,

THE GEORGIAN BAY MILLING AND POWER CO., LTD.

W. T. MOORE,

*Secretary Treasurer.*

(106)

H. and F. Giddings & Company, Manufacturers of Chairs, Baby Carriages, &c.

GRANBY, QUE, January 6, 1910.

DEAR SIR,—We have your favour of the 27th ult., inclosing copy of Bill No. 21, respecting the Hours of Labour on Public Works. We see no reason ourselves why this Bill should pass, or why employees of public works should ask for shorter hours than industrial institutions.

Should this law go into effect, it would have a dangerous influence on employers of labour in this country.

Yours truly,

H. & F. GIDDINGS & CO.,  
Per H. G.

(233)

H. E. Gidley & Company, Manufacturers of Launches, Row Boats, Canoes, &c.

PENETANGUISHENE, ONT., January 19, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—We believe the question of eight hours a day is again coming before the House, and we are very anxious that this Bill should be defeated.

Skilled labour is and has been so scarce that it has been almost impossible to get, which has caused a great deal of trouble in filling and delivering contracts at a given time; and if the Eight-hour Bill is passed at the present state of labour, it will be impossible to do the work that is in demand. Unskilled labour means a greater cost of production as well as inferior articles; and it will be impossible to arrange our labour to have eight-hour per day men working for the government, and men working ten hours in the factory.

We sincerely trust that this Bill will be quashed.

Yours very truly,

H. E. GIDLEY & CO.  
Per H. E. GIDLEY.

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(384)

Gilley Bros., Limited.

NEW WESTMINSTER, B.C., January 31, 1910.

Honourable W. L. MACKENZIE KING,  
 Chairman, Special Committee on Bill No. 21,  
 House of Commons, Ottawa.

DEAR SIR,—We, the undersigned, do hereby protest strongly against the Eight-hour Bill, as we work ten hours a day and have several contracts with the Dominion Government for rock, coal, &c., and we do not see how we could possibly hold our contracts, as it would be impossible for us, or anyone else to work part of our crew in the stone quarry loading rock for the government at eight hours a day, and the same men the next day on another job and work them ten hours a day.

Some of our men we pay by the hour, and if they only worked eight hours and did not work at all on rainy days, they would not earn enough to pay for their board and tobacco.

We think this would not be in the interest of this great Canada of ours, especially British Columbia, as in a new country where wages and everything else is high, it will bring the cost of production up to a pretty stiff figure. Two hours off ten, means just 25 per cent of an increase.

Trusting your government will give this your very careful consideration, we remain,

GILLEY BROS., LTD.,  
 W. R. GILLEY,  
 Managing Director.

(295)

The Goldie &amp; McCulloch Company, Limited, Engines, Boilers, &amp;c.

GALT, ONT., January 20, 1910.

The Hon. W. L. MACKENZIE KING,  
 Minister of Labour,  
 Parliament Buildings, Ottawa, Ont.

SIR,—We understand that a compulsory eight-hour Bill has been introduced by Mr. Verville, and that it has been referred to a special committee for investigation and report.

We desire to protest against the passing of this Bill as it would be impossible for us to work eight-hours a day on orders which the government may favour us with and ten hours a day on our other work. The only way we could do this would be to build and operate a separate factory to take care of such government work or run our whole plant eight-hours a day. To build and operate a separate plant for government work only would materially increase the cost of manufacture, and prices to the government would be correspondingly higher. To operate our whole plant eight hours per day would increase the cost of production to such an extent, that we would not be able to compete with others working under more favourable conditions, and the ultimate result would be the closing of our works, and a large number of men out of employment.

There is no demand for an eight-hour day in this city, in fact we believe that most of the workmen of Galt would prefer the hours to remain as they are, *i.e.*, fifty-hours per week or ten hours per day for five days and five hours on Saturday.

We trust that your committee will report adversely to the Bill.

We have the honour to be,

THE GOLDIE & McCULLOCH CO., Limited.

(341)

**Gilmour Bros. & Company, Importers and Manufacturers.**

MONTREAL, January 22, 1910.

Hon. W. L. MACKENZIE KING,  
Minister of Labour,  
Ottawa, Ont.

DEAR SIR,—We understand an effort is being made to put through parliament the enforcement of the eight-hour day. For many reasons we trust this will not be successful, but to single out one particular reason we draw your attention to this one. We are interested in the manufacture of edge tools—our opposition comes from the United States, England and Germany and in each of these countries small tool workers work ten hours. The ultimate object of the eight-hour movement is ten hours pay for eight hours work. This being the case, how can we compete with a direct handicap of 20 per cent in wages alone—add to this overhead charges which would have to be distributed over eight hours instead of ten. We have, it is true, a protection in duty, but this would be more than wiped out, for instance a Sheffield tool worker's day is ten hours (and wages less than in Canada) therefore the duty of 20 per cent is at once eliminated, not taking into account the disadvantage of over-head charges on the short day.

We understand the Bill is to apply to government labour only, but if the government establishes the rule, very soon all will be obliged to follow. We could multiply examples applying to undertakings in which we are interested, but one will suffice.

Trusting the manufacturer's side will be properly looked after,

We remain, yours truly,

GILMOUR BROS. & CO.,

(303)

**Gilson Manufacturing Company, Limited, Foundry and Machine Works.**

GUELPH, ONT., January 20, 1910.

Hon. W. L. MACKENZIE KING,  
Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—Referring to Bill No. 21, beg to say that we trust your committee will report this deal adversely.

We believe that this Bill does not receive the support of the better class of working men who are ambitious to rise, and know this can only be gratified by doing good work and plenty of it. This kind of legislation is generally favoured by the walking delegate who wants to make it appear he is doing something for labour and not getting his allowance for nothing. The walking delegate is not a benefit to labour as you know—quite the contrary.

Yours very truly,  
GILSON MANUFACTURING CO., LTD.

(165)

**Joseph Gosselin, Contractor.**

LEVIS, P.Q., January 19, 1910.

DEAR SIR,—I am completely opposed to the eight-hour day labour for the contracts of the government; for when I will have a contract for the government, and another for other parties, it will be impossible for me to have the ten-hour day on my other contracts. I dare to hope that the government will refuse this demand, for the general interest of all the contractors, and even in the interests of the employees, for to work ten-hours in a day of twenty-four hours, will not be too much to ask of a man.

Believe me, yours truly,

JOSEPH GOSSELIN,  
Contractor.

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(154)

## The A. Gravel Lumber Company, Limited.

ETCHEMIN BRIDGE, P.Q., January 19, 1910.

DEAR SIR,—Referring to your circular letter of Monday, December 27, 1909, with regard to the passing of an Act affecting the hours of labour in this country, we beg to state that we are emphatically opposed to the eight-hour day; and that the passing of such an Act would be a calamity for the country at large, we consider.

Consequently, you can enter our most energetic protest against the Compulsory Eight-hour Day Bill now before the House.

Yours truly,

A. S. GRAVEL.

(159)

## The Great West Saddlery Company, Limited.

WINNIPEG, MAN., January 18, 1910.

DEAR SIR,—We have your circular letter of the 27th ult., desiring to have our views of Bill No. 21, 'An Act respecting the Hours of Labour on Public Works.'

In reply would say it is a well known fact that in Canada there is to-day not enough labourers to go around. More especially does this apply to the western portion of Canada; we cannot get enough labourers here to supply the demand of the country. Therefore, it cannot be said that those desiring situations cannot get them. In Europe this is often the case, and so it may be thought by some desirable to shorten the hours of labour, so that each labourer will have the same opportunity of being employed for a reasonable number of hours each day. In this country that argument does not apply, and if the House passed this Bill it will only be 'the thin end of the wedge' which will mean that all manufacturers will have to adopt the same idea.

That will mean that all products of labour will have to be advanced in price in proportion to the extra cost of labour. In Canada the labourer or artisan of to-day is often the contractor or manufacturer of to-morrow. But in all the history of Canada, you cannot point out one case where a man has achieved that success if he is compelled to work only eight hours a day. Men working those short hours become subject to the rules of the union boss, and never attain financial success. Our view is that men should be free to exercise their own idea of what number of hours they must work. Every able-bodied and well-thinking man wants to put in as many hours as possible, and there should be no law to prevent him from doing so.

There are a great many arguments one could bring up to show that this law would be a great detriment to the working man, the manufacturer, the contractor and the entire people of Canada. Such laws should not be passed and we wish to enter our humble protest against this Bill being passed in the House of Commons.

Yours truly,

THE GREAT WEST SADDLERY CO.

E. F. HUTCHINGS,

*President.*

(237)

## The B. Greening Wire Company, Limited.

HAMILTON, ONT., January 19, 1910.

HON. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—Compulsory Eight-hour Day Bill. This proposed Bill is so far-reaching in its effects that we cannot but view with alarm its possible passage.

Our objection to the Bill as presented to your committee is that the line of goods

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we usually supply to the government is made on very expensive machinery, and it would not pay us to compete for government orders if the time of one shift was eight hours per day. We should without doubt also have trouble with our workmen if their time was cut to the short day, and the other part if our works was favoured with a full day's work.

For these reasons we hope the Bill as presented to your committee will not be approved.

Yours truly,

THE B. GREENING WIRE CO., LTD.

S. O. GREENING,

*President.*

(114)

William & J. G. Greey, Manufacturers of all kinds of Chilled Iron Rolls.

TORONTO, January 10, 1910.

DEAR SIR,—Regarding Bill No. 21 'An Act respecting the Hours of Labour on Public Works,' would say that we consider it most undesirable that the government should limit the hours of labour on public contracts to eight hours a day.

We do not believe it to be either in the interests of workmen themselves nor employers of labour nor in the interest of the country at large.

If the government want to ensure that the men working on public buildings shall not work excessively long hours they might limit the hours of labour to ten hours a day.

We understand that it is not general practice to work in factories or other places longer than ten hours a day. Government work being limited to certain hours and the general trade probably working other hours creates an anomalous condition of affairs in the labour market which is good neither for the employer nor the employee.

Personally we have failed to see the benefit that is created to the labour classes from short hours. We believe that too much idle time is a far greater injury than where the time is properly employed, and a man is happier and better at work if not excessive and we believe that the shortening of the hours of labour is being carried too far.

Sincerely yours,

WM. & J. G. GREEY.

(390)

The Griffin & Richmond Company, Limited, Printers.

HAMILTON, ONT., March 2, 1910.

Mr. V. Clouthier,

Clerk of Special Committee of House of Commons,

House of Commons, Ottawa.

DEAR SIR,—In reply to your favour of February 17, 1910, we beg to express the belief that the legislation proposed in Bill No. 21, 'An Act respecting Hours of Labour on Public Works,' is not to the advantage of the people of this country and we wish to name a few of many reasons why it should not pass in its present shape, premising that it would, and is probably intended to, affect all labour.

1. It is now difficult to get labour to cultivate the farms because of short-hours and high wages in towns and cities, and the loud cry about high prices for farm produce would become louder.

2. The eight-hour day has been the rule in our line of business for nearly five years and our experience is that the men do less work per hour than when they were working nine hours per day, the percentage of lost time being much greater.



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3. The employees are not, in the majority of cases, benefitted by having the extra spare time, and in many cases are much the worse on account of their way of using the time.

4. The restrictions are even stronger than in the regulations of many of the labour unions which enforce an eight-hour day, in that the unions allow overtime when paid for at a higher rate.

Believing that the whole tendency of such legislation is to raise the present high cost of living and to retard the progress and prosperity of the country.

We remain,

Yours truly,

THE GRIFFIN & RICHMOND CO., Limited.

(227)

Guertin Printing Company, Limited.

MONTREAL, January 19, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa,

DEAR SIR,—We take the liberty to register our protest against the above Bill. It is not time now to shorten the hours of our help when labour is already scarce and wages are going up all the time, on account of the increased cost of living.

We have the honour to be

Yours very truly,

GUERTIN PRINTING COMPANY, Limited.

(387)

MONTREAL, February 26, 1910.

DEAR SIR,—In answer to your favour of February 17, *re* Bill No. 21, would say that I am not in favour of it, and entirely fail to see the necessity for such legislation at present.

As far as I know, there is work in this country for everybody who wants to work, be he a man with a trade or a labourer; in fact, most all lines are running short of hands, and if such is the case, why increase the scarcity of labour by reducing the hours and thereby increase the cost of production of necessities of life when everything is already too high?

If there is any great demand for an eight-hour day, the excuse for it is certainly not because more men would find work but rather because men would like to work less, and it is a question whether this should be encouraged by a law to this effect.

The above are a few of the reasons why I am not in sympathy with the movement and I hope your committee will see its way clear to switch off such legislation until the necessity is more urgent.

Yours very respectfully,

V. GUERTIN.

(104)

Guernsey Scale Company.

HAMILTON, ONT., January 3, 1910.

DEAR SIR,—In the past we have had contracts from the government for the supply of postal scales, and if under this Bill it would be necessary for the men, working on these scales, to work only eight hours, it would not be advisable for us to take such a contract, as the men would not be satisfied to lose two hours pay when a man alongside of them on other work would put in ten hours, and it would disorganize the shop to have any of the men quit before, or start later in the day than their fellows.

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It is not heavy work and there is not the slightest necessity for bringing the working hours down to eight hours. We close our factory Saturday afternoons and we have found that when we are particularly busy the men prefer to work longer than ten hours on the first five working days of the week, instead of working Saturday afternoon, and a law that would compel them not to be free to make such working hours for a day, as would give them the best satisfaction, would not be to their advantage nor meet with their approval, and the disadvantages of such a Bill as the one proposed, are much greater than any possible advantage either to the men or their employers.

Yours truly,

J. K. KIDMAN.

(346)

**The Gutta Percha and Rubber Manufacturing Company of Toronto, Limited.**

TORONTO, ONT., January 21, 1910.

HON. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—We inclose herewith copy of our letter of this date to V. Clouthier, clerk of the special committee in regard to Bill No. 21. We find from the circular that the committee was to meet to-day; therefore address this letter to you as the letter to Mr. Clouthier may have arrived too late.

Yours faithfully,

C. N. CANDEE.

(347)

January 21, 1910.

V. CLOUTHIER, Esq.,

Clerk of Special Committee re Bill No. 21,  
House of Commons, Ottawa, Ont.

*Re Bill No. 21, Act respecting the Hours of Labour on Public Works.*

DEAR SIR,—Answering your circular, dated December 27, we would say that the Bill in question, if it became law and were enforced, would, if we understand it correctly, prohibit our tendering on government contracts for goods in our lines of manufacture.

In the operation of our factories, some of the employees are paid by the year, others by the month, week or hour, and others by the stages of manufacture, the work upon them has to be done by all or nearly all of these different classes of employees and none of them are begun and finished by any one of the classes, so it would be practically impossible for us to undertake that none of the people working on our goods shall be permitted or required to work more than eight hours per day.

A very large portion of our production is of goods made to special order which cannot be regularly stocked and which frequently have to be completed within specified time limits, and any law which restricted the hours of labour thereon to eight would result in a great hardship to our consumers and to our operatives themselves. This would apply to such work as we do on government orders as well as to our other customers. We are in sympathy with all reasonable and practicable measures for the betterment of the labouring classes and the conditions under which they work. Our regular factory hours are reasonable and are approved of by the operatives themselves, and when, as sometimes happens, it is necessary to extend the working hours, extra remuneration is given therefor, usually at the rate of fifty per cent increase on regular time rates. This alone has the effect of reducing overtime work to the greatest possible extent, as it increases our cost of production just that much; still we are

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obliged occasionally to run certain departments or the entire factory overtime in order to complete contracts and keep engagements, because it is a practical impossibility to obtain or take on extra help for such occasions, the work being of a kind which requires more or less skill and experience, and temporary help having such skill and experience cannot be obtained.

There are many other reasons why the proposed Bill is unworkable as applied to our particular industry and many reasons why the enforcement of its conditions would cause hardships to the purchasers of our products as well as to the operatives in our factories.

Yours faithfully,

THE GUTTA PERCHA & RUBBER MFG CO., OF TORONTO, LTD.

(273)

The S. Hadley Lumber Company, Limited.

CHATHAM, ONT., January 19, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

DEAR SIR,—We have noticed that the Bill for 'Compulsory Eight-hour Day' on all government work has been brought up again by Mr. Verville, and if not presuming too much would like to protest against the submission of this Bill, believing that it would not be a benefit to the people of this country.

We think that every employer and every employee who works more than eight hours per day would be prohibited from any government business, therefore, it would not be practicable to work a portion of their staff 8 hours a day on government business, and the other portion 10 hours a day for orders for private parties, as this would then enforce the 8-hour rule.

This naturally would result in the government not being able to get proper competition on its work, thereby enforcing a higher price for government work than for any other similar work. We hardly think it would be fair for the government to put in force a law of this kind would deter those who are ambitious and desire to work 10 hours per day which is the general practice in this country, and in this way make it so that organized labour, which represents a very small percentage of the labour vote, therefore would be permitted to impose these conditions.

We think if the eight-hour day should be made the law of this country for certain work that it might hamper those who employ labour on the farm, where it is necessary at certain season of the year to work much longer. We firmly believe that the law of supply and demand of the country should govern conditions of this kind, and that it would be unwise for the government to impose any regulations such as are suggested at the present time.

We submit this with every courtesy, and trust that the Bill will be reported against.

We have the honour to be,  
Yours truly,

THE S. HADLEY LUMBER CO., LTD.

W. A. HADLEY,

*Secretary.*

(148)

The Hamilton Bridge Works Company, Limited.

HAMILTON, ONT., January 17, 1910.

DEAR SIR,—Your communication, dated December 27, 1909, with reference to Bill No. 21, 'An Act respecting Hours of Labour on Public Works' was duly received, and beg to thank the committee for giving us an opportunity of protesting against same. This we do most strenuously.

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In explanation, we beg to state our works run ten hours per day and frequently fifteen hours to get out contracts urgently required by many customers, being principally the various railway companies, large contracting firms and industrial plants. You will readily see we could not work eight hours on government work and ten hours on other work.

Again, it would have the effect of reducing ambition in our employees, as the individual would be denied the privilege of raising himself over his fellows employees by working extra time. Furthermore, we would have to meet competition from countries where ten and even eleven-hour day is in vogue.

We cannot protest too strongly against this measure which would severely hamper us and force us out of the field for whatever government work comes up from time to time.

Yours very truly,

THE HAMILTON BRIDGE WORKS CO., LTD.

W. B. GRANT,

*Secretary Treasurer.*

(280)

The Hamilton Cotton Company.

HAMILTON, ONT., January 20, 1910.

The Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

HONOURABLE SIR,—We understand a Bill has been brought in by Mr. Verville, making it compulsory to work only eight hours a day, and that one of the provisions of this Bill is that on work supplied to the Canadian Government the people employed on such work must work only eight hours a day. We wish most emphatically to protest against the passage of this Bill.

First, on the ground that it is quite impossible for mills in this country to run eight hours a day and compete with mills in other countries that are running anywhere from 55 to 62 hours per week. As far as cotton goods are concerned, it would be a very serious blow to the industry in this country.

Secondly, as far as goods supplied to the government are concerned, it is quite impossible, when our plants are running 57 hours per week, that when we should happen to be doing any work for the government, that the individuals employed on this work should work only eight hours a day. The result would be of course that we could not possibly make any tenders for government work, nor could anybody else in Canada do so either. Therefore the Bill must fail in its purpose as the government would be obliged to buy their goods outside of this country, where of course they could get no guarantee as to the hours of labour worked, therefore as far as we can see the Bill would fail of its purpose as far as enforcing eight hours a day of labour and would only have the result of putting the government business in the hands of foreigners in place of Canadians. We therefore must most strongly express our hopes that this Bill may not be allowed to become law.

Yours very truly,

HAMILTON COTTON CO.

(246)

The Hamilton Steel and Iron Company, Limited.

HAMILTON, January 19, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—We wish to protest against the passing of the Eight-hour Day Bill now before the House. The passing of this Bill would make it impossible for us to undertake any government work. Our operations are of a continuous nature. Two

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shifts of workmen are necessary to carry on this work, one shift each day and night. It would be impossible for us to regulate the time of product produced for government work, and as our systems of our operations are the same as in practice in other blast furnaces in Canada and other parts of the world, this same trouble would also apply to them. We are confident that the passing of such an iniquitous Bill would reduce the competition for government work, and thereby increase to a very large extent the cost to the government of such work. At the present time the cost of living is increasing to such an extent that the government should favour Bills that go rather to reduce this cost than increase it. We would be pleased to add further to this protest if necessary.

Yours truly,

H. H. ARDINK,  
*Secretary and Treasurer.*

(312)

Union Blend Tea, Harry W. de Forest, Limited.

ST. JOHN, N.B., January 19, 1910.

Hon. W. L. MACKENZIE KING,  
Chairman of Special Committee,  
House of Commons, Ottawa.

DEAR SIR,—We notice that the Eight-hour Day Bill is to be brought before your committee and as an employer of labour I take this liberty of expressing our views against the Bill.

If the working man does not care to labour more than eight hours a day, he has the privilege of putting up a position where such hours are in vogue, but in our own case where we frequently have rush orders, and our goods must be prepared in a certain time to catch the steamers sailing to foreign ports, it would simply be ruinous to be bound by an eight-hour system, and we would ask the question, 'Why should the government hang a millstone around the neck of an ambitious man, who by work and work alone, desires to forge ahead?'

Respectfully yours,

HARRY W. deFOREST,  
*President.*

(383)

E. H. Heaps Company, Limited, Manufacturers of Lumber and Shingles.

VANCOUVER, B.C., January 29, 1910.

Hon. W. L. MACKENZIE KING,  
Minister of Labour and Commerce,  
Ottawa.

DEAR SIR,—*Re* Eight-hour day Bill. We have recently received a circular letter from a special committee, of which we understand you are the chairman, asking for our opinion as to the proposed Bill.

We would point out that the industry we represent has to compete with American lumber, there being no tariff protection in this market for the lumber trade of this country. Most of the American mills work from ten to eleven hours, and if an eight-hour day became general in our trade, it would seriously affect the ability of Canadian lumber manufacturers to compete in the home or foreign markets.

We think that if Canadian manufacturers are to build up an export trade, that it would be detrimental to the interests of the country to interfere with the hours of labour.

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We have just received a circular from London showing that the importations of Canadian lumber into the United Kingdom are decreasing year by year, and those from Russia are increasing. No doubt, this is entirely a question of prices, the Russians with their cheaper labour, being able to supply lumber at much lower prices than we can.

Personally, the writer would be in favour of an eight-hour day, but in practice we believe it would be against the interests of the whole country.

For many years, we have been in the habit of working an hour less on Saturday, and we find our output of lumber on that day is always much less, although our men have often contended that they could do as much in nine hours as in ten. This may be true to some extent in hand work, but when machinery is employed, the output of the machine is so much per hour, and ever hour taken off the day's work, lessens the output and increases the cost of production

Yours very truly,

E. H. HEAPS & CO., LTD.

E. H. HEAPS,

*President.*

(265)

Helderleigh Nurseries and Fruit Farms.

WINONA, ONT., January 19, 1910.

HON. W. L. MACKENZIE KING,

Chairman of Special Committee,

House of Commons, Ottawa, Ont.

DEAR SIR,—I understand there is a Bill before the House providing that in every contract to which the government of Canada is a party, which may involve the employment of labourers, workmen, or mechanics, there shall be in it a stipulation that eight hours shall constitute a day's work, and that under only very exceptional circumstances shall longer hours be allowed to be worked.

I am sure, sir, you must realize that this would work most serious consequences to the business interests of this country. It must be conceded by every one that in a new country like this, labour is the scarcest commodity. Every part of the country is crying out a greater portion of the year for more help, more labourers and more mechanics—more workmen of all kinds. This is natural in a country growing as rapidly as Canada is growing. Under these circumstances, would it not be insanity to reduce the working force of the country one-fifth? It would simply paralyze this country, and if the government forces eight hours upon all the workmen employed in their works, it will almost compel all other interest to do likewise. Any factory or any contractor engaged for a portion of his time, or with a portion of his staff, upon government work, would find himself in a very impossible position, namely, to employ part of his staff at eight hours a day, and the remainder at ten hours a day, and moreover, I do not think it is at all in the interest of the workmen themselves. Every workman in this country ought to have, and most of them have, an ambition to rise and to do so requires to exert all their energies. To fritter away their time for two hours a day on pleasure, which might be employed profitably in business, would be a terrific waste for them, unless employers were compelled to pay the same wages for eight hours as they pay for ten hours, and if this should be the case, owing to the scarcity of help, which, of course, is the aim of those urging forward this Bill, then Canada would be so handicapped in its competition with other nations that it would entirely destroy its export business in any line of goods where labour constitutes a considerable portion of the expense

What would farmers, already handicapped by the extreme shorttake of help, do under such circumstances? The attractions of the city, great as they are now, would become greater. That is, provided workmen were to get for eight hours what they now

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get for ten. Thousands of acres of land in Ontario are not now worked to their full capacity for lack of help, and under such conditions the farms of Ontario would almost require to be abandoned, as the farmers find it difficult enough under present conditions to make a living, with the competition from newer sections of this country and the new fields that are opened up in other countries in the world.

I hope, sir, that you, as a member of the government, will use your influence to prevent any such calamity from falling upon this country.

Yours truly,

E. D. SMITH

(321)

Hewson Woollen Mills, Limited.

AMHERST, NOVA SCOTIA, January 20, 1910.

Hon. W. L. MACKENZIE KING,

Ottawa.

DEAR SIR,—We are making perhaps the highest class goods in Canada and have been operating full time and continuously since 1902, yet our stockholders have received on an average of less than 3 per cent a year. We write this in confidence to show the narrow margin of profit in the business.

Yours truly,

HEWSON WOOLEN MILLS, LTD.

(322)

AMHERST, NOVA SCOTIA, January 20, 1910.

Hon. W. L. MACKENZIE KING,

Minister of Labour, Ottawa, Ont.

DEAR SIR, As the eight-hour Bill before parliament is one which we feel interests us vitally, we hope you will pardon us for expressing our views on the matter.

We realize that it only applies to concerns who are manufacturing for the government, but where so many industries at some time during the year are making goods for government consumption, we feel that the Bill, if passed, would soon be enlarged so as to cover all industries

In this town employment is not always uniform. There are parts of the year when factories are busy, labour is in demand, and employees are only too glad to work full time. At other seasons large numbers of men are sometimes laid off or put on short time. This is essentially a manufacturing community but we venture to say, that there are few, if any, of the several thousand employees in the factories that are not anxious to work full time, whenever they are permitted to do so. Some ask us to be allowed to work over time. Our employees are nearly all operatives of machines which will turn out just so many yards of cloth or knitted fabric per hour, and if they were idle after eight hours, the production would be cut down fully 16 to 18 per cent, while bond interest, insurance, water rates, salaries and other such fixed charges would be run on just the same. To pay the wage for a 9½-hour day for eight hours work would be suicidal, we believe, to most of our local industries, so we would have to pay wages in proportion to the time employees actually worked, which would mean a large cut in their receipts, and inability in many cases to make ends meet. This would be warmly resented by all our employees. The other alternative is for the manufacturers to accept the reduced production, the larger percentage of fixed charges to out-put, and a larger wage scale, and raise the prices of the products to the consumer. This is quite out of the question. The margin of profit in our own line is so near the vanishing point, and the influx of imported cloths so great (Canada takes ½ of Great Britain's total textile out-put) that the necessary advance in price would put us out of the race and eventually compel us to draw our fires. If the

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wage earner realized it, it is the captains of industry who take their funds from the bank and venture them in factories, who are his best friends, and there should be a spirit of co-operation to make manufacturing a success in our new country with its keen competition, rather than to discourage capitalists from launching industries.

The government doubtless bears in mind that the employers are not a few capitalists alone with such large resources as that the receiving of a dividend from their industries is a small matter, but that the stock and bonds of most of our companies are distributed widely among the plain people who feel the pinch if they do not receive any returns. We have eighty stockholders.

Our products in Canada are in competition with those manufactured throughout the world, and it is easy to see that if our wages are forced upward in this way, it is a most severe if not fatal handicap.

We sincerely hope that your investigation of this matter will result in a report against the advisability of placing this law on your statute-books.

Yours truly,

E. E. HEWSON,

*Vice President.*

(372)

**The Hinton Electric Company, Limited.**

VANCOUVER, B.C., January 25, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

SIR,—As employers of labour and contractors, we notice that Mr. Verville has again brought forward his Eight-Hour Day Bill. We have a copy of the Bill before us, and we beg to protest against its passage in its present shape. The Bill would seriously interfere with some of the different branches of our trade, as the men in different branches work different hours. Labour is very expensive in this province—in fact it has been so high as to almost preclude the possibility of manufacturing to any extent; and in the lighter branches of our business nine hours will not be too many for the men who are paid by the hour. Owing to the high price of labour prevailing, there is a great deal of surplus labour in some branches in this province, and they are anxious to get work. We think that any interference on the lines of the Eight-Hour Day Bill on government work would seriously jeopardize many interests, and we beg leave to protest against this Bill.

Yours truly,

GEO. C. HINTON.

(356)

**The Hiram L. Piper Company, Limited.**

MONTREAL, January 25, 1910.

Hon. W. L. MACKENZIE KING,

Chairman, Special Committee on Bill 21,

House of Commons, Ottawa.

DEAR SIR,—The proposed Bill No. 21, to compel all manufacturers of material furnished the various departments controlled by the government to cut the working day to eight hours for any work done for them is certainly not practical unless the government are prepared to pay 25 per cent more for time on goods manufactured for them than would be charged for the same article to any one else.

Our men are perfectly satisfied to work fifty-five hours per week, ten hours for five days and five hours on Saturday.

If the government are prepared to pay the value of ten hours labour for eight, then they are not doing their duty to the taxpayer.



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One set of men working on government work and putting in only eight hours per day would demoralize a whole shop and give the employer no end of trouble, and all manufacturers have enough of that without looking for it.

The overhead would cost just the same and therefore a larger percentage would have to be added to the cost of production, and the consumer have to bear the additional charge.

We hope your committee will take these facts into consideration and report adversely upon the proposed Bill.

Yours respectfully,

H. L. PIPER.

(318)

Hiram Walker & Sons, Limited, Distillers.

WALKERVILLE, January 20, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

DEAR SIR,—We are informed that the Eight-Hour Bill, introduced by Mr. Ver-ville, has been referred to a special committee, of which you are the chairman, for investigation and report. As it is altogether likely that you will welcome the views of employers of labour on this question, we do not hesitate to inform you that we are entirely opposed to legislation of this kind. It is true that the present Bill applies to government contracts only, but it is, of course, only an entering wedge, which will, if fostered, ultimately spread to work done for all classes of the community.

We have been employers of labour for many years, and our relations with our people have always been of the best, and we have never yet had any indication that the shortening of hours would produce better results either for them or for us. We feel that such a law would not really be in the interests of the better class of workmen, as preventing any individual from improving his position by extra work, and by his perseverance and willingness making his services indispensable to his employers. We feel that the shorter hours will result in increased cost of production and as a consequence increased cost of living, which at the present time is a serious problem.

Prices paid by the government under the suggested law would, we think, be increased as a natural sequence, for the reason that there would be fewer bidders upon work that is to be hampered by a stipulation of this kind; and it would be questionable wisdom to favour anything which would contribute to larger expenditures on that account.

We have no doubt but that your committee will give to the question every consideration, and we believe that your investigations will prove the unadvisability of reporting favourably upon the measure before you.

Yours very truly,  
HIRAM WALKER & SONS, LTD.

(100)

The Howell Lithographic Company, Limited.

HAMILTON, ONT., December 29, 1910.

DEAR SIR,—I beg to say that our association is decidedly opposed to the passing of this Bill, as it would completely demoralize all our factories and make such a confusion that we would simply have to do government work alone, or none at all. Under this Act, a simple plan or illustration for a government pamphlet would have to be made under separate rules and the making of maps, stationery, stamps, or any poster or pamphlet work would so confuse and upset our factory that it would be impossible to do anything of the kind.

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Looking at this Act in a wider sense, it seems to me that the ultimate result would be that Canada would rapidly lose its manufacturers, that its magnificent natural resources would be undeveloped, and that it would soon become simply an agricultural country, because if the Government were to have a number of hours' as a day's work for government work, that must regulate the number of hours other employees would work, and as other countries with whom we are daily competing, work nearer ten hours a day and at a lower wage scale than Canada pays, they would do the manufacturing for us. A good illustration of that fact happened in this city a couple of years ago, when our council decided that 20 cents an hour was the price to be paid its labourers. Immediately all employers had to pay the same scale. Very soon, however, the poor, and even the average workmen, were dismissed and only the very best men kept on, until our town became full of fairly good workmen looking for employment, and it was not long before they were willing to take what they could get, so that the object in view in raising workmen's wages was not gained.

So far as this business is concerned, our chief competitors are the United States and Germany, and owing to the erratic valuation of the customs office, the endeavour to keep abreast of the times with our machinery, and turn out work creditable to the country, makes it almost a hopeless task, and were the government to impose an additional tax on us, as would be the case were this Bill made law, it would practically put us out of business, as it would be impossible to pay one man the same money for eight hours labour that the other had to work ten for.

Yours truly,

J. P. HOWALL,

*President of the Canadian Lithographers' Association.*

(276) Imperial Extract Company, Fine Essential Oils.

TORONTO January 20, 1910.

HON. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

DEAR SIR,—With reference to the 'compulsory Eight-hour Day Bill' which is to be investigated and reported on by your committee, wish to say we are strongly against this measure. There are many reasons which might be advanced by us for this opinion, but wish to state two principal ones.

1st. We believe it would greatly upset and be a serious hindrance to practically all manufacturers in business with the government.

2nd. Canadian firms living up to these terms would be liable to unequal competition from foreign houses who might not be so particular about adhering to the terms of contract relating to labour.

Hoping your committee will bring in a report unfavourable to this Bill, we remain,

Yours truly,

F. W. SHIRRIFF.

(243) Ingersoll Packing Company, Limited, Pork Packers and Cheese Exporters.

INGERSOLL, ONT., January 19, 1910.

HON. W. L. MACKENZIE KING,  
Chairman of Special Committee, on Bill No. 21,  
House of Commons, Ottawa, Ont.

*Compulsory Eight-hour Day Bill.*

DEAR SIR,—We wish to put in a strong protest against this Bill and hope your committee will report thereon adversely. In the first place, we think it would seriously conflict not only with government work but with other work as well and be a difficult thing to work satisfactorily.

Yours truly,

C. S. WILSON.

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## (104) International Harvester Company of Canada, Limited.

HAMILTON, ONT., January 3, 1910.

DEAR SIR,—Our operations do not directly bring us into this field. We are not engaged in a line of business through which we might at some future date hope to serve the government in the sense intended by this Act, and therefore it would not directly affect us. It would, however, indirectly affect us since we are large employers of labour. If the government should adopt legally an eight-hour day to govern on all government work, it would lead eventually to a request for the same hours of service in connection with private enterprises. We believe this would be an injustice to Canada, and would not be in harmony with the wishes of the majority of labouring men. We feel if the matter was left to a vote of our employees, that they would vote almost solidly for a ten-hour day, since they would certainly realize that they could not expect to receive the same wage for an eight-hour day that they now receive for a ten-hour day. An eight-hour day may be desirable in older and more developed countries, but in a new country like Canada, where there is so much pioneering to be done, and where there is so much expansion in commercial lines to take care of, and so few people relatively to do the work, an Act of this kind would certainly result in retarding the development of the country, and would eventually work a hardship to all.

We should, therefore, like to be recorded as opposing the measure for the reasons stated.

Yours very truly,

A. E. MCKINSTRY,  
*Superintendent.*

(301)

## International Varnish Company, Limited.

TORONTO, January 20, 1910.

Hon. W. L. MACKENZIE KING,  
Chairman, Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—Referring to the proposed legislation, Compulsory Eight-Hour Day Law, respectfully submit the following:—

A shorter day would only mean a shorter pay envelope. Labour could not expect to be relieved from its share of the burden of increased cost of production.

Some men are ambitious to rise above the 'dead level.' This cannot be accomplished by legislation, and should not be discouraged by law.

Depriving the country of one-ninth to one-fifth of its present physical energy could only mean the increased cost of living to the individual in the same ratio.

We are in sympathy with all progress that tends to really help the men who work with their hands, because they are the real producers of all wealth.

Canada, however, should profit by the mistakes of other countries in enacting compulsory labour legislation.

Yours very truly,

JAMES E. MOLE,  
*Manager.*

(286)

## James Jolley &amp; Sons, Limited, Wholesale Manufacturers of Harness, &amp;c.

HAMILTON, January 20, 1910.

Hon. W. L. MACKENZIE KING,  
Chairman, Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—We learn that you have under consideration the Eight-Hour Day Bill,

9-10 EDWARD VII., A. 1910

During the past few years we have been having a great deal of difficulty in getting sufficient skilled labour to carry on our business. At the present time we have about 45 men and we need about 25 more.

Now, if a Bill of this kind comes into effect you can easily imagine what a position it would put a business such as ours in. It would not only increase the cost of production, but it would make the question of skilled labour a greater one than it is at the present time.

We lodge this protest as we feel that the Bill itself is not only disabling the interests of the workmen, but also the employee.

Yours truly,

J. MACKENZIE,  
*Secretary-Treasurer.*

(311)

**James Pender & Company, Limited, Manufacturers of Wire, Wire Nails, &c.**

ST. JOHN, N.B., January 20, 1910.

Hon. W. L. MACKENZIE KING,

Chairman, Special Committee on Bill No. 21,  
Ottawa, Ont.

DEAR SIR,—We wish to enter our protest against the passing of the Eight-Hour Labour Bill for government contracts. In manufacturing operations it would be utterly impossible for manufacturers to bid on government contracts where they were prohibited from using workmen more than eight hours per day. In practise it would be impossible to separate the manufacture of government goods from others, and the result would be that in the majority of cases the government would not get any tenders for supplies made in this way and consequently would have to pay much more for them.

Canada is not yet ready for an eight-hour day. If this labour party were to advocate a universal day of nine hours they might accomplish something, but to try and get an eight-hour day instead of ten is too radical a step, as with the development required in Canada it could not be accomplished speedily enough by working only eight hours per day.

We would, therefore urge that your committee in charge of Bill No. 21 report adversely on same.

Thanking you in advance, we remain,

Yours truly,

JAMES PENDER,  
*Managing Director.*

(365)

**John Bertram & Sons Company, Limited, Manufacturers of Machine Tools.**

DUNDAS, ONT., January 24, 1910.

Hon. W. L. MACKENZIE KING,

Chairman Special Committee,  
House of Commons, Ottawa, Ont.

SIR,—*Re* Bill No. 21. Should this Bill become law it would, in our judgment, be detrimental both to the Canadian government and to Canadian machinery manufacturers for the following reasons:—

1. While the Bill refers particularly to government contracts, it would, if carried, compel machinery manufacturers either to forego all government contracts, or run their works entirely on an eight-hour basis, as it would be impracticable to work eight hours per day on government work, and 10 hours per day on other contracts.

## APPENDIX No. 4

2. American competition is so keen that under present conditions and protection, it is difficult to successfully compete with their prices, and as no provision can be made to regulate foreign hours of labour, the increase in our prices which would necessarily follow a shortening of the hours of labour, would make selling our product against their prices an absolute impossibility.

3. The large stocks of machinery built during the late depression on our regular 10 hours per day basis would not be available for government contracts, and long deliveries required by Canadian manufacturers would seriously militate against them in cases of urgency in government contracts.

Therefore, the government of Canada would have to buy American tools on price and delivery, or pay more for Canadian tools and wait longer for shipment; and the Canadian manufacturer would either have to forego government contracts or sell to the regular trade at a loss in the face of foreign competition.

Yours very truly,

THE JOHN BERTRAM & SONS CO., LTD.

HENRY BERTRAM,

*Secretary Treasurer.*

(817)

John Inglis Company, Limited, Engineers and Boiler Makers.

TORONTO, ONT., January 20, 1910.

The Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

DEAR SIR,—We have been advised that you are chairman of Special Committee on Bill No. 21, *re* Compulsory Eight-Hour Day Bill, and would say that we have had some experience in trying to run our works on special contracts involving change of hours from 10 to 9 hours a day, which was anything but a success, and the only way we could adjust our works to this contract was to run the whole plant nine hours, six days a week, and as we have been in the habit of giving our men Saturday afternoons mostly all the year round, it caused trouble and annoyance to both ourselves and our workmen. If, when it comes to a case of eight hours a day, which will mean practically 44 hours a week, it would be simply out of the question to run our works on such a schedule, and we would not, under any consideration, figure on any contracts with a compulsory eight-hours clause in it, nor will we figure on any more contracts with a nine-hours clause, as we believe the working hours per week, as they exist in Toronto to-day, both with the men and the employers, being 54 hours per week, are satisfactory. We trust that the manufacturers and employers of labour in this country will have an opportunity to discuss thoroughly with your committee, the injustice of such a clause being placed in any contracts in this country.

Thanking you for your favourable consideration of this matter, we remain,

Yours faithfully,

THE JOHN INGLIS CO., LTD.

WM. INGLIS.

(241)

John Labatt.

LONDON, January 19, 1910.

The Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

DEAR SIR,—I understand that as chairman of the special committee on Bill No. 21, called 'The Eight-hour Day Bill,' you will not object to learning what is thought about it, and, with others interested, I would like to put on record some objections which occur to me.

9-10 EDWARD VII., A. 1910

I consider such a law would be equally objectionable from the employees' standpoint as from the employers'. The employee cannot do as he wishes as to the time he will work, but must do what 8 per cent of his fellow-workmen dictate, whether it is agreeable to him or not.

The bad side of unionism, namely, its denial of personal liberty to the individual workman, and the domineering and over-bearing action of union officials can only be increased and strengthened by any such special consideration as this Act would show.

The impossibility of adopting an eight-hour day in all industries alike, would make exceptions and discriminations necessary, and so weaken the effect of the Act as to make it, besides unfair to some, in time disregarded and evaded. Industries having mechanical and chemical operations which necessarily over-run the four or eight hours, could not arrange for an eight-hour day; nor could contractors who had to work between tides, or during special hours when only premises or plant were available.

The interposition of fixed legal times and hours in voluntary contracts between people, could only hamper business and lead to evasions, and agreements to circumvent the law, and a law not observed would be better not made.

The whole proposition seems an attempt to hamper employers with no real benefit to workmen. It may secure more idle time for the workmen; time in which the majority would prefer to be at work. It does make a talking point for some few demagogues who have to make a show for salary drawn, but is bad business from an industrial point of view.

I sincerely hope these points in connection with other objections to the proposed measure, which are no doubt familiar to you, will receive full consideration before the committee reports.

Yours truly,

JOHN LABATT.

(333)

John McDougall Caledonian Iron Works Company, Limited.

MONTREAL, January 22, 1910.

HON. W. L. MACKENZIE KING,

Chairman of Special Committee Bill No. 21,

House of Commons, Ottawa, Ont.

*Re Eight-Hour Day Bill.*

DEAR SIR,—We again regret to note that Mr. Verville has brought forward an 'Eight-hour Day Bill,' and we write to place ourselves on record against any such legislation.

In our line we find, and have found for the last year or two, that British competition is very keen, and we cannot possibly afford to reduce our working hours, and furthermore, it would prohibit us from sharing in government business, and inasmuch as we have been running our works the last year or two—the same as a great many others—without making any headway, we trust the government will not take any steps to hamper us in the near future with any such Bill.

Thanking you for the consideration you might give this, we remain,

Yours very truly,

JNO. C. RUSSELL,

*General Manager.*

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(178)

John McPherson Company, Limited, High Grade Boots and Shoes.

HAMILTON, January 18, 1910

Hon. W. L. MACKENZIE KING,  
Chairman Special Committee,  
House of Commons, Ottawa, Ont.

*Re Eight-Hour Day Bill.*

DEAR SIR,—As employers of labour, we do not wish to see the eight-hour Bill passed.

If adopted, Canada could not compete with United States and other countries in manufacturing of any lines, as the manufacturer would have to pay as much for eight hours' labour as other countries do for ten and eleven hours.

Those trades working nine hours are now paid considerable advance over what they were paid for ten hours a few years ago. We find a very large percentage of our hands would be anxious to work Saturday afternoon, but are prevented by the few. The half holiday Saturday is very good in summer, but from our observation, a curse in winter.

If the hours are reduced to eight hours, it would mean a reduction of 20 per cent in our output; and if our country is to go ahead we must increase our output instead of reducing it.

We find it very difficult to get extra hands, and in the name of common sense don't cripple us more by reducing our working hours. If you reduce the working hour 20 per cent, you will increase the labour cost of making shoes 20 per cent, and we find the labour cost high enough now; what with the high labour cost and the high price of hides, we have the prices of shoes to the highest point. Let the older countries in manufacturing art, such as England, United States and Germany adopt the eight-hour Bill first, and Canada can gracefully follow. Adopting it in Canada first would be like the 'tail wagging the dog,' instead of the dog 'wagging the tail.'

Yours truly,

W. S. DUFFIELD,  
*Secretary-Treasurer.*

(275)

Joseph P. Cleal, Mechanical Expert.

TORONTO, January 19, 1910

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

DEAR SIR,—It has been brought to my attention that Mr. Verville has again introduced his eight-hour day Bill and that it has been referred to special committee for investigation and report.

I want to register an emphatic protest against this Bill. About three years ago the machinists of Toronto went on strike for a 50-hour week, all of the small shops were forced to succumb, only the larger ones being able to resist their demand. I happened to be one of the latter and have been struggling along for the last year and a half trying to split even, building an American company's product here in Canada competing against Americans working piece work rates, and ten hours a day or 59 hours per week, my shop running 50 hours per week. I have been obliged to give the work up and personally I think it is time to call a halt, and if Canadian manufacturers are to have an opportunity it must be on an equal footing with those in the United States at least.

9-10 EDWARD VII., A. 1910

The Bill under consideration is an entering wedge for a universal eight-hour fight in Canada. It makes open competition on government contracts impossible thus raising the price of the work done, increase taxation unduly and there can be little reason why nine-tenths of the tax payers should be compelled to work more than ten hours in order that those doing government work might be paid a full rate for eight hours work. It is about time to stop the tail from wagging the dog. It may be that no attention will be paid to this kick, but as a live Britisher I am going to exercise my right to kick if it happens to be all the satisfaction I can get out of it.

Yours very truly,

JOS. P. CLEAL.

(261)

**Kerr & Coombes Foundry Company, Limited.**

HAMILTON, ONT., January 19, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of Special Committee Bill No. 21,

House of Commons, Ottawa.

DEAR SIR,—We have been informed that your honourable committee is investigating and considering a Compulsory Eight-hour Day Bill, and we as a manufacturing concern deem such a Bill, if passed, a most unsatisfactory one to most manufacturers. Taking our own business, for instance, that of a foundry, it would be an impossible thing to have an eight-hour a day and a ten-hour a day gang.

In case we were awarded a contract by the government, it would mean that we would have to cut off two hours a day from the bulk of our employees which would seriously handicap us in our regular work, consequently we should have to put in a much higher price, about 20 per cent for any government work and this we contend would be a matter of very poor business for the government and for the general public who would have to pay the Bill. We feel that it would be a bad precedent to establish such a Bill for it would mean practically in the long run a general eight-hour day, which we do not think would be best for the general public.

We trust your committee will give this vital matter your most earnest consideration.

Yours faithfully,

KERR &amp; COOMBES FOUNDRY CO., LTD.

GEORGE A. COOMBES,

*Secretary.*

(205)

**Kinleith Paper Company, Limited.**

TORONTO, January 18, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

DEAR SIR,—Will you permit us to enter our protest against the passing of a Compulsory Eight-hour Day Bill through the House of Commons.

In so far as paper mills are concerned, a law of this character would be impracticable and unworkable. A paper mill runs night and day with two shifts.

Permit us to state the condition of affairs in a Mill with a government order on the machines.

All the beaters and engines are filled with the special stock used for this contract. At the expiration of such eight hours, it would be necessary to shut down the machine until it was time for the next shift to come on. This, as anyone at all acquainted with work in paper mills knows, would be ruinous. In fact, no mill in Canada



## APPENDIX No. 4

with this restriction would tender on a government contract, as outside of the necessity for increasing the cost to the government, it would disorganize the entire mill and introduce a spirit of discord among the help.

Following this government contract right through the mill:—

Some of the cutters are filled with government paper. When the eight hours are up, this particular paper would have to be taken off the cutters and another order substituted. The same thing on the calendars, in the counting room, shipping room, and if followed out to the letter, would even affect the sorting of rags that are used in government orders.

The only way we can see in which this law might work out would be for the government to take the entire output of a paper mill and be willing to bear the extra cost entailed by the shorter hours of labour.

No book or writing mill in Canada, Great Britain or the United States, so far as we know, work on an eight-hour basis, and if such were made obligatory in Canada it would be impossible to compete with the paper mills of the United States and of England.

We beg most respectfully to submit these few, as among many considerations why we trust that no such Bill may pass the Commons.

We have the honour to be, sir,

Your obedient servants,

THE KINLEITH PAPER CO., LTD.

W. P. GUNDY,

*Vice President.*

(363)

**Knight Brothers Company, Limited, Eclipse Planing Mills.**

BURKS FALLS, ONT., January 22, 1910.

HON. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

DEAR SIR, *Re Compulsory Eight-hour Day Bill.* We understand Mr. Verville, in the interests of organized labour, has again brought forward the eight-hour day Bill. We feel that the passing of such legislation will conflict very much with the commercial interests of the country, and submit a few reasons why such a Bill should not be passed.

It would prohibit every employer and every employee who works more than eight hours a day from sharing in government business.

It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellows by extra work or effort would be denied him.

Once we have fully recovered from the present depression, there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated.

A shorter working day would mean an increased cost of production, which in turn would mean a material advance in the price charged the jobber, the retailer and the consumer, and consequently a general increase in the cost of living.

The shorter hours of labour in town and city workshops have proved a wonderfully strong attraction in influencing men to leave the farm. If these hours are now reduced to eight per day help for the farm will be more difficult than ever to secure and retain.

It would be utterly impracticable for any establishment to work one portion of its staff eight hours a day on government orders and the rest of its staff ten hours a day on orders for private parties and private corporations.

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As a natural consequence competition for government orders would be less keen, price would go up, and all work would have to be paid for by the government at a higher figure.

Organized labour which is said to represent only eight per cent of the labour vote should not be allowed to impose conditions which would hamper the development of Canadian industry.

Thanking you in advance for your consideration of the above, we remain,

Yours truly,

HENRY KNIGHT.

*President.*

P.S.—Another very important point. We consider this measure encroaches too much on personal liberty. It is almost as personal as prescribing what a man shall eat or what he shall wear; or what he shall believe. We believe that one's liberty should not be interfered with until he acts contrary to true principle. If one wants to work eight hours only he should be free to do so. But we believe that legislation tending to compel such limits to the hours of labour will result in enormous difficulty, disorder, and general loss to the country.

H. KNIGHT.

(253)

R. Laidlaw Lumber Company, Limited.

TORONTO, January 19, 1910.

Hon. W. L. MACKENZIE KING,

Chairman, Special Committee, Bill No. 21,

House of Commons, Ottawa.

DEAR SIR,—I am writing to add a word of protest against that portion of the Bill which calls for 'Compulsory Eight-hour Day.' With the steady decline in the efficiency of labour, we should demand a compulsory twelve hour day or fourteen hour day to even up, in order to keep the cost of production where it belongs. Naturally the result of this rule, so far as government contracts are concerned, will have its affect on our general labour throughout the country to the detriment of our manufacturers and producers generally. I earnestly hope that the Bill will not pass in its present form. It is difficult to see the argument or logic in favour of such action in Canada. We have a severe winter season in our climate with short days and in many lines of work we are required to crowd into the summer months the work of the year. There might be some logic in such a rule if applied to a more temperate climate where conditions were even all the year.

With best regards,

Yours very truly,

W. C. LAIDLAW.

(197)

Laing Packing and Provision Company, Limited.

MONTREAL, January 18, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee, Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—Referring to the compulsory eight-hour day Bill. We beg to protest against this Bill, on the ground that it would disorganize labour, advance prices of goods, and prove hurtful to the workingmen themselves, as well as to trade generally.

We trust that the committee will report adversely on this Bill.

Yours sincerely,

PETER LAING.

*President.*

APPENDIX No. 4

(358)

## The Subsidiary Companies of the Lake Superior Corporation.

SAULT STE. MARIE, ONT., January 25, 1910.

Hon. W. L. MACKENZIE KING,

Minister of Labour, Parliament Buildings, Ottawa, Ont.

SIR,—Referring to Bill No. 21 House of Commons or the Eight Hour Day Bill, we beg to protest against the passage of the Bill for the following reasons:—

1. Though the Bill applies only to government contracts, the supporters of the Bill have in view the general application of the principle of the shortened day to all industries and this is inimical to the best interests of the public at large. Even at present there is a shortage of labour in many industries throughout Canada, and from all indications this shortage will increase in the near future, and a reduction in the hours of labour each day would make the matter still worse. The shortened day as applied to any industry would necessitate the employment of more men to sustain the output which would increase the cost of production, and consequently also the price of the product to the public. If the eight-hour day were made general in Canada and applicable to all industries one effect would be to handicap Canadian industries in competition with similar industries in other countries.

2. The eight-hour day applying to government contracts only, would lessen competition for government work because no manufacturer could maintain in his works an eight-hour day side by side with a ten-hour day, and he must maintain the ten-hour day in his general contracts in order to compete. Even in contracts for work and labour only, a contractor with the government would have to increase his prices on the basis of an eight-hour day, which would increase the total price to be paid by the country, and consequently the great mass of workmen who have to work a longer day would have to contribute towards the increased tax occasioned by the short day enjoyed by the select few of their fellow workmen who are fortunate enough to be employed on government works.

The promoters of this Bill have therefore in view an end which if attained will be injurious, and it should be the policy of parliament, we submit, to prevent the first step towards that end.

Yours very truly,

W. C. FRANZ,  
General Manager.

(190)

## Lamontagne, Limited, Manufacturers of Harness, &amp;c.

MONTREAL, QUE., January 18, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

SIR,—We beg to write you regarding 'An Act respecting the Eight hours of Labour on Public Works,' known as Bill No. 21, and for which we have received your letter of inquiry dated January 12.

As we are opposed to the passing of any legislation affecting presently the hours of labour in this country, we beg to give you hereunder a few reasons supporting the basis of our protest as to why the Bill should not be passed.

1st. We consider it would prohibit every employer or employee who is organized to work more than eight hours per day, from sharing in government business.

2nd. It would not be practicable for any establishment, our, for example, to work at the same time on government orders and on individual or private corporation orders, and unless we have a special staff for each separate contract which would disorganize our industry.

9-10 EDWARD VII., A. 1910

3rd. As a natural consequence, competition for government orders would be less keen and prices would go up on all work done for the government.

4th. It would start a movement in all the organized labour to bring forward an eight-hour day Bill in every industry and any labour, and we consider that our country is not ready to rest. Under existing conditions, it takes all our energy to compete with our neighbours, the Americans, notwithstanding the actual tariff.

5th. It would place a discount on ambition. The inherent right of individual to raise himself above the level of his fellows by extra work or effort would be denied him.

6th. Once we have fully recovered from the present industrial depression, there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated. We are actually in constant touch with the English Bureau of Information to secure proper skilled labour and we cannot manage to fulfil our requirements.

7th. A shorter working day would mean an increased cost of production, which in turn would mean a material advance in prices charged to jobbers, retailers and consumers, consequently a sure increase in the cost of living and without any higher wages. The short working day has a tendency to reduce the salaries.

8th. The shorter hours of labour in town and city workshop have proved a wonderfully strong attraction in influencing men to leave the farm. If these hours are now reduced to eight per day, hired help for the farm will still be more difficult to secure and retain. Remember that the government is before a problem in the northwest for the harvesting. As business men you will appreciate the importance of blocking a move that would only embarrass the farmers.

9th. This Bill is brought forward by organized labour which represents only 8 per cent of the labour vote, and this small percentage should not be allowed to impose conditions which would paralyze the development of the Canadian industry without benefiting any special class.

We might further say that it would be an encouragement to idleness.

We would, however, suggest an amendment to this Bill by which it would be understood and enforced, not only on government orders or where the government of Canada is a party to any contract, but for the whole workers of the Dominion in every industry, in fact in every line of commerce, to enforce a law of eight hours per day during the short days of the year, that is November, December, January and February, and add to the long days of the year that would be lost on the short ones. We consider that the amount of fuel and light spent during these short days would be largely reimbursed in work as aforesaid, notwithstanding the extra fatigue occasioned to the workers by artificial light.

We humbly submit the above to the committee studying the Bill in question, and we would express the hope that said committee report thereon in accordance.

Meanwhile, we have the honour to be, sir,

Your obedient servants,

LAMONTAGNE LIMITED.

S. D. JOUBERT,  
*President.*

(253)

**E. Leonard & Sons, Manufacturers of Engines and Boilers.**

LONDON, January 18, 1910.

Honourable W. L. MACKENZIE KING, M. P.,  
Chairman Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—Our attention has been called to the above Bill for reduction of hours of labour. We fully endorse the clauses of protest made by the Canadian

## APPENDIX No. 4

Manufacturers' Association, especially clause 7. This country wants farmers' sons to remain on the farm, as they are the backbone of our agricultural success, educated for such employment and producers of wealth from the soil.

This eight-hour agitation is the result of trade unions, which are a very small percentage of the industrial population. We will venture to say that they do not represent more than 10 per cent of the class supported by income of ten hours' day labour.

It would mean the abandonment of all chances of Canada competing with foreign countries in machinery of all kinds where 10 and 12 hours per day are brought into competition.

Hoping the committee will report unfavourably to the House, I remain,

Yours truly,

E. LEONARD & SONS.

(234)

**Lippert Furniture Company, Limited.**

BERLIN, ONT., January 19, 1910.

The Hon. W. L. MACKENZIE KING,  
Ottawa, Ont.

*Re the Compulsory Eight-Hour Day Bill No. 21.*

DEAR SIR,—We are advised that the above Bill will shortly be brought up before your special committee for consideration, and after going over the items contained in the aforesaid Bill, find that should same become law, that it would be very detrimental to all business concerns, as well as to all employers of labour. As we would in many ways be directly affected by this we wish to enter our serious protest against this Bill. As our representative of this riding we trust you will give this matter your earnest attention, and if you see fit, to oppose this Bill not only on behalf of ourselves but of all business establishments in general.

Should this Bill become law, it would prohibit every employer and every employee who works more than eight hours a day, from sharing in the government business. It would also seriously handicap all manufacturers, as, skilled labour as it is at the present time is very scarce. This would mean that this shortage would be tremendously accentuated, should there be any reduction made in the hours of labour. Besides a shorter working-day would mean an increased cost of production, which in itself would lead to a general increase in the cost of living.

Trusting the foregoing will make matters clear to you and that you will give this your earnest consideration

Yours very truly,

H. A. LIPPERT,

*Secretary.*

(229)

**Lowndes Company, Limited, Manufacturers of Men's Fine Tailored Garments.**

TORONTO, January 19, 1910.

The Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

*Re Eight-Hour Day Bill.*

DEAR SIR,—We do not wish to take up a lot of your time in discussing this matter, but beg to call your attention to our position in the Mens' Clothing Manufacturing.

9-10 EDWARD VII., A. 1910

At the present time we are working our factory nine hours a day, five days in the week and four hours on Saturday, making a total of forty-nine hours per week. Our most serious competition in high grade men's clothing comes from the United States. The chief clothing centres there are New York, Rochester and Chicago. In New York the clothing factories work fifty-five hours per week, in Rochester they work fifty-two hours per week and in Chicago they vary from fifty-two to fifty-five hours; so that you will see that using the same class of help and only working forty-nine hours per week, we are even now slightly handicapped, but should we be forced to still lower hours, without the United States following suit, we would, in a short time be in a serious condition.

We beg to remain,

Respectfully yours,

C. B. LOWNDES,

*President.*

(187)

**McColl Brothers & Company, Lubricating and Fine Burning Oils.**

TORONTO, January 18, 1910.

THE HON. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

*Re Bill No. 21.*

DEAR SIR,—Regarding the eight-hour day Bill introduced by the labour party, we would appreciate it if when this comes before you, that the matter should be thoroughly gone into. In our instance it would be practically impossible to limit our works to eight hours a day, without largely increasing the cost of production, and it would practically hamper our works, and put us in the position that we would not be able to apply for tenders for government work. In addition to this it would be to the general disadvantage of the country at large, and it should not be considered seriously for a moment.

Yours truly,

J. W. McCOLL

(201)

**F. C. McCordick, Manufacturer of Tanned and Rawhide Lace Leathers.**

ST. CATHARINES, ONT., January 18, 1910

THE HON. W. L. MACKENZIE KING,  
Chairman Special Committee on Bill No. 21,  
House of Commons, Ottawa.

MY DEAR SIR,—Referring to the Compulsory Eight-hour Day Bill which has been introduced by Mr. Verville, I wish to protest against the passing of such an arbitrary law as against the best interests of the community. In the Niagara district there is a probability of some large government works and if such were carried on under an eight-hour law, the manufacturers, fruit growers and other farming industries would have greater difficulty than ever in procuring labour. At the present time the fruit growers must work from daylight until dark to harvest their fruits, or suffer great losses. A man's value to the community is what he earns, and if the hours of labour are shortened, his earning power is curtailed.

Trusting these views will be given your best consideration, I have the honour to be,

Your obedient servant,

F. C. McCORDICK.

APPENDIX No. 4

(351)

**Macdonald & Company, Limited, Importers of Cast and Wrought Iron Pipe.**

HALIFAX, N.S., January 20, 1910.

Hon. W. L. MACKENZIE KING,

Chairman Special Committee on Bill No. 21.

HON. SIR,—We employ from seventy to one hundred hands.

We work nine hours per day, so would be barred from tendering on government work as it would be impracticable to work eight-hour and nine-hour men together.

There is no surplus of skilled labour in ordinary times, and when times are good there is a shortage here.

An eight-hour system must enhance cost of our products.

We favour a nine-hour day. But are against putting the individual worker under compulsion of any kind. He should be free to work.

Consequently are against the Bill No. 21 now in committee.

Yours faithfully,

MACDONALD & CO., LTD.

ROD MACDONALD,

*Secretary.*

(141)

**Macdonald Manufacturing Company, Limited, Lithographers on Tin and Iron.**

TORONTO, ONT., January 14, 1910.

DEAR SIR,—Replying to your circular letter dated December 27, dealing with this Bill, would say that we presume that the rule adopted on private works in respect to hours of labour are adopted by government contractors when doing similar work for the government. It only seems fair that this should be the case.

The government, however, through its various departments, is the purchaser of almost every conceivable commodity made in foreign countries as well as in Canada. It would be impossible to control the number of hours per day that should be done upon such commodities, as the law could not extend outside of Canada, and it would not be possible for mills or factories in Canada to adapt themselves, for the purpose of a small government order, to eight hours a day, if they were working ten hours a day regularly.

Neither is it a practical question in Canada to reduce the hours of labour by 20 per cent, thus increasing the cost of commodities as well as living, which is now already excessive. Such a course, if adopted generally, would lead to tremendous increase in cost, inasmuch as expensive plants and machinery would be lying idle for two hours longer in the twenty-four.

It is a kind of legislation which is not in effect in countries with which Canada competes for supremacy in its own market, and would likely have the result of destroying manufacturing industries in Canada, and consequently throwing out of employment and bringing destitution where prosperity prevails.

Besides this unless it is the intention to make eight hours a day apply to all kinds of labour, including farm labour, the result would be to further deplete the help available for farm purposes where, indefinite hours of labour are in effect according to the necessities of the season, it being the motto of the farmer to 'make hay while the sun shines.' Farm labourers would flock to the cities under the impression that we only worked eight hours a day instead of longer hours on the farm. This is not a desirable condition of affairs to look forward to in a country where there is so much land to be tilled, and where it is necessary to encourage people to stay on the land. I remain,

Yours faithfully,

MACDONALD MANUFACTURING CO., LTD.

R. AUSTIN

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(242)

**R. McDougall Company, Limited, Manufacturers.**

GALT, January 19, 1910

HON. W. L. MACKENZIE KING  
Ottawa, Ont.*Re Bill No. 21.*

DEAR SIR,—We note that the Eight-Hour Day Bill has again been brought to the fore, and we, as manufacturers, wish to protest against such an arrangement, as we are satisfied that the matter has only to be looked into when it will be seen that such a condition of affairs is not for this country. We occasionally do work for the government, that is, we build machine tools which are used in government work shops. If this Bill is good for anything it would of course, be applicable to such conditions, and we think you can readily see the confusion caused in any shop by part of the employees being on eight hours and part on ten hours. We might also say that in the course of a few months there will in all probability be a shortage of labour as was the case a few years ago, and that a ten hour day will be none too long for the current business of the country. In many lines of business, labour is the important item of cost, and owing to the high rate of living we do not think that workmen could afford to work only eight hours per day at present rates of pay, and an advance in the rate would mean more advance to the cost of goods produced and this might mean loss of the market where competition was with a ten-hour day.

We sincerely trust that your committee will report this Bill adversely and in the meantime, we are.

Yours truly,

AND. J. OLIVER,

*Secretary Manager*

(173)

**The McIntosh Granite Company, Limited.**

TORONTO, January 18, 1910

HON. W. L. MACKENZIE KING,  
Minister of Labour,

Chairman Special Committee on Bill No. 21.

House of Commons, Ottawa, Ont.

DEAR SIR,—We desire to protest most strongly against the Compulsory Eight hour Day Bill brought forward by Mr. Verville.

We employ on an average 55 men the year round, they now work nine hours for five days a week, and four and a half hours on the sixth day, and they are unanimous in desiring to continue this.

As a rule in our business it is difficult to secure enough good men to keep up with our orders. The attitude of the unions in limiting the number of apprentices (and the few who are taken on, are not taught the business as formerly) is making it more difficult all the time to get good mechanics, therefore we think this Bill for shortening the working day should be thrown out.

Yours respectfully,

D. TAYLOR McINTOSH,

*Secretary-Treasurer.*



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(113)

**MacIver & Mooney, Lumber Manufacturers and Dealers.**

SCOTSTOWN, QUE., January 10, 1910.

*Re Legislation affecting Hours of Labour.*

DEAR SIR,—We see no reason why they should not be permitted to work more than eight hours, as such a clause would interfere not only with the rights of the labouring man, but also with those of his employer.

Yours truly,

M. J. MOONEY,  
*President A.G.C.L.*

(195)

**J. C. McLaren Belting Company, Limited.**

MONTREAL, January 18, 1910.

Hon. W. L. MACKENZIE KING,

Chairman Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—We have read with a great deal of interest the 'Eight-hour Day Bill,' and would be very sorry to see its enactment.

The reasons that could be advanced against it are so far reaching and numerous, it would be difficult to say just how detrimental it would prove, not only to employers of labour but very directly to labour itself.

We sincerely hope your committee will see it in this light and report upon it in accordance.

Yours very truly,

F. A. JOHNSON,  
*Managing Director.*

(202)

**Malcolm & Souter Furniture Company, Limited.**

HAMILTON, ONT., January 18, 1910.

Hon. W. L. MACKENZIE KING,  
Ottawa, Ont.

DEAR SIR,—We understand you are chairman of a special committee at present about to consider the advisabilty of legalizing the eight-hour day on government contracts.

As manufacturers in close touch with business conditions in this country, we wish to express our disapproval of this movement.

Many objections can be cited against it, but the chief one, in our opinion, is that it will add considerably to the cost of government, already a large item. It would ultimately result in the eight-hour day being extended to all classes of labour in this country. That this will tend to increase the cost of living you must admit, and at a time when prices are advancing anyway.

We hope your committee will accord this proposed Bill very careful consideration, and that the result will be an adverse report on it from your committee.

Yours truly,

MALCOLM & SOUTER FURNITURE CO., LTD.

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(339) **Manitoba Bridge and Iron Works, Limited.**

WINNIPEG, MAN., January 20, 1910.

HON. W. L. MACKENZIE KING,  
Minister of Labour,  
Ottawa, Ont.

HON. SIR,—We observe that you are chairman of the Special Committee of Bill No. 21, regarding compulsory eight-hour day for all persons having any connections with work to be done for the government of Canada.

This company desires to enter an earnest protest against any such grossly unjust measure being allowed to become law, as it would practically prohibit us from being able to do any work ultimately intended for government use, and the same would apply to all manufactures similarly situated, doing a mixed business of all kinds of iron and steel work. It would be an impossible matter for us to have some of our men working eight hours per day and the balance ten. Take a piece of work in the lathe, for instance, the man operating the lathe would come in at eight o'clock, an hour later the shops had opened, and leave an hour before they closed. It would not pay to take the work out of the lathe, as the setting up and centring of the work is a considerable portion of the cost, and it would greatly enhance it. In this climate where the days in summer are long and correspondingly short in winter, and owing to the severity of the latter season, practically all our year's business has to be done in the summer and our shops are nearly idle in winter. It would be impossible to pay interest on the investment if our output was restricted during the part of the year that we are sure to be busy to eight hours per day. The interest goes on day and night, the cost of power, taxes, insurance, management, accounting, supervision and depreciation; in fact the whole overload remains the same. The result would simply be that we would be prohibited from doing any work, even as sub-contractors, in which the government was interested.

The Bill is being advocated by a very small section of the labourers of Canada, and no other trust or combine has so much contributed to the increase in the cost of living in this country as the labour trust. Therefore, these continued attempts to restrict the output of shops, to force shorter hours of labour and higher wages, and in every way curtail production, has been the chief cause, in our opinion, of the enhanced cost of living. This Bill is designed to go further in this respect. If they can force this on government work, it will be followed by a series of strikes throughout the country to enforce it in other lines of work. We firmly believe that the small number of persons who are agitating for the enactment of this Bill, do not represent more than 8 or 10 per cent of the labourers and mechanics of this country and that the freedom of the other 90 per cent, who are willing and anxious to work more than eight hours per day, should not be restricted on account of the noise made by a few. This country is too young and too vigorous to have its energies and growth artificially restrained in this matter. We protest strongly against the whole principle of the Bill, and hope that it may be rejected by your committee.

We have the honour to be, sir,

Your obedient servants,

**THE MANITOBA BRIDGE AND IRON WORKS, LTD.**

THOS. R. DEACON,

*Manager.*

(342) **The Manitoba Windmill & Pulp Co., Ltd.**

BRANDON, MAN., January 20, 1910.

The Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Can.

DEAR SIR,—With reference to Bill No. 21, which is now before the Dominion Parliament, with reference to a compulsory eight-hour day for mechanics and working men in factories, we would like to put ourselves on record as being utterly opposed to

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this Bill. If such a Bill goes into force throughout the Dominion, it will practically mean that Canadian manufacturers are up against a serious proposition with respect to competition from our American friends, who at the present time are entrenched with much larger factories, and even with their present facilities are able to produce goods cheaper than the Canadian manufacturers. Should this Bill pass the House, it will further add to the impossibility of Canadian manufacturers meeting this competition, which at the best of times is hard to combat with.

We most sincerely hope you will use your best efforts to bring the manufacturers' point of view to bear on this when this Bill comes before the House for final consideration. Please understand that we are bitterly opposed to the passing of this Bill.

Yours truly,

THE MANITOBA WINDMILL & PUMP CO., LTD.

G. B. WILLIAMSON,

*Manager and Treasurer.*

(325)

**Marsh & Henthorne and others, Manufacturers of Belleville**

The Hon. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—The manufacturers of Belleville are desirous of opposing the passage of Bill No. 21, which provides for an eight-hour day on all contracts for government work or requirements, and beg to submit for your consideration the following reasons why this Bill should not become law.

(1) It would prohibit every employer and every employee who works more than eight hours per day from sharing in government business.

(2) It would be utterly impracticable for any establishment to work one portion of its staff eight hours a day on government orders and the rest of its staff ten hours a day on orders for private parties and private corporations.

(3) As a natural consequence competition for government orders would be less keen; prices would go up, and all work would have to be paid for by the government at a higher figure.

(4) It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellow by extra work or effort would be denied him.

(5) Once we have fully recovered from the present industrial depression, there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated.

(6) A shorter working day would mean an increased cost of production, which in turn would mean a material advance in the price charged the jobber, the retailer and the consumer, and consequently a general increase in the cost of living.

(7) The shorter hours of labour in town and city workshops have proved a wonderful attraction in influencing men to leave the farm. If these hours are now reduced to eight hours per day, hired help for the farm will be more difficult than ever to secure and retain. As business men you will appreciate the importance of blocking a move that would only embarrass the farmer.

(8) Organized labour, which is said to represent only 8 per cent of the labour vote, should not be allowed to impose conditions which would hamper the development of Canadian industry.

We hope that your committee may favourably consider the above arguments and report adversely on the Bill when it comes before you.

We have the honour to remain,

Your obedient servants,

MARSH & HENTHORN, LTD.

L. W. MARSH,  
*Managing Director.*

BELLEVILLE IRON AND HORSESHOE CO., LTD.

R. J. SMITH,  
*Vice-president and General Manager.*

BELLEVILLE CANNING CO.

R. B. MORDEN,  
*A Partner.*

BRASS & STEEL GOODS, LTD.

H. C. HUNT,  
*Managing Director and Secretary*

THE HOLTON LUMBER CO., LTD.

G. H. HOLTON,

BELLEVILLE FRUIT AND VINEGAR CO., LTD.

HENRY TAYLOR,  
*Secretary Treasurer.*

THE DEACON SHIRT CO.

T. S. DEACON,  
*Secretary Treasurer.*

TICKELL & LAW CO.,

*Furniture and Casket Manufacturers.*

W. W. CHOWN CO., LTD.

R. C. CHOWN,  
*Vice President.*

JAMES ST. CHARLES OMNIBUS CO.

JAMES ST. CHARLES,  
*Manager.*

WALKER FOUNDRY.

J. HURLEY.

R. J. GRAHAM.

CARLAW MILLING CO.

GEO. WALTERS & CO.

CITY WOOLLEN MILLS.

WM. LOTT,  
*Proprietor.*

FINNEGAN CARRIAGE & WAGGON CO.

W. E. FINNEGAN.

DOMINION BEDDING CO.

W. S. SMITH,  
*Proprietor.*

STANDARD GAS HOLDER & BOILER CONSTRUCTION CO., LTD.

J. A. MARSH,  
*Secretary Treasurer.*

BELLEVILLE HARDWARE CO., LTD.

W. C. SPRINGER,  
*Managing Director.*

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(269)

**Wm. A. Marsh Company, Limited, Manufacturers of Fine Shoes.**

QUEBEC, January 19, 1910.

HON. W. L. MACKENZIE KING,  
Chairman, Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—In regard to the Compulsory Eight-Hour Day Bill, which we have carefully considered, we believe it would prove to be the thin edge of the wedge, and ultimately apply to and affect all industries. So far as the shoe industry is concerned, it would never stand the increased cost of production, would bear too heavily upon the consumer, and bring about an increase in the export of shoes from the United States into Canada. For these and other strong reasons that might be mentioned, we most earnestly protest against the Bill, and hope that your committee will report adversely thereon.

Your obedient servants,

ROBERT STANLEY,

*Secretary-Treasurer*

(256)

**Maritime Nail Company, Limited.**

ST. JOHN, N.B., January 19, 1910.

HON. W. L. MACKENZIE KING,  
Chairman, Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

HON. SIR,—We notice that this Eight-Hour Day Bill has been considered by the House in somewhat more serious manner than heretofore, and that same has been referred to a committee, of which you are the chairman.

There are a number of reasons from a broad standpoint why this Bill is impracticable.

In the first place this Bill is brought forward by an organization which is only about eight per cent of the total labour vote, to say nothing of the balance of voters, a great majority of whom are not in favour of this Bill, and as they are taxpayers, is it right that they should be taxed for the increased cost of the material which the government purchases.

The 20 per cent in reduction in the working hours per day, means considerable additional cost to the present price.

As production is the basis on which the manufacturer must distribute his overhead cost, the overhead cost would be 20 per cent higher if this Bill goes through.

We sincerely trust that this committee will give this Bill their careful attention, and look at it from the standpoint of the manufacturer and farmer as well as organized labour, and we cannot help but feel that the report would be adverse to the Bill.

Yours respectfully,

S. E. ELKIN,

*General Manager*

(231)

**Martin-Senour Company, Limited, Paint Makers.**

MONTREAL, January 19, 1910.

HON. W. L. MACKENZIE KING,  
Ottawa, Ont.

DEAR SIR,—Our attention has recently been drawn to the provisions of Bill No. 21, fostered by Mr. Verville, and a careful study of the conditions of this Bill should it become a law, makes it very plain that it would be a hardship to manufacturers and

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employers of labour throughout the Dominion. The present condition of the labour market is severe enough without burdening employers with an Act of this kind. Aside from the question of labour supply there is also the question that would involve considerable difficulty and annoyance with employers and labourers working on government contracts, a shorter working day would necessarily lower the producing power of Canadian manufacturers and increase the cost of production, and as skilled labour in Canada is very limited, we believe we have voiced the sentiments of many other manufacturers that a law of this kind would not only be a detriment to the manufacturing industry of Canada, but would prove a hardship to many individual manufacturers. We are unalterably opposed to the provisions of this Bill, and we urge upon you to exercise your influence to defeat this measure should it come to a vote.

A reply would be greatly appreciated.

Yours very truly,

W. H. YORKE,  
*Manager.*

(203)

The Mason & Risch Piano Company, Limited.

TORONTO, January 18, 1910.

HON. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—We learn with very much concern that an Eight-hour Day Bill has been brought in on behalf of organized labour through its representative, Mr. Ver-ville.

The passing of such a Bill would in our opinion lead to very serious results as it would prevent any firm and its employees who work more than eight hours per day from sharing in government contracts.

From the government point of view it would mean that competition would be less keen, prices would go up, and all work would have to be paid for by the government at increased figures.

It has been with the greatest of difficulty that manufacturing industries have during the past year been able to secure sufficient skilled help to meet their demands, and a reduction in the hours of labour would involve very heavy losses. We earnestly ask your committee to consider the provisions of this Bill very carefully, as such consideration will, we are confident, result in your reporting adversely on it.

Yours very truly,

HENRY H. MASON,  
*Secretary-Treasurer.*

(266)

David Maxwell & Sons, Manufacturers of Farm Implements.

ST. MARYS, ONT., January 19, 1910.

HON. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—Our attention has been drawn to the Compulsory Eight-hour Day Bill, which is now before the House of Commons and we beg to submit our objections to this Bill becoming law.

This Bill would prevent any manufacturer whose hours exceeded eight, to entertain any government contracts as it is an impossibility to divide up the factory so that a portion of the mechanics who might be engaged on government contract work

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could work eight hours per day, and the balance for a longer period. The result would be a lessening of competition for government contracts with the consequence, that the prices required to be paid would be much higher than under regular conditions as it would mean an increased cost for production.

We trust that the proposed Bill will not become law.

Yours truly,

DAVID MAXWELL & SONS.

(326)

Massey-Harris Company, Limited, Farm Implements.

TORONTO, January 18, 1910.

DEAR SIR,—We are in receipt of your favour of 27th December, in which you ask for our opinion as to the effect of the passing of Bill No. 21, 'An Act respecting the Hours of Labour on Public Works.'

Shortly, we would say, that it would appear to us, that it would be prejudicial to the best interests of Canada, making it practically impossible for any company to tender for government work and at the same time conduct their business so as to be in a position to compete on other than government contracts. The government might be willing to pay the higher price, that would of necessity be demanded for government work under such a condition, but private enterprises would never concede this, and firms tendering would be under the necessity of trying to work part of their staff for eight hours, and part for ten hours, or else drop one or other of the two classes of business. We know of companies who have attempted to do part of their work on an eight hour basis and part on a ten hour, and it has always failed, and our experience with the handling of men makes us sure that it always will.

In these days the improvement in machinery, each year, is practically equal to the advance of a decade formerly. All these improvements mean very much heavier investment on the part of manufacturers in machinery, and at the same time lighter labour for the men employed. If machinery is to be employed but one-third of each twenty-four hours, it is, of course, going to increase the investment in machinery and plant quite largely.

In our own particular case, we would not be directly interested, in that we are not at all likely to be tendering for government work, but we, and all other manufacturers, will be seriously affected nevertheless by such a stipulation on the part of the government, because of the influence upon our employees of such legislation and the influence of seeing men in a nearby factory working eight hours. It would be difficult, if not useless, to try to get the average workman to appreciate the fact, although it would be a fact, that the firm whose employees were working but eight hours were able to do so and get along only because they had a government contract, and the government were willing to pay a bonus for their work over ordinary consumers.

Another important consideration from the standpoint of our company, is, that we do a large export business. To do this we have to compete with factories in other countries who work on a basis of ten hours per day, and frequently twelve hours. In these days of keen competition, it is not possible to concede very much, in the way of an advantage to your competitors and be successful, and there could be no question of the tremendous handicap a firm would be under, who were trying to compete on an eight-hour basis with another company that was able to use its plant for ten, and even twelve, as is quite common in several countries in Europe.

We do not think that the government should for a moment consider doing something that would, in its actual working out, apply to a comparatively small number of men, but, at the same time, would be very far reaching in its influence and effect, and which would be the thin end of the wedge of an endeavour to force manufacturers

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generally into a situation which, almost unanimously we believe, would be considered by them as impracticable and well nigh fatal to their success.

Another reason we would urge is, that the bulk of the people, who would have to pay for the public works, are people who would find it utterly impossible to restrict themselves to eight hours a day. This is especially true of the agriculturist, who, as we are situated in Canada, would have to pay the larger proportion of the extra cost of public works. Every one knows that farmers of necessity work long hours, and it cannot be expected that they, or others who work twelve hours, or more, per day, would have sympathy with an eight hour day.

We might suggest other reasons against the adoption of this Act, but the above are some of the important ones that immediately suggest themselves to us in the consideration of it.

Yours truly,

THOS. FINDLEY,  
*Assistant General Manager.*

(238)

**Metallic Roofing Company of Canada, Limited.**

TORONTO, ONT., January 19, 1910.

Hon. W. L. MACKENZIE KING,  
Chairman Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—Without entering into any lengthy details, we desire to enter our protest as strongly as possible against the passing of Bill No. 21, which would work a very serious injury indeed not only to the manufacturers, but to many other interests in different parts of the Dominion.

Yours truly,

THE METALLIC ROOFING CO. OF CANADA, LTD.

J. O. THORN,  
*Managing Director.*

(239)

**Moffat Stove Company, Limited.**

WESTON, ONT., January 19, 1910.

Hon. W. L. MACKENZIE KING,  
Minister of Labour,  
Ottawa.

DEAR SIR,—We notice that organized labour, through its representative, Mr. Ver-ville, is again bringing forward its Eight-Hour Day Bill, and that the same has been referred to a special committee, of which you have the honour to be chairman.

In common with all other stove manufacturers, we have passed through two lean years, and it would be some time yet before the stove business is back again to its condition in 1907.

Eight hours per day on government contracts practically means the same on private contracts, and the stove manufacturers have enough troubles to fight against without adding another to the list.

In our experience the labour unions or labour trust, as at present constituted, have shown themselves to be utterly untrustworthy, tyrannical and irresponsible, and appear to think themselves above the law. They represent only a very small percentage of the workmen of our Dominion.

At the present time there are only three or four leading Canadian stove foundries which employ union labour, and we fail to see why their representations should have any effect on the government.



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The writer has just come back from a trip through a number of United States stove factories, and find that we have machinery and appliances equal to our United States competitors; that we are paying our workmen as high, and in some cases higher wages, and that our moulders in particular are producing less work.

If the labour union were in earnest they would do a little constructive work and help to place ourselves in a position where we could compete with United States factories.

Are you aware that it costs the Canadian stove manufacturers at least 10 per cent more for raw materials than our United States competitors, and that all the nickel and asbestos we use is originally exported from Canada to United States and from there back to Canada with duty and freight added?

A consideration of subjects like these would be of more interest not only to the Canadian stove trade but to the workmen whom we employ.

Yours truly,

MOFFAT STOVE CO., LTD..

H. L. MOFFAT,

*Secretary.*

(249)

**Montreal Carriage Leather Company, Limited.**

MONTREAL, QUE., January 19, 1910.

Hon. W. L. MACKENZIE KING,  
Ottawa, Ont.

SIR,—We respectfully beg to enter our protest against the passing of the Compulsory Eight-hour Day Bill, as we feel confident that it will prove detrimental to the manufacturer and also to the mechanic as well.

The cost of production will be seriously enhanced, which will reflect on the consumer and also on the mechanic, and mean a general increase in the cost of living, also it will be next to impossible to compete in the foreign markets. It will also mean less wages earned for labour in factories paid by the hour; should this Bill pass, the cost on any government contracts placed will undoubtedly be considerably increased. We have yet to hear of any agitation from our employees demanding shorter hours, and we doubt very much if the majority of labour employed are desirous of seeing the Eight-hour Day Bill come into force.

We trust and hope that your committee will come to the conclusion that it is in the interest of trade or the working man to have the present hours of labour curtailed.

Yours respectfully,

MONTREAL CARRIAGE LEATHER CO., LTD.

J. ALEX. STEVENSON.

(366)

**Montreal Lithographing Company, Limited.**

MONTREAL, January 24, 1910.

Hon. W. L. MACKENZIE KING,  
Minister of Labour,  
House of Commons, Ottawa.

DEAR SIR,—As we understand that you are chairman of the special committee on Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' we herewith beg to submit a few objections for your consideration.

In the first place it seems to us that all employers of labour whose factories run on an average of more than eight hours per day, would be debarred from participating in any government contract, it would result in the narrowing down of competition

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for government contracts to such an extent, that the tendency would be to jump the prices of all government work. It would prohibit all firms who now share, to however slight an extent, in government business from accepting orders from the government, as it would be absolutely impossible for such establishments to have that portion of their staff who happen to be engaged on such orders, working eight hours per day during the time they were so engaged, while the balance of the staff were working a longer period and have the same employees revert to the regular working hours of the factory at such times as they were not actually engaged on government work.

The scarcity of skilled labour in many branches of business is already so pronounced that to adopt an eight-hour day basis for all work would be simply impossible. The result would only tend to lessen the output so essential to the general prosperity of the business community.

Yours truly,

JAS. JEPHCOTT.

(136)

**Montreal Rolling Mills Company.**

MONTREAL, January 13, 1910.

DEAR SIR.—I beg to thank you for giving me the opportunity of perusing Bill No. 21, 'An Act respecting the Hours of Labour on Public Works.'

I judge that the object in view is that the labourer, or workman, or mechanic, shall obtain, on the work done under a contract for the government, full compensation for the eight hours of time equal to what he secured on the same class of work under other contracts, and working ten hours. The result of this would be, of course, that for all government work, the government, in comparison with the cost to other contractors, would be paying 20 per cent more on the labour necessary to produce the product. The difficulty, however, that I see, is in the carrying out of the proposed conditions.

Take the manufacturer of a steel rail. This commences with the ore and limestone, and by this Bill would the eight-hour day be obligatory as regards the labour in making the pig iron, which is a continuous process, that goes to the steel furnaces, which is also what might be termed a continuous process, and from there into the ingot, and from the ingot to the blooming mill, and from the bloom that is there produced, rolled into the steel rail purchased by the government? Is it the intention of the promoters of this Bill, in the processes leading up to the finished article, which work is done in the same establishment and under the one roof, that in these various proceeding processes, there should be no workman or labourer or mechanic in the employ of the said contractor permitted or required to work more than eight hours per day? If so, I would consider that it is an impracticable proposition.

In the works that I am interested in, there is a large proportion of work that is done by piecework, and you will find cases where the ability of the mechanic allows him to work a less given number of hours to accomplish certain results, than it takes another mechanic to accomplish a like result, and the latter would feel it a hardship if he was compelled to curtail his efforts to secure the monetary return that goes to another workman.

With a stipulation in a contract such as is suggested by this Bill, the honest contractor would be at a disadvantage, for the reason that he would obligate himself to carry it out and not permit or require any labourer, workman, or mechanic to work more than eight hours in any one calendar day, while those who are not as straight might carry out the wording of the contract and not allow or permit any man to work on this government contract more than eight hours a day, but would change his machine (whatever it might be) for the remaining two hours on to some other work for some other purpose and for some other contractor.

## APPENDIX No. 4

Coming back now to the first proposition, if the answer be 'Yes,' how is it possible for the manufacturer of shovels or spades or picks or drills or bolts or nuts, who, for his purpose as a manufacturer of these and other varied lines of finished products, buys his sheets of steel for his shovels, or his bar of steel for his picks, drills, &c., to be in a position to know whether that bar of steel or bar of iron, or sheet of steel or sheet of iron, was produced by labourers, mechanics and workmen who were only permitted to work eight hours per day? If it was not compulsory for the producers of the articles that I have now named to substantiate this, what a handicap it would be to the manufacturer who produces from a further back process, to be obliged that in the production of the finished article, when all the processes are under one roof, they be produced by labourers, workmen, or mechanics in an eight-hour day.

So far as the government is concerned, for work that they are doing themselves, they are the employers, like other manufacturers, and can, of course, legislate with their said employees whether the day be one of eight, nine or ten hours.

I beg to remain, yours truly,

WM. McMASTER.

(128)

**Montreal Steel Works, Limited.**

MONTREAL, January 13, 1910.

DEAR SIR,—We think this should be withdrawn for the following reasons:—

1st. Owing to our climatic conditions, a great deal of government work cannot be carried on to advantage in the winter, and there is consequently a great deal of unemployment during the winter months. It is, therefore, most necessary that longer hours should be worked in the summer in order to take full advantage of that season, thus enabling working men to earn more money during the summer months to offset the enforced idleness during the winter. They are well able to work extra hours owing to the long rest they have had in the winter months.

2nd. If the eight-hour law is enforced in the government contracts, an attempt will then be made to enforce it upon all employers of labour. This would be a serious handicap to Canadian manufacturers who have to compete with foreigners in practically everything that is manufactured here.

3. Contractors doing rush work for the government would be very much hampered if they are so restricted with the hours of labour, as they will be continually running to the authorities to get permission to work longer hours in order that they may complete the work which is so urgently required. A long delay will ensue before these permissions will be granted, thus causing a further loss of time.

Yours truly,

C. H. GODFREY

*Vice-President and Treasurer*

(316)

**Montreal Street Railway Company.**

MONTREAL, January 20, 1910.

HON. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,

House of Commons, Ottawa.

*Re: Compulsory Eight-hour Day Bill.*

DEAR SIR,—In connection with the above Bill I am authorized to say that we protest against the same for the following reasons:—

1. It would be utterly impracticable for any establishment to work one portion of its staff eight hours a day on government orders and the rest of its staff ten hours a day on orders for private parties and private corporations.

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2. It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellows by extra work or effort would be denied him.

3. Once we have fully recovered from the present industrial depression there will again be a shortage of help. A reduction on the hours of labour would mean that this shortage would be tremendously accentuated.

4. A shorter working day would mean an increased cost of production, which in turn would mean a material advance in the price charged the jobber, the retailer and the consumer, and consequently a general increase in the cost of living.

5. Organized labour which is said to represent only eight per cent of the labour vote should not be allowed to impose conditions which would hamper the development of Canadian industry.

Yours very truly,

PATRICK DUFEE,

*Secretary*

(304)

**Montreal Watch Case Company, Limited.**

MONTREAL, January 21, 1910.

HON. W. L. MACKENZIE KING,

Minister of Labour,

House of Commons, Ottawa, Can.

SIR,—I am in receipt to-day of an extract from a Bill that is being now submitted to your committee for its consideration. I would humbly call your attention to the fact, that if any compulsory limitation is enacted with reference to the working hours of labour, it will affect a number of businesses which includes the one I represent, viz. 'The Montreal Watch Case Company, Limited.' As we are in keen competition with English and American manufacturing houses, who have been in existence for many years and are thoroughly equipped, organized, and in a position to sell goods at a very close profit, and who are not restricted by any limitations as to the number of hours their employees shall work per day. I believe Canadian manufacture would be at a great disadvantage in competition with them. I would suggest a clause in the proposed Act that would overcome this objection so far as our class of business is concerned namely, 'Payment per hour.' This arrangement is not only fair and just but leaves it optional with the employee as to the number of hours he will work each day. My experience from this system, thoroughly demonstrates, that the employees' ideas as to the number of hours of labour a man should give in the course of a day, becomes more or less elastic, as he is the sole judge.

Yours obediently,

WM. J. HOWARD,

*President.*

(248)

**Munderloh & Company, Electrical Supplies and Fixtures.**

MONTREAL, QUE., January 19, 1910.

HON. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—With reference to the proposed Compulsory Eight-hour Day Bill, we earnestly trust that your committee will not report favourably on this Bill, for should it go through it would be impossible for us or any other concern operating more than

## APPENDIX No. 4

eight hours per day to share in government business, and as our working day is longer than eight hours, we, along with many others, would feel the severity of this measure. We beg to remain,

Yours respectfully,

MUNDERLOH & CO., LTD.

J. B.

(168)

**The National Breweries, Limited.**

QUEBEC, December 29, 1909.

DEAR SIR,—We fail to understand why one employed on a government contract should be placed in a different position than others; the general idea is that the government, even under present conditions, get much less value for a dollar than any one else.

With the immense public works to be undertaken for the next few years by the Canadian government, we consider the proposed eight-hour clause would be most detrimental, in fact all energies should be pushed to the limit if we desire to develop our vast country and possessions.

Yours very truly,

BOSWELL & BRO.

(284)

**National Rubber Company of Canada.**

MONTREAL, January 20, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa.

DEAR SIR,—We note that an Act is being sought to force a compulsory eight-hour day on government work. In our estimation this will be most unfair, especially in our trade and in allied businesses and the clothing trade in general. The business is one in which we have alternative periods of a great quantity of work, and at other times, practically nothing. When we are rushed in this way it is absolutely obligatory for us to be able to cope with the work, to allow our hands (who are nearly all piece-workers) to work overtime, and did we not allow this we would have endless objections from them and great loss to ourselves. For these reasons we wish to record our strongest objection to the Bill in question.

Yours truly,

A. W. KENDALL.

(259)

**National Table Company, Limited.**

OWEN SOUND, January 19, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

DEAR SIR,—We beg to place before you our protest against the passing of Bill No. 21, which is coming up before the House of Commons in the course of a few days, and we beg to express the hope that your committee will report adversely on this Bill. There are several strong reasons why this Bill should not pass. Many of these reasons

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will be presented to your committee by men who are experienced in labour and business matters, and we express the hope that the committee will recognize that public opinion is very largely against the passing of an Act, such as is proposed in Bill No. 21.

Yours truly,

W. MERRITTON.

(352)

**New Brunswick Pulp and Paper Company, Limited.**

MILLERTON, N.B., January 20, 1910.

The Hon. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,

House of Commons, Ottawa, Ontario, Canada.

DEAR SIR,—We are advised that Mr. Verville has again brought forward the proposed Eight-hour Day Bill, and as we are of opinion that this Bill will not be in the interests of this country, or to the interests of manufacturers, we are writing to very strongly protest against it.

In regard to the pulp and paper manufacture, the writer has had a wide experience in Scandinavia, United States, Newfoundland, England and Canada, and can say unhesitatingly that such a Bill will impose additional burdens on us in Canada which the industry cannot bear.

The protection we have from the government barely compensates for the increased cost of machinery, labour, fuel and chemicals in this country, and any increase in the cost of labour, which would necessarily take place were this Bill to become law, would further be against the manufacturer.

We are quite in agreement with the paragraphs against the Bill as outlined by the Canadian Manufacturers' Association.

Yours truly,

JAMES BEVERIDGE,

*President.*

(179)

**W. P. Niles, Grower of Seed Peas and Beans**

WELLINGTON, ONT., January 18, 1910.

Hon. W. L. MACKENZIE KING,

Chairman Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—I sincerely hope that the committee on Bill No. 21 will not report favourably, believing it would be most detrimental to industries throughout the country, and especially so in my own case.

Yours very truly,

W. P. NILES.

APPENDIX No. 4

(175)

## The Nordheimer Piano and Music Company, Limited.

TORONTO, January 18, 1910.

Honourable W. L. MACKENZIE KING,  
Ottawa, Ont.

DEAR SIR,—Referring to the Bill for the 'Compulsory Eight-hour Day,' being adopted, we desire to enter our earnest protest against the same, as being in every way a serious disadvantage to the manufacturer. We are not enlarging upon the details of the objectionable features, as we understand that this will be very fully communicated to you by the Canadian Manufacturers' Association and others.

Yours truly,

THE NORDHEIMER PIANO &amp; MUSIC CO., Limited.

(174)

## Ontario Iron and Steel Company, Limited.

TORONTO, ONT., January 18, 1910.

The Hon. W. L. MACKENZIE KING,  
The Chairman, Special Committee, Bill No. 21,  
House of Commons, Ottawa, Ont.

SIR,—As makers of steel castings and other material which enters largely into government work, we must protest against that clause of Bill No. 21, which restricts the makers of material and supplies to be furnished to the government of Canada to an eight-hour day. Our business is of such a nature that it is almost impossible to restrict the hours of labour. Sometimes it requires a period of eight hours to make a heat in our foundry and other times twelve hours, in consequence of which we pay our workmen so much per hour and they stay on the job until the heat has been cast. It is, therefore, impracticable for us to restrict our hours of labour to eight.

These remarks apply with equal force, to all steel foundries in the business. If this clause were allowed to remain in this Bill, it would mean that the Dominion government could not use steel castings in their work, which would prove of serious detriment to them. Even under present conditions we find it very difficult to secure sufficient skilled labour to operate our foundry and are to-day running short-handed. A reduction of 20 per cent in the men's pay, which would be the effect of reducing the hours of labour 20 per cent, would create considerable hardship at this time, and cause our men to leave us to work in the United States factories where they could earn a full day's pay.

We trust your committee will very carefully consider the proposed legislation, and that the effect of your consideration will be to have this clause struck out.

Yours truly,

W. W. NEAR.

President.

(204)

## Ontario Paper Box Manufacturing Company.

TORONTO, January 18, 1910.

Hon. W. L. MACKENZIE KING,  
Ottawa.

Re Eight-hour Day Bill.

DEAR SIR,—If by any chance the above Bill were passed it would make a bad state of affairs worse in our line of business, as experienced help is very hard to get and shorter hours would lessen our output.

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Along with the members of the Manufacturers' Association I add my protest to a compulsory eight-hour day.

I am yours respectfully.

GEORGE B. REID.

(120)

A. B. Ormsby, Limited, Metal Workers.

TORONTO, January 11, 1910.

DEAR SIR.—In reference to Bill No. 21, we feel, so far as we are concerned that an eight-hour day is altogether too short a day. You take building in our line, especially in the west where the summer season is short, it is absolutely necessary to work ten hours a day in order to make any headway with our work. When there are a number of men, and two hours a day is chopped off each one, it makes a great difference in the season's work. A ten-hour day with the option of making it eight or nine by arbitration between the employer and employees would, we feel, work most satisfactorily.

Yours very truly,

J. A. FINDLEY,

*Treasurer.*

(135)

Oshawa Canning Company and Others.

OSHAWA, ONT., January 12, 1910.

DEAR SIR,—*Re* Bill No. 21, entitled 'An Act respecting the Hours of Labour on Public Works.'

We, the undersigned, manufacturers and contractors of the town of Oshawa, giving employment to approximately twenty-five hundred men, view with serious alarm the proposal to enact such legislation into government contracts.

At the present time, several of our industries are endeavouring to establish trade with foreign countries, where the competition of all nations of the world has to be met on an equal basis, and we feel that if such a law were enacted it would throw into serious disruption the industrial activities of the country. It is very difficult to obtain skilled labour, and any curtailment of product resulting from the shortening of hours of labour would be seriously felt.

Further, we are strongly of the opinion that a government should not seek to curtail or limit the privilege which every citizen owing allegiance to the British flag holds dear, viz. the right to make agreements between man and man respecting the hours of labour, as well as in all other matters pertaining to the growth and development of our country. No serious abuses have been established as between employer and employee under our present working system, for which there are not at the present time adequate enactments, and they have been allowed to enter into such arrangements as between themselves as were deemed best for the proper conduct of their respective businesses without legislation of this nature.

We hold, that until some pressing need for legislation of this kind is shown, no government would be justified in taking such drastic action as that proposed by Bill No. 21. We are of the opinion that it would ultimately work incalculable injury, and retard the growth of our young country, which at the present time needs every encouragement that it may legitimately hope for, in order to enable it to take its place among the older nations of the world.



## APPENDIX No. 4

We believe the introduction of such a principle into government contracts would be viewed with distinct disfavour by a great majority of Canadian citizens, especially those employed in agricultural pursuits, lumbering and manufacturing.

All of which is respectfully submitted.

OSHAWA CANNING CO., LTD.,

M. F. SMITH, *Manager.*

MATTHEW GUY,

ATTY. F. M. GUY.

R. H. JAMES, *Contractor.*

WILLIAMS PIANO CO., LTD.,

F. BULL, *President.*

OSHAWA INTERIOR FITTINGS CO.,

W. J. TRICK.

ROBERT MOON & CO.

JOSEPH HALL MACHINE WORKS.

McLAUGHLIN CARRIAGE CO., LTD.,

R. McLAUGHLIN, *President.*

McLAUGHLIN MOTOR CAR CO., LTD.,

GEO. McLAUGHLIN.

OSHAWA STEAM & GAS FITTINGS CO., LTD.,

M. COWAN, *President*

ONTARIO MALLEABLE IRON CO.,

JNO. CORAN, *President.*

ROBSON LEATHER CO., LTD.

CHAS. ROBSON, *President.*

SCHOFIELD WOOLLEN CO., LTD.,

J. SCHOFIELD, *President.*

PEDLAR METAL ROOFING CO.,

P. E. J. STEPHENSON.

(315)

Oxford Foundry and Machine Company.

OXFORD, N.S., January 20, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,

House of Commons, Ottawa.

DEAR SIR.—We see that there is another Compulsory Eight-Hour Day Bill before the House, and that a committee has been formed to investigate, of which you are chairman. We wish to protest against this Bill. In the first place, we contract for government work, and could not allow one part of our men to work eight hours and the other ten. It would create friction amongst our employees, and would be the cause of strikes and everything that goes with it. In this way we would not be able to contract for government work without raising the prices. Eight-hour days would increase all prices, that is, unless the rate per hour is kept as it is now, which is not the desire of the agitators.

Yours cordially,

C. McNEILL.

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(262)

## Page Wire Fence Company of Ontario, Limited.

WALKERVILLE, ONT., January 19, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

DEAR SIR,—We have become familiar with the provisions of Bill No. 21, Compulsory Eight-hour Day Bill, and also knowing that you are chairman of the Special Committee of this Bill, we take the liberty of expressing the hope that your committee will make an adverse report thereon. If such a Bill were law, it would seem to us that it would lead to a great amount of trouble and embarrassment for many manufacturing concerns, and prove to be an injury to many interests which at present might not think the proposal a serious one.

Yours very truly,

MERTON CHURCH,

*Secretary Treasurer.*

(163)

## Parry Sound Lumber Company, Limited.

TORONTO, ONT., January 20, 1910.

DEAR SIR,—Replying to your communication of December 31, respecting Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' we, as lumber manufacturers, with mills at Parry Sound, and also connected with a large box factory at Toronto, and as employers of a very large number of men, are decidedly opposed to this Bill for the following reasons:—

(a) We do not think it will work in a practical way to either the benefit of the employer or of the man employed.

(b) It will prevent us from being in a position to supply timber for government works, such as docks, canals, &c., as it would be perfectly impossible for us to keep two sets of men in our mill, one working eight hours on government contracts, and another lot on ten hours supplying timber and lumber for the home and foreign markets. This, you can easily see, would operate to prevent us from engaging men on this business.

(c) It would certainly follow that a shorter working day would mean increased cost of production, and if we were compelled to manufacture all our products on an eight-hour day, it would make them too dear to compete with countries where such onerous conditions do not exist, and where labour is procurable at cheaper rates than prevail in this country.

(d) We understand that the only people asking for this Bill are organized labour which we believe only represents at the most ten per cent of all labour employed in Canada; and in our opinion, the price is too dear for the accommodation of this ten per cent.

(e) So far as our workmen are concerned, or for that matter, workmen engaged in the lumber business in any part of Canada, where lumber mills are operated, we feel sure that few, if any of them, will want the working season curtailed in any such way. Any one who studies the subject, even superficially, will find out that our sawing season is short enough now, and most mill men have all the idle time they want in the winter time when few, if any, of the large mills are running, without adding to it.

Respectfully submitted.

Truly yours,

W. B. TINDALL,

*Secretary Treasurer.*

APPENDIX No. 4

(131)

**Paton Manufacturing Company of Sherbrooke.**

MONTREAL, January 13, 1910.

SIR,—I beg to submit the following statement:—

1. This company manufactures woollen goods in the city of Sherbrooke, and has from time to time received orders for military clothes for the Militia Department, and this is our only direct interest in the proposed Act respecting the Hours of Labour on Public Works.' It is not, however, clear to us that the intention is to make the Bill applicable to this description of contracts.

2. But, should the Act be made applicable to our business, it would prevent our tendering for such works, and we do not think that either in Great Britain or any other country could manufacturers be found willing to carry out such contracts under restriction of the hours of labour to eight hours per day.

3. Woollen manufacturing is carried on in all mills under the system of day wages and piece work, and men and women, boys and girls are employed, and are of all ages, from 14 years to 70 years; but the latter age only in a few cases, and usually old hands that have been in continuous service for about thirty years.

4. In determining our working hours, we have also to decide the scale of wages, and we have particularly to consider those employees who work at piece rates. That the rates are fair and so regarded is evidenced by the ability of the company to secure workers in a competitive market.

5. That this company in an entirely voluntary manner reduced the working hours in November, 1907, from 60 hours to 57 hours per week, arranged as follows:—7 a.m. to 12 noon; 1 p.m. to 6.15 p.m., for five days per week, and on Saturdays, 7 a.m. to 12.45 p.m., and this reduction was given without reduction in the day labour rates per day, but it necessarily involved the piece workers in enforced shorter time.

A reduction below 57 hours per week is unnecessary, and would prejudice the piece workers to an extent that they could not afford to submit and the company on its part is now under a scale of wages that involves \$30,000 per annum higher scale than ten years ago, in addition to shorter time.

6. The workpeople of this company, we believe, are contented with the hours of labour, and the reduction in working hours, not having been asked for, warrants this opinion. Our directors, however, thought the move would afford their employees some comfort in their domestic life as well as shorter hours of labour.

7. We consider it unnecessary that the Act should be made to apply in respect to government contracts for woollen goods, besides we could not exist at all if such were done, except in the event of our being granted a prohibitory tariff rate.

We are opposed to the eight-hour day, and believe if enacted, will do much harm.

I have the honour to be, sir,

Your obedient servant,

JOHN TURNBULL,

*President and Managing Director*

(124)

**The N. Pauzé & Fils Company.**

(Translation)

MONTREAL, January 11, 1910.

SIR,—We are in receipt of your circular dated December 27, 1909, concerning Bill No. 21. We understand that the object of this legislation is to take away from the day labourers and the workingmen employed on government contracts which are carried on by day-labour the right of working more than eight hours a day, except in cases of extraordinary emergency caused by fire or flood.

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In our opinion, this is a most singular proposition to say the least of it, and unless it be meant to serve the schemes of agitators of the working classes, we do not see what purpose it can serve, but we know very well that the workmen of this country do not want such change.

For the last twenty-five years, our experience has been invariably the same, in fact our working men always complain that they cannot work ten hours a day in the fall of the year and in the winter; we have employed as many as 330 work people in our shops and never did they ask for a reduction of hours; on the contrary, such reduction has invariably been looked upon as a mishap.

Why should it be different on public works and government construction works done by day-labour? Have not our legislators their hands full enough attending to matters concerning the progress of the country, without loitering on the way to enact restrictive laws like that one?

We should like to receive notice of the date fixed for the hearing of verbal evidence

Your humble servants,

FRANK PAUZE,  
*Manager.*

(232)

**P. Payette & Company, Foundry and Machine Shops.**

PENETANGUISHENE, January 19, 1910.

Hon. MACKENZIE KING

House of Commons, Ottawa, Canada.

DEAR SIR,—We understand that there is now before the House a Compulsory Eight-Hour Day Bill, which is being given special investigation. Now, we sincerely trust that the committee will see fit to report adversely on this Bill, for reasons too numerous to mention, but a few of which we will endeavour to set forth herewith.

(1) We consider that the cost of government labour would be increased by 20 per cent, or in other words it would take 20 per cent longer time to accomplish the same work.

(2) As we are all aware, farmers and mechanics of all classes, work 10 hours per day, and we cannot see why we should pay government labourers for an eight-hour day, while these farmers' and mechanics' working day averages from ten to twelve hours.

(3) Now, we might say that in our twenty-five years of experience, of building and constructing, we have tried the eight-hour day in comparison with the ten-hour, and at the same ratio of wages, have found the eight-hour plan would mean a material increase in the cost of production.

(4) It would prevent private corporations from competing in government work, for this reason, that if a private corporation took a government contract, parts of his staff would be working on the eight-hour day plan, and the other part on the ten-hour day plan, and this would cause discontent amongst the staff, which in the end, would finally prevent this private corporation from competing for this government work, as it would mean less competition and therefore higher prices for government contracts.

(5) Now, we all know, that in this country, we have long winters and short summers, and there is always a large portion of the work that cannot be done in the winter, which has, therefore, to be rushed during the short summer season, and it stands to reason, that if we are going to cut down this working period by 20 per cent, it will mean a considerable detriment to the progress of this country.

We have the honour to remain,

Your obedient servants,

P. PAYETTE & CO.

APPENDIX No. 4

(274)

J. Bruce Payne, Limited, Importers of Havana Tobacco and Cigars.

GRANBY, P.Q., January 19, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

DEAR SIR,—*Re* Bill No. 21. This country is altogether too young, we have too great a future before us, and life is too short for us to consider that we can make progress as business men or as a nation by working only eight hours per day.

Personally, I work on an average of 12 hours per day for the past 23 years, although the employees in my factory work only 55 hours in the week, as we do not work Saturday afternoons.

During the depression in our business we have only worked eight hours per day, and for nearly a year worked nine hours per day, but our employees were very glad to get back to ten hours.

On an eight-hour day the men are inclined to get into bad habits, too much leisure time on their hands, that they do not know how to dispose of, and I consider that as a nation we would be taking a step backwards if your committee even recommended this Bill.

I trust, therefore, that it will be killed in committee.

Yours truly,

J. BRUCE PAYNE,  
*President.*

(132)

Penmans Limited, Knit Underwear and Hosiery.

PARIS, ONT., January 13, 1910.

DEAR SIR,—We wish to put ourselves on record as being totally opposed at this period to any legislation looking towards an eight-hour day for either government work or other requirement, since we feel that in this country at this time, and probably for many years to come, the scarcity of labour is such, in a great many cases, that the shortening of the hours of work would very materially reduce the productiveness of the plants required to be operated to supply the needs of the country.

The Bill, if put on the statute-books, would cause any such goods required by the government to be made in the mill operated on an eight-hour day plan; and as we believe it is the wish of not only the government but the people of Canada to have goods required by the government manufactured in their own country, it would preclude the possibility of this being done.

In the line of industry in which this company is engaged, the hours which are at present being operated in Canada, are shorter than those in Germany, England or the United States. In Massachusetts, in the textile industry, the hours are 58 per week; in New York state, 59; while few if any manufacturers in Canada, unless those working in a very small way, are working at hours as long as those mentioned. We ourselves work 56 hours per week.

Yours truly,

R. THOMSON,  
*General Manager.*

(226)

Perrin Plow and Stove Company, Limited.

SMITH'S FALLS, ONT., January 19, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

DEAR SIR,—We understand that a Bill is being introduced in the House to make it legal for an eight-hour day on government work. It goes without saying that this Bill is intended simply as a beginning of an agitation to make eight

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hours the legal day for all businesses. We submit that if the principle of the Bill is correct, as it relates to government work, it should have the broadest possible application. There is no reason why a man working at government work should have a shorter day than on any other employment. Government work, as a rule, is not so strenuous that it takes more vitality than employment in factories, and if there is to be a discrimination between the employment on government work and on other work, it is going to be very detrimental to business in general. We submit that on the general principle, that if hours are regulated they should affect all callings except those which require special application or involve special risk, and that any Bill which legislates for one class as against another while the form of occupation is practically the same, is not in harmony with the principles that should govern Canadian legislation. We sincerely hope that your committee will report unfavourably on the Bill.

Yours very truly,

F. R. OLIVER,

(217)

J. Henry Peters Company, Textile Smallwares.

TORONTO, January 18, 1910.

HON. W. L. MACKENZIE KING,  
Ottawa.

DEAR SIR,—On behalf of the trade manufacturing smallware textiles, I desire to lodge my protest against Bill No. 21.

I employ nearly 200 workpeople, mostly skilled, and earning good wages—higher than those prevailing in United States factories in which I am interested, as well as generally in this trade.

Their working hours average 48½ per week here, as against 54 to 60 in the United States.

Most of the operators are on piece work and they earn their good wages without undue exertion.

My business, unlike that of most concerns looking for government business, turns out a multitude of various kinds of small items, from shoe laces to gilt trimmings for uniforms. The Canadian government is not, as yet, a large customer, but might become one at any time, same as the United States government places large orders for the navy and army (cap ribbons, cords, braids, &c.)

Now, inasmuch as a factory like mine operates hundreds of different machines and has its working hours arranged to suit its general requirements, it is unreasonable to expect it to change its system for the purpose of being able to collect any bills it may have against the government. I answer 'Most assuredly not.'

As result, if the government required any of our goods, it would have to get them from a dealer and pay from 33½ to 60 per cent more than necessary.

As an active manufacturer for a great many years and conversant with general manufacturing industries on this continent, permit me to advance my conviction that no government can successfully go beyond restricting hours of labour in the open air, and the result if as drastic a measure as the one proposed, when applied to a wide range of industries carried on under roofs and our manufacturers, own premises, will simply mean elimination of general and keen competition.

I remain, dear sir,

Yours most respectfully,

J. HENRY PETERS.

APPENDIX No. 4

(289) The Phoenix Bridge and Iron Works, Limited.

MONTREAL, January 20, 1910.

Hon. W. L. MACKENZIE KING,  
 Chairman, Special Committee on Bill No. 21,  
 House of Commons, Ottawa, Ont.

DEAR SIR,—It has been brought to our attention that the government propose introducing a Bill known as the 'Compulsory Eight-hour Bill,' which is to govern government contracts.

We wish to enter our strongest protest against this measure, as we deem same unfair both to the employer and employee. In the first place it would practically prohibit our firm from tendering on government contracts, we work ten hours a day as a general rule and could not discriminate between ordinary work and government work, as it would be impossible to run two separate gangs of men, one working eight hours and the other working ten hours. Then again, we think it very unfair to the men as they would simply lose their pay for two hours each day, and allowing that the average wage of a structural steel man is 25 cents per hour, this would mean a loss of 50 cents per day.

We feel quite sure that if this Bill becomes law, that it will very materially reduce the number of tenders that the government will receive when they have work to offer, besides which it will materially increase the price.

We trust that these facts will be carefully considered and hope most sincerely, for all concerned, that the Bill will never become law.

Yours faithfully,

J. P. HOWARD,  
*Manager.*

(162) Polson Iron Works, Limited.

TORONTO, January 19, 1910.

DEAR SIR,—We were duly in receipt of your letter inclosing copy of Bill No. 21, 'An Act respecting Hours of Labour on Public Works,' and in reply would now submit to you the following reasons why we consider this Bill should not become law.

1. In connection with the shipbuilding trade, we are directly in competition with the old country shipbuilders who have much longer hours and lower wages than Canadian shipbuilding firms are paying.

We would draw your attention to the fact that nearly all recent steamers purchased by the Dominion government have been bought from the old country as they can be built there much cheaper than in Canada. With the increased cost of labour here and the fair-wage clause under which Canadian contractors have to work on government contracts, if to this is added an eight-hour day, it will practically mean that no boats will be built in Canada at all. If the government intends to hamper the shipbuilding industry in this way, all shipyards in Canada might as well be closed.

2. As we are at present working our shops ten hours a day, and have to do so to satisfactorily meet present competition, and as it would disorganize the entire running system of our works to have a portion of the workmen on less time than others, providing the proposed Act were put in force, we would not be prepared to tender on government work; in other words we could not take on any boiler, engine, tank work, &c., for government contracts which would necessitate our working an eight-hour day.

We trust therefore, that this matter will be seriously considered by the government and that the proposed Act will not be put in force.

Yours truly,

A. H. JEFFREY,  
*Secretary.*

(161)

(Translation.)

**J. & S. Pouliot & Frère, Tanners and Carriers.**

QUEBEC, January 19, 1910.

DEAR SIR.—In answer to your circular of December 27, 1909, we deem it our duty to protest emphatically against the adoption of a law providing for an eight-hour day on government works, when most workingmen prefer receiving the salary of a ten-hour day. Leaders, organizers of strikes, are the only ones who ask for such a change, to make a show of zeal. For our own part, we should be sadly disappointed and it would be an egregious blunder on the part of the Laurier government, were such a law enacted, because, there is no doubt that should the eight-hour day be adopted on government works, we shall be compelled to adopt it also, and we should thus be placed in a position of marked inferiority, having to face competition from the neighbouring country which is already ahead of us.

Your humble servant,

J. S. POULIOT,

*President Tanners Association.*

(155)

(Translation.)

**Proteau & Carignan, Brewers.**

QUEBEC, January 26, 1910.

*Re Bill No. 21.*

SIR,—You will, I hope, pardon me for not having replied sooner to your circular of December 27, my only excuse being my absence from Quebec.

We wish to inform you that in our opinion this eight-hour Bill seems a strange legislation; we are totally opposed to it, as it would tend to create difficulties; one portion of the staff employed on public works working eight hours a day, while another portion of employees in the same shop working for another firm would work nine and ten hours. From more than one standpoint, we think this Bill should not be adopted.

Yours truly,

PROTEAU &amp; CARIGNAN.

(345)

**Queen City Oil Company, Limited.**

TORONTO, January 22, 1910.

HONOURABLE W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—Referring to Bill No. 21, the Eight-hour Day Bill; the writer wishes to respectfully express his conviction that both from a private and public standpoint, the proposed Bill is gravely objectionable, both in principle and detail.

Legislation should have an equitable regard for the interests of all classes which may be concerned. Government contracts and supplies, paid for by the taxes of the public, should be equally open, without discrimination, to all who desire to tender. The principle of the Bill is to deny any enjoyment of government business to the employee or employer who works over eight hours per day.

Its principle, if carried to a logical conclusion, would debar practically every farmer in Canada from furnishing the government or its agencies with supplies.



## APPENDIX No. 4

It would prevent the majority of manufacturers and their employees from participating in government contracts and supplies. Aside from the question of participation in government business, the indirect effect on many lines of industry would be injurious, particularly so to the average farmer who is already finding such great difficulty in procuring and retaining labour for the farms that will give him a fair chance of getting his work done at the proper season. I feel sure that you would find that if this Bill were to become law, when once understood, it would raise a storm of protest from the whole farming community.

While there are undoubtedly some lines of labour in which eight hours is a good day's work, yet nevertheless to impose a hard and fast limit by legislation on all classes would be to hamper the development, not only of agriculture, but nearly all kinds of Canadian industry and would re-act in the end to the detriment of the vast majority of working men.

It would be impossible to carry out the terms of the Bill with reasonable safety to the government treasury, and its agents, as it would be impossible for the officers, agents, and employees of the government, who pay, or authorize payments, to be absolutely certain as to full compliance with the Act on the part of contractors. The result would certainly be a vast number of illegal payments from the public treasury.

Parliament cannot afford to put such an unfair, illogical and unworkable measure among the statutes of Canada.

Respectfully submitted,

Yours very truly,

A. L. ROGERS.

(207)

**A. E. Rea & Company, Limited, Manufacturers and Importers.**

TORONTO, January 18, 1910.

Hon. W. L. MACKENZIE KING,  
Chairman Special Committee,  
House of Commons, Ottawa, Ont.

HONOURABLE SIR,—We understand Bill No. 21, Compulsory Eight-hour Day Bill, is coming before the House of Commons on the 21st inst., and we also understand, you, as Chairman of the Special Committee, have been instructed to make a thorough investigation and submit your report.

Now we do not think it necessary to write you our views on this matter, as we consider a man of your ability can only look at this in one light, and throw the matter out. Further, it is unfair from every standpoint you look at, and has a great many disadvantages, and we request that you do not give this Bill your support.

Yours respectfully,

R. J. LAW,

Secretary.

(164)

**Rideau Manufacturing Company.**

OTTAWA, January 20, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

DEAR SIR, Regarding the Compulsory Eight-hour Day Bill which is at present before the committee of which you are chairman, I would as one vitally affected by the above, like to place for you the predicament our firm will be in if this Bill should come in force. As you may know we are manufacturers of ladies clothing, mens' shirts, &c., of which some of our output is sold to the Canadian government. If we

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are compelled to manufacture under the eight-hour law, it will completely disorganize our factory, as all our departments work nine hours a day. If our operators on shirts are only working eight hours and our employees on ladies-wear are working nine, it would result immediately in internal strife which would disorganize our factory or compel us to have same hours for both. In our ladies department we are competing with all classes of Jews and sweat shops which are working night and day; we find it hard even now to meet these people on equal footing, and if we are compelled to shorten our hours it will mean that we have either to raise our prices or go out of business, as we cannot raise our price there is only one thing for us to do, either close down our ladies' or men's department.

The present situation in Ottawa, and it seems universal throughout the country, is the lack of skilled labour; we have never yet been able to get the full extent of business from our factory owing to the scarcity of trained help. I am sure that if the government would place technical schools throughout the country and supply the demand for all classes of manufacturers, it would then be more feasible to bring the eight-hour day in force. The trouble now is that the skilled labour is dictating to the employers, as they know that they control the situation. The day that there is an overflow of labour, you will find that they will not be wanting an eight-hour but a ten-hour day.

I am sure that there are several manufacturers in the same predicament as we are and no doubt they are voicing their sentiments against such a Bill.

Yours sincerely,

E. HOWARD ROSS.

(194)

**Riordon Paper Mills, Limited.**

MONTREAL, QUE., January 18, 1910.

HON. W. L. MACKENZIE KING, M.P.,

House of Commons, Ottawa, Ont.

DEAR SIR,—We note that an Eight-hour Day Bill is coming up before your Special Committee in a few days and that this Bill makes it compulsory that the working day must not be more than eight hours on any government work.

We think that this Bill is of great importance, because it is almost sure to have the effect of making the eight-hour day compulsory to a very great proportion of contractors and manufacturers, or else narrowing down very much the list of those who are in a position to bid on government work.

It seems to me obvious that any firm that works the eight-hour day on work they do for the government must do so on all other work.

We think, therefore, that this Bill will have the practical effect of compelling the eight-hour day very largely throughout Canadian industries and building trades, and if so it will be a tremendous handicap in our competition with other nations, especially as our wage rates are far above any other nation, except the United States, and as it will necessitate the employment of more men when there are not enough to supply the demand as it is.

We have always thought that the development of Canadian industries is a difficult matter anyway, and that we should do nothing to hamper it.

We think that such movements as this should be initiated by nations that are farther advanced in their development than we are.

We think that the passing of this Bill would be a national calamity, and we hope that it will not pass. We remain,

Yours truly,

CARL RIORDAN.

APPENDIX No. 4

(210)

**John Ritchie Company, Limited, Manufacturers of Boots and Shoes.**

QUEBEC, January 18, 1910.

The Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa.

SIR,—We understand that the 'Compulsory Eight-hours Bill' has again been introduced by Mr. Verville, and has been referred to a Special Committee, of which you have been appointed chairman.

We would respectfully express the hope that your committee will report adversely thereon, for the following reasons amongst others.

While nominally applying only to government business, the Bill, if passed, would at once increase the cost of all government work without advantage, it would further unsettle all other labour, and would result in all labour insisting on similar hours.

This would so increase the cost of all manufactured goods as to place manufacturers in this country at an unfair disadvantage in competition with other countries where the hours of labour are longer, and would greatly accentuate the present shortage of skilled labour in many industries.

It is our experience, acquired in dull seasons, that reduced hours of labour, beyond the present, are only a disadvantage to the workmen rendering them more indifferent and disinclined to work a full day, as is absolutely required by all industries to keep in competition with outsiders.

Trusting this will have the consideration of your committee. We remain,  
Yours respectfully,

A. R. DRYSDALE,

*Secretary.*

(343)

**Robb Engineering Company, Limited.**

AMHERST, N.S., January 20, 1910.

Hon. W. L. MACKENZIE KING,

Minister of Labour,

House of Commons, Ottawa, Ont.

*Re Bill No. 21.*

DEAR SIR,—We wish to protest against the above Bill for the following reasons:—

1st. It would prohibit every employer and employee who works more than eight hours per day from sharing in government business.

2nd. It would be utterly impracticable for any establishment to work one portion of its staff eight hours per day on government orders, and the rest of its staff ten hours per day on other business.

3rd. The result would have the effect of enforcing an eight-hour day for all industries which are either engaged in government business or turning out any product which is used in government contracts. Canada as a young and growing country could not stand a law of this kind at the present time as it would place her in a disadvantageous position both in regard to production for internal use as well as for export.

4th. There would be less chance for competition in government work and prices would advance.

5th. A shorter working day would mean either increased cost of production and cost of living, or decreased income to workmen.

6th. Shortage of labour, which is already serious in Canada, would be increased.

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7th. A shorter working day in many industries, such as lumbering, farm work and other industries depending on climatic conditions, would be greatly injured.

8th. Organized labour is said to represent only eight per cent of the labour vote, and if this is true, it should not be allowed to impose conditions which would impair the development of Canadian industries.

Yours truly,

D. W. ROBB,  
*President.*

(292)

**Robert Mitchell Co., Limited, Manufacturers of Gas and Electric Light Fixtures.**

MONTREAL, January 20, 1910.

HON. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,

Ottawa, Ont.

DEAR SIR,—We understand that the eight-hour day Bill is again up for discussion, and will be considered by your committee this week.

As manufacturers employing about 200 men, we desire to say, that we hope sufficient evidence will be given to convince your committee, that it will be against the interest of the whole country to have such a measure pass. As it is we have not yet felt the full benefit of returning prosperity, still we cannot secure sufficient help in some of our departments to do the work that is offered, and yet the working class takes every means to prevent the importation of the required assistance—reducing the working hours one-fifth would scarcely mend matters. Reduced working hours will be against the interest of the worker himself, for wages being now at a very high level, cannot be advanced sufficiently to offset the loss of two hours per day, without further increasing the cost of manufactures to such an extent that other markets will undersell us, taking away the workers earning power.

The country is already suffering from scarcity of farm help, and if an eight-hour day were inaugurated, the trouble would be further accentuated. The experience of nearly all manufacturers at present is scarcity of men, and too short working hours owing to Saturday afternoon being cut off.

Other reasons could be given, but knowing that you will have many letters on the same subject we refrain from writing at greater length.

Yours truly,

W. V. SHAW.

(224)

**O. E. Robinson & Company, Exporters of Green and Dried Fruits.**

INGERSOLL, January 19, 1910.

HON. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

DEAR SIR,—*Re* Bill No. 21. We note you are Chairman of the Special Committee.

We desire to enter our protest against the passing of this Bill as it would put us beyond the pale of tendering for any government work or supplying goods to any one tendering, as we find it absolutely necessary in the conducting of our business, to work ten and even twelve hours per day at some time in the year, and we do not think it a fair proposition that in submitting tenders the government should not

## APPENDIX No. 4

allow every manufacturer to tender. It is also our opinion that the people who put up the money to build factories, supply the machinery and labour, and the money with which to run the same, should have something to say about how they shall be run. We trust that your committee will look fully into the details of this Bill and what it would mean to the manufacturers of this country and also to labour.

Yours very truly,

O. E. ROBINSON & CO.

(265)

Rock City Tobacco Company, Limited.

QUEBEC, January 19, 1910.

HON. W. L. MACKENZIE KING,

Chairman of Special Committee Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—We are informed that the Eight-hour Bill No. 21, will come before a special committee of which you are chairman. We take the liberty to ask you to record our opposition and protest of the Canadian Manufacturers' Association and moreover we fail to understand that the House would pass a Bill of this nature, as should it become law, both the government and employers would reciprocally become victims of an unbearable situation.

Trusting that you will give our protest due consideration and thanking you by anticipation, we remain,

Yours truly,

J. O. T. PICARD.

(297)

Roden Bros., Designers and Manufacturers of Sterling Silverware.

TORONTO, January 20, 1910

HON. W. L. MACKENZIE KING,

Minister of Labour,  
Ottawa, Can.

DEAR SIR,—Our attention has been drawn to the proposed government Compulsory Eight-hour Bill, and while not directly interested in government contracts we share with others the moral, and sentimental effect produced by all changes of this character particularly to hours of labour, and specific wages, &c.

In common with manufacturers of our own, and kindred trades we suffer from the competition of the United States, the factories there being on a basis of fifty-nine (59) hours as against our fifty-two, and one-half (52½), with about equal wages, and against Great Britain where wages are from 50 per cent to 100 per cent less than we pay for similarly qualified workmen, and while their working week is only fifty (50) hours the great disparity of wages completely nullifies any advantage that the tariff affords, and gives to us only the advantage of intimate, and close contact with our market.

We would seriously fear any changes in conditions that would create a desire for shorter hours, and would urge the committee to give every consideration to the widespread moral effect these interferences create with individual arrangement.

Workingmen are apt to demand a shorter hour in any trade in all innocence as to ultimate harm, having as a basis for argument, the success of distinctly different trades, the one being governed by foreign conditions, the other affected by local conditions.

It is one of the problems of manufacturing employers to harmonize these apparent discrepancies of policies, and we desire that it shall not be made more difficult, we are,

Yours truly,

THOS. RODEN.

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(298)

Rolph &amp; Clark, Limited, Lithographers, Engravers, &amp;c.

TORONTO, ONT., January 19, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

DEAR SIR,—Compulsory Eight-hour Day Bill. We desire to put ourselves on record as being opposed to such an arbitrary measure being taken for a number of reasons, amongst which are briefly enumerated the following:—

1st. We contract for certain government work, and some of this work, we understand, is being done in England where the eight-hour rule does not apply, and would therefore mean that we would be working at a distinct disadvantage in case of competition.

2nd. The work which we do for the government calls for highly skilled labour, but it is not sufficiently regular to keep these skilled mechanics constantly employed; therefore we occasionally have to work a certain amount of overtime to execute the work required. For this we pay our employees at the rate of time and a half and this is a distinct advantage to them. We do not do this except under special circumstances, and when we do, it is to the advantage of our employees and at our own loss. The Eight-hour day Bill would prohibit this.

3rd. Our staff is composed of a variety of mechanics, and it would be impossible for us to make distinctions, so that those working on government work should only work eight hours per day, and those on other work nine hours per day; it would not be equitable.

4th. It is unfair to prevent men who are willing to work overtime and receive the benefit therefrom by putting into force a law of this character.

5th. Surely the hours which are generally being worked by Canadian manufacturers, at the present time are not excessive, especially in view of the working hours of those amongst the farming community.

We think that manufacturers generally are fully alive to the fact that men should not be taxed beyond their capacity. We manufacturers feel satisfied that the matter will be looked upon in an equitable light, and we do, not think that the committee could possibly insist upon such a measure being put into force.

In conclusion, we might say that in our own particular business, we are suffering from foreign competition, where long hours are the rule, and if legislation is put into force to still further handicap us in this respect, it will surely be to the detriment of the country at large, both to the employee and the employer.

Yours very truly,

FRANK A. ROLPH,

*Managing Director.*

(335)

Ross Rifle Company of Canada.

QUEBEC, January 22, 1910.

Hon. W. L. MACKENZIE KING,  
Chairman of Special Committee on Bill No. 21.  
House of Commons, Ottawa.

SIR.—We respectfully beg to hereby enter a strong protest to the adoption of the proposed Eight-hour Day Bill, which has been referred to your special committee, for the following special and principal reasons:—

1. At the time this company entered into its contract with the government, there was no stipulation made with respect to the length of a working day, and this factory was built and equipped to run ten hours per day throughout the year. A reduction in

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this system would militate against our specified yearly output, as we would then be physically unable to complete our regular annual product of rifles and bayonets.

2. We would be greatly handicapped in our private trade manufacture of sporting and target rifles, inasmuch as we could not afford to run the factory during the extra two hours per day in turning out only this branch of our work, without materially increasing our prices to the trade, thereby greatly benefiting our foreign competitors.

3. The majority of our employees are paid by piece-work, the remainder by the hour, and a change to an eight-hour day would be a hardship on our men, in that their daily earning capacity would be reduced by twenty per cent. This would create such dissatisfaction as would tend to force our experienced and trained help to seek employment in the United States and elsewhere.

In our opinion, there are innumerable obstacles to the successful operation of an eight-hour day law, and in view of the above special reason we sincerely trust that your committee will report adversely on the proposed Bill.

We have the honour to be, sir,

Your obedient servants,

THOMAS CRAIG,

*Secretary.*

(336)

St. Charles Condensing Company, Manufacturers of St. Charles Evaporated Cream.

St. CHARLES, ILL., January 20, 1910.

Hon. W. L. MACKENZIE KING,

Chairman Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

DEAR SIR,—We note that the compulsory Eight-hour Day Bill has again been brought forward by organized labour through their representative Mr. Verville, and has been referred to a special committee for investigation, and we trust that the honourable body will report thereon adversely.

From our standpoint, the passing of this Bill would mean the necessity of putting on an eight-hour day shift, or the discontinuing of entering into competition for government orders, as it would be impracticable for us to work an eight-hour crew on government business and a ten-hour crew on orders for private individuals. Were we obliged to put on an eight-hour shift, this would mean an additional expense to us, resulting in our being unable to quote as low a price on government orders, and this would also tend to increase the cost of living to all individuals.

We trust after the honourable body has carefully investigated the proposed Bill, that your decision in the matter will be the discouraging of all proposals such as this, which tend to hamper the development of Canadian industry.

Yours very truly,

J. W. CHEWNING,

*Secretary.*

(244)

St. Lawrence Paper Bag Company.

QUEBEC, January 19, 1910.

Hon. W. L. MACKENZIE KING,

Ottawa.

HONOURABLE GENTLEMEN,—We want to protest energetically against the Eight-hour Day Bill presented by Mr. Verville, and beg to submit a few of the principal reasons why the Bill should not be passed.

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1. It would prohibit every employer and every employee who works more than eight hours per day from sharing in government business.

2. It would be utterly impracticable for any establishment to work one portion of its staff eight hours a day on government orders, and the rest of its staff ten hours a day on orders for private parties, and private corporations.

3. As a natural consequence, competition for government orders would be less keen; prices would go up, and all work would have to be paid for by the government at a higher figure.

4. It would place a discount on ambition. The inherent right of the individual to raise himself above the level of his fellows by extra work or effort would be denied him.

5. Once we have fully recovered from the present industrial depression there will again be a shortage of help. A reduction in the hours of labour would mean that this shortage would be tremendously accentuated.

6. A shorter working day would mean an increased cost of production, which in turn would mean a material advance in the price charged to the jobber, the retailer and the consumer, and consequently a general increase in the cost of living.

7. The shorter hours of labour in town and city workshops have proved a wonderfully strong attraction in influencing men to leave the farm. If these hours are now reduced to eight per day, hired help for the farm will be more difficult than ever to secure and retain.

8. Organized labour which is said to represent only eight per cent of the labour vote should not be allowed to impose conditions which would hamper the development of Canadian industry.

We sincerely hope that you will take these reasons into consideration before taking a definite action on the matter.

Yours respectfully,

J. PIMENLERY.

(208)

St. Lawrence Saw and Steel Works Company, Limited.

SOREL, P.Q., January 18, 1910.

HON. W. L. MACKENZIE KING,  
Ottawa, Ont.

HON. GENTLEMEN,—In connection with the Eight-hour Day Bill brought forward by Mr. Verville, we wish on behalf of the directors and shareholders of St. Lawrence Saw and Steel Work Company, Ltd., to enter a protest against such an arbitrary law, and hope that your committee will report thereon adversely.

A Bill like the one proposed by Mr. Verville, the Taschereau law passed the Quebec legislature, and the like, against the Canadian manufacturers, would help to kill our Canadian industries.

(1) It would prohibit every employer and employee who works more than eight hours per day from sharing in government business.

(2) It would be impracticable for any establishment to work one portion of its staff eight hours a day on government orders, and the rest of the staff ten hours a day on orders for private parties.

(3) As a natural consequence competition for government orders would be less keen; prices would go up, and all work would have to be paid for by the government at a higher figure.

(4) A reduction in the hours of labour would mean that the shortage of help would be tremendously accentuated.

(5) A shorter working day would mean an increased cost of production, which in turn would mean a material advance in the price charged the jobber, the retailer and the consumer, and consequently a general increase in the cost of living.



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(6) The shorter hours of labour in town and city workshops have proved a wonderfully strong attraction in influencing men to leave the farm. If these hours are now reduced to eight per day, hired help for the farm will be more difficult than ever to secure and retain. As business men you will appreciate the importance of blocking a move that would only embarrass the farmer.

(7) Organized labour, which is said to represent only eight per cent of the labour vote, should not be allowed to impose conditions which would hamper the development of Canadian industry.

For all the above considerations, we strongly protest against the Bill, and beg the government not to allow such a law, which is so detrimental to our own interest and the interest of all our national industries and the government to be passed.

Yours very truly,

JOSEPH PONTBRIAND,

*President.*

(296)

W. E. Sanford Manufacturing Company, Limited.

HAMILTON, ONT., January 20, 1910.

Hon. W. L. MACKENZIE KING,

Chairman Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

*Re Compulsory Eight-hour Day Bill.*

DEAR SIR,—Being advised that consideration of this Bill is to come before your committee to-morrow, the 21st inst., we beg to call your attention to the injustice such legislation would inflict upon contractors of government work for which contracts have been signed extending over a considerable period of time. The basis of cost of such work being estimated on an ordinary nine-hour day.

You can readily see that it will be impossible for contractors to fill such contracts without serious loss if such legislation is enacted, and will doubtless result in such contracts being surrendered and the government forced to award new contracts at the reduced schedule of hours, which, of course, would mean an increased cost for production.

In submitting tenders to the government, we have always been compelled, in view of the competition, to reduce the cost to the minimum, and be satisfied with the smallest possible amount of profit, as we know there is nothing more popular with the government than the lowest tender, but if we are to be restricted to an eight-hour day it would be impossible for us to produce the goods at the lowest possible price. It would also seriously interfere with our regular business, as we would not make a distinction between those employed on our regular work and others employed on government work. Both classes of work go through our factory at the same time, and we could not possibly separate it, so that it would necessitate giving the eight-hour day to all the rest of the employees, or our inducing the workers on the government contract to work the same number of hours as others by paying them for the extra time. You will see how impossible it would be for us in our regular business to adopt the eight-hour day, while competitors in other cities could work nine hours, and it would appear to us that we should have to give up government work altogether if we are to come under such restrictions as are contained in the Bill.

Trusting your committee will not consider allowing the Bill to go to the House.

We are,

Yours truly,

G. SWEET,

*Manager.*

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(329)

Savoie-Guay Company, Manufacturers of Water Wheels, Gasoline Engines, &c.

PLESSISVILLE STATION, P.Q., January 22, 1910.

DEAR SIR,—Referring to your letter of December 27 last, *re* Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' copy of which Bill we have, our views on the proposed law are not favourable to it. We deem it impossible, in our line of business, in the event that we would have contracts from the government to be executed by the day, to adopt the eight-hour plan, for it would be impossible to keep a certain number of men working but eight hours a day (those we would employ on the public works contract) and a certain number working the general schedule of hours, ten hours per day, in the same shop, for, if we did try, those in the ten-hour schedule would certainly strike or ask for more pay or same number of hours as the others working on the government contract, and this would mean any amount of inconvenience, perhaps disorder, and loss to us. We are, therefore, entirely against such proposed law, and we trust that for above-mentioned reasons and others that will apply to other lines of business than ours, the Bill will not be sanctioned.

Yours very truly,

J. ARTH. SAVOIE,

*Secretary.*

(285)

Seaman, Kent Company, Limited, Manufacturers of Hardwood Flooring, &c.

MEAFORD, ONT., January 20, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee, Bill No. 21,  
House of Commons, Ottawa, Ont.

*Re Bill No. 21, 'An Act respecting Hours of Labour on Public Works.'*

DEAR SIR,—We beg to enter our protest against the passing of this Bill for the following reasons:—

It would practically prohibit industrial concerns requiring the working of plants for more than eight hours per day from sharing in government business.

It is necessary for our factory to work not less than ten hours per day to keep up with our orders. We supply from time to time material to concerns under contract with the government. Should we at any time receive these contracts direct ourselves, it would be absolutely impossible to work one part of the staff on government orders for eight hours, and another part of the staff for ten hours on orders for our other customers.

Our export trade has developed into large proportions, and if the general working hours were reduced from ten to eight hours per day, later on through the influence of this Bill being passed, it would absolutely prohibit our continuing our export business. The labour conditions are such that with the large increase of business throughout the country, it is becoming more difficult to get skilled labour. Were the working hours reduced it would so largely affect the output that our interests would be very seriously affected. Organized labour, which represents only a small proportion of the labour vote, should not be permitted to impose conditions which would hamper the development of Canadian industry.

We wish to emphasize our opposition to this Bill for many other reasons in addition to those expressed, and we trust your committee will report adversely on same.

Respectfully submitted,

F. KENT,

*Vice-President.*

APPENDIX No. 4

(191)

## Shawinigan Carbide Company, Limited.

MONTREAL, January 18, 1910.

The Hon. W. L. MACKENZIE KING,  
Chairman of the Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

SIR,—We wish to enter our protest against Bill No. 21, being the 'Compulsory Eight-hour Day Bill.'

This Bill is so drastic and far reaching in its principles that it would place a tremendous handicap upon manufacturing interests.

The business in which this company is engaged is dependent upon very small margins of profit, and should the Bill be passed, it would prohibit us and every employer and employee who works more than eight hours per day from sharing in government business.

It is utterly impracticable for this company or any establishment to work one portion of its staff eight hours a day on government orders, and the remaining portion for nine hours or ten hours as we do.

As there are but two carbide companies in Canada, we would be prohibited if we worked more than eight hours per day (as we would be obliged to do in the exigencies of our business) from competing in government orders for carbide, and the price would naturally go up.

The business in which we are engaged calls for continuous operations of electrical furnaces, and it is impossible to divide our staff into three shifts of eight hours each.

The general conditions of the Bill go beyond the limits of reasonable conditions of labour. It places a discount on ambition, as all employees are tied down to the standard of the less capable man.

Canada is engaged in such a career of growth in manufacturing, that the country cannot afford to be handicapped by such a shortage in the hours of labour per day. It would entail a shortage of labour, an increased cost of production, an advance in the price of staple articles, and a general increase in the cost of living.

We trust consideration will be given to this objection and that the contention of a very small percentage of the labouring class, voicing through the agitation of but a minimum amount of organized labour, will not persuade the government to enter upon a course that will be inimical to the interests of the people at large.

Yours respectfully,

HOWARD CURRAY,  
*Vice President.*

(258)

## Shurly &amp; Derrett, Limited, Twine Mills.

TORONTO, January 19, 1910.

The Hon. W. L. MACKENZIE KING,  
Chairman Special Committee Bill No. 21,

DEAR SIR,—We have read over the proposed Bill, and for the following reasons hope, that your committee will report adversely.

It is, in our opinion, a practical impossibility for any Canadian manufacturer in our line to take government business, and truly live up to the conditions of this Bill, as they are all working nine and ten hours per day. Our day is nine hours.

It would mean practically stopping of any portion of our factory, that happened not to be running government work, and the laying off of those particular hands during the few days, that this work was on, and at the same time there would be other work in process, which could not be separated to advantage.

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This would mean, that all goods of our manufacture would have to be bought outside of Canada, for, as stated above, there are no manufacturers here, in our line, who could take a government order and work it through on eight hours, while running their regular schedule time, which is, as stated before, nine to ten hours, without a complete disorganization of their system, as well as of the working-staff.

This will, undoubtedly, apply to the imported cordage and twine, as we know of no factory anywhere running a strictly eight-hour day.

Yours respectfully,

R. F. SHURLY,

*General Manager.*

(344)

T. S. Simms & Company, Limited, Manufacturers of Brushes, Brooms and Whisks.

St. JOHN, N.B., January 20, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

DEAR SIR,—We wish to place ourselves before you as being strongly opposed to the Eight-hour Day Bill now before your honourable committee.

If this Bill is passed it will simply prohibit our taking any government work. We are now supplying brushes for the government, and as stated above, could not run our factory partly under one system, and partly under another, and we presume all other brush makers would be in the same condition. Therefore, you can see what it would mean for the supplies such as are brought from the brush and broom manufacturers, so far as contracts were concerned.

Then again, we feel it would be the thin edge of the wedge for shorter hours for all labour, which would very materially increase the cost of production.

We sincerely hope that you will, after due consideration, have the Bill thrown out.

Yours very truly,

H. H. REID,

*Secretary and Treasurer.*

(129)

Simonds Canada Saw Company, Limited

MONTREAL, QUE., January 13, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa, Ont.

DEAR SIR,—We have your esteemed favour of December 27, inclosing copy of Bill respecting Hours of Labour on Public Works, and may say that we are very much opposed to the government putting in force an Act whereby an eight-hour day is established.

There are a great many reasons that may be given for this, and our principal reasons have no doubt been put before you by the Canadian Manufacturers' Association, and it is our earnest hope that the Bill will be defeated.

Yours very truly,

D. E. HAMILTON,

*Secretary.*

APPENDIX No. 4

(142)

Simon Labrie &amp; Sons, Producers and Exporters of Sea-moss.

(Translation.)

ISLE VERTE, P.Q., January 15, 1910.

SIR,—Your letter of December 27 was duly received, and after having examined the question, and consulted several friends of mine and even legal gentlemen, we are all agreed that it is better to pay a little more wages and have the ten-hour day. That is my opinion. I do not expect that it will in any way affect your Bill, but all the same, I thank you very much for your courtesy.

Believe me, sir

Your devoted servant,

S. LABRIE,

(105)

Smart-Turner Machine Company, Limited

HAMILTON, ONT., January 4, 1910.

DEAR SIR,—It is not apparent to us what good such a Bill will produce, and it is apparent that it will be productive of a good deal of hardship on the part of the manufacturers or contractors. It is customary in most Canadian factories to work ten hours per day, with a half day on Saturday, giving a total of 55 hours a week. You understand it is impossible to operate a factory to advantage with a portion of the employees working eight hours a day and the balance working ten hours. It is equally disadvantageous to work employees working eight hours on government work, and two hours on other work, in the same day. Further, we have found that our employees much prefer to work ten hours per day as against eight hours, on account of the extra hours which they have to themselves being of little real value to them, there being nothing which they can do in this time which improves their position in the slightest degree, while on the other hand they are short of two hours' pay, being paid by the hour. We know this to be an actual fact, as during certain seasons of the year, owing to the scarcity of work we sometimes find it advisable to operate our factory only eight hours each day. We would furthermore point out that when working on an eight-hour day, the men have one hour longer in bed in the morning, and one hour on their hands between five and six; as the tea hour is invariably a little after six, there is quite a tendency for the men to drop into the corner saloon on the way home, and instead of spending only a few minutes there, as is customary with many men, they have a whole hour on their hands. As the corner saloon in many cases is the working man's club, we believe the eight-hour day system is a direct temptation to him—not only does he get less money, but he is placed in the way of temptation to spend more. We know many good mechanics, whom, while they do not drink to excess, go into the corner saloon on the way home, and have one glass of beer, arriving home in time for tea. We have found that some of these men, when they have time on their hands, frequently take too much. We believe, therefore, that Bill 21 will accomplish no good, and will be a hardship to many.

In the event of the committee reporting favourably on the Bill, we would recommend that in the eleventh line the word 'extraordinary' be omitted, and that after the word 'flood' on the 12th line, the words 'or other cause beyond the control of the contractor' be inserted. Also that before the word 'danger' in the 12th line, the following words should be inserted 'when there is.' In section 2, we think the penalty for non-observance of the Act, is altogether too severe, as the cancellation of a contract, and refusing of the goods or material because one man had worked on one day, eight hours and ten minutes, would be an absolute injustice.

Yours truly,

THE SMART-TURNER MACHINE CO., LTD.

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(279)

## David Smith Engraving and Lithographing Company.

TORONTO, January 20, 1910.

The Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

*Re Bill No. 21.*

DEAR SIR,—We notice that among the Bills, which have been taken up by the House of Commons that the Compulsory Eight-hour Day Bill will no doubt have considerable attention. We wish to place on record our objection to the passing of this measure, which, we consider is both unfair to the employee and to the employer. In this way: That it will partly help to give foreign competitors the advantage over home industry specially by those countries which have long hours and low wages. You will remember, Sir, that competitors of this kind have to be taken into serious consideration when making any changes in the present laws affecting the employment of labour. As Canada, up to the present, has been very prosperous among the different branches of her commercial life, we do not wish to allow a Bill to pass without raising objections we think tend to the undoing of Canada's prosperity. As we are employers of labour, we know pretty well the effect this Bill would have if we were figuring on government work, and, as we are manufacturing lines of goods which the government buy at present in foreign countries now, we are commencing to make this very same product in Canada, viz., safety paper, this would to a very great extent affect the price of same and would raise it considerably. As you know, it is necessary for employees, before leaving the factory, to take a certain amount of time for preparation for quitting work. It would mean that the eight hours would be cut down to practically, in some cases, to seven and one-half ( $7\frac{1}{2}$ ) and seven and three-quarters ( $7\frac{3}{4}$ ) hours, therefore the eight-hours would not be really used in the work for which the employee would be hired, and as foreign competition is very keen in some lines, it would be a great disadvantage to Canadian industry to have this Bill passed, and, might in the end, cause a great many employees to be thrown out of employment through factories being made somewhat slack by being unable to compete with foreign competition. It would also cause men to leave the farm in order to get shorter hours in the factories. It would necessarily cause the farmer a great deal of inconvenience in getting help, and the farm, you know, is the back-bone of the nation. It would also gradually work into the general business as well as government work, therefore, we think this is only a thin end of the wedge of making a general eight-hour day which would cause Canadian manufacturers to be very seriously inconvenienced specially when competing with foreign countries.

We hope, sir, that you and your colleagues will consider this matter over carefully before allowing it to become law.

We remain,

Yours truly,

HAROLD SMITH.

(176)

## Frank Stanley, Manufacturer of Stanley Player and Upright Pianos.

TORONTO, January 18, 1910.

HON. W. L. MACKENZIE KING,  
Ottawa, Ont.

DEAR SIR,—In connection with the Eight-hour Bill now being brought under discussion, I beg to voice my protest against its adoption in such an arbitrary degree, as would seem to be indicated by the Bill in question.

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As a representative in such an important office regarding interests of the whole country, you will, no doubt, appreciate having your hands strengthened by opinions from those who would be most familiar with the labour question. It is not a selfish view, which is expressed in the statement that the Eight-hour movement, as such, is rather advanced for the government to take up at present in an official way, and stamp it as the definite policy of the government, in regard to all public works, but more particularly the private contracts for government supplies.

Trusting the matter will be given the very widest discussion, and that this movement will not be allowed to secure adoption while there is such a large feeling for its being held open for a further discussion.

Yours truly,

F. STANLEY.

(385)

Stauntons, Limited. Wall Paper Manufacturers.

TORONTO, February 3, 1910.

HON. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

SIR,—We understand that a special committee has been appointed, and will shortly discuss the advisability of adopting an eight-hour day, at least so far as government work is concerned, and all government contracts, no matter by whom they may be executed.

We want to place ourselves on record as being absolutely opposed to this Bill. We do not consider that there is any necessity for restricting the period of labour to eight hours in Canada. There is no question but what it would raise the cost of living beyond any advantages that there might be gained by it to the limited few. It would make it practically impossible for Canadian manufacturers working under these restrictions to compete with the United States and other countries working longer hours.

In relation to our particular business, it would be a fatal blow. Even as it is, the productive hours in a day are very much curtailed, and very limited as a whole in a year. In the first place, we figure that there is, at least, three hours lost time on an average on every machine, due to the frequent changes of pattern and colouring, and then we are only able to run our mill about eight months of the year on orders, the balance of the year is consumed in striking off samples, new styles, &c., for the following season, during which time not a roll of stuff is printed that can be sold. It, therefore, boils down to a productive period of six and a half hours to seven hours per day for eight months.

Now, while we are not immediately interested in government work, yet the universal adoption of this Bill would make itself generally felt amongst the labour of this country, and it would not be long before our employees would want to be placed on the same footing as other trades, and in any event it would have the effect of making it very much harder to get the help we require to work the longer hours.

We sincerely trust that your committee will report adversely on this Bill.

Yours respectfully,

G. G. STAUNTON.

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(260)

Stevens Company of Galt, Limited, Manufacturers of Machines and Tools.

GALT, ONT., January 19, 1910.

HON. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill No. 21,

House of Commons, Ottawa, Ont.

HON. SIR,—Referring to the Bill to make eight hours per day compulsory on any government contracts, we desire to state that we strongly disapprove of same. We are satisfied after giving the same every consideration, that should it become law, the greatest confusion would follow.

There are hardly any contracts that we can call to mind that might be given, but that a great deal of the material entering into the same, would be imported and over this the contractor would have absolutely no control, neither would he be able to control the bulk of what he might be able to purchase in Canada.

Apart from these two features, it would be practically impossible to have men working on government work only eight hours per day, while the same manufacturer is running the rest of his force ten hours per day on other work, and besides this it seems to us that the honest contractor who intended to carry out the contract according to the letter and spirit of the law, would be greatly handicapped by the unscrupulous contractor, who would not stand on any niceties.

We might state that we, for one, have no serious objections to the establishment of an eight-hour day, instead of the usual ten hours, but we think this proposed law would be a very serious mistake, in that it would very materially increase the cost of work done for the government, and would come back on the people themselves, who have to pay indirectly.

Therefore, in the interests of the workmen themselves, we can only figure it out, that it will be a very unwise measure to pass.

Yours very respectfully,

J. J. STEVENS,

*President.*

(362)

Stevens-Hepner Company, Limited, Manufacturers of Brushes and Brooms.

PORT ELGIN, ONT., January 22, 1910.

HON. W. L. MACKENZIE KING,

Minister of Labour, Ottawa.

*Re Compulsory Eight Hour Law.*

DEAR SIR,—I understand that the above Bill has been referred to a Special Committee of the House, of which you are chairman, and I desire to enter a protest against this Bill for the following reasons:—

We have always run our works 10 hours per day, and this has been satisfactory to our help. We have contracted for a considerable quantity of supplies in our line for the Militia Department, and if this Bill became law it would be practically impossible for us to tender for such supplies, as the goods pass through the hands of a large number of our employees, and we would be forced to run our factory only eight hours while working on such contracts. Were we to do this, it would soon start an agitation among our employees for an eight-hour day on all work. Besides we could not supply goods at as low prices.

There is no surplus of help in this community working 10 hours per day.



## APPENDIX No. 4

We began a year ago the manufacture of fine hair brushes and clothes brushes in competition with French and Japanese goods, and the establishment of an eight-hour day would make it impossible to compete in this line. We also find that we have strong competition from English factories in the coarser brushes, and an eight-hour day would place a very serious handicap upon us.

A Bill providing for an eight-hour day on government work would simply be the entering of the wedge, and Canadian manufacturers would soon find themselves face to face with an agitation for an eight-hour day.

I earnestly hope that your committee may not report favourably on this Bill.

Trusting that this may meet with your favourable consideration.

Your obedient servant,

H. H. STEVENS,

*Managing Director.*

(107)

Sutherland, Innes Company, Limited, Cooperage Stock, Box Shooks, Lumber.

CHATHAM, ONT., January 8, 1910.

*Re Bill No. 21.*

DEAR SIR,—I am in receipt of your circular letter of the 27th ult., inclosing a copy of Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' which I have taken up before the Canadian Cooperage Stock Manufacturers' Association. We are strongly opposed to this Bill, for the following reasons:—

1. Because ten hours per day is only a reasonable day's work for any man.
  2. Because it is legislation against the freedom of the individual making it compulsory for the workman to limit the hours of labour to eight hours per day when on government work.
  3. It is liable to cause all kinds of trouble with manufacturers and contractors who are doing government work, along with other work, as their employees will either have to be divided into eight-hour and ten-hour men, or all their men put on an eight-hour basis.
  4. It is an injury to the workmen as the employers cannot pay a fair day's wage for eight hours work, unless the government are willing to pay exorbitant prices for their work, so as to enable the employers to pay their men a full day's pay for eight hours' work.
  5. If the Bill be passed it is likely to cause an agitation for all workmen to be put on the same basis, and so far as the cooperage stock business is concerned, it already is in a bad way, on account of the admission of staves from the United States free of duty, and if eight hours were fixed as a day's work for all workmen in Canada, we would be in a worse shape than we are now, when we have to compete with our \$2 and up common labour, against the \$1 negro labour of the south.
  6. The workmen with their labour organizations are well able to take care of themselves without the government having to legislate to help the lazy ones to the detriment of the industrious workman who is not always watching the clock and figuring how little he can possibly do for his pay.
- I might further say, that it is the opinion of some of our members, that if such a Bill were passed, it would have the effect of shutting out outside competition for public building and throw the business entirely in the hands of local parties, as they could use their men for eight hours on a public work and two hours on their general

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work per day, while for public works, it would increase the cost about 30 per cent where there was no chance of being able to utilize the services of the men for longer than eight hours per day.

The Bill is certainly wrong in principle, and would be a serious injury to the development of Canada.

Yours truly,

J. INNES,  
*President.*

(306)

Sutherland Rifle Sight Company, Limited.

NEW GLASGOW, N.S., January 20, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

We hereby respectfully wish to enter our protest against the Eight-hour Day Bill, now under consideration by your committee, and give the following reasons why we think this Bill should not be passed:—

(1) It would prohibit any manufacturer working more than eight hours a day to share in government business.

(2) It would be utterly impracticable for an establishment to work part of their employes eight hours on government work, and the rest ten hours a day on work for private parties or their own manufacture, and working all industrial establishments on an eight-hour basis would ruin Canadian industries on account of the higher cost of production.

(3) As a consequence of an eight-hour day law, all government work would be from 25 per cent to 50 per cent higher than similar work done for private parties or corporations due to lessened competition and an increased overhead expense which will inevitably follow the granting of an eight-hour day law.

(4) When the country fully recovers from the present somewhat depressed industrial condition there will be a shortage of help and an eight-hour day will accentuate this shortage tremendously.

(5) Organized labour which only represents a very small percentage of the labour vote should not be allowed to impose a condition on Canada which would inevitably ruin or paralyze the development of Canadian industries and give an unfair advantage to foreign manufacturers.

Trusting that your committee will report adversely on this Bill, we are,

Yours sincerely,

F. W. WRIGHT,  
*President.*

(389)

A. Talbot & Company, Fine Printers and Art Importers.

LONDON, ONT., February 28, 1910.

DEAR SIR,—We are in receipt of your communication inclosing Bill respecting the Hours of Labour, and in reply would say that we think this would be a very unfair Bill to pass, regarding all establishments in Canada who are not operating under the union rules.

We might state that 85 per cent of the printing business in the city of London is not now being operated by an eight-hour day, and if this Bill be passed, all these establishments would be prohibited from doing any contract work for the government. It would be a very great injustice to the army of employees in these establishments, and no doubt what applies to the printing business in the city of London is largely so with all lines.

## APPENDIX No. 4

We trust your committee will consider carefully this matter and in lieu of the protection which is now given to the labouring classes in all works done by the government, they are amply protected.

Yours sincerely,

A. TALBOT & CO.

(254)

Talman Brass and Metal Company.

HAMILTON, ONT., January 18, 1910.

Hon. W. L. MACKENZIE KING,

Ottawa, Ont.

DEAR SIR,—With reference to Bill No. 21, respecting the Hours of Labour on Public Works, we beg leave to give you our opinion on this Bill. We operate a brass foundry, and should we be making any government work for any of our customers who might receive contracts, it would seriously handicap us to keep this work separate so that none of it would be done in the extra hours of our working day. Our furnaces might be slow in melting, and our moulders might not be able to do as much one day as they could another, and would be in the middle of government work when they would have to stop. Our men frequently have to work overtime to finish up the job they are on. We feel that if this Bill was passed, that it would seriously handicap us, and cost us considerably more to do government work than before. We would, therefore, ask the committee to seriously consider all points in this matter, as we are satisfied that it will affect a great many other manufacturers in the same way as it does ourselves.

Thanking you for giving us the opportunity of voicing our opinions, we remain,

Yours truly,

A. H. TALMAN,

*Manager.*

(263)

T. H. Taylor Company, Limited, Millers and Manufacturers.

CHATHAM, ONT., January 19, 1910.

The Hon. W. L. MACKENZIE KING,

Minister of Labour, Ottawa, Ont.

HON. SIR,—We write you with reference to the Compulsory Eight-hour Day Bill. We think the claim made by the labour organization for an Eight-hour Day Bill is just a matter of inserting the thin edge of the wedge.

An eight-hour day may be all right if every company in the country would figure at the same time and pay on the same basis, but the trouble is that one contractor or one manufacturer would be probably getting his labour for eight hours, and another man getting his for ten hours.

Labour at the present time is paid pretty well and we do not think it is necessary for an eight-hour day at present.

Yours truly,

T. H. TAYLOR & CO., LTD.

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(272)

Tebbutt Shoe and Leather Company, Limited.

THREE RIVERS, QUE., January 19, 1910.

W. L. MACKENZIE KING,  
Ottawa.

DEAR SIR,—We desire to protest strongly against the Compulsory Eight-hour Bill introduced by Mr. Verville, and now before your committee. There are many good and valid reasons why this Bill should not become law. We earnestly hope your committee will report adversely on the Bill.

Yours very sincerely,

JOHN T. TEBBUTT,

*President.*

(307)

Thomas Organ and Piano Company.

WOODSTOCK, ONT., January 20, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.*Re Bill No. 21.*

DEAR SIR,—We understand that this Bill is shortly to come before the committee of which you are chairman, and we earnestly hope you will report against its adoption. There are many weighty reasons why you should do so. One is, that while it might be wise to limit the number of hours in some few occupations that are exhausting and hazardous, or where many other lives may be depending on them, railway men in certain departments for instance, that is no reason why every other business and occupation must also fall into line. The immediate consequence would be that every employee working on contract work for the government, being prohibited from exceeding the eight hours a day, would at once demand that his pay be increased to be equal to that earned by the man working ten hours a day, and the government work would be immediately advanced in price ten to thirty per cent. The law of supply and demand is one that cannot be ignored, and should the supply of workmen be found inadequate as they have many times been, and the hours of labour are curtailed, the work must suffer, and the country at large is the loser. That point is one, though, that is entirely ignored by those pressing the Bill. As ratepayers, those who have to shoulder the expenses have an equal right to see that their interests are taken into consideration and no legislation should be allowed to prevent them doing so. So much for the employee.

A manufacturer with buildings and a lot of expensive machinery expects a certain return for his investment and should this reduction take place, his return will be reduced by one fifth, unless he also increases his cost price to meet the reduction, and in that way there would be the further increased cost to be met. Further, that manufacturer may not only be working on government contracts, but may also be selling his goods abroad, and competing with manufacturers in other countries. Here the relative costs immediately come into play, and the increased cost to the manufacturer at once closes the market where he has been striving to make an outlet to increase his business. To illustrate, we had a steady and increasing organ trade with Germany, but the change in the tariff of that country, slightly increasing the cost of the dealer, had the effect of effectually closing the door against us. You can therefore see that no matter how the increased cost is arrived at, whether by tariff or in the manufacture, the result is the same. The markets of the world are so closely watched and figured

## APPENDIX No. 4

out that a slight change one way or another will make or close a market. That however is a point the employee does not feel called on to consider. If his action throws the employer out of a market, reducing the output, then so many employees may have to be thrown out of a job, but the employee cannot realize that fact.

Further, it effectually prohibits a working man from endeavouring to raise himself from his position, and become an employer himself. Every man has the inherent right to labour, and except as previously mentioned in certain occupations, he should not be prevented from exercising that right to improve his position. Further it would not be possible for an employer with a contract from the government to work some of his hands for eight hours and the balance for ten hours. He would be compelled to cut them all down to the shorter time, and the consequence would be that his other work would go to the other employer who has a longer day, or possibly it might go to some other country where this shortening has not taken place. We have been for years and at considerable expense trying to get a market in foreign countries, where in every case the competition is keen, and should this Bill pass, it is but the thin end of the wedge and will reduce us and many other manufacturers to supplying the home market alone, and as a consequence increasing the cost to the consumers here. Other arguments might be deduced, but we think these are sufficient, and we trust therefore that your committee will have no hesitation in reporting against this Bill.

We remain,

Your obedient servant,

JAMES DUNLOP.

(182)

Toronto Carpet Manufacturing Company, Limited.

TORONTO, January 18, 1910.

HON. W. L. MACKENZIE KING,  
Chairman Special Committee,  
House of Commons, Ottawa, Ont.

*Re Bill No. 21—Eight-hour Day Bill.*

DEAR SIR,—If we understand this Bill, no tenderer who has accepted a contract is free from responsibility, in that any sub-contractor must abide by the Act if it becomes law, an impossibility. Leaving the argument of principle to be decided elsewhere, and dealing only with the facts which interest ourselves, it would be impossible to separate our materials into what may be needed to supply an order for the government placed with us through a contractor. Nor could we separate the day labour from piece work.

We think the Bill is not in the interests of labour as proved in New England and New York mills, where it has been tried and repealed at the request of labour.

We have the honour to be, sir,

Yours truly,

JAMES P. MURRAY.

*Director.*

(118)

Toronto Paper Manufacturing Company, Limited.

TORONTO, ONT., January 11, 1910.

DEAR SIR,—In reply to your circular letter of December 17. Giving my opinion, I would say: Let parliament put an end to this labour agitation once and for all by making nine hours per day or fifty-four hours per week the maximum legal hours for mill and manufacturing labour. For factories running twenty-four hours per day—three shifts of eight hours each, or forty-eight hours per week. Nothing in the Act

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to prevent any man from working as many hours as the circumstances may demand, as in positions like night watchmen, elevator men, &c. The want of some standard hours of labour, fixed by statute, is unsatisfactory as between different employers of labour making the same line of goods. The hours of competing companies all over the Dominion should be fixed by the government not by the walking delegate. This being made uniform, the weekly wage would be fixed or varied by the cost of living, or other local conditions.

However, the above remarks do not specially apply to the Bill before the House. The result of passing that Bill would be that no manufacturing concern would put in a tender for any line of goods required by the government. All their requirements would have to be imported from some country where eight hours is the legal day of labour, if such could be found. No country known to me would be in a position to supply a sheet of paper to the King's Printer, for in continental Europe the paper mills run as here, twenty-four hours per day, and also run on Sundays. The employees work eighty-four hours per week. Any Canadian paper mill owner complying with the requirement of the proposed Bill on a government order requiring a run of one or two days or a week, would so demoralize his help for the balance of the year that he could not compete against other paper makers in the open market. Only one result can follow the passage of the Bill. No Canadian manufacturer would want a government order at any price.

The effect on the labourers who earn their living on Dominion public works would be disastrous. Nearly all of this work is out of doors, and employment only furnished about eight months in the year. The men employed thereat should be allowed to work as the farmer works, making the most of the daylight and mild weather against the time of enforced idleness in winter. Section 2 of the Bill might be eliminated. There will be no contracts made under section 1 by Canadian manufacturers.

Yours very respectfully,

JOHN R. BARBER

For the TORONTO PAPER MFG. CO., LTD.,  
Cornwall, Ont.

WM. BARBER & BROS.,  
Georgetown, Ont.

CANADA COATING MILLS, LTD.,  
Georgetown, Ont.

BARBER & ELLIS CO.,  
Toronto, Ont.

(214)

Toronto Whip Company.

TORONTO, January 18, 1910.

HON. W. L. MACKENZIE KING,  
Ottawa.

HON. SIR,—Our attention has been called to a Bill before the House of Parliament at Ottawa, presented by Mr. Verville on behalf of organized labour, viz.: An Eight-hour Day Bill, against which we wish to enter our most emphatic protest, or the following reasons:—

We have always in the past paid our employees as high wages as our business would justify on a nine-hour day basis, and if an eight-hour day were adopted we would have to in justice to ourselves reduce the pay per day correspondingly, a shorter working day would mean an increased cost of production which would mean an advance in price to the consumer and consequently an increase in cost of living.

APPENDIX No. 4

Organized labour, which is said to represent only eight per cent of the labour vote, should not be allowed to impose conditions which would hamper the development of Canadian industry. We remain,

Yours respectfully,

TORONTO WHIP COMPANY.

(206)

Tourville Lumber Mills Company.

MONTREAL, January 18, 1910.

Hon. W. L. MACKENZIE KING,

Chairman, Special Committee on Bill No. 21,  
Ottawa, Ont.

DEAR SIR,—For the reasons mentioned in the protest of the Canadian Manufacturers' Association against the Compulsory Eight-Hour Day Bill, and for many other reasons, we beg to say that we are absolutely opposed to that Bill, as being against the interest of the country and specially of this industry—and any action taken by the government towards having this Bill rejected, will be greatly appreciated by my company.

Yours respectfully,

ROD. TOURVILLE.

*President.*

(353)

Truro Condensed Milk Company, Limited.

TRURO, N.S., January, 1910.

Hon. W. L. MACKENZIE KING,

House of Commons, Ottawa.

DEAR SIR,—We respectfully address you briefly in reference to proposal for the legalizing of an eight-hour day in connection with all government contracts. Such would almost inevitably result in a demand upon other employers of labour for similar hours and would undoubtedly handicap seriously many important manufacturing interests in Canada.

Owing to the fact that machinery and various mechanical processes which cannot be hurried in regulating the amount of work which many labourers do, it cannot possibly be asserted that men can accomplish as much work in eight hours as in ten. Under certain special circumstances, such a statement might be true, but in much of our work, for instance, the labourer employed for eight hours would simply do eighty per cent of what he could and would accomplish in ten.

We, in common with many other Canadian manufacturers, have for some time been endeavouring strenuously to build up an export trade. To succeed in this direction, cheap production is of the utmost importance, and we fear that the introduction of an eight-hour day, (unless it meant proportionately low wages) would very seriously retard our progress in developing foreign trade.

We trust that the far-reaching consequences of this measure may be fully considered, and believe that the best interests of manufacturers, as well as the great majority of labourers, will be promoted by leaving the hours of labour as they are at present.

Yours very truly,

J. L. MACKAY.

*Secretary.*

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(267)

**C. Turnbull Company of Galt, Limited, Manufacturers of Underclothing, &c.**

GALT, ONT., January 19, 1910.

HON. W. L. MACKENZIE KING,  
Ottawa, Ont.

DEAR SIR,—We notice that a proposed compulsory Eight-Hour Day Bill has been referred to a special committee of which you are chairman. We protest very strongly against the proposed Bill for several reasons, and particularly in reference to government contracts. We have been fortunate enough to have secured some contracts from the government, but should this Bill become law, it would be impossible for us to furnish goods to the government except at an advance. It would be practically impossible to have workmen on an eight-hour day making government work, and others on a ten-hour day making regular stock, but if it had to be done, the eight-hour people would have to be paid for ten hours, increasing cost to that extent. A shorter working day would mean increased cost of production, which is high now compared with wages in Great Britain, from whence comes our strongest competition. At present we work 55 hours per week, and have no agitation from our work people for shorter hours. We think it is not in the interests of either the workmen or the general public that this Bill should pass, as it would increase the cost of all manufactured products which would have to be paid by the consumer.

We hope the committee will report against it.

Yours sincerely,

C. TURNBULL.

Secretary.

(199)

**J. J. Turner & Sons, the Peterborough Tent and Awning Company.**

PETERBOROUGH, ONT., January 18, 1910.

HON. W. L. MACKENZIE KING,  
Chairman Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—We wish to strongly protest against the compulsory Eight-hour Day Bill, as we do not think it is fair to manufacturers or the employers of labour to try and bring in such a Bill and we hope that your committee will throw it out.

We remain,

Yours truly,

J. J. TURNER & SONS.

(377)

**J. Fletcher Tweeddale, Lumber and General Dealer.**

PERTH, VICTORIA Co., N.B., January 29, 1910.

DEAR SIR,—I received your letter asking for information to ascertain what public sentiment is *Re* a Bill introduced in parliament that will fix by statute the number of hours that will constitute a day's work so far as it applies to government work.

In reply I may say, so far as I have heard the matter discussed, everybody holds the same opinion as myself, that is, the Bill is a mistake and uncalled for. The government should not be a party to, or even tolerate any attempt to shorten the hours of labour, unless there be a decided and universal demonstration demanding it.



## APPENDIX No. 4

There has been no difficulty in obtaining all the labourers or mechanics to carry on the public work by reason of the ten-hour day.

On the other hand it is claimed that it is more a matter of preference or privilege to get employment on such work. But the damaging feature of such action by parliament will be to set up an eight-hour day for government work that will be taken advantage of by labour organizations as a criterion to reduce the hours of labour and in this way seriously affect the industrial life of Canada. The Bill should be given a twelve months' hoist.

Yours truly,

J. FLETCHER TWEEDDALE,

*Lumber and General Dealer.*

(158)

Victoria Clothing Company.

VICTORIAVILLE, QUE., January 18, 1910.

HON. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

HON. SIR,—We beg to record ourselves as opposed to the compulsory Eight-hour Bill. We think it is against the interest and general welfare of the people, and against the manufacturers in particular.

Yours faithfully,

THE VICTORIA CLOTHING CO.

(146)

Victoria Machinery Depot Company, Limited.

VICTORIA, B.C., January 13, 1910.

SIR,—On behalf of this company, I respectfully beg to say that we view with very great disfavour any action on the part of the government as regards regulating the hours of labour. We are of opinion that matters of this sort should be left to the employers and employees, as circumstances over which neither have any control.

The manufacturers on the Pacific coast have had, and are having, a very hard uphill fight to compete with the imports from other countries and also from the mother country. The difference in the cost of wages between here and England is such that our markets are flooded with the output of the English factories, such as boilers, engines, pumps and machinery of all kinds, and even with the duty, competition is well nigh impossible.

As far as this company practically is concerned, we find ourselves now in this position: We have endeavoured in the last twenty years to build up a shipbuilding business. However, the Canadian regulations allow a vessel to be built complete in the old country, she comes to our coast, participates in our coastwise trade and does not pay a five cent piece of duty. We start to build, and various parts of the material are subjected to duty, in other words, the finished article comes in duty free, and the raw material is subjected to duty.

Then again, the government calls for a tender for the construction of a vessel for government use, such as lighthouse tenders, survey steamers, fishery protection steamers, &c. Now in calling for tenders for the construction of these vessels you would have no control over the hours of labour, were they built in the old country or elsewhere. We would therefore be handicapped with the eight-hour day on government work. We take it for granted that when tenders are received at Ottawa, they are looked upon from a purely price standpoint, and if the vessel can be built cheaper in the old country that is where she is built.

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Of course, on the other hand, I do not say that the eight-hour day or the seven-hour day would make any material difference to any of the employers of labour if the eight-hour day were universal at all the competing points. For instance, this company is in competition with Seattle, Tacoma, Portland and San Francisco, in the docking, repairing and building of vessels. The eight-hour day, if instituted here, would spoil our chances of competing favourably with the hours on the American side, where they work nine and ten hours.

From the writer's knowledge of organized labour, we can assure you that the labour organizations are simply trying to insert the thin edge of the wedge. If they can persuade the government to break the ice by restricting the hours of labour to eight hours on all government work, it would be forced on the employers as well as on all classes of work.

You, no doubt, would readily appreciate the state of affairs that would exist in a shipbuilding yard where there are from eight hundred to one thousand men employed, were they to work eight hours on all government work and on other work nine hours. What would be the feeling of the men working on the outside work at the same rate of pay, to see the men working on the government job knock off an hour earlier? It would be demoralizing.

We trust you will give the whole very special investigation before taking this step which would so seriously injure all large concerns here.

Yours truly,

C. J. V. SPRATT.

(183)

H. Vineberg & Company, Limited, Clothing Manufacturers.

MONTREAL, January 18, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of the Special Committee on Bill 21,

House of Commons, Ottawa, Ont.

HON. SIR,—We respectfully beg to enter our protest against the proposed Eight-Hour Day Bill.<sup>1</sup>

In doing so, we submit that it would be ridiculous to have a law governing manufacturing for the government, different from that governing manufacturers or contractors for the public at large. That if we adopted the Eight-Hour Day in all our industries, we Canadians, would deal ourselves a blow that no outside enemy would inflict upon us.

Foreign countries could then compete with us, hands down, even after paying duties. This country is already suffering for want of labour and the consequent high price for the same, and if the time were to be reduced to eight hours, it would simply make competition impossible.

It is hardly necessary for us to go into details. We feel that the government is anxious to save this country from any ruinous measures, and we respectfully suggest a thorough investigation into this question, before plunging the country into a state of helplessness which it would probably never recover from.

We would gladly have a representative of the government, call here and be informed of prevailing conditions.

Thanking you in advance for consideration, we remain,

H. VINEBERG & CO., LTD.

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(145)

## Vulcan Iron Works, Limited.

WINNIPEG, MAN., January 15, 1910.

SIR,—In our opinion if this Act is allowed to come into force it will be impossible for ourselves, or any other manufacturing concern in this country, to do any work for the Dominion government.

Your committee must take into consideration the fact that our season in this country is very short and it is necessary for us to work as long hours as possible. Under the circumstances we desire to enter our very strongest protest against any Act of this description being put on the statute-books in Canada.

Yours truly,

JOHN McKECHNIE,

*President.*

(251)

## Waterous Engine Works Company, Limited.

BRANTFORD, ONT., January 20, 1910.

Hon. W. L. MACKENZIE KING,  
House of Commons, Ottawa, Ont.

DEAR SIR,—Referring to the proposed Eight-Hour Day Bill. If this Bill were to pass in the form in which it is at present drafted, it would be, I think, a difficult matter for any factories to accept contracts for government work, and, at the same time, carry on work for the general public, and it would preclude, apparently, supplying to the government any standard goods that are made for sale to the general trade.

At the present time there is a great deal of manufacturing done (and it is steadily growing) of standard articles made up in large multiples. From the reading of the Bill, I would understand that such goods could not be supplied to the government if they were made by labour working ten hours a day. Unless the eight-hour day could become universal, it would seem to me as though its application in the way proposed would be very objectionable.

I am, yours very truly,

C. H. WATEROUS,

*Manager.*

(380)

## Westminster Iron Works.

NEW WESTMINSTER, B.C., January 26, 1910.

Hon. W. L. MACKENZIE KING,  
Chairman Special Committee Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—As a manufacturer in a small way, I beg to enter my protest against the passing of the above Bill. Wages are so high now in our business, that it is almost impossible to manufacture anything at a profit in competition with other countries; and if the working day of eight hours, became law, it would, I am afraid, put us out of business altogether. I do not consider this Bill in the interests of the country, and trust your committee may report thereon adversely.

Yours very truly,

JOHN REID.

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(302)

**J. E. Wilkinson Company, Limited, Refiners of Gold and Silver.**

TORONTO, January 20, 1910.

Hon. W. L. MACKENZIE KING,  
 Chairman Special Committee on Bill No. 21.  
 House of Commons, Ottawa, Ont.

HON. SIR,—As manufacturers and employers, we write you in connection with the Eight-hour Bill and protest against its adoption from the standpoint of our employees as well as ourselves. The first question a new man asks us is 'what they will be paid,' and we say so much per hour, and the second question is 'how many hours may they work.'

There are strong reasons why this should not be enforced, but we shall simply in a general way, state our positive opposition to it.

Yours truly,

J. E. WILKINSON.

*Treasurer.*

(288)

**William Hamilton Company, Limited, Builders of Sawmill Machinery, &c.**

PETERBOROUGH, ONT., January 20, 1910.

Hon. W. L. MACKENZIE KING,  
 Chairman, Special Committee on Bill No. 21,  
 House of Commons, Ottawa, Ont.

SIR,—We beg respectfully to enter our emphatic protest against the proposed Compulsory Eight-hour Day Bill, for the following reasons:—

1st. It would prohibit our company from sharing in any government business, as our employees work ten hours per day, and it would be impracticable for us to work part of our staff eight hours per day on government work and the rest of our staff ten hours per day on work for private parties.

2nd. We anticipate a shortage of help in the near future, and a reduction in the hours of labour would greatly accentuate this shortage.

3rd. A shorter working day would increase our cost of production.

4th. As organized labour only represents about 8 per cent of the labour vote, it should not be allowed to impose conditions which would hamper manufacturing industries.

We believe that the foregoing reasons apply not only to our own company, but to all other similar companies in Canada, and we would therefore very respectfully urge these reasons against the passing of the Bill.

Yours truly,

J. C. SMITH,

*Business Manager.*

(186)

**Winnett & Wellinger, Limited, Manufacturers of Fancy Leather Goods.**

TORONTO, January 18, 1910.

Hon. W. L. MACKENZIE KING,  
 House of Commons, Ottawa, Ont.

DEAR SIR,—We understand that a Compulsory Eight-hour Bill is to come before your committee, and we wish to express our protest against same. If such a Bill should pass, it would prohibit us from tendering for any portion of the government's

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business. We believe it would increase the cost of production and consequently increase the cost of living.

We sincerely hope that your committee will report thereon adversely.

Yours truly,

J. H. WINNETT,  
*President.*

(338)

Winnipeg Paint and Glass Company, Limited.

WINNIPEG, MAN., January 20, 1910.

Hon. W. L. MACKENZIE KING,

Chairman of Special Committee on Bill No. 21,  
House of Commons, Ottawa.

DEAR SIR,—The above mentioned Bill calling for a compulsory eight-hour day has come to our attention, and we beg to respectfully register a protest against any such Bill becoming law.

The great difficulty, in this part of the country at least, is to handle the amount of work required to be done during our short building season, and we are only able to cope with the situation by operating our factories ten hours a day, and a great deal of overtime.

If such a Bill were to become law, it would be absolutely impossible for this company to figure on any work in which the government might be interested, as the provisions of the Bill are so drastic that it would not be safe for us to do so.

Our position and that of the other manufacturers in Winnipeg are identical, and we trust that a few discontented heads of labour unions will not be allowed to embarrass us in the way they seem to desire.

Yours truly,

R. W. PATERSON,  
*Secretary Treasurer.*

(168)

Wood Bros., Leather Manufacturers.

ST. CATHARINES, ONT., January 17, 1910.

Hon. W. L. MACKENZIE KING,

Chairman Special Committee on Bill No. 21,  
House of Commons, Ottawa, Ont.

DEAR SIR,—With reference to the Compulsory Eight-hour Bill now before your committee for consideration, we wish to enter an emphatic protest against the Bill, and trust, in the interest of all industries in Canada, that your committee will report adversely thereon.

Yours very truly,

WOOD BROS.

(393)

ST. CATHARINES, ONT., February 2, 1910.

C. H. PARMELEE, Esq.,

Government Printing Bureau,  
Ottawa, Ont.

DEAR MR. PARMELEE,—I have just received a copy of Bill No. 21, 'An Act respecting the Hours of Labour on Public Works.' This Bill had its first reading November 22, 1909, and a committee will take this matter up on January 21, 1910.

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I do not know whether you have consulted the minister in regard to this Bill, but I wish to point out to you that should this Bill go through that it will be a very serious matter for the printing department. In the first place, the working hours of a paper mill, all over the world, are from 12 o'clock Sunday night until 12 o'clock Saturday night, in continuous operation. These paper mills are all run on two gangs of labour, working twelve hours each on paper machines and beaters. Now, if this Bill should go through, appointing the exact hours of labour in public works, you can readily see that the same will be forced on all contracts made by the government, and it would mean that in running government contracts the different mills would have to put in three shifts of men, adding to the cost of contract, and when not running on government paper what is to be done with this extra shift of men, as beater men and paper machine men are all skilled labour, earning from \$2.50 as high as \$5 per day, according to the size of the mill. At present there are only two concerns in America who have tried the three-hour shift and it has not proved satisfactory. Now, the Printing Bureau at Ottawa consumes a large quantity of paper and the contracts are distributed over a great many mills, so no one mill could adopt this scheme and all other mills would have to refuse to make contracts with the government.

I only wish to draw your attention to the above points in order that you may discuss the matter with the minister.

Hoping this finds you quite well, I remain,

Yours truly,

(Sgd.) WELLAND D. WOODRUFF,

(393a)

Lincoln Paper Mills.

OTTAWA, February 5, 1910.

HON. CHARLES MURPHY, K.C.

Secretary of State.

Ottawa, Ont.

DEAR MR. MURPHY,—I take the liberty of inclosing for your information a copy of a letter which I have received from Mr. W. D. Woodruff, of St. Catharines, in reference to Bill No. 21. Mr. Woodruff is owner of the Lincoln mills which have one of our contracts. His statement of the case shows what position the Canadian mills would be placed in, so far as their relations with the Department of Public Printing and Stationery are concerned, if the Bill were to pass in its present shape. It would be difficult, if not impossible, to get any mill to enter into a contract for the supply of paper. I can't imagine, however, that the Bill in its present form will ever become law.

Yours faithfully,

C. H. PARMELEE,

King's Printer and Controller of Stationery.

(707)

MARINE.

Dominion Marine Association.

KINGSTON, ONT., December 21, 1909.

DEAR SIR,—Replying to your letter of the 20th, which I am pleased to receive, I beg to send you inclosed herewith a list of members of this association which I have available, and of which you can make use. I shall be glad to be advised later of any action taken. I have not yet given the Bill careful consideration and am not able at the moment to say how far it will affect this association as a whole. I am satisfied, however, that the views of the association would be strongly in opposition of the Bill as an interference with the freedom of contract.

Faithfully yours,

FRANCIS KING,

APPENDIX No. 4

(704)

**T. G. Brigham.**

OTTAWA, ONT., December 29, 1909.

DEAR SIR,—I am in receipt of your circular of the 27th instant. My opinion is that no such class of legislation should be passed. This free country is free to everybody, free to labour for whom they like and both parties ought to be free in a case of this kind to negotiate their own contracts, and if the Dominion government keeps on with this class of legislation they will simply drive the business to the older countries.

As an illustration: Some years ago I sent to Scotland \$30,000 worth of work in the shape of water pumps for the city of Ottawa waterworks. The people who made these pumps for, the Chaudiere Machine and Foundry Company, (of which I am the owner) their wages averaged eighty-one and nine-tenths cents per day. My rate of wages for the same class of work is \$2.47. I took particular pains to ascertain the cost of living there, and I do not think it possible to buy a porter-house steak in the country for less than forty-five cents a pound, or a cut-off-the-neck for less than fifteen cents a pound. All the other necessaries of life are as high in price. If the government of this country continues to increase the cost of production, it will only be a matter of eight or ten years before every factory in the country will be shut down. They are doing business at present on a very fine margin of profit as compared with the old country that is to say, the cost of production in this country for labour as against England is as a rate of eighty-one cents to \$2.47.

I trust I have given you some slight information that will be of service to you.

I am, yours very truly,

T. G. BRIGHAM.

(706)

**Union Steamship Company of British Columbia, Limited.**

VANCOUVER, B.C., January 5, 1910.

DEAR SIR,—We have your favour of the 27th ulto. asking for our views on the 'Act respecting the Hours of Labour on Public Works.'

The only contracts we have with the Dominion government are for the carriage of mails by sea, and we beg to say that if we were required to comply with the stipulation proposed to be inserted in this Act, to the effect that none of our men should work more than eight hours in one day, it would be impossible to carry out those contracts at all. We cannot believe that this regulation is intended to apply to shipping.

Yours truly,

EDW. T. LEGG,

*Managing Director.*

(705)

**Upper Ottawa Improvement Company, Limited.**

OTTAWA, January 5, 1910.

SIR,—We beg to acknowledge receipt of your letter of the 27th December last inclosing copy of Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' and asking for our views on the matter.

Before expressing an opinion on the subject matter of the Bill we must explain the nature of our business. It is the transmission of logs and timber down the Ottawa river from head of Lake Temiscamingue to Ottawa a distance of some 300 miles and upon the successful prosecution of our work depends the operating of the

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saw mills and pulp mills of the Ottawa valley employing many thousands of men. Our work is frequently held at a standstill for days by unfavourable winds and our men idle, but under full pay. The season of navigation is short as after September the weather is as a rule unfavourable.

Under the circumstances you will readily understand how necessary it is that we should avail ourselves of all the time feasible when conditions are favourable and where our work is influenced by the operating of government booms and slides we must protest vigorously against any change in the present regulations.

We have the honour to be, sir,

Your obedient servants,

G. B. GREENE,  
*Secretary-Treasurer.*

#### TRADES COUNCILS AND LABOUR UNIONS.

(529) **Journeymen Bakers' Union, No. 204.**

818 DOVERCOURT ROAD, TORONTO, February 7, 1910.

Mr. V. CLOUTHIER,—We the Journeymen Bakers Union No. 204, passed at our last meeting held February 5, that we uphold Bill 21 regarding the government contracts for an eight-hour day.

Yours truly,

W. S. MURCHIE,  
*Secretary Local 204.*

(634) **International Brotherhood of Boiler Makers and Iron Ship Builders.**

MOOSEJAW, SASK., February 19, 1910.

DEAR SIR,—Your communication with regard to the Eight-hour Bill was read and discussed at our regular meeting. A vote was taken which was unanimously in favour of the Bill. We all hope it will become law. We also look forward to the time when the eight-hour day becomes general. With best wishes for the success of the Bill, I am,

Respectfully yours,

GEORGE WALTERS,  
*C. S. 478.*

(606) **International Brotherhood of Boiler Makers and Iron Ship Builders, No. 417.**

NORTH BAY, ONT., February 15, 1910.

SIR,—It is the unanimous wish of the members of this lodge that we support the Eight-hour Bill.

Trusting that it will be put through successfully. I remain,

Yours truly,

J. NICOLL,  
*C. S.*

(644) **International Brotherhood of Boiler Makers and Iron Ship Builders.**

RIVERS, MAN., February 24, 1910.

DEAR SIR,—With reference to your communication and circular respecting Bill No. 21, which were read at a regular meeting of our lodge, I beg to state that the members were unanimously in favour of said Bill. As a labour organization we fully believe and understand the benefits to be derived from an eight-hour day.

Respectfully yours,

C. COTTERILL,  
*Secretary Pioneer Lodge, No. 529.*



APPENDIX No. 4

(528)

**International Brotherhood of Boiler Makers and Shipbuilders, No. 128.**

TORONTO, ONT., February 6, 1910.

DEAR SIR,—In answer to your letter of January 27 *re* Bill 21, an Act respecting the Hours of Labour on Public Works, and will say that Lodge 128, Boilermakers, Iron Shipbuilders and Helpers of Toronto highly recommend that this Act be adopted.

With best wishes and regards, I remain,

Sincerely yours,

JAS. MONAGHAN,

*Secretary.*

(655)

(Translation.)

**International Brotherhood of Bookbinders.**

LOCAL UNION No. 91,

MONTREAL, QUE., March 2, 1910.

DEAR SIR,—At the last regular meeting of our local union, held under the presidency of Mr. A. Henderson, it was moved by Mr. A. Hound, seconded by all the members present, that our local union give their fullest adhesion to Bill No. 21, providing for an eight-hour day of labour upon all public works.

Allow me, sir, to congratulate you in the name of my fellow-workmen of the local union and in my own name, for the interest you are taking in the Bill introduced by our worthy member, Mr. A. Verville. I remain,

Yours truly,

JOS. PELLETIER,

*Secretary of Local No. 91.*

(602)

**International Brotherhood of Bookbinders.**

LOCAL UNION No. 28,

TORONTO, ONT., February 15, 1910.

DEAR SIR,—Your letter to hand in regard to Bill No. 21 (an Act respecting the Hours of Labour), and in reply would say this was introduced at our last meeting of the brotherhood and endorsed by every member present as being a full day's work.

I might also add to this for further information that almost every trade in this city is working eight hours a day and is the specified time for city contracts.

Trusting the members of the House may see their way clear to pass this Bill and make it a government law. I remain,

Truly yours,

C. R. HURST,

*Secretary.*

(601)

**International Brotherhood of Bookbinders.**

LOCAL UNION, No. 160,

WINNIPEG, MAN., February 12, 1910.

DEAR SIR,—In the matter of Bill 21, intituled: 'An Act respecting the Hours of Labour on Public Works,' would say that this brotherhood is thoroughly in sympathy with, and heartily endorses the proposed Act, and does earnestly request the Senate and House of Commons to pass and enact the said Bill.

Your obedient servant,

J. L. WIGINTON.

*Recording Secretary.*

9-10 EDWARD VII., A. 1910

(524)

**Bricklayers' and Masons' International Union of America, No. 2.**

BRANDON, MAN., February 3, 1910.

DEAR SIR,—I am in receipt of your favour of the 24th ult., inclosing copy of Bill No. 21, an Act respecting the Hours of Labour on Public Works. The same was discussed at the 85th regular meeting of our union, held February 2nd at Brandon, and I am instructed to inform you that we are heartily in favour of the provisions of the Bill.

I am, sir, yours respectfully,

EDMUND FULCHER,  
*Secretary.*

(561)

**Bricklayers' and Masons' International Union of America, No. 2.**

CALGARY, ALTA., February 5, 1910.

DEAR SIR,—Your communication with reference to Bill 21, respecting eight-hour day, received. I am instructed to endorse the Bill, and say that we are in favour of an eight-hour day all over Canada, with the recommendation that the union wage be paid to all who come under this Act.

Respectfully yours,

JOHN EVANS,  
*Cor. Secretary.*

(558)

**Bricklayers' and Masons' International Union of America, No. 1.**

EDMONTON, ALTA., February 4, 1910.

DEAR SIR,—I have been instructed to inform you that this union with its 82 members, are unanimously in favour of the enacting of this Bill No. 21.

Suitable resolutions have been sent to the Hon. Frank Oliver, Minister of Interior, and also to Mr. Alphonse Verville. The former being member of parliament for this district, and the latter being our labour representative at Ottawa, asking that they support the Bill to the best of their ability.

Trusting that the Bill may become law and be placed upon the statute-books of the Dominion,

I remain, your obedient servant,

WM. T. COLLYER,  
*Cor. Secretary.*

(Resolutions referred to in above.)

(559)

**Bricklayers' and Masons' International Union of America, No. 1.**

Whereas, Mr. Alphonse Verville, M.P., has introduced a Bill to the House of Commons of Canada, being Bill 21, and known as an Act respecting the Hours of Labour on Public Works, and

Whereas, We believe that such an Act is in the best interests of the working community of Canada, and that such an Act is urgently needed, and

Whereas, The officers and members of Edmonton No. 1, Alberta Bricklayers and Masons International Union, are unanimously in favour of the enacting of this Bill, be it

Resolved. That we, the officers and members of the Edmonton No. 1 Alberta Bricklayers and Masons International Union, call upon our member at Ottawa, Hon. Frank Oliver, Minister of Interior, requesting him to support the said Bill, and to endeavour to the best of his ability to get it placed upon the statute-books of the Dominion of Canada, and be it further

## APPENDIX No. 4

Resolved, That these resolutions be spread upon our minutes, a copy sent to each local of the B. & M.I.U. in Alberta and copies to our member, Hon. Frank Oliver, Minister of Interior, and to Mr. Alphonse Verville, M.P.

(Signed) C. W. DRANSCOMBE,  
JAS. BRERETON,  
WM. M. ALLYN,  
F. BLAKE, *President*.  
HIRAM PERRY.

(654)

## Bricklayers' and Masons' International Union of America

HAMILTON, ONT., February 21, 1910.

DEAR SIR,—Yours of the 10th to hand, contents noted and in reply will say, I brought it to the notice of our association, and after discussing same it was moved, seconded and carried unanimously that the secretary notify the committee through you, that we are heartily in accord with the measure, and hope to see same carried in the House. Wishing you every success,

I remain,

Yours respectfully,

JOHN T. LAING,  
*Corr. Sec. of No. 1 of Ont., B.M.P.I.U.*

(574)

## Bricklayers' and Masons' Union, No. 10, of Ontario.

KINGSTON, ONT., February 10, 1910.

DEAR SIR,—I am instructed to inform you that this union heartily endorses Bill 21 in every detail and sincerely hope when it comes to the House of Commons, there will be little or no objection,

Yours very sincerely,

ALEX. FOWLER,  
*Cor. Sec. No. 10.*

(513)

## Bricklayers', Masons' and Plasterers' Union, No. 5.

LONDON, ONT., February 5, 1910.

DEAR SIR,—Your communication of the 27th received concerning an eight-hour day on all government works, and in reply thereto I might say that our organization has had an eight-hour day here for three years. Bricklayers' and Masons' Union No. 5 heartily endorse the proposed Bill now before the committee of the House of Commons. The International officers of our organization have decided in favour of an eight-hour day, so that all subordinate unions must adopt it sooner or later. Should you wish any further information I shall be pleased to supply it. I remain,

Yours truly,

EDWIN HUMPHRIES,  
*Cor. Secty.*

9-10 EDWARD VII., A. 1910

(535)

**Bricklayers' and Masons' International Union of America.**

MEDICINE HAT, ALBERTA, February 3, 1910.

SIR,—In receipt of your communication, dated December 27, 1909, would say that the matter was placed before our union last night and the voice of the meeting was unanimously in favour of Bill 21. Trusting same will come to pass.

I remain,

Yours truly,

W. SMITTEN,  
*Secretary No. 5.*

(486)

**Bricklayers' and Masons' International Union of America, No. 23.**

SARNIA, ONT., February 2, 1910.

DEAR SIR,—We the officers and members of No. 23 of Sarnia, Ontario, Bricklayers' and Masons' Union, by special vote of said union do endorse the action of said committee in trying to enforce said eight-hour law, on all public works and do endorse all clauses of said Bill, for the good and welfare of the public at large.

Signed by

JOHN E. THOMAS, *President.*JOHN McPHEE, *D.P.*

(498)

**Bricklayers' and Masons' International Union of America, No. 16.**

SAULT STE. MARIE, ONT., February 3, 1910.

SIR,—Yours of 27th January to hand and contents noted.

As regards proposed legislation set-forth in Bill No. 21, would say, this Bill as it stands was unanimously endorsed by our association February 1, when your communication came before us.

Hoping you in committee will report favourably on the Bill (without any alterations), even in the face of any pressure which may be brought to bear by the Canadian Manufacturers' Association,

Sincerely yours,

W. C. RAMSAY.

(566)

**Bricklayers' and Masons' International Union of America.**

WOODSTOCK, ONT., February 8, 1910.

DEAR SIR,—I beg to acknowledge receipt of your letter and Bill No. 21. *Re* the eight-hours a day work on public works.

I brought the matter before our union this evening, and they are unanimously in favour of the eight-hour movement, providing the wages are 45 cents per hour. We are getting 40 cents per hour now, for nine hours, and they would not favour the wages being any lower.

One of the reasons that we are in favour of the eight-hours is, that for every eight men it would employ an extra man

Hoping this will reach you in time, I am,

Your obedient servant,

E. JOHNSON,  
*Sec. Union No. 22.*

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(499)

**Bridge, Structural and Architectural Iron Workers' Union, No. 4.**

TORONTO, February 3, 1910.

DEAR SIR,—I am in receipt of yours of January 27, *re* Bill No. 21 respecting Hours of Labour, &c., on public works. This letter was read before a full representative meeting of the above local on Tuesday night of this week. We heartily endorse each of the three clauses of the Bill and sincerely trust that same will be passed and go into effect immediately.

Yours very truly,

W. B. GRACIE,

*Secretary.*

(597)

**Builders' Labourers' Union.**

ST. JEROME, QUE., February 14, 1910.

(Translation)

SIR,—In answer to your letter of the 10th inst., informing us that you wish to obtain the opinion and to hear the views of our association on Bill No. 21, respecting the Hours of Labour on Public Works, let me tell you that I called a special meeting, in order the better to discuss that important question. All the members would be delighted if Mr. Verville, M.P., could succeed in having this Bill enacted, provided that the companies did not cut off those two hours from the wages of the working men. In fact, the wages of the trackmen on railways are small enough as they are, and should the companies cut off those two hours a day, it will be very hard for a workingman with a large family to make both ends meet.

I remain, sir,

Your obedient servant,

A. E. GODREAU,

*Sec.-Treas., B.L. & U.*

(652)

**Builders' Labourers' Union.**

ST. JEROME, QUE., March 23, 1910.

SIR,—Your circular was duly received a little while ago, and the reason why I delayed answering your letter was that I waited till our monthly meeting took place, in order to know the opinion of our members.

Our secretary has already written to you on the matter, giving you the result of the meeting and the opinion of the members about Bill No. 21, introduced in the House of Commons by Mr. Verville, M.P. All would be delighted were the Bill adopted by parliament, but they do not want shorter hours if it would result in reducing the earnings.

I remain, sir,

Your obedient servant,

O. QUINNEVILLE.

*President B.L.B.U., St. Canut (Two Mountains).*

9-10 EDWARD VII., A. 1910

(595)

**Builders' Labourers' Union.**

TORONTO No. 1,

TORONTO, ONT., February 12, 1910.

SIR,—At a special meeting of the Builders' Labourers' Union, representing over 900 members, they were unanimously in favour of the Bill calling for an eight-hour day for all government contracts, and also for work done by day labour.

Yours, &amp;c.,

JOHN M. MACKINTOSH,

*Secretary.*

(469)

**United Brotherhood of Carpenters and Joiners of America, No. 933.**

(Translation)

ANGE-GARDIEN, QUE., January 31, 1910.

SIR,—Let me inform you that having submitted and read Bill No. 21, which you sent me, to the members of Local 933, at one of their regular meetings, they have unanimously endorsed the same.

Your humble servant,

EUGENE HUOT,

*Carpenter.*

(607)

**United Brotherhood of Carpenters and Joiners of America, No. 553.**

BERLIN, ONT., February 16, 1910.

SIR,—At a regular meeting of Carpenters' and Joiners' Local Union No. 553, a resolution was passed to heartily endorse the above Bill. With best wishes, I remain,

Yours fraternally,

PETER JACOBS.

*Recording Secretary Local No. 553.*

(587)

**United Brotherhood of Carpenters and Joiners of America, No. 498.**

BRANTFORD, ONT., February 12, 1910.

DEAR SIR,—Local 498 unanimously endorses Bill No. 21, respecting hours of labour, in every particular, and would rejoice to see it the law of our country.

Yours respectfully,

JOSEPH SWIFT,

*Recording Secretary.*

(478)

**United Brotherhood of Carpenters and Joiners of America, No. 1325.**

EDMONTON, ALTA., January 29, 1910.

DEAR SIR,—In reply to your favour of the 19th ult., which I have just received, I am instructed by the unanimous vote of three or four hundred members present to write you their hearty approval of Bill No. 21 as per copy sent us

Thanking you for the favour, I remain

Yours truly,

CHAS. BRENTWOOD,

*Recording Secretary.*

## APPENDIX No. 4

(584)

## United Brotherhood of Carpenters and Joiners of America, No. 1220.

FERNIE, B.C., February 10, 1910.

DEAR SIR,—In reply to your communication, Bill 21, 'An Act respecting the Hours of Labour on Public Works,' I wish to inform you said Bill was endorsed by our local union. Hoping to live up to it in the near future.

Yours truly,

FRANCIS H. SHAW,  
*Recording Secretary.*

(495)

## United Brotherhood of Carpenters and Joiners of America, No. 1498.

FORT WILLIAM, ONT., February 2, 1910.

DEAR SIR,—We the undersigned, United Brotherhood of Carpenters and Joiners of America, Local 1498, of Fort William, deems it advisable for the welfare of the workmen in general, that Bill No. 21 should be enacted, as it would tend to employ more men and alleviate the condition of the unemployed. Also that better results are obtained from a short hour day and the cost of such contracts will not be increased.

Thanking you for the privilege of expressing our opinion.

Yours truly,

R. H. SOUTHCOMBE,  
*Recording Secretary.*

(449)

## United Brotherhood of Carpenters and Joiners of America, No. 1744.

GRAND-MÈRE, QUE., January 26, 1910.

(Translation)

SIR,—I am in receipt of your circular, dated December 27, and consequently my answer is one month late.

But if it be not too late and should our opinion on Bill No. 21 be of any use to you, we unanimously declare that we are in favour of the adoption of that measure and we suggest to your committee the name of Mr. P. E. Blondin, M.P., for Champlain, in whom we repose our full confidence, as our representative for the hearing of verbal evidence. We are also writing to Mr. Blondin in the same connection.

Your devoted servants,

GEORGE DELAGE,  
*Corresponding Secretary.*

(448)

## United Brotherhood of Carpenters and Joiners of America, No. 83.

HALIFAX, N.S., January 24, 1910.

SIR,—I am instructed to forward to you the following, in answer to yours of the 27th of December last.

We have many reasons for the asking of an eight-hour day.

Take for instance the progress of organized labour in securing the shorter work-day throughout the world.

One of the most powerful trades unions in Great Britain is the Coal Miners Federation, with a membership of about 8,900, and they are enjoying the benefits of the eight-hour day; the law establishing the same went into effect July 1, 1909.

In Northumberland and Durham some few thousands of their men work only from six and one-half to seven and one-half hours.

The miners of Great Britain have seventeen men from their own ranks to represent them in parliament.

We would call the attention of the special committee to the great loss of millions of dollars in the struggle for the shorter work day in the past, and would urge upon the government the advisability of trying to avoid such large losses to industry in the future.

We would also point out that all students of economics agree that the eight-hour work day is forcing itself upon us, whether we will it or no.

Eight hours may be the objective which labour now seeks to accomplish, it does not follow that eight hours is the ideal, or that it will be the goal of the future.

The short hour movement rests fundamentally on necessity, the constant improvement in machinery, and consequent displacement of labour in all lines of industry must ultimately compel us to agitate for the shorter work day, and as the wage-earners become better educated to existing conditions, they become more determined to have greater benefits brought about by labour saving machinery.

We desire more leisure so that our industrial life may be prolonged, and our fellow workmen employed.

The late Geo. E. McNeil, (often called the father of the eight-hour movement), has said, eight hours for work, eight hours for rest, and eight hours for what you will and it would seem an equitable division.

We further believe the government should take into favourable consideration Bill No. 21, in the interest of the greater number of the population, and in trying to avoid such serious losses to industry, and in setting a good example to private employers.

Just an instance in which the eight-hour day superseded the nine-hour day, and worked successfully is the case of the Salford Iron Works of Mather & Platt located at Manchester, England, which firm changed from the nine-hour to the eight-hour day in the year 1893.

The Bureau of Labour inquired of Messrs. Mather & Platt in May, 1904, how the change affected their business, the reply was 'that in their experience, and that in all sincerity they were benefited by the change, and would in future advocate for the shorter work-day.'

Organized labour does not claim, in all cases, production will be as great and remunerative in eight hours as in nine hours, still cases contra wise can be cited.

The point to be insisted upon is not that it is profitable to the employer to have the shorter work-day, but to point out that it is profitable to the nation and the race.

Continual fatigue is inimical to national vitality, and however it may effect the commercial profits of the individual, it will in the end deplete the vital resources on which national efficiency depends.

The accident bulletins of the Interstate Commerce Commission, contain frequent records of disasters caused by the long hours that railroad employees have to work. In a recent bulletin No. 27, two collisions are attributed to the mistakes of employees who had been on duty much longer than instinct of safety should allow.

Collision No 3, by which two were killed and thirteen injured was due to the same cause.

Statistics show beyond dispute the benefits to all concerned in having the shorter day.

In Great Britain, New Zealand, and Australia, the eight-hour work day seems to meet all contingencies.

Organized labour is clamouring for the shorter work day, for reasons stated above and others of just as great a moment.

Organized bodies are supplied with statistics which prove conclusively that the eight-hour day is a national benefit.



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In conclusion we have tried to show how much organized labour is in favour of Bill No. 21, and would urge the special committee to give this Bill their favourable consideration.

Respectfully submitted,

JAS. ROSBOROUGH.

*R. S.*

(221)

United Brotherhood of Carpenters and Joiners of America, No. 18.

HAMILTON, ONT., January 18, 1910.

SIR,—The members of our local passed a resolution (to-night) that we endorse and approve Bill 21, 'An Act respecting the Hours of Labour on Public Works.'

Yours truly,

J. D. SMALL, *President*,

JOHNSTON McCORMACK, *Rec.-Secy.*

(446)

Amalgamated Society of Carpenters and Joiners, No. 815.

HAMILTON, January 25, 1910.

DEAR SIR,—Meeting held January 24, your communication and copy of Bill 21 *Re* eight-hour day was placed before the members. I was instructed to inform you that the members of the above society are strongly in favour of the Bill.

Yours respectfully,

F. H. SMITH,

*Secretary.*

(564)

United Brotherhood of Carpenters and Joiners of America, No. 1946.

LONDON, ONT., February 8, 1910.

DEAR SIR,—Our local of United Brotherhood of Carpenters and Joiners heartily endorse the Bill introduced in the House of Commons by Mr. Verville, relating to the eight-hour day on all public works.

Yours truly,

H. G. ALFORD,

*Corresponding Secretary.*

(425)

United Brotherhood of Carpenters and Joiners of America, No. 1127.

(Translation)

MONTREAL, QUE., January 17, 1910.

SIR,—At our meeting of January 17, 1910, we received communication of your circular concerning the hours of labour, such as provided by Bill No. 21. We concur in all clauses of that Bill, in the hope that this legislation may be adopted by your committee and enacted by the House of Commons, in order to give satisfaction to the working classes in general.

Hoping you will send us another notice. I remain,

Yours truly,

A. CINQ-MARS,

*Secretary.*

9-10 EDWARD VII., A. 1910

(434)

**United Brotherhood of Carpenters and Joiners of America, No. 1244.**

MONTREAL, QUE., January 20, 1910.

DEAR SIR,—In answer to your request regarding our views of Bill No. 21, known as the Eight-hour Labour Day, I beg to state your communication was brought before this local union at its regular weekly meeting, January 15, 1910, and after due consideration an unanimous vote was given in its favour, with the sincere wish that the same may speedily become law.

Yours truly,

JOHN A. HIBBINS,  
*Secretary.*

(453)

**United Brotherhood of Carpenters and Joiners of America.**

(Translation)

MONTREAL, QUE., January 27, 1910.

SIR,—After having taken into consideration Bill No. 21, respecting an eight-hour day, I am instructed to inform you that the district council of the United Brotherhood of Carpenters and Joiners of America give their unqualified approbation to that Bill, and request your committee to give it their sanction. Moreover, we shall endeavour to send one or more delegates to support that Bill, should you be kind enough to let us know the date fixed for this debate, so as to allow us a few days for making our preparations.

Yours truly,

JOSEPH E. BAYARD,  
*Secretary.*

(567)

**United Brotherhood of Carpenters and Joiners of America, No. 134.**

(Translation)

MONTREAL, February 10, 1910.

SIR,—In answer to your circular, dated September 27, 1909, I beg to inform you that after listening to the reading of Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' the Union No. 134 of the Brotherhood of Carpenters and Joiners of America in Montreal, unanimously adopted at the meeting of the 7th instant, the following resolution:—

1. Whereas, for a number of years past, the working classes have demanded the adoption of the eight-hour day and this without any result, it is the duty of the government to protest and to provide for the betterment of the position of the masses who labour, to enact laws in that direction and to insure their enforcement, but above all to set the example first.

2. Eight hours of labour should be sufficient to satisfy the needs of production in the various industries, considering the steady progress of the means of production, the considerable number of the out-of-works which goes on increasing from year to year in an alarming ratio; the enormous influx of immigrants who, instead of bringing about the development of the country, scatter through the cities and swell the number of the idle adding thereby to the difficulties already numerous enough experienced by the workmen in the cities, in finding the means of getting their livelihood.

3. A longer working day than an eight-hour day does not allow the workman time for cultivating his mind and for recreation as becomes an honest citizen of a free country.

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4. The eight-hour day now in force in different countries has been of advantage to the working classes, without interfering in the least with the interests of the manufacturers or traders. Moreover, if we consider the question from a moral standpoint, it may be said without going outside the limits of Canada, that wherever the eight-hour day law has been adopted, it has produced beneficial effects on our working people.

Therefore, Union No. 134 of the Brotherhood of Carpenters and Joiners of America is in favour of and endorses Bill No. 21, such as drafted and introduced in the House of Commons and wishes to see it extended to all industries. The desire of our members is that the committee should hear the verbal evidence that some officers of our association might wish to give.

Believe me, sir,

Your most devoted servant,

L. LEFEBVRE,

*Secretary.*

(539)

United Brotherhood of Carpenters and Joiners of America, No. 713.

NIAGARA FALLS, February 7, 1910.

DEAR SIR,—In reply to your letter of January 27, will say the Bill was read to the members of our Local Union of Carpenters and Joiners, and the principle involved in an eight-hour work day meets with our hearty approval. The majority of our members having worked in Niagara Falls, N.Y. and near by cities, can testify to a mutual benefit enjoyed by both workmen and employer of an eight-hour day.

Trusting to see this Bill become law at an early date, we remain,

Yours respectfully,

J. R. MONTAGUE,

*Recording Secretary.*

(516)

United Brotherhood of Carpenters and Joiners of America, No. 93.

OTTAWA, February 4, 1910.

DEAR SIR,—After presenting your copy of Mr. Verville's Bill No. 21, and reading it to Local No. 93, of United Brotherhood of Carpenters and Joiners of America, it was unanimously endorsed, as one step toward settling future trouble. This change has to come one way or another, and we do not see why the contractor should complain—we are paid by the hour, and every one paid the same.

We believe everybody should have work, and not have selfish feelings, and if I had power, I would make it an example to show that eight hours' work is profitable.

Now, the bricklayers' and masons' unions of Ottawa have an agreement for an eight-hour day signed with the contractors to begin in 1911.

The carpenters' employers of Ottawa have conceded Saturday afternoon, and would not return to the old way.

Yours respectfully,

EMERY BELAIR,

*Recording Secretary.*

9-10 EDWARD VII., A. 1910

(518)

**United Brotherhood of Carpenters and Joiners of America, No. 38.**

ST. CATHARINES, ONT., February 5, 1910.

SIR,—Yours in reference to Bill No. 21, was duly received and laid before the members of this local last evening, who, after discussion on the matter, heartily endorse the provisions of the Bill and hope the same may become law without unnecessary delay.

Yours, &amp;c.,

JAMES CARTY,

*Recording Secretary.*

(476)

**United Brotherhood of Carpenters and Joiners of America, No. 1160.**

(Translation)

ST. JOHN, P.Q., January 27, 1910.

SIR,—After having taken into consideration Bill No. 21, read by our secretary at the general meeting, it was unanimously resolved to ask the hon. members of the committee to recommend the Bill to the House of Commons. Pursuant to such resolution adopted by the meeting, I do hereby convey to you, as I am authorized to do, the expression of the wishes of the meeting.

Your humble servant,

A. D. PEPIN.

(445)

**United Brotherhood of Carpenters and Joiners of America, No. 919.**

ST. JOHN, N.B., January 24, 1910.

DEAR SIR,—Your communication relative to Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' received; same was brought before our local union on Wednesday last, and would say our union was unanimously in favour of the Bill, and further request that at the earliest convenience a Bill effecting the universal eight-hour day of Canada be introduced.

Kindly let me know when your committee meet,

Yours respectfully,

GEO. U. BREEN,

*Recording Secretary.*

(420)

**United Brotherhood of Carpenters and Joiners of America, No. 730.**

(Translation)

ST. SAUVEUR, QUE., January 18, 1910.

SIR,—At a meeting held this evening, attended by about fifty members, I have been authorized to inform you that we are all favourable to Bill No. 21, respecting the Hours of Labour on Public Works, and as you say, in the last paragraph of your circular, that you will give us notice of the date fixed for verbal evidence, if we so desire, we all heartily wish that you should notify us.

ALPH. RENAUD,

*Secretary.*

(585)

**United Brotherhood of Carpenters and Joiners of America, No. 1825.**

SAULT STE. MARIE, February 11, 1910.

DEAR SIR,—Your letter of January 27 brought before Court No. 1825 the other evening, and I was instructed to reply to your request. This court is in accord with

## APPENDIX No. 4

the Bill respecting the hours of labour. We think it is a move in the right direction. I suppose the Bill will cover the canal staff, and we think it should, as their hours have been too long; the men have hardly time to see their children, as they are to work before the children are up, or they are to bed before the heads of the families get home.

Clause 3 of the Act seems to apply to work taken by the day. We think that it should cover all contract work as well, as contractors getting work in a great many cases do not pay the wage set by government, but pay the men what they like.

Hoping that the Bill may pass, I remain,

Yours truly,

ALEX. S. SCOTT,

*President.*

(458)

United Brotherhood of Carpenters and Joiners of America, No. 171.

(Translation)

SOREL, QUE., January 29, 1910.

At a special meeting of the United Brotherhood of Carpenters and Joiners, Local No. 171, held at the usual meeting-room, under the presidency of Brother Joseph Benoit and the officers, Alphonse Soulières, Hector Gaboury, Francis Pélouquin, Calixte Vandal, Aristide Martineau, Pierre Rajotte, Ferdinand Arel, forming a quorum, it was moved by Brother Pierre Rajotte, seconded by Brother Aristide Martineau, that Bill No. 21 respecting the Hours of Labour on Public Works, be adopted. We are also in favour of the eight-hour day, because long hours of labour in shops, in manufacturers, in stores, on railways, affect the health of the working men; and besides, shorter hours would give the workers greater opportunity for educational development and would tend to make the working men better citizens, useful to their families and to society. I remain,

Your devoted servant,

FRANCOIS LANCIAULT,

*Assistant Secretary.*

(470)

United Brotherhood of Carpenters and Joiners of America, No. 1677.

THOROLD, January 31, 1910.

DEAR SIR,—I must say that I myself am in favour of an eight-hour day on all works, and hope to see the Bill pass the House unanimously.

Hoping this may induce the doubtful ones, I remain,

Yours truly,

FRANK PANNERTER.

(473)

Amalgamated Society of Carpenters and Joiners. No. 803.

TORONTO, ONT., February 1, 1910.

DEAR SIR,—At our regular meeting held last night (January 31) this branch unanimously supported the Bill No. 21 respecting the Hours of Labour on Public Works. I remain,

Yours sincerely,

DAVID CROMBIE,

*Secretary.*

9-10 EDWARD VII., A. 1910

(638)

**Amalgamated Society of Carpenters and Joiners.**

VICTORIA, B.C., February 19, 1910.

SIR,—I have the pleasure to inform you that the above branch fully considered your communication *re* Bill No. 21, at its last meeting, and heartily endorsed the same.

NAT NICHOLSON,  
*Secretary.*

(667)

**United Brotherhood of Carpenters and Joiners of America, No. 343.**

WINNIPEG, MAN., March 3, 1910.

HON. W. L. MACKENZIE KING,  
Ottawa, Ont.

DEAR SIR,—At the last regular meeting of Local 343, United Brotherhood of Carpenters and Joiners of America, the Bill for an eight-hour day as introduced by A. Verville, M.P., was thoroughly discussed and approved.

I am instructed to place our views before you, and trust that you will give it your support.

Thanking you in anticipation, I am,

Respectfully yours,  
BENNETT ROBERTSON,  
*Recording Secretary.*

(481)

**Amalgamated Society of Carpenters and Joiners, No. 814.**

WINNIPEG, MAN., January 31, 1910.

SIR,—In answer to your letter *re* Eight-hour Day Bill, I take this opportunity of informing you that our society is wholly in sympathy with said Bill.

Signed in behalf of the above society.

D. McLEAN,  
*Secretary.*

(646)

**The Carpet Weavers' Association, No. 663.**

PETERBOROUGH, ONT., 26, 1910.

DEAR SIR,—Your letter and circular regarding the eight-hour day measure came duly to hand, and should have replied earlier, but we did not hold our meeting till two weeks after I received your request. The opinion of the majority is, that they do not think the time is ripe for Canada to enact this Bill, as Canada is only a young country, and she needs developing; therefore it behooves each one of us to put in as much time as we can on all public works, farms, &c. My own personal opinion is, that every man should not work more than eight hours a day. To some the point is this:—

Eight hours' work, eight hours' play,  
Eight hours' rest, and three dollars a day.

Yours very truly,

THOS. A. WILLIAMS,  
*Secretary.*

APPENDIX No. 4

(429)

The Cigarmakers' International Union of America, No. 58.  
(Translation)

MONTREAL, QUE., January 20, 1910.

To the Committee on Bill No. 21:

GENTLEMEN,—We have examined the Bill which you are now discussing, and we approve of it as a whole. The eight-hour day is in force in nearly all our cigar factories, and it exists in many other industries. The arguments which are now being adduced against Mr. Verville's Bill are the very same pressed against our associations that are now getting the benefit of the eight-hour day, at the time they were endeavouring to obtain it from the employers that restriction of hours.

In adopting this Bill, the government would be doing a humanitarian act which the mass of the people would approve of.

I have the honour to be,

Your most devoted servant,

A. GARIEPY,

*Secretary.*

(543)

The Cigarmakers' International Union of America, No. 140.

ST. CATHARINES, ONT., February 7, 1910.

DEAR SIR,—I am instructed by Local No. 140, Cigarmakers' International Union, of St. Catharines, to inform your committee that after due consideration this union desires to place itself on record as being thoroughly in accord with the present wording of Bill No. 21, and sincerely trusts that your committee will be able to approve of the same.

Very respectfully yours,

LEO. T. COYLE,

*Recording Secretary.*

(556)

The Cigarmakers' International Union of America, No. 27.

TORONTO, ONT., February 8, 1910.

DEAR SIR,—In reply to yours of January 27, 1910, *re* Bill No. 21, an Act respecting the Hours of Labour on Public Works. The Cigarmakers' Union, No. 27, of Toronto, approves of the Bill, having adopted the eight-hour per day law May 1, 1886, and is still working under it.

Yours, &amp;c.,

J. PAMPHILON,

*Financial Secretary.*

(505)

Benefit Association of Civic Employees of Montreal.  
(Translation)

MONTREAL, QUE., February 2, 1910.

SIR,—We are in receipt of your circular, dated December 27, 1909, which only reached us on January 24, ultimo, respecting Bill No. 21, introduced by Mr. Verville, to provide for the hours of labour on public works. We would greet with great pleasure the enactment of such legislation which we have been demanding for many years.

Yours truly,

HORMISDAS VALLEE,

*Secretary.*

(452)

## Cotton Spinners' Union of St. Henri, of Montreal, No. 705.

(Translation)

ST. HENRI DE MONTREAL, QUE., January 26, 1910.

SIR,—At our regular meeting of the 24th inst., it was moved by Mr. Gokey, seconded by Mr. Ovide Davis, that the union should take into consideration the circular of the committee desiring to obtain our views before recommending to parliament the enactment of any legislation affecting the hours of labour in Canada. I beg to inform you that the motion in favour of an eight-hour law was unanimously adopted.

I have the honour to be, sir,

Your obedient servant,

PAMPHILE MARTIN,

*Corresponding Secretary.*

(450)

## Cotton Spinners' Union of Valleyfield, Que., No. 1736.

VALLEYFIELD, QUE., January 27, 1910.

SIR,—Your letter of the 26th inst., was duly received and I hasten to send you our reply.

The views of our association were fully defined at a meeting held on the 5th inst., when the the Bill introduced by Mr. Verville respecting the eight-hour day was unanimously endorsed. The grounds which actuated us in reaching that decision are the following: That the government should blaze the trail and set the example in the matter of shortening the hours of labour.

We are asking for the introduction of the eight-hour day, because long hours of work in the manufactures, in shops and stores, as also on railways, affect the health of the workingman, as evidenced in this town in which workingmen have to work eleven and twelve hours a day.

We want an eight-hour day, because once that regime has been inaugurated and put in operation for a while, the workingman will do as much work in eight hours as he used to do in a ten-hour day.

We are in favour of an eight-hour day because we do not want to waste half our earnings in buying stimulants to help to do our day's work.

We are in favour of the adoption of an eight-hour day, because we want to prevent enforced idleness, and we wish to allow a larger number of working people to earn their living and that of their families.

We are in favour of the establishment of an eight-hour day, because we want workingmen to take advantage of the educational conditions in which they may find themselves. In this connection, let me say I am not surprised to see the opposition offered to this Bill by the unions of employers and tradesmen, who are always on the look-out and no sooner does the workingman make a move with a view to bettering his position, they leave no stone unturned to thwart his efforts; but I trust that, on this occasion, they will lose their time and money and that of your committee, after having considered the question will endorse the Bill, in the interest of the workingmen in particular and of the public in general.

Trusting, sir, that you will be kind enough to give me notice of the date fixed for the hearing of the verbal evidence. I remain,

Your obedient servant,

WILFRID TESSIER,

*Corresponding Secretary.*



APPENDIX No. 4

(542)

**Trades and Labour Council, No. 17.**

BERLIN, ONT., February 7, 1910.

DEAR SIR,—I have been requested by the above local union to notify you that the legislation now before parliament known as 'Bill No. 21,' has been heartily endorsed and furthermore we would recommend its adoption.

Hoping the committee will report favourably on this Bill, I am,

Yours respectfully,

OTTO H. ZIMMER,  
*Secretary.*

(408)

**Trades and Labour Council.**

CALGARY, ALTA., January 13, 1910.

SIR,—*Re* 'Bill No. 21' forwarded under date December 27, 1909. The same was laid before the above on the 13th inst., and the following resolution was passed unanimously:

That this council is emphatically in favour of the passing into law of 'Bill No. 21,' an Act respecting Hours of Labour on Public Works, and further are of opinion it should be extended to embrace all labour throughout the Dominion. I remain,

Yours truly,

EDWIN HOWELL,  
*Secretary.*

(568)

**Building Trades Council.**

EDMONTON, ALTA., February 2, 1910.

DEAR SIR,—This council has received a copy of your communication *re* Bill No. 21, and in answer I am instructed to say that as union men we want all government works carried out under conditions similar to those in the particular district in which the works happen to be; that is, hours of labour and rate of wages. But in no case do we wish the hours of labour to be more than eight hours per day.

Yours faithfully,

W. R. EASTWOOD,  
*Secretary.*

(435)

**Halifax District Trades and Labour Council.**

HALIFAX, N.S., January 21, 1910.

Special Committee on Eight-hour Day Bill,  
House of Commons, Ottawa, Ont.

GENTLEMEN,—In reply to your letter of December 27, in which you request us to give our views on the eight-hour day question now before the House of Commons, we would respectfully submit the following for your favourable consideration.

We respectfully urge upon your committee the necessity of favourably considering this Bill for many reasons.

The working people of the world are unanimous in asking for a shorter work day, the toilers of all countries agree in working for an international eight-hour day.

In England, Scotland, Australia, America and throughout Europe, the workers are forcing this knowledge upon the legislatures whether willing or not.

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This desire for shorter working hours is due mainly to a want for an opportunity to enjoy some of the good things so abundantly provided for man, a desire which if gratified would mean that the increased leisure would be devoted to pursuits most beneficial to the toilers, and the natural result of this movement would be to benefit the country generally.

Many instances could be quoted here showing the great good achieved when many industries were placed on an eight-hour basis, but it would be only repeating what your committee already know. It suffices to say that cases where it has worked out to the disadvantage of industry are extremely rare, and statistics show clearly that the operation of an eight-hour law in countries that have legislated in this direction have greatly benefited the workers concerned, and in no case has there been an attempt made to go back to the old conditions.

We have been told by some that they believe in the principle of the eight-hour day, but are opposed to us getting it through our parliaments, they suggesting that we utilize our trade unions for that purpose.

This argument can find no real support in political economy. If the economic effect is injurious to industry, what does it matter which way we secure it, the effect being just the same whether secured by the trade union or by legislation?

The trades union has only two methods to use—by industrial warfare (strike), or by mutual agreement with the employer, and judging by its past history would have to resort to the strike in its efforts to gain the shorter day.

The history of some of the eight-hour day strikes is still fresh in our memories, and when we recall all the misery entailed, the millions of dollars spent and paralyzing effect these strikes have had in the industries affected, and viewing the success attained by the workers in this direction, it is reasonable to believe that the only sane way of dealing with this question is through legislation.

The economists the world over unite in agreeing that the eight-hour day is coming, whether we like it or not, and it looks like a wise policy for our government to adopt this measure in anticipation of this coming condition.

Some have advanced the argument that the government has no precedent to interfere with the hours of labour, that that is a matter to be adjusted by workmen and employer, but when we look at the factories legislation of the world, we find that this precedent was established many years ago when the British government first regulated the hours of labour in factories, the legislation applying to both male and female workers.

The government showed by the passing of the Fair Wage Acts that they were desirous of protecting even their nominal employees from imposition by the contractors, and this proposed Bill is just carrying same principle a little further making sure that direct employees would be working under good conditions and extending the protecting arm of the government to those who may be employed by contractors carrying out public contracts.

We believe all Dominion work should be performed under ideal conditions, thereby showing to the private employer an example worthy of emulation.

It is essentially the duty of any government to regulate industry and prescribe remedies for any industrial ills that may exist and if the country can be benefited by prescribing shorter hours then it is their duty to do so.

Objection has been raised against this Bill, alleging that it is so vague and indefinite that it will apply to the most minute contracts thereby causing endless confusion. This objection is not based on sound logic and is only a mere matter of detail, and does not in any degree affect the principle, as the Bill can be amended to carry out its import just the same as other bills.

Both political parties have repeatedly told us, 'Let the working classes declare their wants, and we will be only too pleased to do what we can to carry them out.' We have declared in no uncertain manner our wants in this direction, and as the present and past history of our trade union movement clearly shows, we have worked along

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certain lines aiming at the reduction of our working hours, always believing that that is the only line of real progress.

In closing we again take the liberty in urging your committee to report favourably on this Bill, believing that if you do so you will be placing on record your appreciation of the necessity of the Dominion government anticipating this growing sentiment by passing appropriate legislation.

We have the honour to remain,

Yours truly,

HARRY C. LOW,

*Secretary.*

(404)

Hamilton Building Trades Council.

HAMILTON, ONT., January 14, 1910.

DEAR SIR,—Your letter received inclosing copy of Bill No. 21 and in answer would like to state that the above council heartily endorses the establishment of an eight-hour day. They instructed me to call your attention, however, to the fact that the majority of trades represented on the said council only work four hours on Saturday; in fact I may say all the building trades.

Trusting this will be satisfactory, I remain,

Yours truly,

WM. BROWN,

*Secretary.*

(426)

Hamilton Trades and Labour Council.

HAMILTON, ONT., January 19, 1910.

SIR,—The above named council begs to acknowledge the receipt of your letter of December 27, inviting an expression of views on Bill No. 21, and beg to reply as follows:—

1. That it is heartily in favour of the provisions contained therein.
2. That the benefits accruing to the workers through the shortening of the work-day have been so manifest to those enjoying the eight-hour day in the city that they look with favour on Bill No. 21, for the assistance it would render towards extending the operation of the eight-hour day to other industries and also for the protection it will afford employers who are operating under it against the competition of concerns operating a longer number of hours per day in the same lines of business.
3. The eight-hour work-day is operative in this city among the following organized trades; Cigarmakers, Allied printing trades; garment workers, bricklayers, carpenters, plasterers, stonecutters, plumbers, lathers, steel-metal workers, painters, and broom-makers while other organized crafts are working with the eight-hour day as their objective.
4. The prophecies of disastrous results which the employers in the above trades almost invariably expressed when negotiations for shortening the work-day were in progress, have not, so far as this council has been able to discover, been realized in any instance.
5. The experience in this city has been that industrial accidents have been more frequent in the factories and industries operating nine and ten and twelve-hour work-days than in those working the eight-hour day. It has also been remarked that accidents more frequently happen in the closing hours of the day than in the earlier hours, which would indicate that the workers incur additional risk in working after their energy has become exhausted.

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6. The best mechanics will naturally try to secure employment where the best conditions prevail, and the quality of the work performed under the shorter work-day may reasonably be expected higher. The government is interested in obtaining the highest possible quality of workmanship on its contracts.

7. The shortening of the work-day is being recognized as an effective aid in combating the ravages of tuberculosis, which disease claims such a large percentage of working people. Statistics supplied by cigarmakers union show the death rate from this cause has decreased from 51 per cent to 20 per cent from 1888 to 1905. A large measure of credit for the decrease is given by their statisticians to the shortening of the work-day. The experience of other trade unions in their death and disability claims departments have been similar.

8. This council endorses the provisions contained in Bill No. 21 in belief that they will make for better health of the workers, higher efficiency, better quality of products, a decrease in the number of industrial accidents and little, if any actual financial loss to employers who may be required to alter their working schedules.

Yours respectfully,

C. I. AITCHISON, *President*

W. R. ROLLO, *Secretary*.

(416)

**Kingston Trades and Labour Council.**

KINGSTON, January 18, 1910.

DEAR SIR,—Your favour of the 27th December, 1909, came duly to hand and contents noted. In reply would say that the Trade and Labour Council of Kingston representing all the trade unions of said city unanimously endorse Bill No. 21, and pray that your Honourable committee will recommend that said Bill will be made a law.

Yours truly,

W. J. DRISCOLL,

*Secretary.*

(410)

**Lethbridge Trades and Labour Council.**

LETHBRIDGE, ALBERTA, January 10, 1910.

DEAR SIR,—I am instructed by the Lethbridge Trades and Labour Council to send you copy of resolution adopted at our last meeting respecting Bill No. 21, thanking you for your kind endeavours,

I remain yours,

B. PIPES,

*Secretary.*

Copy of resolution passed at regular session Trades and Labour Council.

Resolved that Bill No. 21 received from V. Clouthier, Clerk of Committee, be accepted and approved.

Resolved that the rider be added to the above resolution suggesting that the union scale of wages be included in the Bill.

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(440)

The National Central Trades and Labour Council of Montreal.  
(Translation.)

MONTREAL, January 23, 1910.

SIR,—At the last meeting of this council, we took into consideration Bill No. 21, respecting the hours of labour on public works, and after discussing the matter, it was moved that the council should endorse this Bill as being favourable to the interests of the labouring men and the motion carried.

Yours truly,

GEORGES LESAGE.

*Secretary.*

(464)

Port Arthur Trades and Labour Council.

PORT ARTHUR, ONT., January 31, 1910.

DEAR SIR,—The Trades and Labour Council of Port Arthur having discussed the Bill respecting the hours of labour on public works, passed an unanimous resolution heartily endorsing the same.

I remain,

Yours faithfully,

FREDERICK URRY.

(423)

Quebec and Lévis Trades and Labour Council.

QUEBEC, January 18, 1910.

DEAR SIR,—We acknowledge receipt of yours dated December 28, 1909, *Re* copy of Bill No. 21, 'An Act respecting the Hours of Labour on Public Works, and beg to inform you that the Federated Trades and Labour Council of Quebec and Lévis, is in favour of the Bill as presented by Mr. A. Verville, M.P., for Maisonneuve, and we regret the action taken by some corporations of this city against this Bill.

Yours truly,

M. WALSH,

*Secretary Trades and Labour Councils of Quebec and Lévis.*

(438)

Regina Trades and Labour Council.

REGINA, SASKATCHEWAN, January 18, 1910.

DEAR SIR,—Replying to your request for the opinion of the Regina Trades and Labour Council, *Re* Bill No. 21 an 'Act respecting the Hours of Labour on Public Works.' I have been instructed by the Regina Trades and Labour Council to say that they are emphatically in favour of the eight-hour day. The demand for an eight-hour day was advocated by King Alfred more than 1,000 years ago. Thomas Moore in his classic 'Utopia,' preached the doctrine in the reign of Henry VIII and during the centuries since, it has been looked for, asked for, fought for, but we have not got it yet. High wages and shorter hours. Why certainly. Common sense declares and experience proves that men will do more and better work when there is an incentive to do so. It is also a fact that men will do more work as a rule where there is a prospect of an early cessation from toil than when they are doomed

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to long hours of continuous employment. Evidence in support of the contention for an eight-hour day is too voluminous to be transmitted by letter, so I again repeat that the Regina Trades and Labour Council wishes to endorse this Bill most emphatically.

Yours sincerely,

WM. E. COCKS,  
*Secretary.*

(424)

Revelstoke Trades and Labour Council.

REVELSTOKE B.C., January 15, 1910.

DEAR SIR,—I am instructed to notify you that this council is entirely in accord with the eight-hour day Bill as presented by Mr. Verville. We are of the opinion that eight hours of one day is sufficiently long for men to labour at any kind of work, and would wish to see the Bill carried further, to an universal eight-hour day if possible, but as it stands we would support this Bill, and urge the Committee to give it a favourable and earnest recommendation.

I remain,

Faithfully yours,

PHIL. CARTER,  
*Secretary.*

(413)

District Trades and Labour Council of St. Catharines.

ST. CATHARINES, ONT., January 17, 1910.

DEAR SIR,—I am instructed by the District Trades and Labour Council of St. Catharines to state that we are thoroughly in accord with Bill No. 21, as it now reads, and we have further instructed our committee to interview the member for Lincoln with a view to having him support the same when it comes before the House.

Very truly yours,

LEO T. COYLE,  
*Recording Secretary.*

(430)

Sydney Trades and Labour Council.

SYDNEY, C.B., January 19, 1910.

DEAR SIR,—Your circular of the 27th in reference to Bill No. 21 was dealt with at our council meeting of the 14th January. After consideration I was instructed to inform you that we endorse the Bill as presented by Mr. Verville in its entirety. We believe that such legislation is in the best interests of the wage-earners, and that the government of Canada should be the pioneers of a general eight-hour workday by adopting this measure on all public works. I remain,

Yours sincerely,

H. GREGORY,  
*Secretary.*

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(412)

**Federated Council of the Building Trades.**

TORONTO, ONT., January 17, 1910.

DEAR SIR,—Your letter of December 27, 1909, is received, and the matter taken up by this council. I may say the trades affiliated with this council, all have the eight-hour workday, a condition brought about by the different organizations. Naturally this council strongly endorses the objects of the Bill and sincerely trust the Bill may receive the support of all who have the matter to deal with in the interests of the workers.

Yours respectfully,

WM. NETTLESHIP,  
*Recording Secretary.*

(433)

**Vancouver Building Trades Council.**

VANCOUVER, B.C., January 15, 1910.

DEAR SIR,—Your communication of December 27, 1909, has been received together with a copy of the Eight-hour Bill. The matter was taken up by our executive board, and they in turn reported to our building trades council, who have instructed me to reply, that we are in hearty accord with clauses one and two of the Bill, but would suggest the insertion of the word 'also,' after the word 'shall' in the first line of clause three.

This Act shall 'also' apply to, &c.

We are not quite clear as to what means will be provided, for bringing to the attention of the government any violations of the conditions of this Act. Will it be made the duty of some government official to see that the conditions of the Act are kept inviolate?

It would not at all times serve the purpose to leave it to the workmen employed on the works, to complain, for various reasons. Unless they were required by law to do so.

We had hoped to see the government enact an eight-hour law long since, and we trust this Act will become law at this session of parliament.

Hoping this will be of some assistance to your honourable committee,

I am

Yours sincerely,

GEO. W. WILLIAMS,  
*Secretary.*

(405)

**Vancouver Trades and Labour Council.**

VANCOUVER, B.C., January 11, 1910.

DEAR SIR,—In compliance with your communication relative to the proposed introduction of an eight-hour Bill in the House of Commons, I am instructed to advise you:

That at the last regular meeting of the Vancouver Trades and Labour Council the matter was taken up in committee and discussed at some length.

With clauses 1 and 2 the members of the council are in hearty accord. Clause 3 may be all right from a 'legal' standpoint, but we suggest that the insertion of the word 'also,' 'This Act shall "also" apply to,' &c.

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Before further committing ourselves to the measure we should like some information as to the penalty clauses for non-enforcement of the provisions of the proposed Act. Of course the contractor would lose the contract, but that is not hard and fast enough. Who will take the initiative to see that the Act is enforced? Will there be a fair-wage officer in each province? Under no circumstances allow it to become a repetition of the alleged Alien Labour Law, through having no means of enforcement within reach of the employees.

This proposed Act should be passed and become law at the coming session; it should have been enacted long ago.

I am,

Yours sincerely,

R. P. PETTEPIECE,  
*General Secretary.*

(441)

**Victoria Trades and Labour Council.**

VICTORIA, B.C., January 18, 1910.

SIR,—My letter *Re* Bill No. 21 and dated the 17th inst., was inadvertently forwarded with certain typographical errors that might affect the subject matter of same. By this I am forwarding a corrected copy of the original and ask you to put this in its place, as conveying the correct expression. Regretting the oversight in the first instance and thanking you for your compliance with my request,

I have the honour to be, sir,

Sincerely yours,

CHRISTIAN SIVERTZ,  
*Corresponding Secretary.*

(442)

(Corrected copy referred to in above.)

VICTORIA, B.C., January 17, 1910.

SIR,—I have the honour to state that your communication of the 27th December last has, by the direction of the Trades and Labour Council, been referred to me for reply, respecting said Bill No. 21.

This council endorses the Bill as it stands, both in spirit and letter, with the following provisions inserted in form of amendments thereto:—

(a) Should it be found that the parliament of Canada has no authority to pass legislation that would oblige persons contracting to do the whole or a part of any work contemplated by any contract to which the government of Canada is a party, to establish an eight-hour day in all works controlled by said person, and to extend such eight-hour day to every person in his or her employ, on the ground that legislation affecting hours of labour in private industries, lies wholly within the powers of the provinces, and such legislation would therefore constitute an encroachment on provincial autonomy.

Then, in the opinion of this council, the Bill should be so amended as to limit the operation of same to the work actually contracted for.

(b) In the case of articles of manufacture or commodities of any kind entering into and necessary for the carrying out or completing any work carried on or undertaken by the government, whether by day labour or contract, and provided such articles of manufacture or commodities are not produced in the Dominion of Canada, thereby necessitating their importation from British or foreign countries where parliament has no jurisdiction, then the Bill should be so amended as to permit the use of such articles or commodities without any regard to the hours of labour by which they were produced.



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The above modifications of the Bill in question are conceded, conditional on it being found that without them the Bill, if passed into an Act of parliament, would be hampered in its operations, or perhaps rendered unworkable altogether, and while this council is emphatically, consistently, and persistently in favour of a universal workday of not more than eight hours, yet, in case the powers of parliament are limited in this instance, the council will accept the Bill, with the above suggested amendments as a substantial instalment towards that sum total of a general reduction in the hours of toil of the workers that will make it possible for them to enjoy a larger measure of happiness, and which would ensure to their children a brighter future than is possible now, or has been in the past.

Respecting possible or real objections to the measure, other than those noted above, I wish to observe that the economic questions involved in such objections require greater time and space for their proper consideration than is at my disposal at this time, but shall content myself by pointing out the following respecting the primary factors of production, namely land and labour.

Land or the natural resources is the passive fact or in production from which all wealth is produced by the application of labour, which is the active factor in production. That part of wealth represented in machinery, buildings, transportation facilities, &c., and which is used in production, is the instrument in the hands of labour by which production is facilitated. It is because of labour's active force that all machinery, &c., is produced, and its value as well as that of the natural resources is created. It obviously follows then, that all wealth is produced by labour applied to land, labour being assisted by that part of its production which consists of machinery, &c. It is equally plain then that all wealth belongs of right to, and should be enjoyed by labour. The private ownership of the natural resources and machinery, which, in many cases, are inseparable, makes the realization of that measure of simple justice impossible, as the interests involved in such private ownership are irreconcilable with, and diametrically opposed to the interests of labour. In fact the private ownership of natural resources and machinery is only sought, because it confers power to levy on production, which as has been pointed out, is the result of labour's active force being applied to natural resources.

Such being the facts concerning the conditions under which production is carried on, and wealth is created at the present time, it is not a matter of surprise to find determined opposition, emanating, mostly, from owners, private owners of natural resources and machinery of production, directed against a measure of the character of Bill No. 21, a measure that has for its object to make labour stronger in its continuous battle for its right against vested interests, fortified behind private ownership in the means of production, and in the means of life.

Opposition to this Bill, for commercial reasons, is pathetic to behold and cruel in its intent. It sets commercial gain above the rights and the happiness of humanity. We want a Dominion-wide workday of not more than eight-hours. We claim our right to it, and take this opportunity to impress on parliament, through your committee, that the day and hour is now at hand for that body, as the representatives of the workers, on whose shoulders rests the burden of toil, by whose brain and muscles the wheels of industry are kept moving, and in whose keeping the future of our country rests, to respond to the demands of labour and to deal with the measure under consideration so as to bring to the workers of the land the largest benefit, thus putting human life and rights above commercial considerations.

I have the honour to be, sir,

Your obedient servant,

CHRISTIAN SIVERTZ.

*Corresponding Secretary.*

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(444)

**Windsor Trades and Labour Council.**

WINDSOR, ONT., January 24, 1910.

DEAR SIR,—Will you kindly convey to the hon. members of your committee, the Windsor Trades and Labour Council's endorsement of Bill No. 21, affecting the hours of labour on public works.

Yours respectfully,

LEWIS J. WILBER,

*Secretary.*

(666)

**International Union of Steam Engineers, No 398.**

BELLEVILLE, ONT., March 7, 1910.

DEAR SIR,—I received your letter February 10, and as our local union only meets once a month could not give you early reply.

Your letter was brought before our meeting, and all voted unanimously for Bill No. 21 to be passed.

Yours truly,

BURTON KITCHESON,

*Recording Secretary.*

(589)

**National Association of Marine Engineers of Canada, No. 13.**

DARTMOUTH, N.S., February 15, 1910.

DEAR SIR,—Yours of the 8th instant at hand, and noted, and would say in reply that the officers and members of Council No. 13, N.A. of M.E. of Canada, are in favour of the proposed Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' and trust that the same may become law and enforced throughout the Dominion of Canada.

I remain, yours respectfully,

CHAS. E. PEARCE,

*Secretary-Treasurer.*

(570)

**Brotherhood of Locomotive Engineers, No. 243.**

FORT WILLIAM, ONT., February 8, 1910.

DEAR SIR,—In reply to your letter of January 27, I have been informed by Division No. 243, B.L.E., that it would be impossible for their representative to give a verbal statement regarding Bill No. 21, but the said division wishes you to place on record their unanimous support of the Bill.

Yours truly,

A. J. CAMPBELL,

*Legislative Representative.*

APPENDIX No. 4

(417) **Canadian Brotherhood of Railway Engineers, No. 14.**

HALIFAX, N.S., January 17, 1910.

DEAR SIR,—I received your letter of December 27 with reference to Bill 21, 'An Act respecting the Hours of Labour on Public Works.' I may say that we are in hearty sympathy with the movement and we will discuss the question at our next monthly meeting. Our regular meeting nights are the third Friday in the month. It will come on the same date as your committee meeting. If our grand president is in Ottawa on the date of the verbal evidence, he may give his views on the subject.

Yours respectfully,

A. E. SIMMONS,  
*Secretary.*

(586) **International Union of Steam Engineers, No. 404.**

KINGSTON, ONT., February 12, 1910.

SIR,—Your letter of February 10, to hand, and as our meeting was past, I went and saw the engineers, and their views are in favour of Bill No. 21, as some of them work nine hours, some ten, some thirteen and some eleven per day, without any recompense for extra hours, also work all day Sundays without pay. We as a whole favour set hours. Hoping this is satisfactory.

I remain yours,

W. A. MILNE,  
*Recording Secretary.*

(485) **National Association of Marine Engineers of Canada, No. 4.**

KINGSTON, ONT., February 2, 1910.

DEAR SIR,—Your letter of January 27 instant, with a copy of Bill regarding the hours of labour on government contracts I received.

I read it before our last meeting, when it was unanimously agreed to be all right in every particular and receives our hearty support. We have a membership of 125.

Yours truly,

JAMES GILLIE,  
*Secretary.*

(443) **National Association of Marine Engineers of Canada, No. 5.**

(Translation.)

LACHINE, P.Q., January 24, 1910.

SIR,—I beg to inform you that the Council No. 5 of the National Association of Marine Engineers of Canada, at a regular meeting held on the 20th inst., took into its most serious consideration Bill No. 21, 'An Act respecting the Hours of Labour on Public Works.' The members present at the assembly having given expression to their opinion on that important matter, it was moved and resolved without a dissentient voice:

That the Council No. 5 of the National Association of Marine Engineers is in favour of the adoption of Bill No. 21 and that copy of this resolution be forwarded to the proper authorities.

Hoping that you will receive a satisfactory report from the whole association,

I remain, sir,

Your obedient servant,

D. LECLAIRE,  
*Secretary.*

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(639)

**Brotherhood of Locomotive Engineers, No. 750.**

LETHBRIDGE, ALBERTA, February 18, 1910.

DEAR SIR,—Received copy of Bill No. 21, *Re Hours of Labour on Public Works* and I have been instructed to say that it meets the approval of this division of the Brotherhood of Locomotive Engineers. Thanking you for the consideration you have shown in forwarding this copy.

Yours truly,

JAMES WALLWORK,

*Secretary.*

(640)

**National Association of Marine Engineers of Canada. No 12.**

MIDLAND, ONT., February 24, 1910.

DEAR SIR,—Your communication of the 10th inst., received by this council of the National Association of Marine Engineers and duly considered. After discussing the matter at one of our meetings I am to inform you in reply, that we wish to be put on record as being in accordance with the object in view of Bill No. 21.

But with the number of hours specified in the Bill (8) we do not unanimously agree. Some of our members take the standpoint that if the hours of organized labour be fixed at eight hours work in any calendar day, it will necessitate a corresponding reduction in wages or else a corresponding advance in prices of manufactured articles and all products of skilled labour. For my own personal ideas on the subject I must say that I fail to see wherein in any way the said Bill is going to affect us either as engineers, individually, or as an association of engineers, collectively. We have, as a general rule, to put in twelve hours every twenty-four hours and often eighteen and twenty or twenty-four hours per calendar day, without any extra compensation for such overtime. In fact we have never asked for it although I think there should be some regulation to control the hours of labour for seamen especially stokers and deckhands, &c. Under the present system in vogue in marine circles, if a mate or assistant engineer of a ship, wants to work the men subordinate to him all day and all night too, the men have no option, but to do so or to seek elsewhere for employment, unless, as it sometimes occurs, the master or the chief engineer, as the case may call for, intervenes in the favour of the men. It is time that some well disposed member was bringing in a Bill to remedy a few of 'Jack Tars' grievances too. Well, sir, in conclusion I can only repeat that we are in favour of the object of the Bill, but we also are of the opinion, partially, that the hours specified should be (if extended to all classes of labour at any time) changed to nine hours instead of eight as we who, working for a living, have to depend upon what we earn, cannot expect to get 'long wages for short hours,' if we do, we must expect to have to pay more for the necessaries of life which we consume and where will there be anything gained. There is always a limit to all things and although organization in labour has many good and worthy points it cannot afford to kill the 'goose that lays the golden egg.' Thanking you for your kindness in giving us, an opportunity to express our views upon this subject, I beg to remain,

Your obedient servant.

JOHN A. MURPHY,

*Secretary.*

APPENDIX No. 4

(622)

**Brotherhood of Locomotive Engineers.**

MOOSEJAW, SASK., January 16, 1910.

DEAR SIR,—Your letter *re* Bill No. 21 has come before the legislative board of the Brotherhood of Locomotive Engineers, province of Saskatchewan, and has been referred by them to our Dominion board which meets in Ottawa in March, and they will take up the matter at that meeting. With best regards for success, I remain,

Yours truly,

JOHN McALLISTER,

*Secretary.*

(454)

**International Brotherhood of Locomotive Engineers, No. 689.**

MONTREAL, January 25, 1910.

DEAR SIR,—In reply to your letter of December 27, regarding Bill 21 which was read at a regular meeting of Division No. 689, January 23, I am instructed to write you that the members of this division are in favour of Bill 21 being passed.

I am, yours truly,

JOHN WILLIAMS.

(521)

**Canadian Association of Stationary Engineers, No. 7.**

OTTAWA, February 7, 1910.

DEAR SIR,—I am instructed by Ottawa No. 7, Canadian Association of Stationary Engineers, to write you acknowledging receipt of your letter, together with a copy of the proposed Act respecting the hours of labour on all public works, and to thank you for the consideration you have shown us in sending us a copy of the proposed Act, and inviting discussion in favour of or against the Act. And further that we regret that under the constitution of which we hold our charter we feel restrained from entering into discussion of the subject. You will note the preamble of our constitution at heading of this sheet.

While I regret personally that our association feels debarred from taking any part in a question that there is so much to be said for and against it, yet I will always feel indebted for any report or information you may send me and will follow its progress with interest.

Yours truly,

F. J. MERRILL,

*Recording Secretary.*

(500)

**National Association of Marine Engineers of Canada, No. 10.**

OWEN SOUND, ONT., February 3, 1910.

DEAR SIR,—In answer to yours of January 27, I am instructed by the members of Council No. 10, National Association of Marine Engineers of Canada, that we are not in accord with an eight-hour day on government contract work, unless the eight-hour day were applied to all classes of labour generally throughout the Dominion of Canada.

Signed on behalf of Council No. 10, N.A. of M. E., Owen Sound.

E. J. RILEY,

*Recording Secretary.*

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(475)

## Brotherhood of Locomotive Engineers, No. 368.

QUEBEC, January 15, 1910.

SIR,—I am in receipt of your letter of the 27th December, with Bill 21 respecting the Hours of Labour on Public Works.

I read your letter to my fellow-members, at our last meeting, of the 10th inst., and it was an unanimous concert of congratulations for the government and for the promoter of the Bill, who is Mr. Verville, I think. No doubt the workmen, in general will owe a debt of gratitude to the members of parliament who support and vote in favour of that legislation. We shall keep a good watch and see whether those men who, on the hustings, when the elections are on proclaim themselves the champions of the workmen, are going to take the same attitude on the floor of the House of Commons, when the Bill in question comes up for its third reading. I trust that the Bill will not meet too many objections and that it will pass. Undoubtedly it was the duty of the Dominion government to take initiations of such a measure, in the best interests of the labouring classes in general. Therefore, on behalf of my fellow-members, I wish to offer my best thanks to those who are willing to contribute to the adoption of a Bill which all workmen, I am sure, are anxious to see enacted.

You are no doubt a workingman yourself or at least you are exerting yourself to the utmost to promote the interests of the labouring classes. Let me tell you that I was delighted to read, this morning in 'La Presse,' that the hon. Minister of Labour had just given notice that he would bring down a Bill to provide for the investigation of combines, monopolies, trusts and mergers which may enhance prices or restrict competition to the detriment of consumers. For many years past the workmen have been longing for such a legislation, and we say that it is high time to attend to it, for, should the cost of living go on increasing, we shall certainly see very regrettable conflicts arising in this country. The meagre salary which the workingman receives for the work performed has become altogether inadequate to the needs of his family and he can no longer provide for the education of his children, when they reach the age of fourteen or fifteen, and so boys and girls have to go and swell the masses who work in the manufactures. Really, there are a great many fathers who had dreamed of more brilliant prospects for their children. In the last ten years the cost of living, broadly speaking, has increased about 100 per cent while the increase in wages has been almost insignificant. What will become of us, if that is going to last? Yes, let us by all means have that investigation into the existence of combines and we hope that it will result in remedying the existing evils. It is a matter of sincere gratification for us to know that the Minister of Labour is attending to the question. Whenever Hon. W. L. McKenzie King undertakes something, he is always sure to make it a success.

Pardon me for writing at such length. I should not have done so perhaps, but, really, when the interests of the workmen, of my fellow-workers is at stake I have so much to say that I do not know where to stop. I hope you will pardon me, in consideration of the good cause

Believe me, sir.

ALFRED BEAUDRY,

*Secretary.*

(565)

## Amalgamated Society of Engineers, No. 664.

ST. THOMAS, ONT., February 8, 1910.

DEAR SIR,—At a meeting of this branch, it was agreed, that we heartily endorse the principles of Bill No. 21, re an eight-hour day.

Yours faithfully,

GEO. CREBER,

*Secretary.*

APPENDIX No. 4

(629)

**International Brotherhood of Locomotive Engineers, No. 67.**

SAULT STE. MARIE, ONT., February 12, 1910.

DEAR SIR,—Your letter of January 27 inclosing copy of Bill No. 21, which has for its purpose the shortening of hours of labour on public works, duly received and contents carefully noted and laid before the membership of this division at its regular meeting. I can assure you it has the hearty support of our members and those who stand behind the Bill irrespective of party, and we only wish that this could be extended and made broader and apply to all departments. We also realize that this is only a stepping stone to this result later. Let me again say to you, gentlemen, let this good work go on. You have our individual support in your labour of love to your fellow man. Your names will not be forgotten.

Respectfully yours,

A. C. WAGNER,

(487)

**Amalgamated Society of Engineers, No. 674.**

STRATFORD, ONT., February 3, 1910.

DEAR SIR,—At our regular meeting of Stratford branch of the above society, your letter and inclosed copy of Act respecting labour on public works in Canada, was read to the members present, and I was directed to write to you and say that they were all in favour of the proposed legislation.

I am, sir, yours truly,

WILLIAM BELL,

*Secretary.*

(523)

**National Association of Marine Engineers, Council No. 1.**

TORONTO, February 7, 1910.

DEAR SIR,—I received your communication of the 27th instant, inclosing copy of Bill No. 21, an Act respecting the Hours of Labour on Public Works, and presented it at our regular meeting on the 3rd instant. The members of Council No. 1 are unanimously in favour of the enactment of legislation such as recited in the above-named Bill and I am instructed to advise you that the marine engineers of Toronto will be pleased to render any assistance or furnish any information in their possession. We will be pleased to hear from you should you require further advice in the matter.

Yours truly,

E. A. PRINCE,

*Secretary.*

(432)

**Amalgamated Society of Engineers.**

VANCOUVER, B.C., January 13, 1910.

SIR,—Your letter and copy of Bill 21, 'An Act respecting the Hours of Labour on Public Works,' received and brought up at the branch meeting of the above society. It was carried unanimously in favour of an eight-hour day and think it would be a great benefit to pass Bill in its entirety.

Many members expressed their views of the benefits that would be derived from the passing of such legislation, for instance:—

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1. It would be one step to the solution of the unemployed, this great question of the unemployed at the present time is a source of trouble to every nation and country and the sooner Canada faces the question and deals with it, so much the better.

2. To work eight hours at the speed men are asked to work to-day, is long enough; if the hours per day are longer, the men can't keep up that pace, their body and brain get tired, consequently lack of interest in work performed, which means the best results are not obtained.

3. The competition at the present time is so great that our best and only our best can find sale on the markets, and in order to get our best an eight-hour working day is long enough, not only for contracts in which the government of Canada is a party, but for work of all description.

4. By a vote of the people last Thursday at the municipal election of Vancouver an eight-hour day for nine-hours pay was passed by a very large majority for all municipal contracts.

Hoping to deal with this vital question at a future date,

We remain, yours respectfully,

EDGAR R. SMITH,  
*President.*

R. H. ARMSTRONG,  
*Vice-President.*

J. BRAIDWOOD.  
*Secretary.*

(648)

**International Union of Steam Engineers, No. 356.**

LOCAL UNION No. 356,

TORONTO, February 27, 1910.

DEAR SIR,—In answer to your communication of February 18, *re* 'An Act respecting the Hours of Labour on Public Works,' I beg to inform you that we called a special meeting to discuss the contents of your communication, and also Bill 21, and to be brief, we could come to no other conclusion than to unanimously indorse the whole sentiment of the Bill. I am instructed to inform you that should the Bill become law, we will do all that lays in our power to help the government to enforce the law. We believe an eight-hour day would be the means of employing men who are now idle.

I remain, sir, your obedient servant,

JOHN HART,  
*Recording Secretary.*

(594)

**Brotherhood of Locomotive Firemen and Enginemen.**

ISLAND CITY LODGE No. 69,

BROCKVILLE, ONT., February 12, 1910.

DEAR SIR,—Referring to your communication of January 27, would say I have laid this matter before the lodge, and have been instructed to notify you that we have a representative, Mr. W. J. Dowell, in Ottawa at the present time attending parliament, and he will be pleased to give you any information in his power *re* Bill No. 21 and the views of our brotherhood.

Thanking you for your courtesy in asking our ideas on this matter,

Sincerely yours,

FRED. C. RACE,  
*Recording Secretary.*



APPENDIX No. 4

(624)

**Brotherhood of Locomotive Firemen and Enginemen.**

SANDSTONE CITY LODGE No. 635,

CALGARY, ALTA., February 17, 1910.

DEAR SIR,—Yours of December 27, 1909, with Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' inclosed received, and was read at our last regular meeting. I have been instructed to inform you that this lodge heartily approves of the contents of the above-named Bill.

I remain sir, yours respectfully,

H. N. LUKES,

*Recording Secretary.*(488) **Brotherhood of Locomotive Firemen and Enginemen, No. 321.**

CHAPLEAU, ONT., February 3, 1910.

DEAR SIR,—Referring to your favour of January 27, 1910, regarding Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' I have been authorized by the members of Snowdrift Lodge, 321, B. of L. F. & E., to inform you we are heartily in favour of the passage of said Bill No. 21, as we believe it is a step in the right direction in the interests of those concerned and affected,

I am, yours respectfully,

WM. L. BEST,

*Chairman Local Board.*(503) **Brotherhood of Locomotive Firemen and Enginemen.**

BUFFALO RANGE LODGE No. 521,

MOOSEJAW, SASK., February 2, 1910.

SIR,—Your communication, dated December 27, 1909, has been placed before the members of the above lodge, and I am directed to acknowledge receipt of same and beg to inform you that our wishes in the matter have been communicated to our duly appointed legislative representative at Ottawa.

Yours truly,

GEO. HALL,

*Secretary.*(569) **Brotherhood of Locomotive Firemen and Enginemen.**

WELLINGTON LODGE No. 181,

PALMERSTON, ONT., February 5, 1910.

DEAR SIR,—In reply to your letter of January 27, *re* Bill 21, I beg to state that this matter will be looked after by our representative.

Yours truly,

ALEX. DUNBAR.

(623) **Brotherhood of Locomotive Firemen and Enginemen.**

GOLD RANGE LODGE No. 341,

REVELSTOKE, B.C., February 17, 1910.

We, the undersigned, representing the said labour orders, highly approve of the passing of this Bill.

JOSEPH CALLIN,

*B. of L. F. & E. Legal Representative.*

S. H. STINGLEY,

*B. of L. E. Secretary-Treasurer.*

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(554)

**Brotherhood of Locomotive Firemen and Enginemen.**

SYDNEY LODGE No. 329,

SYDNEY, N.S., February 5, 1910.

DEAR SIR,—On behalf of the officers and members of Sydney Lodge No. 329, B. of L. F. and E., I will say that we approve of an eight-hour work day. If Bill No. 21, now before you for consideration is workable in its present form, we would like to see it become law. Failing this we would urge the government to make the experiment of establishing an eight-hour day without any reduction of wages on all public works under their control.

Believing that such legislation will conserve the best interest of the wage-earners, we again urge that the same be granted without any further vexatious delay.

Yours truly,

JNO. B. STEWART,

*Secretary.*

(632)

**Fishermen's Union, No. 15.**

PORT MORIEN, N.S., February 22, 1910.

DEAR SIR,—You will excuse me for not writing before, but we did not meet until the 20th instant. Now I am writing our station's views, when I say that we are all in favour of eight hours. At our meeting it was moved and seconded to be all left in my hands, but I wanted to draw out a resolution and they said if you did not believe me they would not believe the stations. Also, I would like to say a few words about an article I saw in the *Coast Guard* about Mr. Mackenzie King wishing the Minister of Marine to do away with the Canneries License Act. Now if the government would only do that it would be a great help down here to the fishermen's unions and also the individual members, and if there is any word you could put in to help Mr. King's good work please do so. We fishermen are oppressed with the laws of the government down here. Good-bye, and at any time you will find me.

I remain,

FRED. PEACH,

*Secretary.*

(512)

**Fishermen's Union, No. 15.**

PORT MORIEN, N.S., February 3, 1910.

DEAR SIR,—Your letter to hand and contents noted. We the officers and members of station No. 15 do heartily endorse the views of said Act and think it is badly needed according to the way labour is used here at Port Morien our labourers have to stand ten (10) hours per day at the hardest kind of work mixing cement all day long for the small sum of \$1.50 per day and carpenters and mechanics and engineers for the sum of \$1.75. I think it is ridiculous, and I hope your committee will do its utmost to have it put in force. Now, my dear sir, our station meets again on next Saturday, the twentieth of February and if you should wish a set of resolutions from our station please let me know at once and we will be only too willing to give you any information at any time.

Yours truly,

FRED. PEACH,

*Secretary.*

APPENDIX No. 4

(551)

## Fishermen's Union, No. 27.

CANSO, N.S., February 5, 1910.

SIR,—We the undersigned members of the executive committee of station No. 27 Fishermen's Union of Noya Scotia think favourably of Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' providing such Act when passed will not decrease the earning power of labourers engaged on public works beyond what is generally accepted as current in each trade in the locality where the work is being performed.

WILLIAM SHRADER,

*Vice President,*

HAVLOCK HORTON,

JOHN PREMULKAY,

PATRICK RYAN,

ALEXANDER KEATING,

*Secretary.*

(610)

## Fishermen's Union, No. 23.

SAMBRO, N.S., February 16, 1910.

DEAR SIR,—We the Fishermen's Union Station 23 of Sambro having carefully read and considered your letter and the Bill No. 21 referring to the Act respecting the Hours of Labour on Public Works, would ask that Bill 21 be recommended to parliament for legislation.

We think that it will be most suitable in every way especially to the working men employed on government contracts and also that the country in general will be benefited by it. Therefore we again beg to ask that the special committee do their best to have it passed.

Your obedient servant,

MARK L. NICKERSON,

*Secretary.*

(620)

## Gas Workers' (Stokers') Union, No. 9.

NEW EDINBURGH, OTTAWA, February 19, 1910.

SIR,—We received your letter of the 10th inst. As regards the views of this union (No. 9), respecting the eight-hour working day. We are all unanimously agreed that eight hours for a working day is sufficient, although at present we work 72 hours one week, and 84 hours the following week, and sincerely hope that this eight-hour working day Bill will be passed by the government.

Yours obediently,

H. BUSHEL,

*Vice President.*

(534)

## Amalgamated Glass Workers International Association of America.

TORONTO, February 5, 1910.

SIR,—In reference to Bill No. 21, 'An Act respecting the Hours of Labour on Public Works.' I put the same before the members of the above local at our last meeting Friday February 4, 1910, and I am pleased to state that the members are for the Bill in every respect.

Yours truly,

T. DOWNS,

*Secretary.*

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(407)

**National Brotherhood of Tanners, Curriers and Leather Dressers.**

QUEBEC, January 12, 1910.

(Translation)

GENTLEMEN,—We have received your communication in reference to the Ver-ville Bill (No. 21), asking us to give our opinion on the matter. I am authorized by the association to convey to you the assurance that the members are very anxious to see this Bill passed by parliament and that we approve of it, on behalf of the whole working community of which our association forms a component part, and as such we are entitled to some small share of consideration at the hands of the government.

I remain,

Your obedient servant,

JOSEPH DION,

*Corresponding Secretary.*

(522)

**International United Brotherhood of Leather Workers, No. 93.**

TORONTO, February 5, 1910.

DEAR SIR,—Your letter and Bill at hand and contents noted. Will say that Local No. 93 Leather Workers on Horse Goods thought it best to have one of our officers give verbal evidence, so Local No. 93, have appointed one of its members to be present at your fixed meeting. The members will be our president, Bro. Geo. Shipman.

Yours truly,

C. COULTON.

(533)

**International United Brotherhood of Leather Workers, No. 118.**

VICTORIA, B.C., February 1, 1910.

DEAR SIR,—Yours of recent date received and contents noted. In reply would say that our association is in every way in accord with Bill No. 21—that is for an eight-hour day—and in the coming summer our craft will make a general demand on all employers from the Atlantic to the Pacific, that is in the United States and Canada. Am sending you one of our trade journals.

Meanwhile, I remain,

Yours very truly,

JOHN MCKENZIE,

*Secretary-Treasurer.*

(457)

**Federated Association of Letter Carriers.**

BRANCH 14, CALGARY, ALTA., January 28, 1910.

SIR,—Your circular letter, dated December 27, 1909, with inclosure, addressed to our late secretary, T. J. Pratt, reached Calgary this morning.

In reply, I beg to state that my association is in full sympathy with the proposed measure, which has its cordial support. It is sincerely hoped that the Bill will include mail carriers within its meaning.

I have the honour to be, sir,

Your obedient servant,

G. F. TANNER,

*Secretary.*

APPENDIX No. 4

(600)

### Federated Association of Letter Carriers.

VICTORIA, B.C., February 7, 1910.

SIR,—I have the honour to acknowledge receipt of your communication of December 27, 1909, in reference to Bill No. 21, and copy of same inclosed.

The Victoria branch of the Federated Association of Letter Carriers of the Dominion of Canada at their regular meeting on the 4th instant, instructed me to reply to your request for expression of views on said Bill No. 21, to the following effect:—

As an organization of workers and a component part of the organized labour movement of this wide Dominion, we endorse the Bill, in so far as it may be instrumental in securing and extending an eight-hour work-day to the greatest possible number of bread-winners and toilers, and we wish it to affect and extend to the greatest number of trades and callings as well as to the most varied and diversified branches of industry.

We are fully aware of our position as public servants and our obligations and duties as such. We realize to the fullest extent the many considerate provisions that parliament, on the recommendations of the honourable the Postmaster General, has approved from time to time securing us in our employment and removing us, as a class of workers, from the terrible struggle for employment and living that obtains in the industrial world, where the fear of poverty, as the result of enforced idleness, acts as a suspended sword over the heads of those who are not already deprived of all ambitions to preserve their self respect and manhood. We appreciate the advantageous position we occupy as workers and bread-winners. But the labour movement is our movement. It not only has our sympathy and entire approval, on general principle, but we endorse, in detail, the conscious efforts the organized workers are making, with the object of securing improved conditions of employment for the toiling masses. We regard Bill No. 21 as an expression of one of the most important planks in the platform of principles on which the labour movement stands. In connection with this we feel constrained to admit that had it not been for the general standard of wages, &c., created by the material gains and victories achieved by and through the co-operative efforts of organized workingmen in the different industries, the Postmaster General would undoubtedly have experienced difficulty in convincing parliament of the justice of the several measures brought down and proposed by himself and his immediate predecessor in office for the material comfort and well-being of the letter carriers.

We are further cognizant of the fact that we are of the working class and while fortunately relieved by virtue of our position of the more trying experience that is the daily lot of our fellow brethren and citizens, some or any of us may, through causes over which we have no control, have to return to the ranks where we came from, and be obliged to fight and strive in a glutted labour market for such existence as a person having passed the prime of life may obtain in open competition with his fellow men.

But the most important phase of this question remains to be considered. The one and the only side of the question that has induced us to avail ourselves of the opportunity given by your courtesy in inviting an expression of our views on the question involved in the Bill is the question of our children. How will this Bill, if implemented into a statute, affect our children? Will their lives be brighter and happier for it? Will it increase their opportunities for physical and mental development? These and other questions have suggested themselves to us in considering this measure. The reply is in the affirmative.

By passing the Bill into an Act, with such amendments as are or may be found necessary to ensure its greatest efficiency, the great object being to minimize the

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oppressive industrial conditions that affect the working class in an ever-increasing degree, parliament will have anticipated a great and insistent demand in the near future.

We therefore endorse Bill No. 21.

I have the honour to be, sir,

Sincerely yours,

CHRISTIAN SIVERTZ,

*Secretary.*

(661)

**International Association of Machinists, No. 357.**

CALGARY, ALTA., March 3, 1910.

DEAR SIR,—Your letter of February 21, to hand *re* Bill No. 21, 'An Act respecting the Hours of Labour on Public Works.' I beg to state this was brought up again at a meeting of the Machinists February 28, and that as a body we are heartily in favour of an eight-hour day on public works. We consider that in proportion as opportunity is given to men of every class to improve their social and intellectual natures, it will result in proportionately good citizens. Ignorance is neither virtuous, nor does it tend to virtue, and the state will benefit both in the present and future generation. In extending the intelligence and uprightness of her people.

We would like to suggest that a clause be inserted to the effect that 'Workmen being employed by the contractors be guaranteed all wages due them up to the cancellation of any contract.'

Sincerely yours,

ALFRED SADLER,

*Financial Secretary.*

(484)

**International Association of Machinists, No. 115.**

McADAM, N.B., February 2, 1910.

DEAR SIR,—I am in receipt of your circular letter of the 27th ult., *re* Bill No. 21, respecting Hours of Labour and have read same to the machinists' local here.

I am now instructed to inform you that we stand as a unit for the passing of same, as we consider that it will not only benefit the workingman but the employer as well.

We consider that the time has now arrived when this government should rise equal to the occasion, and considering the improved machinery now in use and the output so much more than formerly, an eight-hour day is absolutely necessary.

Trusting that the committee can see its way clear to recommend same, I remain,

Yours very truly,

W. A. BURNS,

*Recording Secretary.*

(652)

**International Association of Machinists.**

MONCTON, N.B., February 25, 1910.

DEAR SIR,—I beg leave to acknowledge receipt of your communication of some few days ago, *re* the eight-hour Bill. I beg to state that all the lodges affiliated with this district heartily endorse the Bill. We would be pleased to learn on what date the committee will take verbal evidence.

Respectfully yours,

L. F. WALLACE,

APPENDIX No. 4

(579)

**International Association of Machinists.**

NORTH BAY, ONT., February 10, 1910.

DEAR SIR,—At our regular meeting last night your letter of January 27, 1910, and also Bill No. 21, *re* 'An Act respecting the Hours of Labour on Public Works,' was read before the lodge, and it was moved and carried unanimously, that all the members of the lodge would give all those who are trying to put the Bill through their full support, and we all think that it is a grand move, and that there is somebody looking after the interest of the workingman. We are all looking forward to the time when the eight-hour day shall be a standard working day all over the country, from coast to coast and we look to the government to help us and those who are not on government work to get the eight-hour day. It gives a workingman a little more time for recreation, and those who are married more time at home with their families. It makes a man feel as if he did not have to keep his nose on the grindstone all the time, and it also gives the good wives at home a little more time in the evening.

We, the members of the I. A. of M., are trying to get the eight-hour day system all over North America; it is our aim, and we all look forward to the day when it will come. We ask our government to help us get it and ten-hours' pay, and it will mean that it will employ more men at the trades, and the employers will not lose in the long run.

I am, yours truly,

F. W. FISK,  
*Recording Secretary.*

(428)

(Translation.)

**National Brotherhood of Machinists Boot and Shoe Workers of Quebec.**

QUEBEC, January 19, 1910.

SIR,—This letter is to certify that we absolutely indorse the arguments put forward by Mr. Alphonse Verville, the member for Maisonneuve, in favour of Bill No. 21, respecting the Hours of Labour on Public Works, and that we are in favour of the passage of an Act based on that Bill.

Believe me, your most obedient servant,

EUG. BERNARD,  
*Corresponding Secretary.*

(455)

(Translation.)

**International Association of Machinists.**

TEMISCOUATA LODGE No. 656,

RIVIERE DU LOUP, P.Q., January 28, 1910.

At a special meeting of this court, held yesterday, January 27, it was unanimously resolved that the members of this court approve of Bill No. 21, introduced in the Dominion parliament under the title of, 'An Act respecting the Hours of Labour on Public Works.'

One of the grounds upon which rests this approval is that a workingman engaged in mechanical operations can produce as much in an eight-hour day as he can by working ten hours a day, while experiencing less fatigue and having more time to devote to his meals and to family life.

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The Intercolonial, for which we work, has found by experience last year, that the same amount of work could be accomplished by the same men in eight hours as in ten.

JOS. TURGEON,  
*Corresponding Secretary.*

(605)

**International Association of Machinists.**

PIONEER LODGE No. 103,  
STRATFORD, ONT., February 15, 1910.

SIR,—Your circular *re* Bill 21 was received a few days ago and discussed at our regular meeting, February 14. Our officers and members all agreed that the Bill in its entirety was a grand thing and a committee report of later date will be thankfully received.

Your obedient servant,  
ARTHUR F. MILLER,  
*Recording Secretary.*

(511)

**International Association of Machinists.**

WELLINGTON LODGE No. 723,  
WINNIPEG, MAN., February 3, 1910.

DEAR SIR,—I am in receipt of your communication of the 27th referring to Bill No. 21. In reply I beg to state that Lodge No. 723 unanimously decided, 'That we fully endorse your resolution and are most desirous of seeing such a Bill passed.' You will grant us a favour by notifying us of later evidence.

Respectfully yours,  
E. J. BOOKER,  
*Recording Secretary.*

(496)

**International Association of Machinists.**

FORT GARRY LODGE, No. 189,  
WINNIPEG, MAN., February 2, 1910.

DEAR SIR,—I have been instructed by the above lodge to say that we as a body unanimously endorse the eight-hour work day and will watch with interest to see the Bill pass the House.

Respectfully yours,  
E. P. STRANG,  
*Recording Secretary.*

(591)

**American Federation of Labour.**

MACHINISTS' HELPERS' UNION, No. 12799,  
FORT WILLIAM, ONT., February 10, 1910.

DEAR SIR,—I can assure you that we are unanimously in favour of the Eight-Hour Day Bill. I do not think it really worth while writing you on this Bill, for I think that the Canadian Manufacturers' Association will have it squashed if they have not already done so. I will be greatly obliged if you will notify me of the date when the Bill will be again brought up.

I am, yours truly,  
JAMES MALONEY,  
*Secretary-Treasurer.*



## APPENDIX No. 4

(651)

**International Brotherhood of Maintenance of Way Employees.**

ASHCROFT, B.C., February 25, 1910.

DEAR SIR,—Your letter of December 29, 1909, to hand, referring to Bill No. 21, *re* Hours of Labour on Public Works. I am requested by Ashcroft Lodge. No. 219, International Brotherhood of Maintenance of Ways, that we are in favour of the Bill and as a body agree to support it, hoping that it will pass the House of Commons.

Yours respectfully,

D. T. H. SUTHERLAND,  
*Secretary-Treasurer.*

(681)

**International Brotherhood of Maintenance of Way Employees.**

BUNCLODY, MAN., March 31, 1910.

DEAR SIR,—In behalf of the members of Wilson lodge 579 Maintenance of Way employees we ask you to do all in your power to have this eight-hour Bill pass and become law. We feel satisfied that a man can do as much in eight as in ten hours. I have tried it on the railroad. The United States has an eight-hour day for all government work and if it is a success we don't see why it will not work here.

Yours respectfully,

CHAS. COTTER,  
*Secretary.*

(642)

**International Brotherhood of Maintenance of Way Employees.**

CALEDON, February 24, 1910.

DEAR SIR,—In reply to yours *re* the eight-hour day Bill. Our next meeting of the Brotherhood of International Brotherhood of Maintenance of Way Employees will be held in Orangeville, March 2th, and I will take your letter and we will discuss it at the meeting. I have mentioned it to quite a number of our members and they seem to think the eight-hour day would be all right if it would not affect the wages, although eight hours a day is enough for the wages we receive.

Yours truly,

T. SCARLAND.

(643)

**International Brotherhood of Maintenance of Way Employees, No. 70.**

CUTLER, ONT., February 25, 1910

DEAR SIR,—In answering your letter of the 10th, in regard to the eight-hour day labour Bill, we have talked the matter over at our meeting, and decided to not favour the same, as we prefer more help, and better wages.

Yours truly,

N. LANDRIAULT,  
*Secretary.*

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(697)

**International Brotherhood of Maintenance of Way Employees.**

CUTLER, ONT., April 4, 1910.

DEAR SIR,—We held a meeting March 26, and we have talked over Bill No. 21. If the government pass this Bill it would be a good thing in some trades, but we railroaders have a schedule agreement with the company for ten hours a day and it would not make any difference to us, until there would be a new schedule. It would be much easier on the men so long as the wages were not reduced as they are low enough now.

Yours truly,

W. McCARTEY.

(693)

**International Brotherhood of Maintenance of Way Employees, No. 3.**

ENGLEHART, ONT., March 30, 1910.

DEAR SIR,—A meeting was held on Sunday March 27, 1910, of Lodge No. 3, Englehart, and I put before the lodge the proposition of an eight-hour day Bill, after consideration the members were all in favour of the Bill.

Hoping this will meet with your approval,

I remain,  
Yours most respectfully,

S. G. NUDDS,  
*Secretary and Treasurer.*

(612)

**International Brotherhood of Maintenance of Way Employees, No. 136.**

FINCH, ONT., February 17, 1910.

DEAR SIR,—Yours of February 16, to hand and contents noted. Will read yours at our next meeting. Also would be pleased to know of date of meeting of verbal hearing later on.

Yours truly,

A. SEAL,  
*Secretary and Treasurer.*

(695)

**International Brotherhood of Maintenance of Way Employees.**

FORT WILLIAM, ONT., April 1, 1910.

DEAR SIR,—I beg to write you in reference to the Eight-Hour Bill on government work introduced by Mr. Alphonse Verville, M.P. I may say that Division No. 128, I. B. M. of W. E., have discussed the matter and passed a resolution in favour of the Bill becoming law. The general opinion expressed in its favour was that the working-man has not sufficient time after working ten hours a day for leisure, improvement or recreation, and the little time they have after working hours could be better described as periods of exhaustion. As the day, generally speaking, commences about 6 a.m., and does not end until 7 p.m. or later, taking thirteen to fourteen hours to get in a work day of ten hours. Further, it is generally acknowledged that as much work could be accomplished on an eight-hour basis as on a ten.

Trusting the Bill will receive favourable consideration,

I remain yours, very respectfully,

ALBERT ROWE,  
*Secretary.*

## APPENDIX No. 4

(701)

**International Brotherhood of Maintenance of Way Employees, No. 323.**

HANLAN, MAN., April 14, 1910.

DEAR SIR,—We, the members of Lodge 323, International Brotherhood of Maintenance and Way Employees, have been informed that there is about to be a Bill brought before the House calling for an eight-hour day on all government work. We consider this is a step in the right direction, as we think that eight hours is sufficient for any labouring man to perform in one day. Several reasons can be given. Firstly, they will be able to give better service and show better results from their labour, and give better satisfaction all around to their employers. Secondly, we consider when an employee has worked eight hours strenuously that he is entitled to the rest of the day for leisure and looking after his or her interests. Therefore, we would ask that all efforts be made to have this Bill passed, and you will have the hearty support of all members by so doing.

Yours sincerely,

J. A. CAMPBELL,

*Secretary.*

(684)

**International Brotherhood of Maintenance of Way Employees, No. 136.**

HUMBOLDT, SASK., March 12, 1910.

We, the members of Humboldt Lodge, No. 350, of the I.B.M.W.E., employed on the Canadian Northern Railway, in session assembled, March 12, 1910, unanimously passed the following resolution supporting Bill No. 21:—

‘Resolved, That this lodge approves of A. Verville’s Eight-Hour Bill, as practical men engaged in manual labour all the year round. We are of the opinion, that as much work can be done in the eight hours as there could be accomplished in the ten.

Therefore, it would be in the best interests of the working classes, and we trust that you will do your utmost to bring the Bill through, and that it will soon become a Dominion law.’

Signed on behalf of the lodge,

J. H. D. DOHRMANN,

*President.*

D. BLACKBURN,

*Secretary-Treasurer.*

(691)

**International Brotherhood of Maintenance of Way Employees, No. 322.**

LA BROQUERIE, MAN., March 23, 1910.

DEAR SIR,—Our lodge at its last regular meeting had under discussion the eight-hour question and adopted the following resolution:—

Whereas, We fully realize the importance of having the number of hours for a man’s work reduced to a reasonable length, so as to give the working class time for recreation and education, and

Whereas, Eight-hours should constitute a day’s work for all kinds of government work done,

Be it resolved, That we most heartily recommend and endorse the Bill affecting same, which is introduced in the House by Mr. Alphonse Verville, and earnestly beg for its passing, and that it be placed on the statutes.

Yours very truly,

F. FINNISON,

*Secretary Treasurer.*

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(489)

## International Brotherhood of Maintenance of Way Employees.

LANGENBURG, SASK., January 31, 1910.

SIR,—Received your letter of the 27th of December. I wish to inform you that this lodge has brought this question up several times, and they are all agreed that the government of Canada ought to enact a law for an eight-hour day whether it is done by contract or not as stated in Bill (1).

Also that it should be enforced in some such a way as stated in section (2).

Yours respectfully,

H. SCOTT,

*Secretary.*

(699)

## International Brotherhood of Maintenance of Way Employees.

MAHONE BAY, N.S., April 11, 1910.

DEAR SIR,—In answer to a letter of our Grand President, Mr. A. B. Lowe, St. Louis, I would like to make the following statement concerning the eight-hour system. We talked the matter over among our brothers and we are all of the opinion, that a man who works at this kind of work, would do more, or at least just as much in eight hours, than in ten, because, if working eight hours a day, he would be a better man the day following, and would be able to do a day's work every day of the week. In the other case he would be played out before the end of the week and consequently would not be able to do a day's work. We believe, that it would be in the interest of the employers also, if this Bill were passed, as men would be more willing and more cheerful in doing their work.

We hope that you may be successful and remain, with kind regards,

Respectfully yours,

HANS. SCHULTZ.

(668)

## International Brotherhood of Maintenance of Way Employees.

MATTAWA, ONT., March 8, 1910.

DEAR SIR,—In reply to yours of Wednesday, July 16, 1910, *re* Bill No. 21, it is the wish of North Bay Lodge No. 244, International Brotherhood of Maintenance of Way Employees, that said Bill be passed, as we consider eight hours sufficient for a day's labour.

Yours respectfully,

D. C. WILSON.

(696)

## International Brotherhood of Maintenance of Way Employees.

MORDEN, MAN., April 2, 1910.

DEAR SIR,—*Re* your communication in regard to Bill No. 21 now before the House of Commons. I laid this matter before the lodge at our meeting held here on March 19, with the following result:—

'Resolved that the eight-hour day as proposed in Bill 21 now before the House of Commons is a step in the right direction, but in the opinion of this lodge, it should include all railroad work in Canada that is done by day labour.'

Yours truly,

EMERY MOTT,

*Secretary Treasurer.*

APPENDIX No. 4

(690)

## International Brotherhood of Maintenance of Way Employees.

OTTAWA, ONT., March 29, 1910.

By a vote of members of Ottawa Lodge of International Brotherhood of Maintenance of Way Employees, in support of the Verville Bill, to make an eight-hour day, it was decided unanimously to give the said Bill our utmost support.

WM. ROBERTS,

*President,*

JOSEPH MARTEL,

*Secretary.*

(676)

## International Brotherhood of Maintenance of Way Employees, No. 217.

COLDWATER JUNCTION, MUSKOKA, March 11, 1910.

DEAR SIR,—I have a letter to hand from Brother A. B. Lowe in regard to eight-hour a day's work we have brought this before a number of members and officers of our lodge and they all approve of an eight-hour day system. In this way a man with more rest would be able to start fresher in the morning and would be able to do more in the same time, as the life would not be worked out of him.

Yours truly,

J. W. BONE,

*Secretary Treasurer.*

(688)

## International Brotherhood of Maintenance of Way Employees.

PORTAGE LA PRAIRIE, MAN., March 23, 1910.

DEAR SIR,—At a meeting of the local protective board of the central division C.P.R. system, International Brotherhood of Maintenance of Way Employees held in the city of Winnipeg last week, due consideration was given to the present eight-hour Bill now before the parliament of Canada, asking that eight hours be a day's work on all government works. The above board is composed of representatives from twelve lodges of our order, representing about (800) eight hundred employees of the C.P. Ry. Company. Each representative was in a position to know that the members composing their lodges were strongly in favour that our government should pass and make law an eight-hour day on all government work. Moreover our people would be in favour of an eight-hour day being made universal in Canada. Our reason for favouring the Bill is that we know from experience that as much work would be accomplished, as our people would come fresher to work in the morning and go home fresher at the end of their day's work, which would be a vast improvement mentally, physically, and socially to our people.

A motion was unanimously carried instructing me to write you and advise that we are strongly in favour of the above Bill being made law, and give you our reasons why we believe it should (as above).

Assuring you of our strongest support in regard to the above Bill being made law. I beg to remain dear sir,

Yours truly,

GEO. SEAL,

*Secretary.*

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## (678) International Brotherhood of Maintenance of Way Employees.

SHEDIAC ROAD, N.B., March 14, 1910.

DEAR SIR,—I am in receipt of a letter from A. B. Lowe, Grand President of International Brotherhood of Maintenance of Way Employees, referring to a Bill that Mr. Alphonse Verville, M.P., is about to bring before parliament, aspiring for an eight-hour day on all government works, and wished my lodge to take some action on said Bill, and report to you. I have done so, and I find that they are in favour of an eight-hour day. For myself I have not thought much about it; it might work all right in some works, and in others it will not, so far as I can see. I remain,

Yours truly,

W. R. POWELL,  
*Secretary.*

(657)

(Translation.)

## International Brotherhood of Maintenance of Way Employees.

SALMON LAKE, P.Q., March 2, 1910.

SIR,—We, the undersigned members of Court 92 of the Brotherhood of Maintenance of Way Employees, respectfully set forth that, after having considered Bill No. 21, respecting the Hours of Labour on Public Works, we have come to the conclusion that an able-bodied workingman will do the same amount of work in eight hours as he will do in a ten-hour day.

That is why we are in favour of the Bill.

THOMAS PELLETIER,  
FRANCIS McMULLEN,  
THOMAS LEVESQUE,  
PAUL GENDRON,  
EUGENE LEVESQUE,  
F. MIGNEAULT,  
LIONEL HARVEY,  
E. LEGACE,  
JOSEPH BERUBE,  
ZENON GENDRON,  
GEORGE B. MARTIN,  
ALPHONSE ST. LAURENT,  
H. DUBE,  
JOSEPH LEVESQUE,  
P. DASTOUS,  
A. BERGER,  
G. GALLANT,  
D. GAMACHE,  
JOS. POITRAS,  
T. BEAULIEU,  
W. FOURNIER,  
EUSEBE PELLETIER,  
DAVID DAMOUR,  
JOS. POIRIER,  
WILLIAM ROY,  
PHILIBERT POIRIER,  
ARTHUR POIRIER,  
ERNEST DECHENES,  
JOHN PINEAULT,  
ALFRED COUTURE,  
JOSEPH LAFERTE.

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(669)

(Translation.)

**International Brotherhood of Maintenance of Way Employees.**

ST. JEROME, P.Q., March 9, 1910.

SIR,—I have received a letter from the president of the International Brotherhood, Brother A. B. Lowe, directing me to write to you about Bill No. 21, respecting the eight-hour day which Mr. Verville has lately introduced in the House of Commons. I have already written to you on the matter. I brought the question before the members of our lodge. They all approve of the Bill, provided the railway companies do not cut off two hours' pay a day. For here, on our division, the wages are so small that the father of a family with several children could hardly provide for the wants of his family. Those are the only reasons we have to give, but all would be delighted to see the Bill passed by the House.

Believe me, your obedient servant,

A. E. GOUDREAU,  
*Secretary Treasurer.*

(635)

**International Brotherhood of Maintenance of Way Employees.**

ST. LOUIS, Mo., February 22, 1910.

DEAR SIR,—A copy of the eight-hour day Bill and of a letter sent to the secretary of our lodge at Medicine Hat has been forwarded to me.

I can, however, speak confidently for all our people, members of the organization in Canada, that they all heartily approve of the principal of the eight-hour day and believe that in our heavy work in the maintenance of way department of the different railways we could do as much in an eight-hour day as in a ten. I have been engaged in track work almost all my life and have often put the matter to a practical test.

I have written to Mr. Coeburn to say that I would instruct Messrs. Verville and Smith, two ex-presidents of the Dominion Trades and Labour Council with which we are affiliated, to support the measure in behalf of the members of our organization in Canada. I may add that I, myself, am a citizen of Canada, our organization being international and my comrades having paid me the compliment of electing me to the presidency some three years ago.

Trusting that the commission which the Minister of Labour has asked for may bring in abundant evidence to justify the passing of the Act making an eight-hour day a legal one on all government work, thus setting a splendid example to other employers of labour, I am,

Yours sincerely,

A. B. LOWE,  
*President.*

(653)

**International Brotherhood of Maintenance of Way Employees.**

ST. LOUIS, Mo., February 28, 1910.

DEAR SIR, Yours of the 25th to hand and contents noted. As I promised, I have written to Messrs. Verville and Smith, authorizing them to support the eight-hour Bill on behalf of our good Canadian brothers. We believe, as I said before, as much

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work could be done in our department, which is hard and heavy, and we have the heat of summer and the cold of winter to contend with, as in the ten-hour day.

With best wishes for the progress of the measure, I am,

Yours sincerely,

A. B. LOWE,  
*President.*

(679)

(Translation.)

**International Brotherhood of Maintenance of Way Employees.**

ST. TITE, P.Q., March 16, 1910.

DEAR SIR,—We have received a letter from the executive of the International Brotherhood informing that Mr. Verville, M.P., the labour representative was about to introduce an eight-hour day Bill in the House. We are all in favour of the proposed Bill. Will you kindly advise us as to our action in the matter. We are all sectionmen, maintenance of way labourers, and belong to the Laurentian Lodge No. 456, on the Quebec-Canadian Northern Division.

I remain, sir,

Yours faithfully,

O. DUCHEMIN,

*President,*

JOS. BROUILLET,

*Secretary.*

(687)

**International Brotherhood of Maintenance of Way Employees, No. 399.**

SUTHERLAND, SASK., March 21, 1910.

DEAR SIR,—I received a copy of Bill No. 21, now before the House, also a notice from our Grand President, Bro. Lowe, concerning this Bill, asking me to bring it before the lodge. I did so, and it was received with approval, each and every one considered it was to the advantage of the working man although not directly affecting us at present. We trust if this Bill is carried in the House it will have a tendency to make the railroads come to terms with the men, and give them shorter hours.

Trusting the Bill will meet the approval of the House, I remain your servant,

ALEX. D. BAIRD,

*Secretary-Treasurer.*

(689)

(Translation.)

**International Brotherhood of Maintenance of Way Employees, No. 232.**

THURSO, P.Q., March 24, 1910.

DEAR SIR,—I am in receipt of your letter respecting the hours of labour. I have to apologize for not having replied sooner to your letter. As you told us in your circular that the committee would meet on March 2. I am afraid my letter will reach you too late. I was away when your letter reached here, but we have had a meeting of our lodge and our members are favourable to an eight-hour law, but they do not want a shorter day, it the result would reduce their earnings.

Please give us notice, as you say in your letter, and oblige,

Yours truly,

O. PELLETIER,

*Secretary-Treasurer.*



APPENDIX No. 4

(603)

**International Brotherhood of Maintenance of Way Employees, No. 262.**

UDNEY, ONT., February 14, 1910.

DEAR SIR,—I feel inclined to answer this letter to me in behalf of my brethren and myself. I might say I have been talking to some of the members, and we come to the conclusion that a ten-hour day is none too long for us and as long as the officials of our road use us as well as they have done in the past, there is no reason to ask for such a Bill to be forced on them. It means a decrease in our wages, which are none too large, and we could not expect anything else. If such a Bill is passed we will abide by it. At least if we get an increase through the union which is among us. We will feel much pleased and satisfied to work the ten-hour day if we could have a five o'clock quit on Saturday night.

R. E. GIVENS,  
*Secretary-Treasurer.*

(694)

UDNEY, ONT., February 14, 1910.

VANCOUVER LODGE, No. 167,

VANCOUVER, B.C., March 26, 1910.

DEAR SIR,—A letter was received from our president respecting an Eight-Hour Bill as introduced in the parliament of Canada, and was read at our last meeting. I was requested by our lodge to write to you that we are in favour of an Eight-Hour Bill and that we are sure our employers would not lose by it, as we are positive that as much work could be done in eight hours as we do at the present in ten; also, that it would be a boon to the working community in general. Trusting that the Bill will meet with the success it deserves,

I remain, yours truly,

C. A. COMBER,  
*Secretary-Treasurer.*

(477)

**International Brotherhood of Maintenance of Way Employees, No. 373.**

WETASKIWIN, ALTA., January 29, 1910.

DEAR SIR,—An acknowledgment of yours, dated Monday, December 27, 1909, which I have just received. I am sorry to say I cannot bring this before the members of this lodge, as we have no meeting in sight, but personally I may say in connection with the eight-hour day that we have been trying or asking for an eight-hour day for some time, but of course we have to try and keep up our wages at the same time, as I don't think our labourers could live according to the cost of living at present, at fifteen or seventeen cents an hour for eight hours a day, as they have to be more than careful to live at that now in this Northwest country.

I am safe to say for the officers and members of this society that we would be all pleased to see the eight hour labour day if wages were satisfactory.

Yours truly,

WM. MILTON,  
*Secretary-Treasurer.*

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(673)

**International Brotherhood of Maintenance of Way Employees, No. 535.**

WOLFVILLE, N.S., March 10, 1910.

DEAR SIR,—In *re* Mr. Alphonse Verville's Bill asking the parliament of Canada to make eight hours a legal working day for all government work, allow me to say that at a meeting of Kentville Lodge, No. 535, recently held, the membership comprising 57 names, were unanimously in favour of the passage of the Bill, believing that as much and better work can be accomplished in an eight-hour day as in a ten-hour day. Also, that it would be as advantageous to employers as to employees, and not only so, but that it would be well to have the Bill amended so as to include all departments of day labour throughout the Dominion of Canada, whether a corporation or an individual employer.

Personally, I wish the Bill every success whether in its present form or as it may be amended.

Yours respectfully,

GEO. W. ABBOTT,  
*Secretary-Treasurer.*

(593)

**Metal Polishers' Union of North America, No. 21.**

TORONTO, February 12, 1910.

DEAR SIR,—Your letter to hand *re* the recommendation of Bill 21. I wish to state that our meeting happened to be on February 9, and according to your letter, it being too late for a written report. I trust that you will send due notice of the date for verbal evidence to be taken. Hoping you will meet with every success, I am,

Yours &amp;c.,

WALTER DRISCOLL,  
*Recording Secretary.*

(621)

**Metal Trades Council.**

TORONTO, February 19, 1910.

SIR,—Regarding Bill 21 before House of Commons, our council heartily indorses it. Excuse lateness of reply as we did not meet until the 18th instant.

Respectfully yours,

JAMES HIGGINS,  
*Secretary.*

(619)

**United Mine Workers of America, No. 2162.**

BLAIRMORE, ALTE., February 17, 1910.

DEAR SIR,—Our organization fully appreciated Bill 21 as drafted. Should any public works be carried on underground, we would approve of the principle of the eight hours from bank to bank applying in such cases.

Yours truly,

GEORGE KELLY,  
*Secretary-Treasurer.*

APPENDIX No. 4

(552)

## United Mine Workers of America.

BRIDGEPORT LOCAL, No. 739,

BRIDGEPORT, N.S., February 5, 1910.

SIR,—We, the undersigned committee on behalf of above local (containing 235 members), do heartily indorse the action of the committee in endeavouring to pass an Eight-Hour Day Bill. And further would like to see said Bill rigidly enforced throughout the whole of Canada.

Yours obediently,

DAN, McISAAC,  
JAMES COLWELL,  
PETER McMILLAN,  
ALF. BRENCHLEY,  
NEIL CAMPBELL,

*Committee.*

(460)

## Western Federation of Miners, No. 746.

COBALT, ONT., January 31, 1910.

DEAR SIR,—We are in receipt of your favour of the 27th instant requesting that we, as a labour organization, express our views in regard to 'An Act respecting the Hours of Labour on Public Works.' This matter received the most careful consideration at the hands of our membership in regular meeting, and I may state briefly that the proposed measure was unanimously endorsed as a necessary and commendable one.

At the same time, however, we must say that it falls very far short of being perfect or complete, because it fails to include the mining industry on the eight-hour basis. No class of workers are in a stronger need of short hours than the miners. This organization, I might add, has a measure, which calls for an eight-hour day, in the hands of the member for this riding of Temiskaming (Mr. R. T. Shillington), and have received from him a promise of support.

Thanking you for giving us an opportunity of discussing the measure, and sincerely hoping it will come to a successful issue.

I remain, yours sincerely,

ALBERT NAP. GAUTHIER,

*Secretary.*

(403)

## United Mine Workers of America, No. 950.

DOMINION, No. 4, January 12, 1910.

SIR,—Your communication of December 27 received and read to the local union. I am authorized to state in reply that the members of our local union are unanimous in their support of Bill 21, respecting the Hours of Labour on Public Works.

Respectfully yours,

ALEX. J. CURRIE,

*President.*

R. J. McNEIL,

*Secretary.*

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(462)

## United Mine Workers of America.

GLADSTONE LOCAL, No. 2314,

FERNIE, B.C., January 25, 1910.

SIR,—I may say the Gladstone local union (comprising nearly 1,000 members) endorses and supports the Bill as far as it goes, but that we say and most emphatically too, that the Bill does not go far enough. We feel that the Bill should provide an universal eight-hour day. We would be prepared to give a Bill of that description all the support we possibly could.

We sincerely trust that the passing of this Bill No. 21 will hasten the day when the eight-hour day will be recognized universally.

I am, yours sincerely,

DAVID REES,

*Secretary.*

(480)

## United Mine Workers of America.

FRANK LOCAL, No. 1263,

FRANK, ALTA., January 31, 1910.

SIR,—I beg to acknowledge receipt of your communication *re* Bill No. 21, also Bill. I may say the same was read and discussed and this local heartily approves of any action taken to shorten the hours of labour. We consider it is a great step towards getting rid of the great unemployment question.

Yours sincerely,

GEO. NICOL,

*Secretary.*

(641)

## United Mine Workers of America, No. 695.

GLACE BAY, C.B., February 24, 1910.

SIR,—With reference to your letter of 27th ultimo, respecting our views on Bill No. 21, now before the committee, we beg to reply that we are in hearty accord with the provisions of the Bill, for the following reasons:—

1. We believe and urge that the time has arrived for a uniform eight-hours' day in every class of work where physical exertion is required and demanded.

2. We believe that better results will follow both to employers of labour and employees. This stand has been proved in many instances in Britain itself, and in many British colonies where the eight-hour system has been adopted.

3. We further believe that Canada is behind-hand in respect to the long hours worked in almost every trade or calling; and that the government would be well advised in giving a lead to this movement in respect of these contracts, and thus set an example to other employers of labour.

All of which we respectfully submit.

Signed on behalf of and by the unanimous consent of Local No. 695, U.M.W.A., representing some four hundred miners.

CHAS. DONAGHY,

*Convenor.*

JAMES CAVARS,

JAMES McKELLOP,

JOHN A. MORRISON,

H. W. VICOR,

*Members of Committee.*

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(502)

## Western Federation of Miners.

GRAND FORKS UNION, No. 180,

GRAND FORKS, B.C., February 5, 1910.

MY DEAR SIR,—In reply to your circular letter, *re* Bill No. 21, I have been instructed by this local union, to communicate with you, and state that it is our absolute belief, that only by demanding the shortening of the average workday, can any material gain be made by the average worker to-day.

I have also been instructed to communicate with the member for this riding, Mr. Martin Burrill, and request him to use his influence to see that this important measure gets his approved vote.

Yours sincerely,

WALTER E. HADDEN,

*Secretary.*

(532)

## Western Federation of Miners.

KIMBERLEY MINERS' UNION, No. 100.

KIMBERLEY, B.C., January 29, 1910.

SIR,—I beg to inform you that your letter and Bill 21, was brought before a meeting of this union and the following motion were made and carried:—

'That we, the members of Kimberley Miners' Union, do heartily concur with Bill.'

I remain, yours truly,

A. E. CARTER,

*Financial Secretary.*

(490)

## United Mine Workers of America.

LILLE LOCAL, No. 1233,

LILLE, ALTA., January 31, 1910.

SIR,—On behalf of above local, I may say we are all in favour of Bill 21, 'An Act respecting the Hours of Labour on Public Works.'

Yours respectfully,

W. L. EVANS,

*Secretary.*

(483)

## United Mine Workers of America.

MICHEL LOCAL UNION, No. 2334,

MICHEL, B.C., January 31, 1910.

DEAR SIR,—Replying to your letter, dated December 27, 1909, in reference to Bill 21, respecting the Hours of Labour on Public Works, I might state that Michel Local Union No. 2334, United Mine Workers of America, is in favour of said Bill, only its members would prefer it to read all outside day wage or contract employees of labour.

Yours respectfully,

CHAS. GAINER.

*Secretary.*

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(492)

**Western Federation of Miners.**

MOYIE MINERS UNION, No. 71,

MOYIE, B.C., January 31, 1910.

SIR,—Yours of recent date to hand regarding Bill No. 21, a measure now before the House, to limit the hours of labour on all public works. Will say in reply, that we as a union composed of workmen engaged in the mining industry, are in perfect sympathy with the objects of the Bill, but would also like to see the scope of the Bill extended, so as to make it applicable to all kinds of industry, as well as public works.

The benefits derived by a reduction in the hours of labour, are many and varied; in the first place, it will make room for some of the unemployed, a question which is facing every civilized country to-day, and a reduction in the hours of labour, will certainly help to solve the problem.

Experience has also taught labour unions, that an advance in wages is not to be compared, with a reduction in the hours of labour, for the simple reason, that as soon as wages are increased, the price of commodities, the staples of life, soar away up, and as a result, the condition of the workers, is worse than it was before the increase in wages.

Yours respectfully,

JAMES ROBERTS,

*Secretary.*

(560)

**Western Federation of Miners.**

NELSON MINERS' UNION, No. 96,

NELSON, B.C., February 5, 1910.

SIR,—Yours *re* Bill 21, 'An Act respecting the Hours of Labour on Public Works,' came before our meeting last night and will say this union indorses it. Trusting it will be made law.

I am, yours respectfully,

FRANK REILLY,

*Secretary.*

(588)

**United Mine Workers of America.**

NEW ABERDEEN, C.B., February 5, 1910.

SIR,—Your communication to hand *re* a Bill to enact an eight-hour per day system. In reply, our organization is unanimously in favour of such legislation. We have on several occasions sent committees to provincial legislature pressing our claim for an eight-hour day.

Trusting this may meet your approval.

I remain, yours, &amp;c.,

J. G. SHERIFF,

*Secretary.*

(510)

**United Mine Workers of America.**

PORT HOOD, C.B., February 3, 1910.

DEAR SIR,—Your communication *re* the eight-hour workday, has been received. In reply, I beg to state that after the fullest consideration our members are unanimous in requesting that the eight-hour day be introduced on all public works in Canada.

## APPENDIX No. 4

We have no hesitation in asserting that the present work day is too long and keeps the great majority of the workmen in a state of over-fatigue, which tends to drunkenness and other excesses.

A reduction in the hours of labour would undoubtedly increase the efficiency of the men sufficient to compensate the employer for the shorter day..

The extra spare time at the disposal of the workmen would instil new life and energy into them, would induce them to take a greater interest in their homes. In technical education, and in improving their minds generally, thereby becoming more industrious and more efficient workmen, and more intelligent and useful citizens of their country. We earnestly hope that your committee will report favourably on the eight-hour day, and that the same will become law at the present session of parliament. The expense necessary to do so prevents us from giving verbal evidence before your committee, on behalf of the members of Local No. 1366, United Mine Workers of America.

I remain yours, very respectfully,

J. ARCHY McDONALD,

*Acting Secretary.*

(662)

United Mine Workers of America.

LOCAL, No. 2352,

PASSBURG, ALTA., March 1, 1910.

DEAR SIR,—In reply to your circular letter of February 10, 1910, I am authorized by this Local, No. 2352, U.M.W., to say that we indorse Bill 21, and hope it will be passed. We only regret that it does not include every class of Canadian labour.

Yours truly,

O. CARLSON,

*Secretary.*

(506)

United Mine Workers of America, No. 2672.

ROCHE PERCE, SASK., February 2, 1910.

DEAR SIR,—I received your letter on January 28, and I called a mass meeting of workmen at the schoolhouse for Saturday evening, and they came in goodly numbers. I read your letter and the draft of the Bill that you inclosed. The following is a copy of resolution, passed in respect thereto:—

Moved by Mr. Peter Chesworth, and seconded by Mr. T. W. Allsopp, 'That this public meeting request your committee to do all in your power to pass the Bill (namely an eight-hour day labour Bill, No. 21).

Signed on behalf of the public meeting.

WM. HANSON,

*Chairman.*

(581)

Western Federation of Miners.

SANDON MINERS' UNION, No. 81,

SANDON, B.C., February 7, 1910.

DEAR SIR,—Your communication bearing date December 27, 1909, together with a copy of Bill No. 21, entitled, 'An Act respecting the Hours of Labour on Public Works,' were read at our first regular meeting following their receipt, and I now beg to advise you, that after due consideration had been given Bill No. 21, it was unanimously endorsed by the Sandon Miners' Union.

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At the same meeting I was also instructed to forward you a copy of the report of a committee who were appointed by the twelfth annual convention of District Association, No. 6, Western Federation of Miners, to consider and report upon needed legislation. This report was adopted by the convention at its session held in Trail, B.C., on January 19, 20 and 21, 1910, and similar action taken thereon at a subsequent meeting of this union. I might further say for your enlightenment, that District Association, No. 6, is comprised of the locals affiliated with the Western Federation of Miners in British Columbia, and that the copy of the legislative committee's report is sent for the purpose of giving you an idea of the aims and purposes of our organization.

Trusting that Bill No. 21 will be placed on the statute-books of Canada without qualifying clause or abridgement, and thanking you for the opportunity and pleasure of signifying our approval of the same, I beg to remain,

Yours very respectfully,

A. SHILLAND,  
*Secretary.*

(530)

**United Mine Workers of America.**

LOCAL UNION, No. 469,

SPRINGHILL, N.S., February 6, 1910.

DEAR SIR,—Your Communication of January 27 duly received and read at the regular meeting of this union on February 3 instant.

I am instructed to reply stating that this union of fourteen hundred members thoroughly approves of Bill 21, which proposes an eight-hour working day on public works, and desire this fact placed on record.

The union is of opinion that works could be carried on successfully, and beneficially to all parties, under the conditions proposed by the Bill, not only on public works, but in all industries, such as coal mines, railways, factories, telephones, telegraphs, dock labour, &c.

I am your obedient servant,

WM. WATKINS,  
*Secretary.*

(637)

**United Mine Workers of America.**

SYDNEY, C.B., February 22, 1910.

DEAR SIR,—Local No. 324 of Sydney heartily indorses the principle of an eight-hour day on all government contracts.

I am, yours respectfully,

V. TOBIN,  
*Secretary.*

(493)

**United Mine Workers of America, No. 1959.**

TABER, ALTA., February 1, 1910.

DEAR SIR,—In reference to your communication *re* 'An Act respecting an Eight-Hour Day on all Public Works,' we, as miners, having worked an eight-hour day since April last year, find it more beneficial both in pocket and in health, as a man can do



## APPENDIX No. 4

more work in eight hours than he can do in ten. For proof of this statement, the mine we work in, the Canada West Coal Company's mine, has taken out more coal in eight hours than it has ever done in ten. With unanimous vote of our local we are in favour of an eight-hour day.

EDWARD BROWN,

*Secretary.*

BERNARD NUGNT,

THOMAS SNEDDON,

*Committee.*

(536)

**Iron Moulders' Union, No. 362.**

CARLETON PLACE, ONT., February 7, 1910.

SIR,—Your favour of January 27, received asking for our views on the merits of the Eight-Hour Bill, copy received. We hereby submit the following as our views why the Bill should become law:—

Those who have declared themselves as against the Bill mostly do so on the grounds that it may limit the output. By an examination of the United States census statistics it has been found that in the year 1850 the average per capita production of wealth was \$1,064, and fifty years later, in 1900, it has increased to \$2,451, an average of production of 130 per cent. In 1850 the average annual wage in the same industries was \$247, or an equivalent of 23.21 per cent of the product fifty years later. In 1900 wages had risen to \$437, an increase of only 77 per cent in wages against 130 per cent increase in production. We believe these figures are sufficient in themselves but we might further state that in the United States in the building trades where the eight-hour day has been in effect for years, wages have increased from 25 to 100 per cent.

We believe that eight hours on public works to be the forerunner of eight hours for the workers in private industries.

We believe that reducing the hours increases the pay; adds longer and happier years to life, lessens disease and lowers the death roll of the white plague. We believe that long hours of work lessens workmen's ambition to put forth his best effort and therefore he is not so productive as he would be in proportion on a ten-hour day as if he were working an eight-hour day.

We also believe that an eight-hour day would brighten the intellect by giving more time for study and education in the home and eventually be a large factor in raising the standard of citizenship in this country.

We look at this question mainly from a workingman's point of view, believing that such legislation will be of the greatest benefit to the greatest number of people, and to be of the greatest benefit for all the people. Hoping these several views which are the result of our earnest consideration, may be of some value to the committee which you represent, we remain,

Yours respectfully,

S. CROOKS,

J. McVAIL,

HARRIS BENNETT,

*Committee.*

9-10 EDWARD VII., A. 1910

(527)

**International Moulders' Union of North America, No. 191.**

PETERBOROUGH, ONT., February 5, 1910.

DEAR SIR,—I have been instructed by International Moulders' Union, Local, No. 191, Peterborough, Ontario, to state in reference to Bill No. 21, 'An Act respecting the hours of Labour on Public Works,' that the members of that body unanimously endorsed the measure at their last regular meeting.

Hoping the Bill meets with the approval of your committee, and the members of parliament,

Yours sincerely,

WILLIAM A. MOWRY,  
*Secretary.*

(611)

**Iron Moulders' Union, No. 189.**

PORT HOPE, ONT., February 16, 1910.

DEAR SIR,—As no meeting of our organization was held until February 14, your communication, which was duly received, was not acted on until that date, when the following was adopted:—

Whereas, Any move to lessen the hours of labour of the mechanic or labourer, is to give that mechanic or labourer more time either for his own education or with his own family, thereby making him a more desirable citizen, be it

Resolved, That the Bill No. 21, now before the House of Commons of Canada, introduced by Mr. Verville, has the most hearty endorsement of Local, No. 189, I.M.U. of N.A.

Signed on behalf of No. 189.

CHAS. A. McELROY,

(571)

**Iron Moulders' Union, No. 201.**

SMITH'S FALLS, ONT., February 8, 1910.

DEAR SIR,—Yours in regard to Bill 21, received and would say in reply that the Bill has the hearty approval of the members of our association. We find with all the improved facilities for turning our work, that the workers have to work the same long hours, and we believe the only real benefit to the workingman would be the reduction of the hours of labour. We are of the opinion that the government ought to take the first step in that direction, and grant the eight hour-day on all contracts given out, and on all day labour undertaken by the government.

Hoping that the Bill becomes law,

We remain, yours truly,

GEO. F. ELLIOTT,  
*Secretary.*

(439)

**International Moulders' Union, No. 26.**

HAMILTON, ONT., January 22, 1910.

DEAR SIR,—Your favour of January 13 received with copy of Bill No. 21 inclosed, will say in reply the same was read before our meeting January 19, 1910, and I was instructed to inform your committee that I.M.U., No. 26, heartily indorse the Bill.

Yours respectfully,

JAS. W. RIPLEY,  
*Cor. Rep.*

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(497)

## International Moulders' Union, No. 472.

WELLAND, ONT., February 3, 1910.

DEAR SIR,—I am in receipt of your letter of the 27th with Bill No. 21 inclosed. This matter was brought up at our last regular meeting and was unanimously indorsed.

Yours truly,

EDGAR JONES.

(415)

## Painters, Decorators and Paper Hangers.

ST. CATHARINES, ONT., January 17, 1910.

MY DEAR SIR,—At our regular meeting of the above local, Bill No. 21, an Act respecting the Hours of Labour on Public Works, it was the unanimous vote (28) in all that the Bill should be passed in its entirety, and I was notified to write you to that effect.

I remain, yours truly,

WILLIAM ADAMS BEATTY,

*Secretary.*

(419)

## Painters, Decorators and Paper Hangers.

LOCAL, No. 349,

MONTREAL, January 18, 1910.

DEAR SIR,—I have received yours of December 27 last, including Bill No. 21, presented to the House of Commons, and put it before our local. I was instructed to inform your committee that Local, No. 349, is in favour of Bill No. 21, as presented to the House of Commons by Mr. Alphonse Verville. We think it would be a very good thing for the workingmen. Hoping that it will meet with your approval and become law,

I remain yours,

L. A. GUILLET,

*Secretary.*

(658)

## Pattern Makers' Association.

WINNIPEG, MAN., March 2, 1910.

DEAR SIR,—I am instructed to communicate to you the unanimous approval by our association of Bill 21, 'An Act respecting Labour on Public Works,' as we think it will be of great benefit.

I am respectfully,

JAMES AKERSTREAM,

*Recording Secretary.*

9-10 EDWARD VII., A. 1910

(613)

(Translation.)

## International Photo Engravers' Union, No. 44.

OTTAWA, February 17, 1910.

DEAR SIR,—I am in receipt of your communication of the 10th instant. I personally questioned all the members of our association, which is not numerous in this city. The unanimous opinion expressed by our members is a desire to see the eight-hour day extended to all corporations and all classes of labouring men, a reform which we have been enjoying for some time.

I am always happy to be the expounder of feelings involving a little human solidarity. Wherefore, I wish you success in the enactment of your Bill.

Your devoted servant,

T. CHEVALIER,

*Secretary.*

(675)

## International Photo Engravers' Union, No. 35.

TORONTO, ONT., March 11 1910.

DEAR SIR,—The Toronto Photo-Engravers' Union, No. 35, of Toronto, Canada, heartily and fully indorsed Bill No. 21, now before your committee.

We trust that your honourable committee will report favourably on said Bill 21, as it will be the means of making better men, and giving more men employment than by working the ten-hour day.

I remain, very truly yours

JOSEPH ROBSON,

*Corresponding Secretary.*

(525)

## Musical Instrument Workers, No. 34.

GUELPH, ONT., February 4, 1910.

To the Members of the House of Commons.

GENTLEMEN,—We, the Piano and Organ Workers, Local No. 34, Guelph, Ont., beg to inform you that our members are in entire sympathy with the eight-hour day Bill now before the House of Commons. We believe that the Bill will be in the best interests of the people of Canada and should become law.

Trusting this may be of some value to your committee,

I remain yours,

GEO. CUTTING,

*Recording Secretary.*

(494)

## Operative Plasterers' International Association.

LOCAL, No. 334,

WINNIPEG, MAN., February 1, 1910.

DEAR SIR,—In answer to your communication, dated December 27, 1909, *re* the proposed Act respecting the Hours of Labour, &c., on Public Works. It was discussed at our general meeting, held on Friday, January 28, and it was resolved, that this union heartily concurs in the principle involved in the Bill, as conducive to the best

## APPENDIX No. 4

interests of the labourers, without causing any loss or being detrimental to the employers' interest. And also, that from a humane standpoint, it will be a national benefit.

We will be unable to give any verbal evidence by delegate; but these are our views.

Yours respectfully,

THOS. F. WOOD,  
*Recording Secretary.*

(596)

United Association of Journeymen Plumbers, Gasfitters, Steamfitters, &c.

LOCAL UNION, No. 186.

BRANTFORD, ONT., February 12, 1910.

SIR,—As your communication to us referring to 'An Act respecting the Hours of Labour on Public Works,' was not put before our local until the date of your meeting, February 9, therefore, we are a little late in answering, but the above local wish me to state that they are in favour of the Bill and hope it meets with success. Sorry was not able to answer sooner.

I remain, yours respectfully,

JAS. W. CROUCHER,  
*Secretary.*

(575)

United Association of Journeymen Plumbers, Gasfitters, Steamfitters, &c.

LOCAL UNION, No. 488,

EDMONTON, ALTA., February 6, 1910.

SIR,—In answer to your communication from House of Commons in respect to Bill 21, 'An Act respecting the Hours of Labour on Public Works.' I am requested to say by our local that we heartily indorse said Bill No. 21, and would also respectfully recommend that union wages be paid in all localities where government works are being performed.

Respectfully yours,

W. M. MURRAY,  
*Recording Secretary.*

(456)

United Association of Journeymen Plumbers, Gasfitters, Steamfitters, &c.

LOCAL UNION, No. 56,

HALIFAX, N.S., January 27, 1910.

DEAR SIR,—In reference to your letter *re* Bill for an eight-hour day on government work, had it brought before meeting and passed unanimously, every man voting in favour of it. Hoping I am not too late in sending answer.

I remain, respectfully yours,

F. C. CRAIG,  
*Secretary.*

9-10 EDWARD VII., A. 1910

(431)

United Association of Journeymen Plumbers, Gasfitters, Steamfitters, &c.

LOCAL UNION No. 67,

HAMILTON, ONT., January 20, 1910.

DEAR SIR,—Your circular *re* Bill 21, arrived too late for our first meeting in January, but was considered last evening.

I am instructed by Local No. 67, U.A. of Plumbers and Fitters, to express our hearty approval of Bill 21.

I am also instructed to inquire whether, in clause 1, reading, 'eight hours in any one calendar day,' would effect our members working on government contract, who at present work only four hours on Saturday?

Yours, &c.,

A. W. HARRIS.

(583)

United Association of Journeymen Plumbers, Gasfitters, Steamfitters, &c.

LOCAL UNION, No. 289,

LONDON, February 8, 1910.

SIR,—In answer to your letter of January 27, 1910, I might say that this local union is unanimously in favour of the eight-hour day on all government work, and considers it will be a good thing if Bill 21 be passed, as we are working under the eight-hour day system, and always advocate the same.

Yours truly,

G. F. AVEY,

*Secretary.*

(615)

United Association of Journeymen Plumbers, Gasfitters, Steamfitters, &c.

LOCAL UNION, No. 170.

VANCOUVER, B.C., February 15, 1910.

SIR,—Yours at hand regarding Bill No. 21, an Act respecting the Hours of Labour on all Public Works, and the Bill in its entirety has been indorsed by this local union.

ED. HENLEY,

*Secretary.*

(463)

United Association of Journeymen Plumbers, Gasfitters, Steamfitters, &c.

LOCAL UNION No. 62,

WINNIPEG, MAN., January 29, 1910.

DEAR SIR,—Yours of the 27<sup>ult.</sup>, received. Our union has considered Bill No. 21, respecting the eight-hour day and is unanimously of the opinion that by its final adoption the workers of Canada would have better health and it would create better conditions and give employment to a greater number of people.

Yours truly,

F. J. KING,

*Financial Secretary.*

APPENDIX No. 4

(547)

London Printing Pressmen and Assistants' Union, No. 173.

LONDON, ONT., February 8, 1910.

DEAR SIR,—Your letter of the 27th instant received and placed before the above union at their monthly meeting on Saturday evening the 5th, and beg to state that it met with great success, as it will help our movement in this city among the printing craft. Wishing you every success in this movement, and will be pleased to hear of further developments.

I remain, yours sincerely,

H. S. BENTLEY.

(504)

Provincial Workmen's Association.

NEW ABERDEEN, C.B., February 2, 1910.

SIR,—I hereby notify you that Keystone Lodge, No. 14, P.W.A., is in favour of the passing of Bill No. 21.

DAN. P. McRAE,  
*Secretary.*

(515)

Provincial Workmen's Association.

LORD ROBERTS LODGE, No. 35.

SYDNEY MINES, N.S., February 4, 1910.

DEAR SIR,—Yours of January 27 to hand and in reply I am instructed to tell you that although the Bill does not directly affect us, yet at the same time we heartily approve of same and trust the time is not far distant when we also will be receiving the benefit of an eight-hour day.

I remain, dear sir, yours truly,

W. I. RENAYNE,  
*Secretary.*

(553)

Provincial Workmen's Association.

DRUMMOND LODGE, No. 8,

SYDNEY MINES, C.B., February 5, 1910.

SIR,—Your communication of the 27th to hand *re* Bill No. 21, 'An Act respecting Hours of Labour on Public Works,' in short, we take much pleasure in indorsing same, as we believe it is only advancing with the times and for the betterment of conditions generally. At a future date any verbal evidence or assistance we can lend, will gladly do so.

Yours truly,

A. W. DAVIS,  
*Secretary.*

9-10 EDWARD VII., A. 1910

(501)

## Victoria Labourers' Protective Union.

VICTORIA, B.C., January 31, 1910.

DEAR SIR,—Allow me to kindly state that our union strongly advocates an eight-hour day. On our invitation a referendum vote by a large majority authorized our city council to grant an eight-hour day, which was also speedily adopted by all considerate building contractors. Iron workers, lumber mills and certain cheap labour corporations still adhere to a nine or ten hour day. We are not in a position to give verbal evidence, and though it is now after the day or time set to receive written communications on this matter, we hope that it may be accepted and our influence used to gain its adoption.

Yours truly,

A. R. SHERK,  
*Corresponding Secretary.*

(692)

## Victoria Labourers' Protective Union.

VICTORIA, B.C., March 20, 1910.

HON. W. L. MACKENZIE KING,  
Minister of Labour,  
Ottawa.

DEAR SIR,—Attached please find copy of resolution adopted by the Victoria Trades and Labour Council and indorsed by the Victoria Labourers' Protective Union.

We may possibly have misjudged the good intentions of the members of the House of Commons in their actions respecting Bill No. 21, it being somewhat difficult to form a just opinion from such meagre information as we can gather at this distance.

Perhaps you could send us information that would post us better.

Here in Victoria we have for some years past had an eight-hour day as well as in the mining districts whether coal or mineral, and naturally take it for granted that where they work longer hours the employers are either more avaricious or less humane and need to be educated along that line. We are of the opinion that in lessening the hours of labour there is a chance of employing more of that which is now idle as well as giving employees more time for recreation and mental improvement, thereby fitting them to give better service as well as bringing them nearer the ideal we must believe it was intended by the Creator that they should obtain. Please excuse and oblige,

Yours truly,

A. R. SHERK,  
*Secretary.*

*Re Bill No. 21.*

Resolved, That the Trades and Labour Council of Victoria fear the sincerity of the majority of the members of the House of Commons in their relation to Bill No. 21, entitled: 'An Act respecting the Hours of Labour on Public Works,' and request that, as the Bill, as a progressive measure, is in the best interest of humanity in general, it be passed and speedily become law.



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(686)

## Victoria Labourers' Protective Union.

VICTORIA, B.C., March 19, 1910.

*Re Bill No. 21.*

DEAR SIR,—The Victoria Labourers' Protective Union, at their last meeting, indorsed the action of the Victoria Trades and Labour Council in the matter of its passing a resolution, copy attached, in regard to the action of the members of the House of Commons on Bill No. 21, entitled, 'An Act respecting the Hours of Labour on Public Works.'

At this distance and with the meagre news of the doings at Ottawa received here, we may possibly be in the wrong in forming our conclusions, but we are fully convinced that it is in the best interests of the country at large to adopt such a Bill applicable to all public work, whether construction, manufacturing or transportation, and hope that it may speedily be carried and become law.

Yours truly,

A. R. SHERK,

*Secretary.**Re Bill No. 21.*

Resolved, That the Trades and Labour Council of Victoria fear the sincerity of the majority of the members of the House of Commons in their relation to Bill No. 21, entitled, 'An Act respecting the Hours of Labour on Public Works,' and request that, as the Bill as a progressive measure is in the best interest of humanity in general, it be passed and speedily become law.

(592)

## Quarrymen's International Union.

GRANITEVILLE, QUE., February 12, 1910.

DEAR SIR,—You asked for some information from me. Now, I think any man who works for his living by day's work needs short hours and good pay. Eight hours is a day's work, in my opinion, for I know when I work eight hours on the granite quarries, I am glad to rest. In 1906 we organized a branch of the Quarrymen's International Union, and everything was all right until we presented them with a bill, and prices for an eight-hour system, then they would sign the bill, as they thought a man who could not work nine or ten hours, was not much of a man. They were more like slave drivers. Then they got up a union of their own to drive us out, and they have run that ever since on the nine-hour system. The gang that is working for them had put in another bill for nine hours to take effect May 1, 1910. There are three different plants owned by three different parties; first J. McIntosh, known as Stanstead Granite Company; next is James Broda, next is S. B. Norton. These are the three men who work long days.

I think any man who knows eight hours is all he has got to work for a day, will do just as much in that time as he would in ten hours. Now, that is my experience in working with men in a gang.

Yours truly,

MYRON MORSE,

(459)

## Order of Railway Conductors, No. 464.

BRANDON, MAN., January 29, 1910.

SIR,—Your letter dated December 27, 1909, accompanied by Bill No. 21, entitled, An Act respecting the Hours of Labour on Public Works, just received, which has taken a whole month to reach me, thereby allowing January 21, 1910, to pass over, so that I cannot comply with your request in time.

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I have been instructed to acknowledge receipt of your letter and Bill and to inform you that the Order of Railway Conductors stands for the principle of shorter hours for labour, and that this division of the order heartily indorses the Bill as presented to the committee and we hope and pray that it may pass the House without opposition.

I might inform you that our order has a legislative representative at Ottawa, viz., Mr. Harvey Hall, who is authorized to look after our interests while parliament is in session.

I have the honour to be, sir,

Your obedient servant,

THOS. BROWNLEE,

*Secretary-Treasurer.*

(491) **Brotherhood Railway Carmen of America, No. 173.**

CRANBROOK, B.C., January 31, 1910.

SIR,—I beg to acknowledge receipt of your communication. As it is impossible for me or any other member of my organization to visit Ottawa and give verbal evidence, I will endeavour to explain by letter our views on the Bill under discussion, in the hope that such a letter will be deemed worthy of consideration.

I take it, that you are also endeavouring to obtain the views of employers of labour on this matter as well as the views of organized labour; in that event it is plainly my duty to treat this reply somewhat fully.

Whilst I have not had the opportunity of placing your circular before a representative assembly of the members of my organization, I believe that I am perfectly justified in stating that the said members would more than welcome legislation for the purpose of regulating the hours of labour, particularly so if the said legislation is worded as in Bill No. 21.

Such a course of action could never be considered too radical, because the eight-hour day is continually gaining an increasing number of adherents among our employers of labour, as witnesseth the action of Vancouver city council no later than last week.

I believe that you will agree with me when I state that all students of industrial economics know that the continual improvement in machinery and mechanical appliances, displaces an increasing number of toilers day by day. Now then, granting that this is so, it is wise legislation which endeavours to regulate the hours of labour, worked by the people. We know that this proposed Act only affects those who are engaged in government work, but the example shown by those in national authority, will in all probability be gradually copied by many private industrial firms and corporations (who have not already adopted an eight-hour day) without any government pressure.

Then, again not only does a reduction in the number of hours of labour provide employment for a greater number of people, but it gives those same people a little more leisure for recreation, self-improvement, and a little more time to attend to the needs of their children, their homes, &c., &c., all of which tends to make a happy, healthy nation.

It is idle to say that the workers have enough leisure, that if their hours of recreation are increased they will spend the said hours in vice, drinking, &c., this theory was exploded long ago.

I am aware that certain employers of labour, and members of the House, will object to this Act on the ground that it will increase the national financial burden. It may, but we hope this argument will not carry any weight with your committee, as such legislation is not only consistent with modern thought, but is to the practical benefit of the brains, sinew, muscle and bone of the Dominion.

## APPENDIX No. 4

Of course organized labour will take it for granted that the workers affected by Bill No. 21, will not suffer any reduction in their daily earnings.

Yours obediently,

JOHN McKENNA,  
*Recording Secretary.*

(436)

**Brotherhood Railway Carmen of America, No. 167.**

HALIFAX, N.S., January 21, 1910.

DEAR SIR,—I beg to acknowledge receipt of your circular, dated December 27, 1909, and regret delay in replying on account of having to wait for the January meeting of our lodge.

I am directed to say that while we are in sympathy with the movement for a shorter work day, we believe that any attempt to establish it by Act of parliament at the present time would be premature and we would rather under present conditions retain the present work day of nine or ten hours with increased wages, because the cost of living is at present so high in comparison with the average rate of wages received that it is impossible to maintain our families and keep free from debt. Whenever it may become practicable to establish a work day of eight hours, with a rate of wages equal to or superior to the present rate we are ready to support it, but bearing in mind the conclusions imposed upon us in the necessity of maintaining our families and ourselves we are willing to forego the shorter work day and retain the longer one until the time comes when the change may become practicable.

I remain, sir, respectfully yours,

HERBERT E. GREENOUGH,  
*Recording Secretary.*

(544)

**Brotherhood Railway Carmen of America, No. 245.**

MONCTON, N.B., February 7, 1910.

DEAR SIR,—Replying to your communication of January 27, asking for information and views regarding the eight-hour day, Intercolonial Lodge of the B.R.C. of A., desires to be understood as being strongly in favour of the shorter working day for the following reasons:—

That the eight-hour day has given excellent results both in quantity and quality of work turned out wherever it has been fairly put to the test.

Indeed, after a year's experience of the eight-hour day in Messrs. Mather & Platt's iron works at Stalford, England, it was found on careful examination and comparison with the productions of the six preceding years, that more work was turned out during the year when the employees worked 48 hours per week than during the average of the six preceding years when the men worked 53 hours a week or longer. Messrs. William Allen & Co., iron workers, of Sunderland, had the same experience after reducing their working hours from 53 to 48 a week in 1892. After a fair trial had been given to the shorter day, Mr. Allen (at that time member of parliament), wrote: 'Paradoxical as it may seem, I get fully more work out than formerly; in fact I am surprised at how the work is going ahead; having believed, like so many employers, that there would be a corresponding decrease in output.' Messrs. Short Brothers, shipbuilders of Sunderland, adopted the eight-hour system in 1892. Their experience has been the same. Five months after the reduction of hours they wrote: 'We have very great pleasure in saying it has more than met our expectations. We are now paying considerably more wages and consequently turning out more work.'

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Numerous instances like the above might be cited to show that the decrease in the hours of labour from ten or nine to eight have not been accompanied by a corresponding decrease in output.

Such instances may be read of in the excellent volume of Mr. John Rae, entitled, 'Eight Hours for Work.' This book is a veritable encyclopædia of facts in favour of the eight-hour day.

In this age of machinery there seems to be no good reason to suppose that the work of the mechanic can not be accomplished in eight hours per day.

The shorter day is more conducive to health and therefore to that vigour which enables the worker to do in the shorter day what he formerly did in the longer time. The eight-hour day allows the worker some hours for the cultivation of his mind, and by elevating him from the condition of the thoughtless to the plane of the thinker, qualifies him for the superior work of the master mechanic.

Yours truly,

MARSHALL J. GOVANG,

*Correspondent.*

(409)

(Translation.)

**Brotherhood Railway Carmen of America.**

MONTREAL, June 15, 1910.

DEAR SIR,—In reply to your letter of December 27 last, I beg to inform you that when Mr. Verville first introduced his Bill to provide for an eight-hour day the matter was taken into consideration by our members and without a dissentient voice, they voted in favour of an eight-hour law.

Hoping that I have correctly answered your question,

I remain, your obedient servant,

ALF. CHARTRAND.

(479)

**Brotherhood Railway Carmen of America, No. 98.**

NELSON, B.C., January 30, 1910.

DEAR SIR,—Thanks for copy Bill 21. Would say we are heartily in favour of Bill 21, the only fault we can find with it is we would like it to extend further and apply all work such as railroad construction where road is assisted or housed by government at the present time with large numbers of working men employed. We see no avenue of relief open other than to shorten the day and give the employee some benefit of inventions and improvement in labour-saving machinery as well as the employer.

Again thanking you,

J. A. AUSTIN,

*Recording Secretary.*

(630)

**Brotherhood Railway Carmen of America.**

VANCOUVER LODGE, No. 58,

VANCOUVER, February 16, 1910.

MY DEAR SIR,—Referring to your communication concerning Bill 21, regarding 'An Act respecting the Hours of Labour on Public Works,' I am instructed to forward to you the sanction of the members of the above lodge as a 'body. Hoping this will meet with your approval.

I remain, yours respectfully,

THOS. P. JOYCE,

*Recording Secretary.*

APPENDIX No. 4

(663)

**Order of Railway Conductors.**

DIVISION No. 542,

LETHBRIDGE, ALTA., March 2, 1910.

DEAR SIR,—By direction of our division, I have been instructed to write you that our members are fully in sympathy with Bill No. 21, 'An Act respecting the Hours of Labour,' and we have written our representative to give all possible assistance.

Yours respectfully,

JNO. J. FERRIER,

*Secretary-Treasurer.*

(636)

**Order of Railway Conductors.**

BARTLETT DIVISION, No. 214,

MONCTON, N.B., February 22, 1910.

DEAR SIR,—Your letter of January 27 was read in Division 214, Order of Railway Conductors to-day, as we only meet once in every month you will pardon delay in answering.

The members of our division are in favour of this Bill, but would like to hear any further information you may have.

If a date is fixed for hearing verbal evidence you might please let me know, and when the hearing will take place.

Yours truly,

W. CROCKETT,

*Secretary.*

(599)

**Order of Railway Conductors.**

UNION DIVISION, No. 13,

ST. THOMAS, ONT., February 14, 1910.

DEAR SIR,—Your letter and copy of Bill No. 21, was brought up at our last meeting of union, Division No. 13, O.R.C., and fully discussed and concurred in, feeling assured of its wisdom, for employees in any service of the people, or other corporations as well. Wishing success in your efforts and pray it may in the near future become universal in all branches of industry.

I am, sir, yours truly,

JOHN MACKENZIE,

*Secretary-Treasurer.*

(401)

**Canadian Brotherhood of Railroad Employees. (Headquarters).**

HALIFAX, N.S., January 6, 1910.

DEAR SIR,—In reply, I beg to say that our organization is strongly in favour of a reduction of the hours of labour; but the act referred to, does not, in my opinion, seem broad enough. I can see no reason why this Act should be confined exclusively to labourers, workmen, or mechanics employed by contractors, or sub-contractors, who may contract with the government of Canada. In fact I see no reason why the Act should be confined to government employees only, as, in my opinion a universal eight-hour labour law of Canada is more desirable, and is a matter which deserves the careful consideration of our government.

Yours faithfully,

M. M. MACLEAN.

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(573)

(Translation.)

**Canadian Brotherhood of Railroad Employees.**

LEVIS, February 10, 1910.

SIR,—Yours of the 8th instant, respecting the Act concerning the Hours of Labour on Public Works duly at hand. My former letter conveyed to you broadly the feeling voiced by the members of our division on the matter. The following is the resolution adopted at our last meeting.

In view of the fact that the matter is already before the grand divisions and that the grand president, A. H. Mosher, was appointed delegate by the grand officers for the next meeting, which will take place shortly, we indorse all the proceedings and steps taken so far in such matter.

Yours truly,

J. W. L. BROCK,

*Secretary.*

(546)

**Electric Railway Employees.**

OTTAWA, February 8, 1910.

SIR,—Your communication respecting the Hours of Labour on Public Works to hand; the Bill was read, discussed, and fully approved by Division 279, Electric Railway Employees. On behalf of Division 279, I would say it is their desire that this Bill may come into effect.

Yours respectfully,

FRED. GOLDING,

*Recording Secretary.*

(555)

**Electric Railway Employees.**

TORONTO, February 7, 1910.

DEAR SIR,—Your circular *re* eight-hour per day Bill on government contracts reached me a few days ago and was dealt with at the regular meeting of our organization last night. The Bill was unanimously indorsed. It is probable that some of our officials will appear before your committee and give reasons why we indorse the Bill and why such legislation should be enacted.

Yours truly,

J. GIBBONS,

*Secretary.*

(672)

**The Order of Railroad Telegraphers, No. 7.**

AGINCOURT, ONT., March 10 1910.

DEAR SIR,—Bill No 21, 'An Act respecting the Hours of Labour on Public Works.' This has the hearty approval and endorsement of the telegraphers of my district, Toronto to Smith's Falls, Ont.

If same becomes law it will be an honour to all concerned in its passing, now and hereafter. We as a body are not now affected by this measure. It will, however, bring into operation mutual consideration for all classes some time in the future.

Your sincerely,

P. BROWN,

*Local Chairman.*

APPENDIX No. 4

(659)

**The Order of Railroad Telegraphers, No. 30.**

COATSWORTH, ONT., March 1, 1910.

DEAR SIR,—Your communication of February 25, 1910, also copy of Bill No. 21, received and noted, I beg to advise your honourable committee, that after bringing this Bill before our members they have given it their hearty approval. We as labourers believe that our own work should be eight hours, and no more, even at a smaller rate of pay if necessary. We believe that better work, less accidents, and less loss of life are the benefits derived from shorter hours. Thanking your honourable committee for the privilege of expressing our wishes, I am,

Your obedient servant,

W. A. KNISTER,  
*General Chairman.*

(548)

**The Order of Railroad Telegraphers.**

LONDON, ONT., March 1, 1910.

DEAR SIR,—Your favour of 27th ulto., handed over to our local chairman, Mr. McPhee. I heartily indorse his attached remarks and trust the exacting and strenuous duties, long hours, &c., of the railway telegraphers of Canada will receive fair consideration.

Yours very truly,

JOHN SHAW,  
*Secretary.*

(549)

**The Order of Railroad Telegraphers.**

LONDON, ONT., February 8, 1910.

DEAR SIR,—Your favour of January 27, 1910, addressed Mr. Shaw, London, handed to me, to which I beg reply. I think I can safely voice the views of every railway telegrapher on District No. 2, Ontario division, C.P.R. System 7, that all as a body are greatly concerned in Bill No. 21, *re* eight-hours of labour, and also that every Canadian railway telegrapher wishes to see it passed by House of Commons and Senate.

The Canadian railway telegraphers on all lines are subjected to not less than twelve hours day labour, and on some lines as much as sixteen and eighteen hours. This we all feel a gross injustice, as the duties are comprised of so many important matters that the mental strain is altogether too much for the strongest of mortals.

I cannot point out strongly enough the great responsibility that is placed upon all railway telegraphers, in so much as the handling of lives and property are concerned. Too little notice is being taken of this very great and important matter, when it is shown time after time that 90 per cent of the accidents occurring were after the eight-hours days labour had ensued.

Our American telegraph cousins, are living under a nine-hour day labour Act and the result is no doubt being felt by the public, railway companies, and the telegraphers. It is a success in the fullest sense of the word, and there should be no reason whatever why the Canadian public should not receive the same good result.

I am very glad to note that your committee has taken such interest by asking the telegraphers' views on this one great and important question, so dear to our craft.

I feel that, irrespective of what party as individuals we may belong to, that the sympathy and good support of telegraphers as a body will be forthcoming if this measure is brought to a successful issue. Again thanking you.

I remain, yours very truly,

W. D. MCPHEE,  
*Local Chairman.*

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(671)

**The Order of Railroad Telegraphers, No. 7.**

MILAN, QUE., March 9, 1910.

DEAR SIR,—Yours of 24th ulto., respecting Bill No. 21 received. It is my pleasure to advise you that the Order of Railroad Telegraphers on District No. 1, and myself personally, take great pleasure in offering our support to this Bill and wish it every success. We contend that it is imperative to have an eight-hour day on government labour, and that it will greatly add to our benefit. Signs of prosperity also assist in securing legislation favourable to all classes of labour, and it is high time.

Yours very truly,

J. M. KANE,  
*Local Chairman.*

(680)

**The Order of Railroad Telegraphers, No. 43.**

ROLAND, MAN., March 14, 1910.

SIR,—I have before me your communication of the 10th ultimo with copy of Bill No. 21, respecting Hours of Labour on Public Works, attached.

In reply I wish to state that this Bill meets with approval of our organization on this division, and we consider it a move in the right direction.

The Order of Railroad Telegraphers has been agitating for shorter hours for its members for many years, but with little success and we believe, it the duty of the state to step in and pass such legislation as will reduce the working hours of the labouring classes.

The present long hours of labour performed by the working classes generally are detrimental to health and happiness and are not conducive to good citizenship.

The working men and women of our country require more time for pleasure, thought and education, and any legislation passed with this object in view will be an important factor in raising the moral and social standing of workers of our Dominion.

Yours truly,

A. E. J. WILLIS,  
*General Chairman.*

(647)

**The Order of Railroad Telegraphers.**

ST. PIERRE, QUE., February 26, 1910.

DEAR SIR,—I have received all your papers in connection with the eight-hour Bill question, through Mr. Samson, formerly secretary and treasurer of Lévis Division, No. 64, and I was very pleased to communicate same to our members at our last meeting. This Bill is very necessary so far as it concerns employees of government contractors, but it would be more suitable for us, if telegraphers could have their share in it, as it is established that twelve hours of steady work is rather too much for our class of men, and accidents very often result through it. Hope you will endeavour to enter the class of telegraphers in this Bill, and that you will keep me posted with the work that will be done. I remain,

Your obedient servant,

WILLIAM PARSONS.



## APPENDIX No. 4

(674)

(Translation.)

**The Order of Railroad Telegraphers.**

ST. RAYMOND, QUE., March 11, 1910.

SIR,—Your circular of February 25 duly to hand. As it will be impossible for me to attend the meeting of the committee, in order to convey at greater length the views of my fellow workmen and my own, I deem it my duty to inform you by writing that we strongly approve of Bill No. 21, about the eight-hour day, and that the remarks formulated by Mr. Verville are highly appreciated by the members of our organization. Evidently an eight-hour day is about as much as the human constitution can stand.

I remain, your obedient servant,

J. P. BLONDEAU.

(626)

**The Order of Railway Telegraphers.**

TORONTO, ONT., February 19, 1910.

DEAR SIR,—Replying to your circular letter of January 27th, in which you asked for the views of my association in regard to the eight-hour Bill now before the House, I have to say:—

1. That railroad telegraphers generally are required to work twelve hours per day, with the result that their health becomes greatly impaired before the age of forty-five is attained. Although the work in some instances, may not be very exacting, the excessive number of hours of constant attention to duty daily, almost invariably deprives them of their health and strength at an age at which they should really be at their best mentally and physically.

2. That in some cases railroad telegraphers work an average of nine hours per day, at some of the offices where very exacting work is required of them, but even these hours are too long to permit them to withstand the strain, and preserve their health past middle age.

3. That train dispatchers work an average of eight hours per day, but the excessive exaction of this work has the same effect as mentioned in the foregoing cases.

4. That it is quite evident that at some point in the course of a day's work in all classes of employment, the work should be suspended for the day, and the workman fully relieved therefrom, if his health is to be reasonably preserved. Any condition that is detrimental to health curtails life, and there should be no such condition permitted in a society, where it can be freely prevented. The state must always retain its interest in the individual citizen, and fully exercise it to the extent, if necessary, of protecting the individual against himself.

5. That there can be no expense pleaded as an excuse for the failure to enact such laws as will tend to give the best protection to the health and longevity of the people of any country, and to protect and promote to the fullest extent their comfort and happiness.

6. That the state is as much at fault in permitting an individual or a corporation to exact from members of a society a condition of servitude which deprives them of their highest degree of happiness, health and well-being, as it is in permitting the perpetration of any other crime upon them. But this fault is inexcusable when the state commits the crime itself.

7. That the state has no grounds for the claim to a right to be governed by the practise of an individual, and in duty to its own honour and integrity can not afford to hesitate in establishing such equitable conditions among its people as will yield the results above indicated.

8. That if workmen are compelled to work excessive hours in order to obtain a livelihood, they are practically being penalized for the permission to live, and by a penalty which includes the pain and suffering of ill-health, and the deprivation of

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those comforts, opportunities, and moderate enjoyments which should be the inalienable right and heritage of every free man; and, in the end the curtailment of their natural lives. This is a most unjust penalty upon innocent men, but more especially so, when the victims are those who perform honest labour, and who should be compensated therefor with an adequate means of a comfortable livelihood, and the greatest possible opportunities for personal development and happiness. Again, I wish to state that there can be no justification when the state is the offender.

9. That in any class of employment, the average number of hours of labour per day can not exceed eight in number without impairing the health of the average man, and in many classes of employment it should be less in number.

10. That the question as to whether such a law would eventually compel private employers to adopt an eight-hour day does not in any way alter the duty of the state, release it from its responsibilities, nor mitigate its wrongs.

11. That if a wrong is being done to the workers in any state, and if that wrong can be removed by the mere setting of an example, surely the state can not afford to be derelict in such a matter.

12. That it is a duty of the state to set a good example to all society, and to decline following a bad one.

13. That in the proposed law there can only be one question by which statesmen can permit themselves to be governed, and that is the question as to whether such a law is right or wrong within itself.

14. That the standard of living in any society is affected by at least two conditions:—

(a) The ability of the masses to purchase an adequate share of the necessaries and comforts of life, and

(b) The enjoyment of sufficient relief from labour to afford the opportunity for education, recreation, and domestic enjoyment. The extent to which the masses are obliged to forego the enjoyment of these two conditions determines very largely the degree of lawlessness, crime, ignorance and ill-health which prevails in any society.

15. Inasmuch as the whole well-being is based upon the standard of living enjoyed by that standard, the standard ought to be fixed by such rules of conduct as will give the best results, and not by a daily servitude which in the long run, must detract continually from that standard.

16. That the additional cost to the state which such a law would put up society can surely be more fittingly borne by the state, than by the individual workmen who have ever to face a keen struggle for the means of subsistence, and whose sacrifices at the best, are always very considerable; but particularly is this true in a country which possesses the fabulous wealth of a Canada.

Trusting that I have made myself clear on this matter, and hoping that your committee may be alive to the sacred trust reposed in them as representatives, I am,

Very sincerely yours,

D. CAMPBELL,

*Third Vice-President.*

*The Order of Railroad Telegraphers.*

(670)

**The Order of Railroad Telegraphers, No. 131.**

TRING JUNCTION, QUE., March 9, 1910.

DEAR SIR,—Your communication *re* Bill No. 21, respecting Hours of Labour on Public Works, received. Same is unanimously indorsed by all the members of this division and we long to see the day when eight hours shall constitute a day's work for all telegraph operators in Canada.

Wishing success to the cause of labour,

I remain, yours truly,

P. DOYLE, *Secretary.*

APPENDIX No. 4

**The Order of Railroad Telegraphers, No. 7.**

VISCOUNT, SASK., March 19, 1910.

DEAR SIR,—I am in receipt of your favour of 25th ulto., together with copy of Bill 21. In reply, I am pleased to advise that our organization indorses this Bill.

Yours truly,

J. T. SCOTT,

*Local Chairman.*

(677)

**The Order of Railroad Telegraphers.**

WINNIPEG, MAN., March 12, 1910.

DEAR SIR,—Replying to your communication in connection with Bill No. 21, concerning proposed legislation to shorten the hours of labour for employees on government contracts. The committee representing the train dispatchers, agents, operators and linemen on the Canadian Pacific Railway system, beg to say:—

- 1st. That we recommend the adoption of the Bill.
- 2nd. That we believe that a man working eight hours per day, can do more work per hour if required to work in excess of that number.
- 3rd. That an eight-hour working day would result in a higher standard of education and citizenship among the labouring classes.
- 4th. That in a few decades the moral and intellectual improvement would amply repay the state for the extra first cost.
- 5th. That the example set by the government would have a very far-reaching effect upon transcontinental industrial corporations employing labour. The conditions as to hours of service required of the men we represent are deplorable. This is self-evident when we state, that out of approximately 1,600 men employed in the branches of the service named on this system of railway, about 1,200 of them are required to work twelve or more hours per day, with a possible opportunity for some to get one hour for a mid-day meal. When it is considered that it is these men who have to do exclusively with directing the movements of all the trains carrying the travelling public on this railway, it should be evident that shorter hours would be conducive to public safety.

It cannot, however, be expected that one corporation will or can so largely reduce the working hours of its employees, when its competitor does not do so, and therefore, a remedy for the existing conditions is well nigh impossible unless the state will step in and not only protect the safety of the people, and the welfare of the employees, but also put the corporations on an equal footing in this regard.

We would further say that the statements made in the letter submitted by Mr. D. Campbell, third vice-president of the Order of Railroad Telegraphers, who has had many years of experience in dealing with labour problems, are concurred in by this committee.

Expressing the hope that our government may cause Bill No. 21 to become law, we have the honour to be,

Your obedient servants,

H. W. HARBOUR, Vancouver, B.C.,

W. L. MACDONALD, Calgary, Alta.

J. M. MEIN, Winnipeg, Man.,

A. C. BARKER, White River, Ont.,

J. C. ROONEY, Ottawa, Ont.,

A. HOUSTON, Toronto, Ont.

G. D. ROBERTSON, *Chairman,**Telegraphers General Committee.*

G. S. MORRIS,

*General Secretary and Treasurer.*

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(633)

**Brotherhood of Railroad Trainmen.**

EAST PUBNICO, N.S., March 14, 1910.

DEAR SIR,—Having been advised that Mr. Verville, M.P., is about to introduce an Eight-Hour Bill in the House of Commons, I thought I would drop you a few lines, as my opinion and the opinion of those whom I represent. They are a body of trackmen all organized and about two hundred and fifteen in number. We are a hard-working lot, and are in a position to say which is more profitable, a ten-hour day or an eight. As a general thing a man knowing that he has got to labour ten hours, is not going to work as fast as if he only had eight ahead of him. Again, starting work at 7 o'clock a.m., we have to get breakfast between five and six. It is a long time to twelve, noon, in fact too long. At the end of four hours he is faint. That last hour from 11 to 12 he just drags out, every minute seems ten, and at 12, noon, he is so faint he does not relish his dinner as he would, had he had it at eleven. After dinner at twelve there is another five hours and by five o'clock he is completely played out, but still has another hour to wait. Then again, six o'clock leave work, seven o'clock get supper and your evening is gone. What pleasure has a labouring man? Get up in the morning and go to work, come home at night and go to bed. Give that man an eight-hour day and he will feel better himself and make everyone else feel better around him. In my opinion the employer is going to gain. At any rate, I know he will lose nothing.

Make the eight-hour day a general rule applying to all classes of labour and we will do the same amount of work.

Yours truly,

GEORGE N. FOX.

(418)

**Brother of Railroad Trainmen.**

FAIRVILLE, N.B., January 15, 1910.

DEAR SIR,—Yours of December 27, 1909, *re* Eight-Hour Law, to hand. For your information John Maloney, 62 Henderson avenue, Ottawa, Ont., who is legislative representative for the Brotherhood of Railway Trainmen, has full authority to express the opinion of our organization in all legislation which may pertain to labour. If you will please have a copy of your letter sent to him he will be pleased to give you the stand taken by the B. of R. T.

Yours respectfully,

S. H. SHAW.

(616)

**Brotherhood of Railroad Trainmen.**

CROWNEST LODGE, No. 785,

LETHBRIDGE, ALTA., February 15, 1910.

SIR,—This to notify you that at our last regular meeting, I received your letter and proposed 'Act respecting the Hours of Labour on Public Works.'

This subordinate lodge of the B. of R. T., is unanimously in favour of a nine-hour day for workmen on public works.

Yours truly,

H. H. FITZSIMMONS,

*Secretary.*

APPENDIX No. 4

(509)

**Brotherhood of Railroad Trainmen.**

LONDON LODGE, No. 415.

LONDON ONT., February 3, 1910.

DEAR SIR,—Yours of January 27, 1910. to hand; and in answer, would say that we, as railway trainmen, are not in a position to give much information on such a question as this, as our trade is rarely, if ever, represented.

We believe, however, that anything tending to reduce hours of labour to a reasonable basis, would be beneficial to labour and country at large.

Yours truly,

W. H. NICHOL,

*Secretary.*

(660)

**Brotherhood of Railroad Trainmen.**

MORNING STAR LODGE, No. 163,

MONCTON, N.B., March 5, 1910.

DEAR SIR,—Yours of the 27th January to hand, and Morning Star Lodge put themselves on record in favour of the Bill.

Yours truly,

J. A. STRONACH,

*Secretary.*

(508)

**Brotherhood of Railroad Trainmen.**

MONTREAL, February 3, 1910.

DEAR SIR,—Further in reference to your letter of January 25, with which you forwarded to me a copy of Bill No. 21, and circular letter referring thereto, and suggested that I might possibly desire to offer some evidence or an opinion on behalf of the Brotherhood of Railroad Trainmen in respect to the proposed measure.

As I advised you in my letter of January 29th, this question has been given further consideration, and after conference in the connection, I am in a position to say to you, and ask that you convey to the committee having this matter in mind, that the Brotherhood of Railroad Trainmen representing some seven thousand men employed on the railroads of Canada, will be heartily and earnestly in accord with the proposed measure.

Trusting that the Bill may become law at the present session of parliament and believing that such a measure will operate for the best good of the labouring man of Canada, I remain,

Yours truly,

JOHN MALONEY,

*Dominion Legislative Representative.*

Approved:

JAMES MURDOCH,

Vice-President, B. of R. T.

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(578)

**Brotherhood of Railroad Trainmen.**

SOO LODGE, No. 249,

NORTH BAY, ONT., February 9, 1910.

DEAR SIR,—In regard to Bill No. 21, respecting the eight-hour work day, I beg to say that we debated it for some time at our last meeting, and came to the conclusion that the said Bill would undoubtedly be a fine thing for day labourers, but we could not see that it would work satisfactorily either to railway employees, or to the railroad companies. There are very few of our through runs on passenger trains that we can make in less than eight hours and some twelve and thirteen hours. Of course under the present system of running freight trains, the eight-hour day would be out of the question altogether. Hoping this will reach you in convenient time.

I remain, yours truly,

ROBT. DINGWALL,  
*Secretary.*

(577)

**Brotherhood of Railroad Trainmen.**

JUBILEE LODGE, No. 129,

OTTAWA, February 10, 1910.

DEAR SIR,—I beg to acknowledge the receipt of your communication of January 27, and also copy of Bill No. 21, entitled, 'An Act respecting the Hours of Labour on Public Works.'

In reply would say that the same was read out to the members present at our last regular session of the 6th ultimo, the same was accepted as read, and I have been also instructed to inform your committee that the above lodge is in favour of any legislation which may be of interest, and enacted for the betterment of labourers throughout the Dominion of Canada.

I remain, yours respectfully,

WM. A. PERRY,  
*Secretary.*

(538)

**International Rock Drillers' Association, No. 504.**

AMHERSTBURG, ONT., February 7, 1910.

SIR,—I beg to acknowledge the copy of Bill 21, 'An Act respecting the Hours of Labour on Public Works,' and wish to say I voice the sentiment of 450 members of our association by saying we think it one of the best Bills put before the House. We consider longer working hours do not give a man time to study or recuperate, and unlike the eight-hour day, will not make more employment for more men. Hoping it will meet the approval of the House,

I remain, obediently yours,

ROBERT KETT,  
*President.*

L. A. PARKER,  
*Recording Secretary.*

## APPENDIX No. 4

(540)

## Stereotypers' and Electrotypers' Union, No. 21.

TORONTO, February 7, 1910.

DEAR SIR,—An Act respecting the Hours of Labour on Public Works was taken up at our last meeting and the members are heartily in accord with it and hope to hear of it becoming law.

Yours truly,

H. BARTLEY,  
*Corresponding Secretary.*

(590)

## Sheet Metal Workers' Union.

ST. JOHN, N.B., February 13, 1910.

DEAR SIR,—The secretary of the Sheet Metal Workers' Union is in receipt of a letter sent from your office some weeks ago. It gives us much pleasure to deal with, and we hope we will be able to do what is in our power to help you. There is one point we would like to ask you for some information on, which we know is at your disposal. Some of our union men think that if we get the eight-hour day that it would mean a reduction in wages. What we want to know is this, will the government fix the scale of wages for the workmen the same as the eight-hour day as they get with the nine-hour day. We feel that if the government will not make some definite settlement between employer and employee in regard to the regular wages, that the employee would only get paid for eight hours—that is if they get \$2 for nine hours, they would only get \$1.78 for eight. Hoping that this point has been taken into consideration,

I remain,

J. L. BOWES,  
*Recording Secretary.*

(664)

## Sheet Metal Workers' Union, No. 134.

VICTORIA, B.C., February 27, 1910.

DEAR SIR,—At a meeting held by the Amalgamated Sheet Metal Workers, L. U., No. 134, I was instructed to notify you that Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' was heartily endorsed by all members of said lodge.

Yours sincerely,

H. BREWSTER,  
*Corresponding Secretary.*

(422)

(Translation.)

## Benevolent Society of Ship Labourers.

QUEBEC, January 8, 1910.

SIR,—I have received your letter concerning the eight-hour day which you sent me, in order to know the opinion of our association. As we shall have no meeting before the month of May next, let me tell you that we have always striven to carry out that object; besides, we are the only society in the city of Quebec that has succeeded so far in obtaining an eight-hour day and I do not think any of our members would be willing to work more than eight hours a day, in fact we had some little trouble in that connection and never did they consent to depart from the principle of the eight-hour day secured to us by our charter. Never since the date of our

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incorporation, in 1862, did our members work more than eight hours a day; they have always struck to the charter in that respect. This information I impart to you in compliance with the orders given me by the president. I have had an interview with him and he does not deem it proper to assume the responsibility of calling a meeting, because he thinks it is perfectly useless, as he is satisfied that not a single member is opposed to the eight-hour day. I hope you will overlook my handwriting and my orthography and if there is any other information you wish to obtain, and that I may give you, I am entirely at your disposal.

I remain, your devoted servant,

DAVID BLONDIN,

*Secretary-Treasurer.*

(627)

**Granite Cutters' International Association of America.**

BROWNSBURG, QUE., February 15, 1910.

To the Special Committee of the House of Commons—

SIRS,—In reply to your letter in regard to the Eight-Hour Bill on all government work, we submit the following:—

Members of our association, and most of trades unions throughout Canada are working eight hours. Under the laws of their constitutions we do not see why all government work should not be regulated by an eight-hour law. By doing so the government would prevent conflicts arising between employers and employees on said work. As the eight-hour movement is quite a lengthy question to discuss on paper, and seeing the benefits that our neighbouring country the United States is reaping, where it is adopted on all government work, we can not see why it should not be in force in our country.

In closing we hope to hear from you of the date when verbal evidence will be heard.

We remain, yours,

WM. CLERIHEW,

ALEX. GORDON,

JOS. PAQUET,

W. A. THOMPSON, *Secretary.*

*Committee of G.C.I.A.*

(519)

**Journeyman Stonecutters' Association of North America.**

LONDON ONT., February 3, 1910.

DEAR SIR,—Yours of the 27th of January, 1910, to hand with Bill inclosed, 'An Act respecting the Hours of Labour.' I placed it before our members and they thought it was all right, and think that all government contracts should call for an eight-hour day. It has been the main object of the stone cutters to work eight hours where possible in Canada and United States.

Yours truly,

.H. BOYD.



## APPENDIX No. 4

(625)

**Journeyman Stonecutters' Association of North America.**

MONARCH, ALTA., January 17, 1910.

DEAR SIR,—Your valued communication of the 10th to hand and contents carefully noted. I may say that we never work more than eight hours per day, whether we are working on government contracts or not, but we fully indorse the eight-hour Bill, if wages correspond.

Yours respectfully,

M. MATTHEWS,  
*President.*

WM. McKINNON,  
*Corresponding Secretary.*

(447)

(Translation.)

**Journeyman Stonecutters' Association of North America.**

MONTREAL, January 25, 1910.

SIR,—The Union of Stonecutters of Montreal highly approves of the provisions of Bill No. 21 respecting the Hours of Labour. Since 1903, the members of this union have enjoyed the eight-hour day. It is needless to say that to the employers the results have also been eminently satisfactory.

On these several grounds our association, taught by experience, is most anxious to see this Bill enacted by parliament.

Your obedient servant,

GEORGES DE LA DURANTAYE,  
*Secretary.*

(580)

**Journeyman Stonecutters' Association of North America.**

PETERBOROUGH, ONT., February 11, 1910.

DEAR SIR,—I beg to acknowledge your letter along with copy of Bill 21. I have done as you desired and I find the members of our association are unanimously in favour of the eight-hour day. We would be glad to hear whether it passes.

Yours truly,

JOHN O. MOSS.

(468)

(Translation.)

**Journeyman Stonecutters' Association of North America.**

TERREBONNE, QUE., January 31, 1910.

DEAR SIR,—I have received your letter of the 26th instant, with Bill No. 21, respecting the Hours of Labour on Public Works, which I submitted to our union at a regular meeting and it was unanimously decided to approve of and indorse the Bill the 32 members of the union who attended the meeting having voted in favour of the motion. We trust that the committee will help in carrying out that object. Let me further tell you that we have here the eight-hour day in force and that it gives us satisfaction.

I remain, your obedient servant,

JOSEPH THERRIEN,  
*Secretary.*

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(614)

**Journeyman Stonecutters' Association of North America.**

VICTORIA, B.C., February 14, 1910.

SIR,—Having received your communication and copy of Bill regarding the eight-hours labour, I and my colleagues and members of this branch, heartily indorse said Bill, and we think it would benefit all the working classes of Canada. I may state that we, the trades unions of this city, have had eight hours a day and four on Saturday for a few years now, and we would like to see it everywhere. Hoping the Bill will go through successfully, I remain,

Your obedient servant,

**SAMUEL PARKER,**  
*Fin. and Cor. Secretary.*

(537)

**Stonemasons' Union, No. 26, of Ontario.**

TORONTO, ONT., February 7, 1910.

**ARTICLE VII.—HOURS OF LABOUR.**

The hours of labour of this union are 8 hours, from 8 a.m. to 12 noon, 1 hour for meals, then from 1 p.m. to 5 p.m. for the first five working days of the week, and from 8 a.m. to 12 noon on Saturday.

SIR,—In reference to your letter of January 27, relating to Bill No. 21, 'An Act respecting the Hours of Labour on Public Works,' in Canada. As per request, we beg to answer as follows:—

Firstly. Our Union Stonemasons, No. 26, Toronto, Ont., with over 200 members, have worked under the eight-hour per day system for the past twelve years, which we have found to be most satisfactory both to employee and employer. During those twelve years we have never had a suggestion from the employers to return or go back to the nine-hour or ten-hours per day system. Further inclosed please find a copy of our by-laws governing the hours of labour in our city.

Yours respectfully,

**ROBERT SCOTT,**  
*President.*

**JOHN McLEOD,**  
*Recording Secretary.*

(526)

**Journeyman Tailors' Union of America, No. 235.**

ST. CATHARINES, ONT., February 5, 1910.

DEAR SIR,—Your letter of the 27th received regarding the Hours of Labour on Public Works, and on behalf of this union would state that we heartily indorse the eight-hour day system.

**VERNER FULLERTON,**  
*Recording Secretary.*

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(474)

## Journeyman Tailors' Union of America.

TORONTO, ONT., February 1, 1910.

DEAR SIR,—In reply to your letter and Bill we, on behalf of our association, are in favour of passing the Bill, respecting the Hours of Labour on Public Works, and wish that the same number of hours was in effect for every kind of labour, as eight hours a day are long enough for any man to do his work in.

Yours truly,

GEO. SANGSTER,  
*President.*

JOHN RANTA,  
*Treasurer.*

H. E. MIKKONEN,  
*Secretary.*

(633)

(Translation.)

## Federation of Textile Workers of Canada, No. 708.

MAGOG, QUE., February 13, 1910.

SIR,—I have just received your letter asking for the opinion of our association on the reduction of the hours of labour on public works.

Being unable to send one of our members to give verbal evidence, as you desire, and as we ourselves would have liked to do, we are going to give our opinion in this letter. The members of Local No. 708 of the Textile Workers of America, approve of such reduction in the hours of labour, and moreover we beg of you to be kind enough to take into consideration the lot of the poor textile workers who toil from 6.30 in the morning till 6.15 in the evening in those manufactures where the heat is stifling, without mentioning many other inconveniences, sources of many diseases, chiefly for the female sex. Trusting that you will not forget us, I remain,

Your devoted servant,

EUGENE LANTTAGNE,  
*Corresponding Secretary.*

(520)

(Translation.)

## Federation of Textile Workers of Canada.

MONTREAL, February 6, 1910.

SIR,—I am in receipt of your letter of January, 1910. The Federation of Textile Workers of Canada indorses the principle of the Bill now before the House. But, as we are not directly interested in the different branches of that department, I cannot, as secretary of this organization, give you any information that might be of any use to you, under the circumstances.

The Federation of Textile Workers includes those who are engaged in the manufacture of cotton fabrics and so, we cannot help approving of the principle of this Bill as concerns the various trades interested in this matter.

Yours truly,

OSCAR NANTEL.

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(631)

**Chatham Typographical Union, No. 421.**

CHATHAM, ONT., February 22, 1910.

DEAR SIR,—Your valued letter and Bill No. 21, respecting the Hours of Labour on Public Works, received. Our union is in hearty sympathy with this Bill and would welcome the day it became law. For many reasons. It would help the solution of the unemployed problem. Better work would be done in eight hours than in ten or twelve, as men would be more fit for it and employers would be greatly benefited by reduction in the cost of artificial light, steam and electric power. Sunday could be observed as the Sabbath day, not as a day of bodily rest and recreation, which could not be obtained during long hours of labour throughout the week.

Yours respectfully,

THOMAS W. CLARK,  
*Secretary.*

(541)

**London Typographical Union, No. 133.**

LONDON, ONT., February 7, 1910.

DEAR SIR,—Your communication of January 27 to C. V. Dodd to hand, and in reply to same, I beg to state that the printing craft is one of the pioneers of the eight-hour movement. At the outset the employers claimed the reduction of hours were too great, but, as the movement advanced they began to recognize the fact that their employees were apparently doing as much work as formerly, the work was of a better class, and the men were in better condition, both mentally and physically.

Trusting your honourable committee will do all in their power to see this Bill come to a successful issue, I remain,

Yours, &amp;c.,

WM. O. RUSE,  
*Corresponding Secretary.*

(618)

**Victoria Typographical Union, No. 201.**

VICTORIA, B.C., February 6, 1910.

Hon. W. L. MACKENZIE KING,  
Minister of Labour,  
Ottawa.

DEAR SIR,—This union by resolution goes on record as in favour of the Eight-Hour Day Bill, No. 21, now before the House.

Faithfully yours,

GEORGE M. WATT,  
*Secretary.*

(563)

**Upholsterers' International Union.**

BERLIN, ONT., February 8, 1910.

To the Gentlemen composing Committee to whom was referred Bill No. 21—

SIRS,—In reply to a communication received from Mr. V. Clouthier, clerk to your committee, I beg leave to inform you that the members of Local, No. 42, Upholsters International Union, are unanimously in favour of Bill No. 21 being passed by parliament. They believe that were the Bill to become law, no injustice would be done to any person concerned, but would benefit not only those employed on government contracts, but also the country at large would be benefited. They believe that more

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efficient work can be done by employees who are not overworked, and the opinion of the greatest number of working people is, that any one who is forced to work more than eight hours in one day, is overworked.

Sincerely hoping you will see fit to recommend the passing of the Bill.

I remain, yours truly,

A. R. LEE,

Secretary.

(698)

(Translation.)

### The Workingmen's Party of Canada.

MONTREAL, March 11, 1910.

SIR,—The Workingmen's Party of the city of Montreal, being in favour of Bill No. 21, respecting the eight-hour day has adopted a resolution to that effect and lays before you, in support of its decision the following statement or reasons, which militates in favour of the Bill. The eight-hour day system has long been in operation in certain trades and that reform has been of advantage to the members of those corporations, without the employers having had occasion to complain about it. Experience has proven that the same number of men performed the same amount of work in eight hours as they did in a ten-hour day, because in a reasonable working day, the labouring man can concentrate his faculties with more purpose and interest in his work, than when he is crushed by bodily fatigue. It is further shown by experience that the workingmen enjoying the benefits of the eight hour day avail themselves of their leisure time to cultivate their minds and it cannot be gainsaid that among the printers are to be found the best educated workingmen, many of them having already been called upon to manage public affairs.

It could further be alleged in favour of the eight-hour day movement that it makes life more agreeable, promotes social intercourse and discourages anarchical ideas, subversive of social order.

The Workingmen's Party is of the opinion that the government should set an example in that humanitarian and progressive direction and that the government by adopting the proposed Bill would render itself popular among the working classes and would greatly help on that great eight-hour day movement.

We could even affirm, on the authority of the best qualified doctors that public health requires the establishment of the eight-hour day of labour, it having been shown that the long hours of labour are one of the most potent causes of that dreaded disease, the white plague or tuberculosis, which claims so many victims among the great masses who labour. *Mens sana in corpore sano*, to quote the old Latin axiom, and not only will the shortening of hours lead to the development of their physical vigour, but it would also afford them greater opportunities for educational development.

The country cannot plead economy, in denying to the workingmen the law they are asking for. The government will not be put to any greater expenditure by restricting the hours of labour in all their contracts and on all government construction work, since, as we have already stated, the same amount of work can be performed in eight hours as in a ten-hour day. We may mention here that the eight-hour day or rather the six or seven-hour day is in vogue in all the public departments without anybody having ever complained about it.

Some urge against the principle of individual freedom, an objection which has been raised by contractors, because they want to remain free to make their employees work as they think proper, while pretending that their workingmen are also free to work as long as they please. We do not acknowledge that they have any authority to speak in the name of the workingmen and our reply to their argument is that individual freedom has its limits which are our neighbour's rights. No one has the right of doing harm and if the ten-hour day is not as beneficial as the eight-hour day,

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from the standpoint of public interest, no one can rightfully oppose the enactment of Bill 21 of the House of Commons.

Numberless other reasons militate in favour of this Bill, but we bring our letter to an end here, as much for the sake of brevity as because we wish our letter to be read.

We remain, the representatives of the Workingmen's Party,  
 CHARLEMAGNE RODIER,  
 AZ. FILIATREAU, SR.,  
 GUS. FRANCO,  
*General Secretary.*

(700)

(Translation.)

The Workingmen's Club of the Northern Section of Montreal (Incorporated).

MONTREAL, April 9, 1910.

SIR,—I have been authorized by a resolution of our meeting of the 2nd instant, to send you copy of the following resolution unanimously adopted by the members.

That the club indorses the stand taken by the general committee of the Workingmen's Party as well as that of the Trades and Labour Congress on Bill No. 21 and demands its adoption.

Hoping that our request will be taken into consideration,

I remain, &c.,

J. GIRARD,  
*Secretary.*

(708)

TRANSPORTATION.

Grand Trunk Railway System.

MONTREAL, QUE., January 31, 1910.

Mr. V. CLOUTHIER,  
 Secretary of Committee on Eight-Hours Bill,  
 Ottawa, Ont.

DEAR SIR,—The hon. Minister of Labour has suggested I communicate with you in regard to our being heard on the subject of this Bill before final report is made to the House.

May I ask you to let me know if this be convenient and when it can be arranged to have our representatives visit Ottawa for the purpose.

Yours truly,

WM. WAINWRIGHT,  
*Second Vice-President.*

(710)

(Reply.)

HOUSE OF COMMONS,

OTTAWA, ONT., March 3, 1910.

WM. WAINWRIGHT, Esq.,  
 Second Vice-President,  
 Grand Trunk Railway System,  
 Montreal.

*Re Committee respecting Hours of Labour, Bill No. 21.*

DEAR SIR,—I received your letter of March 1, and beg to say in reply, that a date will be fixed to hear such evidence as you may wish to offer, but so far the committee

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has been hearing evidence of the officers of the federal and provincial labour bureaus.

I duly submitted your letter of January 31 to the committee as stated in my reply to you, and shall do likewise with your communication of the 1st instant. Should the committee fix a day for you at our next meeting I shall advise promptly. Our next meeting on March 9 at 11 o'clock, a.m., will be entirely taken up, I expect, with Mr. Murray and others of the Canadian Manufacturers' Association.

In the meantime, believe me,

Yours faithfully,

V. CLOUTHIER,  
*Clerk of Committee.*

(712)

## Ottawa River Navigation Company.

MONTREAL, January 14, 1910.

DEAR SIR,—In reply to your query in circular, dated December 27, 1909, we beg to say that we are opposed to the limiting of labour to eight hours per day on public works.

Yours truly,

A. E. BLAGG,  
*Secretary.*

(713)

## Ottawa Transportation Company, Limited.

OTTAWA, ONT., December 28, 1909.

DEAR SIR,—I have to acknowledge receipt of your circular of 27th instant, also copy of Bill No. 21, entitled, 'An Act respecting the Hours of Labour on Public Works.'

As to my opinion of the proposed Act, I may say that I do not consider that it would be in the interests of the men themselves to limit their hours of labour to eight per day. Men should, in my opinion, be paid by the hour, and the length of the day should be from nine to ten hours according to the season of the year, when he would be drawing from 12½ to 25 per cent more pay per day than if he worked only eight hours, which would be of more benefit to him than to shorten the day. My experience is that men who work nine to ten hours per day will do proportionately more work than those who work only eight hours.

Then there are cases where work is required to be done in a hurry, and the Bill leaves no provision for the men to work overtime if they feel disposed. They cannot exceed the eight hours per day except in cases of extraordinary emergency caused by fire, flood, or danger of life or property. There are times when men are scarce, and where a little rush is necessary, but which can be accomplished by the crew with a little overtime, without engaging temporary hands. This is often the case, and to take away this privilege from the contractor may be to deprive him of the power of working to advantage, without causing any inconvenience to the men.

My idea is to make a minimum rate of wages per hour, but to leave the number of hours the men shall work to agreement between the men and the contractors. Where work is as diversified as with the government, covering a territory where there are different rates of wages in different localities, this may not be possible, but to make an inflexible eight hours per day is not, I think, either in the interests of production, the workingmen, or the contractors.

Yours truly,

D. MURPHY,  
*President.*

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(714)

**Plant Line, Canada Atlantic and Plant Steamship Company, Limited.**

HALIFAX, N.S., January 12, 1910.

SIR,—I beg to acknowledge your communication of December 27 inclosing copy of Bill No. 21, an Act respecting the Hours of Labour on Public Works.

I desire to call attention of the committee to the fact that in the opinion of this company the passage of such a Bill would be against the best interests of employers. If it became law so far as the public works of Canada are concerned, it would be a precedent and follow in private works. Furthermore such a law would not be agreeable to our employees. There are certain seasons of the year, and certain extraordinary congestions of business at times when continuous work on the part of labourers is necessary for several days. If such a law were enforced and not more than eight hours allowed to be worked by any one man in any one day, it would mean cutting down the wages which each man now receives, and work great hardships upon the labourers' earnings. It would furthermore necessitate the employment of a larger number of men for rush work, and at such times if numbers were not obtainable it would mean a serious handicap to business.

For these and many more reasons, this company opposes the passage of such an Act, and considers it is against the interests of the employee as well as of the employer.

H. L. CHIPMAN,  
*Eastern Manager.*

(715)

(Special.)

**Deputy Minister, Department Railways and Canals.**

OTTAWA, ONT., January 26, 1910.

MY DEAR MR. KING,—In the matter of Bill No. 21, before the House of Commons, relating to an eight-hour day on all work done for the government.

As Deputy Minister and Chief Engineer of the Department of Railways and Canals and Chairman of the Government Railways Managing Board, I feel that this would not be a wise or prudent measure to put through. It involves an enormous increase in the cost of all work that may be required from time to time; and had such a Bill been law the cost of constructing the Transcontinental Railway would have been increased twenty per cent on the labour bill alone. The several articles of manufacture which go to make up the mechanical end of the proposition would have been increased to a still greater extent. It should be borne in mind that in running a plant to manufacture machinery, the labour end ought never to exceed forty per cent of the cost. Under the proposed provisions of the Bill, tools and shops would be idle, and the burden or overhead charge, which now amounts to one hundred per cent of the cost of labour, would be increased by at least twenty per cent. It is a most revolutionary proposal, and one that in the practical working out, will, I think, be found most difficult.

Let me illustrate by taking a contract—say for rails. The plant is of a character that has to run for the full twenty-four hours; and I may add that cement plants are similarly situated. Three shifts of men are necessary, under this law, whereas only two are required on commercial work. The consequence would be that when government work is being handled through such plants, three shifts of men would need to be employed, and two shifts on commercial work. Where the additional shift would be secured, no one would pretend to say. The fact is, as I see the matter, that such business would have to be surrendered to foreigners entirely, where you could not control the hours of labour of those producing the goods. I regard it as a most serious handicap on Canadian industry to pass any such measure at this stage in the development of Canada.



## APPENDIX No. 4

As Second Vice-president and General Manager of the Dominion Iron and Steel Company and the Dominion Coal Company, another phase of the question appeals to me. We, of course, expect to supply the government with large quantities of coal for the railway service, and the Department of Marine and Fisheries; and such other points as we can reach. It is utterly impossible to apply the eight-hour day to coal mining, and utterly impracticable. In the steel making, as I pointed out above, the difficulties are unsurmountable.

I am sure that when you have considered all the phases of the question, you will agree with me that the Bill ought not to become law.

Yours faithfully,

M. J. BUTLER.

Hon. W. L. MACKENZIE KING, C.M.G.,  
*Minister of Labour, Ottawa.*









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*ERRATA.*

Page 720. "Agreements, Material:" should be "Agreements, Mutual:"

Page 736. "Addition cost under," should be "Additional cost under,"  
2684—p. 695.

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# INDEX

## TO

# COMMUNICATIONS.

### BOARDS OF TRADE.

Page in Part II.	Name	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non- Committal.	
427	Alberton, P.E.I.....	15	.....	.....	.....	Would encroach on rights. Favour ten hours.
428	Annapolis, N.S.....	20	.....	.....	.....	Would force old men out of work. <i>See resolution.</i>
429	Belleville, Ont.....	19	.....	.....	.....	Premature legislation.
430	Chicoutimi, Que.....	31	.....	.....	.....	Restricts rights of working men.
430	Edmonton, Alta.....	.....	.....	.....	16	No further action of.
430	Fort William, Ont.....	11	.....	.....	.....	Arbitrary number of hours per day.
431	Halifax, N.S.....	.....	13	.....	.....	If Bill applied to excavations, &c. <i>See letter.</i>
431	Hamilton, Ont.....	25	.....	.....	.....	Manufacturers could not do Government work.
432	Kingston, Ont.....	17	.....	.....	.....	Principle of, objected to.
432	London, Ont.....	12	.....	.....	.....	Strongly opposed.
433	Montreal, Que. (Board of Trade).....	14	.....	.....	.....	Could not compete for Govt. contracts. Would intensify lack of labour.
433	Montreal, Que. (Chambre de Commerce.).....	37	.....	.....	.....	Principle unacceptable.
434	Moosejaw, Sask.....	29	.....	.....	.....	Detrimental to the West. Scarcity of labour.
434	Neepawa, Man.....	28	.....	.....	.....	Not in best interests of Canada.
434	North Bay, Ont.....	.....	34	.....	.....	Desire nine hours.
435	Orillia, Ont.....	22	.....	.....	.....	Not beneficial.
435	Owen Sound, Ont.....	8	.....	.....	.....	Premature legislation.
435	Quebec, Que.....	33	.....	.....	.....	General objections.
436	Regina, Sask.....	27	.....	.....	.....	Would prejudice local conditions.
436	Sackville, N.B.....	36	.....	.....	.....	Opposed to treating public works differently from private enterprises.
437	St. John, N.B.....	24	.....	.....	.....	Inevitable trouble re hours of labour. Detrimental to farmers.
437	Sherbrooke, Que.....	32	.....	.....	.....	Skilled labour none too plentiful.
438	Strathcona, Alta.....	9	.....	.....	.....	Not in sympathy.
438	Toronto, Ont.....	21	.....	.....	.....	Possibilities of competition would be lessened.
438	Victoria, B.C.....	35	.....	.....	.....	Employer and employee should arrange. Legislation unwise.
439	Walkerville, Ont.....	23	.....	.....	.....	Detrimental to manufacturers' interests.
439	Walkerville, Ont.....	26	.....	.....	.....	Would result in confusion as to machine hands.
440	Welland, Ont.....	18	.....	.....	.....	Would upset factory organization.
440	Windsor, N.S.....	3	.....	.....	.....	Climatic conditions
441	Windsor, N.S. (Letter to Minister).....	30	.....	.....	.....	Climatic conditions.
441	Winnipeg, Man.....	10	.....	.....	.....	Opposed to specific terms.

## DOMINION GRANGE.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
441	Amherstburg, Ont.		46			Unanimously disapprove.
442	Braemar, Ont. (Letter and resolution.)		44			Would aggravate labour problem.
442	Camlachie, Ont. (Epworth Society.)		47			Would spread discontent.
443	Cedar Grove, Ont. (Letter and resolution.)		50			Consider 10 hours wages for 8 hours work unfair.
443	Churchill, Ont. (Lake Simcoe Society.)		43			Cannot do with less than ten hours on farm.
444	Clarksburg, Ont.		40			Would increase cost of public works.
444	Crown Hill, Ont.			38		No serious objections.
444	Forest, Ont.		42			Leave conditions as at present.
444	Gamebridge, Ont.		45			Would tend to aggravate labour problem.
445	Glenceo, Ont.		39			Would aggravate difficulty in securing farm labour.
445	Heathcote, Ont.		41			Labour would gravitate toward city.
445	Oil Springs, Ont.		49			Unwise legislation.
445	Palmerston, Ont. (Willow Grove Assn.)		51			Would influence farm labour problem.
446	Strathburn, Ont.		48			Disapprove attempt to shorten 10 hour day.

## FARMERS' INSTITUTES AND BREEDERS' ASSOCIATIONS.

446	Agassiz, B.C. (Kent Association.)	98				Endorses proposal.
446	Albani, B.C.	97				Favours eight-hour day.
446	Aylmer, Ont. (East Elgin Farmers' Institute.)		95			General objection.
447	Beachville, Ont.		75			General objection.
447	Bowden, Alta.		81			Not applicable to farmers.
447	Brome, Que. (County Association.)		77			In favour of ten hours.
448	Carlyle, Sask. (Moose Mountain Society.)		93			Farmers and labourers generally would suffer in west from shorter hours.
448	Clifford, Ont.		89			Men will expect ten hours wage for eight hours work.
448	Côte St. Emmanuel, Que. (Soulanges Co.)		55			Favours ten hours for farmers, at least.
449	Grenfell, Sask.		87			General objection.
449	Guelph, Ont.		53			General objection.
449	L'Assomption, Que. (Co. Association.)		73			Prejudicial to farmers.
450	Le Bic, Que.			74		Non-committal.
450	Lotbinière, Que. (Lotbinière Co. Assn.)		65			General objection.
450	Louisville, Que. (Maskinongé Ag. Society.)		63			Favours old condition.
451	Macaulay, Ont. (South Muskoka Ag. Society.)		58			Favours ten hours.
451	Malbaie, Que. (Charlevoix Ag. Co. Society.)		64			Favours ten hours.
451	Manilla, Ont. (Eastern Ont. Dairymen's Assn.)		79			Could not compete in foreign markets, if passed.
451	Morden, Man.	67				Necessary for labouring men to have more leisure.
452	Nicolet, Que.		57			Thinks workmen amply protected by fair wage clause.
452	Norwood, Ont. (Letter and resolution.)		69			Generally opposed.
452	Nova Scotia (Durham, N.S.) (Provincial Association.)		70			Detrimental to farmers' interests.
453	Oak Lake, Ont.		72			Favours ten hours as the least working day for farmers.
454	Pilot Mound, Man. (Mountain Society.)		83			Detrimental to farmers.
454	Port Sydney Ont. (Central Muskoka.)		61			Favours ten hours.
454	Red Deer, Alta.		84			"That mechanics and labourers should work as long hours on public works as on private contracts.
454	Rougemont, Que. (Rouville Co. Association.)		62			Generally opposed.

APPENDIX No. 4

FARMERS INSTITUTES AND BREEDERS' ASSOCIATIONS—Concluded.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
455	Sackville, N.B.	94				Detrimental to farmers.
455	St. Mary's, Ont. (So. Riding Perth Ag. Society.)	90				Generally opposed.
455	St. Isidore, N.B. (Gloucester Co.)	88				Favourable.
455	Sunnidale Corners, Ont.	68				Generally opposed.
456	Stettler, Alta. (United Farmers Union.)	99				Favour eight hours in certain cases.
456	Surrey Centre, B.C.				96	
456	Thamesville, Ont. (East Kent Association.)	82				Generally opposed.
456	'Weekly Sun,' Toronto, Jan. 19, 10 (Editorial, W. L. Smith.)	66				
457	Winnipeg, Man. (Springfield Society.)	76				Prejudicial to farmers.

MANUFACTURERS.

A.						
457	Alaska Bedding Co., Winnipeg, Man.	364				Climatic conditions.
458	Alaska Feather & Down Co., Montreal, Q.	310				Makes it harder for Canadian labour to compete with foreign.
458	American Bank Note Co., Ottawa, Ont.	386				Eight hour day in force since established, with half Saturday.
458	Ames-Holden, Ltd., Montreal, Q.	115				In favour of present hours of labour; fair to both employer and employee.
459	Amherst Foundry Co., Amherst, N.S.	323				Would result in disarranging our working hours.
459	Andre, Cushing & Co., St. John, N.B.	112				Generally opposed.
459	Andrew Malcolm Furniture Co., Kincardine, Ont.	308				We export; hence our competition with cheap labour.
460	Andrew Muirhead, Paints, &c., Toronto, Ont.	236				Serious injustice to people.
460	Anglin & Co., S., Kingston, Ont.	230				Not in interests of trade.
460	Anglo-British Columbia Packing.		138			Suggest insertion of certain words in Bill.
461	Asbestos Mfg. Co., Lachine, Que.	293				Against public interests generally.
461	Auer Incandescent Light Co., Montreal, Que.	247				
B.						
462	Bain Wagon Company, Ltd., Woodstock, Ont.	220				
462	Banwell, Hoxie Wire Fence Co., Hamilton, Ont.	102				} Favour present conditions.
		223				
463	Barber & Sons, Chas., Meaford, Ont.	219				Premature legislation.
464	Beardmore & Co., Toronto, Ont.	281				Tanning process impossible under two times systems.
465	Beatty & Sons, M., Welland, Ont.	336				Not possible for a factory to work portion of eight hours per day, and remainder ten.
466	Bechtels, Limited, Waterloo, Ont.	386				Premature legislation.
466	Bélangier, A., Montmagny, P.Q.	313				Interferes with liberty of individual.
466	Belding, Paul & Co., Montreal, Q.	240				Reduction of hours would entail loss of 20 per cent.
467	Belleville Pottery Co., (The) Belleville, Ont.	218				Such a measure would affect labour hours generally.
467	Bell & Son, B. (Ltd.), St. George, Ont.	189				Impossible to work part of labourers eight hours, and the remainder ten.
467	Berlin Interior Hardwood Co. (The) Berlin, Ont.	282				Could not compete for Government contracts.
468	Big River Lumber Co., Ltd., Prince Albert, Sask.	376				Generally detrimental.
468	Berry Brothers, Ltd., Detroit, U.S.	271				Generally detrimental.

## MANUFACTURERS—Continued.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non- Committal.	
	B—Con.					
469	Booth, J. R., Ottawa, Ont. ....	287				Impossible to work two sets of men in same factory one an eight hour, and the other ten.
470	Bowes, Jamieson and others, Hamilton, Ont. ....	277				Our competitors employ cheap labour.
471	Boyd, W. J., Candy Co., Winnipeg, Man. ....	375				
471	Blouin, J. B. & Fils, Levis, Que. ....	307				Would discourage initiative ambition.
472	Bradshaw's, Limited, Toronto, Ont. ....	188				Would increase cost of production.
472	Brass and Steel Goods, Ltd. ....	209				Some of our industries could not compete.
472	Breakey, John, Breakeyville Levis Co., P.Q. ....	309				Would not affect us.
473	Breithaupt Leather Co., Berlin, Ont. ....	139				Favour ten hours.
473	British American Dyeing Co., Montreal, P.Q. ....	305				We consider it unworkable.
473	British Columbia Lumber and Shingle Manufacturers, Ltd., Vancouver, B.C. ....	144				Except cases where health may be impaired.
473	British Columbia Marine Railways Co., Ltd., Victoria, B.C. ....	143				Should be left to employers and employees to settle.
474	British Columbia Marine Railways Co., Limited Victoria, B.C. ....	371				Would favour it if made universal at all competing points.
475	Bruce, Stewart & Co., Charlottetown, P.E.I. ....	340				Would be detrimental to their business.
476	Builders' Exchange, Montreal, Que. ....	255				Would interfere with the personal liberty of the subject.
476	Builders' Exchange, London, Ont. ....	381				Would interfere with the personal liberty of the subject.
478	Builders' Exchange, Ottawa. ....	388				Against public policy, and interfere with liberty of the subject.
479	Burrell-Johnson, (New) Yarmouth N.S. ....	149				Premature legislation.
479	Butterworth Foundry, Ottawa, Ont. ....	334				Would be impossible to work two classes of employees in same factory.
	C.					
480	Caine, C. (Biscuits), London, Ont. ....	160				Premature legislation.
481	Canada Axe and Harvest Tool Co., St. Paul, Que. ....	192				Would be impossible to work part of staff eight hours, and remainder ten.
482	Canada Cycle and Motor Co, West Toronto, Ont. ....	140				Would be detrimental to them as against foreign competition.
482	Canadian Furniture Manufacturers Woodstock, Ont. ....	216				
483	Canada Linseed Oil Mills, Montreal, Que. ....	290				Premature legislation.
484	Canada Paper Co., Windsor Mills, Que. ....	257				Would handicap in foreign competition.
484	Canada Producer and Gas Engine Co., Barrie, Ont. ....	270				Would handicap their industry.
485	Canada Screw Co., Hamilton, Ont. ....	177				Impossible to work one portion of staff eight hours and remainder ten.
486	Canada Bridge Co., Walkerville, Ont. ....	221				Would not be possible to do Government work on eight-hour system, and private work on ten.
486	Canadian Car and Foundry Co., Montreal, Que. ....	392				Would disarrange whole work to have two shifts of men.
488	Canadian Consolidated Rubber Co., Montreal, Que. ....	225				
489	Canada Foundry Co., Toronto, Ont. ....	348				Impracticable to work part of staff on Government work and remainder on private.
490	Canada Furniture M'frs, Woodstock, Ont. ....	167				Cannot afford to restrict labour to eight hours per day.
490	Canadian Gas, Power & Launches, Toronto, Ont. ....	331				Favour general principles, but strongly opposed to 1st and 2nd sections of Bill.
491	Canadian General Electric Co., Toronto, Ont. ....	349				Impossible to work eight hours on Government orders and ten hours on private contracts.
491	Canadian Hart Wheels Co., Ltd., Hamilton, Ont. ....	126				Decidedly detrimental to their business, on account of foreign competition.

APPENDIX No. 4

MANUFACTURERS—Continued.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
C—Con.						
492	Canadian Linotype, Ltd., Montreal, Que.	117				Have fifty-five hour week, with Saturday half holiday.
492	Canadian Locomotive Co., Kingston, Ont.	361				Unwise and not practicable.
492	Canadian Manufacturers Association (Nova Scotia Branch), Halifax, N.S.	166				Objections. See Exhibit G.
493	Canadian Shovel and Tool Co., Hamilton, Ont.	222				That it would create an impossible manufacturing condition.
493	Canadian Westinghouse Co., Hamilton, Ont.	283				Same objections as in Manufacturers' circular. See Exhibit G.
494	Carter & Co., E. T., Toronto, Ont.	185				Unnecessary and uncalled for.
494	Castle & Son., Montreal, Que.	180				Inoperative and impracticable.
495	Chicoutimi Pulp Co., Quebec, Que.	357				Same objections as Manufacturers Association See Exhibit G.
496	Christie Bros. & Co., Amherst, N.S.	337				Impossible to work part of staff eight hours, and remainder ten.
496	Christin J. & Co., Montreal, Que.	157				Would incite workman to spend money he should keep for family.
497	Clark, W. H. & Co.	327				Would be detrimental to our interests in the future.
497	Clinton Knitting Co., Clinton, Ont.	300				Would restrict tendering for Government contracts.
498	Colin McArthur & Co., Montreal,	169				Opposed to principle of class legislation.
498	Collingwood Shipbuilding Co., Collingwood, Ont.	374				Would not be able to compete against cheap foreign skilled labour.
499	Commercial Oil Co., Hamilton, Ont.	245				Same objection as Manufacturers' Association. See Exhibit G.
500	Coniagas Reduction Co. (The), St. Catharines, Ont.	294				Inadvisable.
501	Consolidated Mining & Smelting Co., Trail, B.C.	379				We are competitors; cannot afford to lose Canadian business.
501	Cowan Company (The), Toronto, Ont.	264				Opposing because will in time become general.
501	Crescent Man'g Co., Montreal, Que.	171				Interfering with the liberty of the individual.
502	Crothers, W. J. Co., Kingston, Ont.	324				Two shifts under different hours system in same factory, not possible.
D.						
503	Davidson Manufacturing Co., (The) Montreal, Que.	291				Detrimental on account of foreign competition.
503	Davis & Son, A., Kingston, Ont.	328				Two shifts under different hours system of labour, impossible.
504	Dennis Wire Iron Co., London, Ont.	127				Discriminating provisions objected to.
504	Dickie Lumber Co. (The), Stewiacke, N.S.	133				Impossible to compete with foreign opposition.
505	Dodge Manufacturing Co., Toronto, Ont.	215				Impracticable to make distinction in hours of labour.
505	Dominion Bridge Co., Montreal, Que.	111				Impossible to work different hours on Government and private contracts.
505	Dominion Car and Foundry Co., Montreal.	278				"In this case, eight-hour day would be put out of business in one year."
508	Dominion Corset Co., Quebec, Que.	101				Would be very detrimental.
509	Dominion Oil Cloth Co., Montreal, Que.	152				Have nine-hour system.
509	Drake, Francis, New Glasgow, N.S.	354				Would interfere with liberty of the individual.
510	Duclos and Payan, St. Hyacinthe,	151				Opposed to an eight-hour day on general principles.
510	Dunlop Tire and Rubber Goods Co. (Ltd.), Toronto, Ont.	350				Might be possible for outdoor work, but impossible for indoor.
E.						
511	Eaton & Sons, J. R., Orillia, Ont.	211				"Detrimental to our interests"
511	Eckardt, A. J. H., Toronto, Ont.	360				Injurious to manufacturers. Interferes with liberty of employes.
511	Eclipse Whitewear Co., Toronto, Ont.	184				Work 49 hours per week, with half holiday Saturday.

## MANUFACTURERS—Continued.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
E—Con.						
512	Eddy Company, E. B., Hull, Que. ....	359	.....	.....	.....	Same objection as Manufacturers' Association circular. (See Exhibit G.)
513	Ellis & Co. P. W. (Ltd.), Toronto, Ont. ....	109	.....	.....	.....	Handicapped already, by men working 52 hours, against competition of 60 hours in U.S.
513	Emerson & Fisher, St. John, N.B. ....	314	.....	.....	.....	Legislation premature.
514	Employers' Association, Toronto, Ont. ....	252	.....	.....	.....	Bill invades the rights of private citizens.
515	Ewing & Sons, S. H., Montreal, Que. ....	200	.....	.....	.....	Disastrous results to them would follow, from change in working hours.
F.						
516	Fairbanks & Co. E. & T., Sherbrooke, Que. ....	332	.....	.....	.....	Would be compelled to cease bidding on Government work
516	Fairbanks-Morse Canadian M'fg. Company, Toronto. ....	213	.....	.....	.....	Would make it impossible to compete for Government work.
517	Finlay & Sons Co., Norwood, Ont. ....	198	.....	.....	.....	Impracticable to work one portion of staff 8 hours, and rest ten.
517	Ford, J., & Co., Port-neut Station, Que. ....	320	.....	.....	.....	"It would disarrange our entire system."
518	Fortier, J. M., Montreal, Que. ....	196	.....	.....	.....	Would be detrimental to us in foreign competition.
518	Foundry of Plessisville, Plessisville, Que. ....	123	.....	.....	.....	Strongly opposed.
518	Frost & Wood Co., Smith's Falls, Ont. ....	122	.....	.....	.....	
G						
518	Galibert, Son & Co., Montreal, Que. ....	137	.....	.....	.....	Would be forced to reduce wages, or close our doors.
519	Galt Knitting Co., (The) Galt, Ont. ....	212	.....	.....	.....	Impossible to operate plant, with two shifts of men, on a different hour system.
519	Gananoque Bolt Co., Gananoque, Ont. ....	250	.....	.....	.....	Would restrict individual liberty, and ambition.
519	Georgian Bay Milling & Power Co., Menford, Ont. ....	319	.....	.....	.....	"Effect on our business would be revolutionary."
520	Giddings & Co., H. F., Granby, Que. ....	106	.....	.....	.....	Opposed to discrimination.
520	Gidley & Co., H. E., Penetanguishene, Ont. ....	233	.....	.....	.....	Impossible to have part working eight hours, and remainder ten.
521	Gilley Bros., New Westminster, B.C. ....	384	.....	.....	.....	Not applicable to our conditions.
521	Goldie & McCullough Co., Galt, Ont. ....	295	.....	.....	.....	Could not compete under proposed measure.
522	Gilmour Bros. & Co., Montreal, Que. ....	341	.....	.....	.....	Would be handicapped by foreign competition.
522	Gilson Manufacturing Co., Guelph, Ont. ....	30	.....	.....	.....	Convinced Bill has not sympathy of better class of labourers.
522	Gosselin, Joseph, Levis, P.Q. ....	165	.....	.....	.....	Not applicable to our conditions.
523	Gravel Lumber Co., (The) A, Etchemin Bridge, P.Q. ....	154	.....	.....	.....	Strongly opposed.
523	Great West Saddlery Co., Winnipeg, Man. ....	159	.....	.....	.....	Detrimental, particularly to the West.
523	Greening Wire Co., Hamilton, Ont. ....	237	.....	.....	.....	Could not compete under proposed measure.
524	Grey, Wm. & J. S., Toronto. ....	114	.....	.....	.....	
524	Griffin & Richmond Co., Hamilton, Ont. ....	390	.....	.....	.....	Eight-hour day has prevailed with them for five years, and experience unfavourable.
525	Guertin Printing Co., Montreal, Que. ....	227	.....	.....	.....	Premature legislation.
525	Gurney Seale Co., Hamilton, Ont. ....	104	.....	.....	.....	Work fifty-five hours per week, with Saturday half holiday.
526	Gutta Percha & Rubber M'fg. Co., Toronto, Ont. ....	346	.....	.....	.....	Would prohibit tendering on Government contracts, in their line of goods.
H.						
527	Hadley Lumber Co., Chatham, Ont. ....	273	.....	.....	.....	Not practicable.

## APPENDIX No. 4

## MANUFACTURERS—Continued.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
H—Con.						
527	Hamilton Bridge Works Co., Hamilton, Ont.	148				Not applicable to our conditions
528	Hamilton Cotton Co., Hamilton, Ont.	280				Could not compete with foreign competition
528	Hamilton Steel and Iron Co., Hamilton, Ont.	246				"Would make it impossible for us to undertake Government work."
629	Harry W. de Forest, Ltd., St. John, N.B.	312				Frequently have rush orders to catch steamers.
529	Heaps & Co., E. H., Vancouver, B.C.	383				Would be detrimental to competition, either in home or foreign markets.
530	Helderleigh Nurseries, Winona, Ont.	265				Scarcity of labour.
531	Hewson Woollen Mills, Amherst, N.S.	321				Present hours give us margin of 3 p.c. profit only.
532	Hinton Electric Co., Vancouver, B.C.	372				Thinks nine hours sufficient, for men paid by hour.
532	Hiram L. Piper & Co., Montreal, Ont.	356				Not practicable.
533	Hiram Walker & Son, Walkerville, Ont.	318				Cost of production would be increased.
533	Howell Lithographic Co., Hamilton, Ont.	100				"Would practically put us out of business."
I.						
534	Imperial Extract Co., Toronto, Ont.	276				Detrimental competition from foreign houses.
534	Ingersoll Packing Co., Ingersoll, Ont.	243				Would conflict with Government work, as well as other.
535	International Harvester Co. of Canada, Hamilton, Ont.	104				Premature legislation.
535	International Varnish Co., Toronto, Ont.	301				Shorter hours mean shorter pay envelope.
J.						
536	James Pender & Co., St. John, N.B.	311				Not possible to separate Government goods from others.
535	Jolley & Sons, Jas., Hamilton, Ont.	286				Would make the question of skilled labour more difficult.
536	John Bertram & Sons, Dundas, Ont.	365				Would have to forego Government contracts, or sell at loss, on account of foreign competition.
537	John Inglis Co. (Ltd.), Toronto, Ont.	317				Would not figure on any Government contracts, if Bill becomes law.
537	John Labatt, London, Ont.	241				Opposed to fixed legal times and contracts between people.
538	John McDougall Caledonian Iron Works Co., Montreal, Q.	333				Would not be able to go into the field with foreign competitors.
539	John McPherson Co., Hamilton, Ont.	178				Premature legislation.
539	Joseph B. Cleal, Toronto, Ont.	275				Would not be able to compete with Americans running 59 hours per day.
K.						
540	Kerr & Coombes Foundry Company, Hamilton, Ont.	261				Would have to increase price for Government work 20 per cent. on tenders.
540	Kinleith Paper Co., Toronto, Ont.	205				So far as they are concerned, impracticable and unworkable.
541	Knight Bros. Co., Burks Fal Ont	363				Objections, see exhibit G.
L.						
542	Laidlaw Lumber Co., Toronto, Ont.	253				Climatic conditions, forbid.
542	Laing Packing & Provision Co., Montreal, Que.	197				Would disorganize labour and increase price of goods.
543	Lake Superior Corporation, Sault Ste. Marie, Ont.	358				Would handicap Canadian industries in foreign competition.

## MANUFACTURERS—Continued.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
L—Con.						
543	Lamontagne, Limited, Montreal, Que.	190				Amendment suggested: "Only made operative during short days of year, viz.: 4 months, adding to the long days, the loss in short ones."
544	Leonard & Sons, E., London, Ont.	253				Would be detrimental to their business.
545	Lippert Furniture Co., Berlin, Ont.	234				Work at present, 49 hours per week; impossible to compete with foreign countries.
546	Lowdies Co. Toronto, Ont.	229				
M.						
546	McColl Bros. & Co., Toronto, Ont.	187				Would not be able to tender for Government work.
546	McCordick, F. C., St. Catharines.	201				Detrimental to fruit growers, &c
547	Macdonald & Co., Halifax, N.S.	351				Favour nine-hour day, but opposed to compulsion.
547	Macdonald Manufacturing Co., Toronto, Ont.	141				Impossible for factories in Canada to adopt themselves to eight hours.
548	McDougall & Co., R., Galt, Ont.	242				Favour ten hours.
548	McIntosh Granite Co., Toronto, Ont.	173				Employees work forty-nine and half hours per week, half-holiday Saturday.
549	McIver and Mooney, Scotstown, Que.	113				Would interfere with rights of employee as well as employer.
549	McLaren Belting Co., Montreal and Toronto.	195				Would be detrimental to employees as well as employers.
549	Malcolm & Souter Furniture Co.	202				"Will add considerably to the cost of Government."
550	Manitoba Bridge & Iron Works, Winnipeg, Man.	339				Would be prohibitory, from climatic causes chiefly.
550	Manitoba Windmill & Pump Co., Brandon, Man.	342				Would make it impossible to meet foreign competition.
551	Marsh & Henthorn and others, Belleville, Ont.	325				Objections, see Exhibit G.
553	Marsh Co., Wm.A., Quebec, Que.	269				Would increase United States exports to Canada.
553	Maritime Nail Co., St. John, N.B.	256				Would increase certain expenses 20 per cent.
553	Martin-Senour Co., Montreal, Que.	231				Would be detrimental to employers of labour, working in Government contracts.
554	Mason & Risch Piano Co., Toronto, Ont.	203				Would be impossible to share in Government contracts.
554	Maxwell & Soas, David, St. Mary's, Ont.	266				Would prevent contracting for Government work.
555	Massey-Harris Co., Toronto, Ont.	326				Impossible to meet foreign competition.
556	Metallie Roofing Co., Toronto Ont.	238				Strongly opposed.
556	Moffat Stove Co., Weston, Ont.	239				Raw products used are exported. Finished products used, imported.
557	Montreal Carriage Leather Co., Montreal, Que.	249				Impossibility of competing in foreign markets.
557	Montreal Lithographing Co., Montreal, Que.	366				Would prohibit all from accepting orders from the Government.
558	Montreal Rolling Mills Co., Montreal, Que.	136				Consider the Bill an impracticable proposition.
559	Montreal Steel Works, Montreal, Que.	128				Climatic conditions.
559	Montreal Street Railway, Montreal, Que.	316				Objections, see exhibit G.
560	Montreal Watch Case Co.	304				Suggest insertion in Bill of "Payment per hour."
550	Munderloh & Co., Montreal, Que.	248				Would make it impossible to share in Government business.
N.						
561	National Breweries, Quebec, Que.	168				Would place Government employees in different position from others.
561	National Rubber Co.	284				Measure, if enacted, will be unfair.
561	National Table Co.	259				Strongly opposed.
562	New Brunswick Pulp and Paper Co., Millerton, N.B.	352				Would impose burdens impossible to bear.
562	Niles, W. F., Wellington, Ont.	179				Would be detrimental to his special industry.
563	Nordheimer Piano & Music Co.	175				Strongly opposed.



APPENDIX No. 4

MANUFACTURERS—Continued.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
O.						
563	Ontario Iron and Steel Co., Toronto, Ont.	.....	.....	174	.....	Object to section 2 of Bill.
563	Ontario Paper Box Manufacturing Co., Toronto.	.....	204	.....	.....	Shorter hours would lessen output.
564	Ormsby, A. B., Ltd., Toronto, Ont.	.....	120	.....	.....	Favours creating eight or nine-hour day, by mutual agreement with employees.
564	Oshawa Canning Co., and others, Oshawa, Ont.	.....	135	.....	.....	Would interfere with liberty of the subject.
565	Oxford Foundry and Machine Co., Oxford, N.S.	.....	315	.....	.....	Impossible to work part of men eight hours, and remainder ten.
P.						
566	Page Wire Fence Co., Walkerville, Ont.	.....	262	.....	.....	Would prove "to be an injury to many manufacturing concerns."
566	Parry Sound Lumber Co., Toronto, Ont.	.....	163	.....	.....	Impossible to keep two sets of men in mill, in different times
567	Paton Manufacturing Co., Montreal, Que.	.....	131	.....	.....	Work 54 hours per week, for five days, half holiday on Saturday.
567	Paupé et Fils, Montreal, Que.	.....	124	.....	.....	"Our 330 workingmen never asked for a reduction of hours.
568	Payette & Co., P., Penetanguishene, Ont.	.....	232	.....	.....	Climatic conditions.
569	Payne, J. Bruce, Ltd., Granby, Que.	.....	274	.....	.....	Have experimented with eight-hour day and nine-hour, employees preferred ten.
569	Penmans, Limited, Paris, Ont.	.....	132	.....	.....	Under this Bill, impossible to manufacture certain goods in Canada.
569	Perrin Plough & Stove Co., Smith's Falls, Ont.	.....	226	.....	.....	Should be no discrimination between Government labour and others.
570	Peters, J. Henry, Co., Toronto, Ont.	.....	217	.....	.....	"Will simply mean elimination of general and keen competition."
571	Phoenix Bridge & Iron Works.	.....	289	.....	.....	"Would prohibit our firm from tendering Government contracts."
571	Polson Iron Works, Toronto, Ont.	.....	162	.....	.....	"All shipyards in Canada might as well be closed."
572	Pouliot, J. S., & Frère, Québec, Que.	.....	161	.....	.....	Would not be able to meet foreign competition.
572	Proteau & Carignan, Québec, Que.	.....	155	.....	.....	Impossible to work two sets of men in different time.
Q.						
572	Queen City Oil Co.	.....	345	.....	.....	Bill is objectionable in principle and detail.
R.						
573	Rea & Co., A. E., Toronto, Ont.	.....	207	.....	.....	"Unfair from every standpoint."
573	Rideau Manufacturing Co., Ottawa, Ont.	.....	164	.....	.....	Would be compelled to close down factory, if Bill is enacted.
574	Riordan Paper Mills, Ltd., Montreal, Que.	.....	194	.....	.....	Would handicap in foreign competition.
575	Ritchie, John, Co., Quebec, Que.	.....	210	.....	.....	Would cause an unfair disadvantage in foreign competition.
575	Robb Engineering Co., Amherst, N.S.	.....	343	.....	.....	Objections, see exhibit G.
576	Robert Mitchell Co., Montreal, Que.	.....	292	.....	.....	"Other markets will undersell us, taking away the workers' earning power."
576	Robinson & Co., O. E., Ingersoll, Ont.	.....	224	.....	.....	Would be impossible to tender for Government work.
577	Rock City Tobacco Co.	.....	268	.....	.....	Strongly opposed.
577	Roden Bros., Toronto, Ont.	.....	297	.....	.....	Would be detrimental in competing with foreign competition.
578	Rolph & Clark, Toronto, Ont.	.....	228	.....	.....	Suffering from foreign competition.
578	Ross Rifle Co., Quebec, Que.	.....	335	.....	.....	Would not be able to complete annual amount of output.

## MANUFACTURERS—Continued.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
S.						
579	St. Charles Condensing Co., St. Charles, Ill., U.S.A.	336				Would be unable to compete for Government orders.
579	St. Lawrence Paper Bag Co., Quebec, Que.	244				Objections. <i>See</i> Exhibit G.
580	St. Lawrence Saw and Steel Works Co., Sorel, Que.	208				Objections. <i>See</i> Exhibit G.
581	Sandford, W. E., Co., Hamilton, Ont.	296				Would have to abandon Government work altogether.
582	Savoie-Guay Co., Plessisville, Station, Que.	329				Impossible in their business to adopt eight-hour plan.
582	Seaman Kent Co., Meaford, Ont.	285				"Would absolutely prohibit our export business."
583	Shawinigan Carbide Co., Montreal, Que.	191				Would prohibit from competing on Government orders.
583	Shurley & Derrett, Ltd., Toronto, Ont.	258				Would be impossible to take Government business.
584	Simms & Co., T. S., St. John, N.B.	344				Would be prohibitory so far as Government work is concerned.
584	Simonds Canada Saw Co., Montreal, Que.	129				Objections. <i>See</i> Exhibit G.
585	Simon, Labrie & Sons, Isle Verte, Quebec, Que.	142				"Better to increase wages and keep ten hour day."
585	Smart-Turner Machine Co., Hamilton, Ont.	165				"Agreeable if certain suggested insertions be added to Bill."
586	Smith, D., Engraving and Lithographing Co., Toronto, Ont.	279				Would be unable to meet foreign competition.
586	Stanley, Frank, Toronto, Ont.	176				Premature legislation.
587	Stantons, Ltd., (Wall Paper) Toronto, Ont.	385				Would be a fatal blow to our business.
588	Stevens Co., Ltd., Galt, Ont.	260				Confusion would follow. No serious objection to eight hours.
588	Stevens-Hepner Co., Port Elgin, Ont.	362				Impossible to meet present strong foreign competition, if passed.
589	Sutherland, Innes Co., Chatham, Ont.	107				Detrimental as to foreign competition of Southern States.
590	Sutherland Rifle Sight Co., Ltd., New Glasgow, N. S.	306				Objections. <i>See</i> Exhibit G.
T.						
590	Talbot & Co., A., London, Ont.	389				Unable to contract for Government works.
591	Talman Brass & Metal Co., Hamilton, Ont.	254				Would be a great handicap.
591	T. H. Taylor Co., Ltd.	263				Not favourable to eight hours at present.
591	Tebbutt Shoe & Leather Co., Three Rivers, Que.	272				Strongly opposed.
592	Thomas Organ Co., Woodstock, Ont.	307				Might be wise in certain cases.
593	Toronto Carpet Man'g Co.	182				Impossible to separate materials necessary for Government orders from private.
593	Toronto Paper Man'g Co., Toronto, Ont.	118				Would favour nine-hour system, or fifty-four hours per week.
591	Toronto Whip Co., Toronto, Ont.	214				Have adopted nine hours for some time past.
595	Tourville Lumber Mills Co., Montreal, Que.	206				Objections. <i>See</i> Exhibit G.
595	Truro Condensed Milk Co., Truro, N.S.	353				Labour would accomplish 20 per cent less work under eight-hour system.
596	Turnbull Co., C., of Galt, Ltd., Galt, Ont.	267				"A shorter working day would mean increased cost of production."
596	Turner & Sons, J. J., Peterborough, Ont.	199				Unfair to manufacturers and employers of labour.
596	Tweedale, J. Fletcher, Perth, N.B.	377				Uncalled for; would seriously affect the industrial life of Canada.
V.						
597	Victoria Clothing Co., Victoria, Que.	158				Strongly opposed.
597	Victoria Machinery Depot Co., Victoria, B.C.	146				Would destroy chances of meeting foreign competition successfully.
598	Vineberg, H. & Co., Montreal, Que.	183				Would make competition impossible.
599	Vulcan Iron Works, Ltd., Winnipeg, Man.	145				Climatic conditions unfavourable.

APPENDIX No. 4

MANUFACTURERS—*Concluded.*

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
	W.					
599	Waterous Engine Works Co., Brantford, Ont.	251				Unless made universal, would be very objectionable.
599	Westminster Iron Works, New Westminster, B.C.	350				"Would put us out of business altogether."
600	Wilkinson, J. E. Co., Ltd., Toronto, Ont.	302				Strongly opposed generally.
600	William Hamilton Co., Peterborough, Ont.	288				Strongly opposed generally.
600	Winnett & Wellinger, Toronto, Ont.	186				Would prohibit from tendering for Government work.
601	Winnipeg Paint & Glass Co., Ltd., Winnipeg, Man.	338				Climatic conditions of West against.
601	Wood Bros., St. Catharines, Ont.	168				Strongly opposed.
601	Woodruff, Welland E., St. Catharines, Ont.	393				See letter to Mr. Parmelee.
602	Parmelee, C. H. (special)	393a				

MARINE.

	B.					
603	Brigham, T. G., Ottawa, Ont.	704				Would result in driving business to older countries.
	D.					
602	Dominion Association	707				Interference with freedom of contract.
	U.					
603	Union Steamship Co. of British Columbia, Vancouver, B.C.	706				Impossible for Act to apply to shipping.
503	Upper Ottawa Improvement Co., Ottawa, Ont.	705				Vigorously protest against change in present regulations.

TRADES AND LABOUR COUNCILS AND UNIONS.

	B.					
604	Bakers' Journeymen, &c., No. 204, Toronto, Ont.	529				Favourable.
604	Boiler Makers, &c., No. 478, Moosejaw, Sask.	634				Unanimously in favour.
604	Boiler Makers, &c., No. 417, North Bay, Ont.	606				Unanimously support the Bill.
604	Boiler Makers, &c., No. 529, Rivers, Man.	644				Unanimously in favour.
605	Boiler Makers, &c., No. 128, Toronto, Ont.	528				Recommend adoption of Bill.
605	Bookbinders, &c., No. 91, Montreal, Que.	655				Full adhesion to Bill.
605	Bookbinders, &c., No. 28, Toronto, Ont.	602				Endorsed by every member present.
605	Bookbinders, &c., No. 160, Winnipeg, Man.	601				Heartily endorsed the proposed Act.
606	Bricklayers & Masons, &c., No. 2, Brandon, Man.	524				Heartily in favour.
606	Bricklayers & Masons, &c., No. 2, Alta., Calgary, Alta.	561				In favour of eight-hour day.
506	Bricklayers & Masons, &c., No. 1, Alta., Edmonton, Alta.	558 559				See Resolutions.
607	Bricklayers & Masons, &c., No. 1, Ont., Hamilton, Ont.	654				Heartily in accord.

## TRADES AND LABOUR COUNCILS AND UNIONS—Continued.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
	B—Con.					
607	Bricklayers & Masons, &c. No. 10, Kingston, Ont.	574				Heartily endorses.
607	Bricklayers & Masons. No. 5, London, Ont.	513				Have had an eight-hour day for three years.
608	Bricklayers & Masons. No. 5, Alta., Medicine Hat, Alta.	535				Unanimously in favour.
608	Bricklayers & Masons. No. 33, Sarnia, Ont.	486				Endorse Bill by resolution.
608	Bricklayers & Masons. No. 16, Sault Ste. Marie, Ont.	498				Unanimously endorsed.
608	Bricklayers & Masons. No. 22, Woodstock, Ont.			566		Favourable, providing an increase of wages obtained.
609	Bridge Structural, &c. No. 4, Toronto, Ont.	499				Heartily endorsed.
609	Builders' Labourers, &c. St. Jerome, Que.	597				Strongly favour the enactment.
609	Builders' Labourers, &c. St. Jerome, Que.			682		Favourable to, if no reduction in earnings.
610	Builders' Labourers, &c. No. 1, Toronto, Ont.	595				Unanimously in favour.
	C.					
610	Carpenters, &c. No. 933, Ange-Gardien, Que.	469				Unanimously endorsed.
610	Carpenters, &c. No. 553, Berlin, Ont.	607				Heartily endorsed.
610	Carpenters, &c. Brantford, Ont.	587				Unanimously in favour of.
610	Carpenters, &c. No. 1325, Edmonton, Alta.	478				Heartily approve of the Bill.
611	Carpenters, &c. No. 1220, Fernie, B.C.	584				Strongly endorses.
611	Carpenters, &c. No. 1498, Fort William, Ont.	495				"Advisable for welfare of workmen in general."
611	Carpenters, &c. No. 1744, Grand Mère, Que.	449				"Unanimously declare in favour."
611	Carpenters, &c. No. 83, Halifax, N.S.	448				Strongly urges its adoption.
613	Carpenters, &c. No. 18, Hamilton, Ont.	221				"Endorse and approve Bill 21."
613	Carpenters, &c. No. 815, Hamilton, Ont.	446				Strongly in favour of.
613	Carpenters, &c. No. 1946, London, Ont.	564				"Heartily endorse."
613	Carpenters, &c. No. 1127, Montreal, Que.	425				Entire concurrence.
614	Carpenters, &c. No. 1244, Montreal, Que.	434				Strongly in favour of.
614	Carpenters, &c. Montreal, Que.	453				"Give unqualified approbation."
614	Carpenters, &c. No. 134, Montreal Q.	567				"Favours it, and wishes to extend it to all industries."
615	Carpenters, &c. No. 713, Niagara Falls, Ont.	539				Heartily approved.
515	Carpenters, &c. No. 93, Ottawa, Ont.	516				"Unanimously endorsed."
616	Carpenters, &c. No. 38, St. Catharines, Ont.	518				"Heartily endorsed the provisions of Bill."
616	Carpenters, &c. No. 1160, St. Johns, P.Q.	476				Strongly in favour.
616	Carpenters, &c. No. 919, St. John, N.B.	445				Unanimously in favour of.
616	Carpenters, &c. No. 730, St. Sauveur, Q.	420				"All in favour of."
616	Carpenters, &c. No. 1825, Sault Ste. Marie.	585				Strongly approve.
617	Carpenters, &c. No. 171, Sorel, Que.	458				
617	Carpenters, &c. No. 1677, Thorold, Ont.	470				Strongly in favour.

APPENDIX No. 4

TRADES AND LABOURS COUNCILS AND UNIONS—Continued.

Page in Part II.	Name of	No. OF COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
<i>C—Con.</i>						
617	Carpenters, &c..... No. 803, Toronto, Ont.	473				Unanimously in favour of.
618	Carpenters, &c..... Victoria, B.C.	638				Heartily endorses.
618	Carpenters, &c..... No. 343, Winnipeg, Man.	667				Meets with approval.
618	Carpenters, &c..... No. 814, Winnipeg, Man.	481				"Wholly in sympathy with."
618	Carpet Weavers, &c..... No. 663, Peterborough, Ont.		646			Premature legislation.
619	Cigar Makers, &c..... No. 58, Montreal, Q.	429				"Already in force in nearly all cigar factories."
619	Cigar Makers, &c..... No. 140, St. Catharines, Ont.	543				"Thoroughly in accord.
619	Cigar Makers, &c..... No. 27, Toronto, Ont.	556				Adopted 8 hours in 1886.
619	Civic Employees of Montreal,	505				Strongly approve.
620	Cotton Spinners, &c..... No. 705, Montreal, Q.	452				Unanimously adopted.
620	Cotton Spinners, &c..... No. 1736, Valleyfield, Q.	450				"Was unanimously endorsed."
621	Council, Trades and Labour..... Berlin, Ont.	542				Heartily endorsed.
621	Council, Trades and Labour..... Calgary, Alta.	408				Emphatically endorse.
621	Council, Building, &c..... Edmonton, Alta.	568				Favour eight hours per day.
623	Council, Building, &c..... Hamilton, Ont.	404				Heartily endorses.
627	Council, Building, &c..... Toronto, Ont.	412				Strongly in favour of.
627	Council, Building, &c..... Vancouver, B.C.	433				Favour the insertion of word in Sec. 3 of Bill
624	Councils, &c..... Kingston, Ont.	416				Unanimously endorse.
621	Councils, &c..... Halifax, N.S.	435				Strongly in favour.
623	Councils, &c..... Hamilton, Ont.	426				Heartily in sympathy.
624	Councils, &c..... Lethbridge, Alta.	410				Suggests addition to Bill.
625	Councils, &c..... Montreal.	440				Favourably endorsed Bill.
625	Councils, &c..... Port Arthur, Ont.	464				Heartily endorses Bill.
625	Councils, &c..... Quebec, Que.	423				Strongly in favour.
625	Councils, &c..... Regina, Sask.	438				Emphatically support.
626	Councils, &c..... Revelstoke, B.C.	424				Entirely in accord.
626	Councils, &c..... St. Catharines, Ont.	413				Thoroughly in accord.
626	Councils, &c..... Sydney, N.S.	430				Heartily endorse Bill.
627	Councils, &c..... Vancouver, B.C.			405		Suggest amendment.
628	Councils, &c..... Victoria, B.C.			441 442		Suggest amendment.
630	Councils, &c..... Windsor, Ont.	444				Endorse the Bill.
<i>E.</i>						
634	Engineers, Amalgamated..... No. 664, St. Thomas, Ont.	565				Heartily endorse.
635	Engineers, Amalgamated..... No. 674, Stratford, Ont.	487				Strongly in favour of.
635	Engineers, Amalgamated..... No. 581, Vancouver, B.C.	432				Unanimously in favour.

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## TRADES AND LABOUR COUNCILS AND UNIONS—Continued.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non- Committal.	
<i>E—Con.</i>						
630	Engineers, Locomotive No. 243, Fort William, Ont.	570				Unanimously support the Bill.
632	Engineers, Locomotive No. 750, Lethbridge, Al a.	639				Meets with approval.
633	Engineers, Locomotive No. 689, Montreal, Que.	454				Favour the passing of the Bill.
633	Engineers, Locomotive Moosejaw, Sask.	622				
634	Engineers, Locomotive No. 388, Quebec, Q.	475				Strongly in favour.
635	Engineers, Locomotive No. 67, Sault Ste. Marie.	629				Heartily support.
630	Engineers, Marine No. 13, Dartmouth, N.S.	589				Favourable to the Bill.
631	Engineers, Marine No. 4, Kingston, Ont.	485				Heartily support.
631	Engineers, Marine No. 5, Lachine, Que.	443				In favour of adoption of the Bill.
632	Engineers, Marine No. 12, Midland, Ont.		640			Favour nine hours.
633	Engineers, Marine No. 10, Owen Sound, Ont.			500		"Not in favour, unless applied generally to all classes of labour."
635	Engineers, Marine No. 1, Toronto, Ont.	523				Unanimously in favour.
633	Engineers, Stationary No. 7, Ottawa, Ont.				521	Against constitution of charter to express an opinion.
630	Engineers, Steam No. 398, Belleville, Ont.	666				"All unanimously in favour of."
631	Engineers, Steam No. 404, Kingston, Ont.	586				Favourable to Bill.
636	Engineers, Steam No. 356, Toronto, Ont.	648				Unanimously endorsed.
631	Engineers, Railway No. 14, Halifax.	417				Strongly in sympathy.
<i>F.</i>						
636	Firemen and Enginem. No. 69, Brockville, Ont.				594	
637	Firemen and Enginem. No. 635, Calgary, Alta.	624				"Heartily approves."
637	Firemen and Enginem. No. 321, Chapleau, Ont.	488				Strongly favour the passing of the Bill.
637	Firemen and Enginem. No. 521, Moosejaw, Sask.	503				
637	Firemen and Enginem. No. 181, Palmerston, Ont.	569				
637	Firemen and Enginem. No. 341, Revelstoke, B.C.	623				Strongly approve of Bill.
638	Firemen and Enginem. No. 329, Sydney, N.S.	554				"Approve an eight-hour day."
639	Fisherman's Union No. 27, Canso, N.S.			551		Providing Act will not decrease wages current in each locality.
638	Fisherman's Union No. 15, Port Morien, N.S.	512				Heartily endorse.
638	Fisherman's Union No. 15, Port Morien, N.S.	632				
639	Fisherman's Union No. 23, Sambro, N.S.	610				Strongly in favour.
<i>G.</i>						
639	Gas Workers (Stokers) No. 9, Ottawa, Ont.	620				Strongly in favour.
539	Glass Workers, &c. No. 21, Toronto, Ont.	534				Favourable to the Bill.

APPENDIX No. 4

TRADES AND LABOUR COUNCILS AND UNIONS—Continued.

Page in Part II.	Name of	No. OF COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
L.						
640	Leather Workers, &c. . . . . Quebec, Que.	407				Strongly approve.
640	Leather Workers, &c. . . . . No. 93, Toronto, Ont.				322	Will give verbal evidence.
640	Leather Workers, &c. . . . . Victoria, B.C.	533				Heartily in accord.
640	Letter Carriers, Federated, &c. . . . . No. 14, Calgary, Alta.	457				Strongly support.
641	Letter Carriers, Federated, &c. . . . . Victoria, B.C.	600				Strongly endorse.
M.						
642	Machinists, &c. . . . . No. 357, Calgary, Alta.	661				Suggest inserting a clause.
642	Machinists, &c. . . . . No. 115, McAdam, N.B.	481				"Stand as a unit for same."
642	Machinists, &c. . . . . No. 52, Moncton, N.B.	652				Heartily endorse the Bill.
643	Machinists, &c. . . . . No. 413, North Bay, Ont.	579				Favour Act being made universal.
643	Machinists, &c. . . . . Quebec, Que.	428				Strongly endorse Bill.
643	Machinists, &c. . . . . No. 656, Riviere-du-Loup, Que.	455				Unanimously approved.
644	Machinists, &c. . . . . No. 103, Stratford, Ont.	605				Strongly in favour.
644	Machinists, &c. . . . . No. 723, Winnipeg, Man.	511				Resolution passed in favour.
644	Machinists, &c. . . . . No. 189, Winnipeg, Man.	496				Unanimously endorse.
644	Machinists, &c. . . . . No. 12799, Fort William, Ont.	591				Unanimously in favour.
645	Maintenance of Way . . . . . No. 210, Asbroft, B.C.	651				Strongly support Bill.
645	Maintenance of Way . . . . . No. 579, Bunelody, Man.	681				Strongly in favour of.
645	Maintenance of Way . . . . . No. 214, Caledon, Ont.	642				
645	Maintenance of Way . . . . . No. 70, Cutler, Ont.			643		"Prefer more help and better wages.
646	Maintenance of Way . . . . . Cutler, Ont.				697	Not interested.
646	Maintenance of Way . . . . . No. 3, Englehart, Ont.	693				All in favour of Bill.
646	Maintenance of Way . . . . . No. 136, Finch, Ont.				612	
646	Maintenance of Way . . . . .	695				Resolution in favour of Bill.
647	Maintenance of Way . . . . . No. 323, Hanan, Man.	701				Strongly in favour of.
647	Maintenance of Way . . . . . No. 350, Humbolt, Sask.	684				Favourable.
647	Maintenance of Way . . . . . No. 322, La Broquerie, Man.	691				Heartily endorsed.
648	Maintenance of Way . . . . . No. 197, Langenburg, Sask.	489				Strongly favour.
648	Maintenance of Way . . . . . No. 328, Mahone Bay, N.S.	699				Favourable.
648	Maintenance of Way . . . . . Mattawa, Ont.	668				Favourable.
648	Maintenance of Way . . . . . No. 488, Morden, Man.	696				"Should include all railroad work in Canada, &c."
649	Maintenance of Way . . . . . No. 223, Ottawa, Ont.	690				Strongly support Bill.
649	Maintenance of Way . . . . . No. 217, Palgrave, Ont.	676				Heartily approve.
649	Maintenance of Way . . . . . No. 145, Portage la Prairie, Man.	688				Strongly support Bill.

## TRADES AND LABOUR COUNCILS AND UNIONS—Continued.

Page in Part II.	Name of	No. of COMMUNICATON.				Remarks.
		For.	Against.	Conditional.	Non- Committal.	
	M—Con.					
650	Maintenance of Way. Shediac Road, N.B.	678				In favour of an eight-hour day.
...	Maintenance of Way. Salmon Lake, Que.	657				Strongly support Bill.
651	Maintenance of Way. St. Jerome, Que.			669		Provided wages would not be reduced.
651	Maintenance of Way. St. Louis, Mo., V.S.	635				Strongly supports the Bill.
651	Maintenance of Way. St. Louis, Mo., U.S.	653				Favourable.
652	No. 456, Maintenance of Way. St. Tite, Que.	679				Favour the proposed Bill.
652	No. 399, Maintenance of Way. Sutherland, Sask.	687				Meets with full approval.
652	No. 232, Maintenance of Way. Thurso, Que.			689		Would not favour if meant reduction of wages.
653	No. 262, Maintenance of Way. Udney, Ont.			603		Contented with ten hours.
653	Maintenance of Way. Vancouver, B.C.			694		Strongly in favour.
653	No. 373, Maintenance of Way. Wetaskiwin, Alta.			477		Would favour if wages were not reduced.
654	No. 535, Maintenance of Way. Wolfville, N.S.			673		Suggest an amended form.
654	No. 21, Metal Polishers, &c. Toronto, Ont.	593				
654	Metal Polishers Trades Council. Toronto, Ont.	621				Heartily endorses Bill.
654	No. 2163, Mine Workers. Blairmore, Alta.			619		Would approve of principle, if any public work carried on underground.
655	No. 709, Mine Workers. Bridgenport, N.S.	552				Heartily endorse the Bill.
655	No. 146, Mines' Union. Codal, Ont.	460				Unanimously endorsed.
655	No. 950, Mine Workers. (Dominion No. ) N.S.	403				Unanimous in support.
656	No. 2314, Mine Workers. Ferne, B.C.	462				Opinion Bill does not go far enough.
656	No. 1263, Mine Workers, &c. Frank, Alta.	480				Heartily approves.
656	No. 695, Mine Workers. Glace Bay, N.S.	641				Heartily in accord with Bill.
657	No. 180, Mine Workers. Grand Forks, B.C.	562				Strongly in favour.
657	No. 100, mine Workers. Kimberley, B.C.	532				Hearty concurrence.
657	No. 1233, Mine Workers. Lille, Alta.	490				Unanimously in favour.
657	No. 2304, Mine Workers. Michel, B.C.	483				Suggest a provision in proposed Bill.
658	No. 71, Mine Workers. Moyie, B.C.	492				Would favour extension to all industries.
658	No. 69, Mine Workers. Nelson, B.C.	560				Endorsed the Bill.
658	No. 550, Mine Workers. New Aderdeen, N.S.	588				Unanimously endorse.
658	No. 1366, Mine Workers. Port Hood, N.S.	510				Heartily in accord.
659	No. 2052, Mine Workers. Parsburg, Alta.	662				In favour of the Bill.
659	No. 2672, Mine Workers. Roche Perce, Sask.	506				Strongly favour.
659	No. 81, Mine Workers. Sandon, B.C.	581				Unanimously endorsed.
660	No. 69, Mine Workers. Springhill, N.S.	530				Thoroughly approves of.
660	No. 32, mine Workers. Sydney, N.S.	637				Heartily endorses principle.
660	No. 1959, Mine Workers. Taber, Alta.	493				Already work eight hours, and consider the experiment most successful.
661	No. 362, Moulders, Iron, &c. Carleton Place, Ont.	536				Strongly in favour.



APPENDIX No. 4

TRADES AND LABOUR COUNCILS AND UNIONS—Continued.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
N—Con.						
662	No. 191, Moulders, Iron, &c. . . . . Peterborough, Ont	527				Unanimously endorsed.
662	No. 189, Moulders, Iron. . . . . Port Hope, Ont.	611				Most heartily endorsed.
662	No. 201, Moulders, Iron. . . . . Smith's Falls, Ont.	571				Heartily approved.
662	No. 26, Moulders, Iron. . . . . Hamilton, Ont.	439				Strongly in favour.
653	No. 472, Moulders, Iron. . . . . Welland, Ont.	497				Unanimously endorsed.
P.						
663	No. 407, Painters, &c. . . . . St. Catharines, Ont	415				Unanimous concurrence.
663	No. 349, Painters, &c. . . . . Montreal, Que.	419				Favourable to Bill.
663	Pattern Makers, &c. . . . . Winnipeg, Man.	658				Unanimously approve.
664	No. 44, Photo Engravers. . . . . Ottawa, Ont.	613				Desire it universally extended.
664	No. 35, Photo Engravers. . . . . Toronto, Ont.	675				Heartily endorsed.
664	No. 34, Pianos, &c. . . . . Guelph, Ont.	525				Entirely in sympathy.
664	No. 334, Plasterers, &c. . . . . Winnipeg, Man.	491				Heartily concurs.
665	No. 186, Plumbers, &c. . . . . Brantford, Ont.	596				Favourable to Bill.
665	No. 488, Plumbers, &c. . . . . Edmonton, Alta.	575				Heartily endorse.
665	No. 56, Plumbers, &c. . . . . Halifax, N.S.	456				Unanimously endorsed.
666	No. 67 Plumbers, &c. . . . . Hamilton, Ont.	431				Heartily approved of Bill.
666	No. 289, Plumbers, &c. . . . . London, Ont.	583				Already work under eight-hour system.
666	No. 170, Plumbers, &c. . . . . Vancouver, B. C.	615				Entirely endorsed.
666	No. 62, Plumbers, &c. . . . . Winnipeg, Man.	463				Unanimously adopted a resolution in favour.
667	No. 173, Printing, &c. . . . . London, Ont.	547				Strongly approves.
667	No. 35, Provincial Workmen's As- soc., &c., Sydney Mines, N.S.	515				Heartily approved.
667	No. 8, Provincial Workmen's Asso- ciation, &c., Sydney Mines, N.S.	553				Strongly endorsed Bill.
667	No. 14, Provincial Workmen's As- soc., &c., New Aberdeen, N.S.	504				Favourable to Bill.
668	Protective Association, &c. . . . . Victoria, B.C.	501				Favourable to Bill.
669	Protective Association, &c. . . . . Victoria, B.C.	692 686				Favourable.
Q.						
669	Quarrymen's, &c. . . . . Graniteville, Que.	592				Favourably disposed.
R.						
675	Railway Telegraphers. . . . . London, Ont.	548				
675	No. 2, Railway Telegraphers. . . . . London, Ont.	549				"Very strongly in favour."
676	Dist. 1, Railway Telegraphers. . . . . Milan, Que.	671				Strongly support.
676	C.N.R., No. 42, Railway Tele- graphers. Roland, Man.	680				Hearty approval.

## TRADES AND LABOUR COUNCILS AND UNIONS—Continued.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
R—Con.						
676	Lévis Div., 64 Railway Telegraphers, St. Pierre, Que.	647				Would like to see scope of Bill enlarged.
677	C.N.R. Div. 43, Railway Telegraphers, St. Raymond, Que.	674				Strongly approve of Bill.
677	Railroad Telegraphers, (3rd Vice-President) Toronto, Ont.	626				See letter of.
678	No. 131, Railroad Telegraphers, Tring Junction, Que.	670				Unanimously endorsed.
679	C.P.R., Div. 7, Railroad Telegraphers, Viscount, Sask.	685				Endorses Bill.
679	Div. No. 7, Railroad Telegraphers, Winnipeg, Man.	677				Recommend adoption of Bill. See communication of.
680	Railway Trainmen, East Pubnico, N.S.	683				Favour universal eight-hour day.
680	Railway Trainmen, Fairville, N.B.				418	
680	No. 785, Railroad Trainmen, Lethbridge, Alta.		616			Favour nine-hour day.
681	No. 415, Railroad Trainmen, London, Ont.	509				Favourable.
681	No. 168, Railroad Trainmen, Moncton, N.B.	660				Favourable to Bill.
681	Railroad Trainmen (J. Maloney), Montreal, Que.	508				See letter.
670	No. 173, Railway Carmen Cranbrook, B.C.	491				Strongly in favour.
671	No. 167, Railway Carmen, Halifax, N.S.		436			Premature legislation.
671	No. 248, Railway Carmen, Moncton, N.B.	544				Strongly in favour.
672	No. 182, Railway Carmen, Montreal, Que.	409				Strongly in favour.
672	No. 98, Railway Carmen, Nelson, B.C.	479				Heartily in favour.
672	No. 58, Railway Carmen, Vancouver, B.C.	630				Favourable to Bill.
669	No. 464, Railway Conductors, Brandon, Man.	459				"Heartily endorse."
673	No. 440, Railway Conductors, Lethbridge, Alta.	663				Fully in sympathy.
673	No. 214, Railway Conductors, Moncton, N.B.	636				In favour of the Bill.
673	No. 15, Railway Conductors, St. Thomas, Ont.	599				Fully concurred in.
673	Railway Employees, Halifax, N.S.	401				Does not seem broad enough.
674	Railroad Employees, Lévis, Que.				573	"Endorse Grand Officer's proceeding." See proceeding.
674	No. 279, Railroad Employees, Ottawa, Ont.	546				Fully approved.
674	No. 113, Railway Employees (Electric), Toronto, Ont.	555				Unanimously endorsed.
674	No. 7, Railroad Telegraphers, Agincourt, Ont.	672				Heartily approved.
675	No. 39, Railroad Telegraphers, Coatsworth, Ont.	659				Meets with hearty approval.
682	No. 249, Railroad Trainmen, North Bay, Ont.				578	Would not assist their order any.
682	No. 129, Railroad Trainmen, Ottawa, Ont.	577				Favourable to Bill.
682	Rock Drillers Ass'n, Amherstburg, Ont.	538				Strongly favour the Bill.
S.						
683	No. 21, Stereotypers, &c., Toronto, Ont.	540				Heartily in accord.
683	Sheet metal Workers, St. John, N.B.	590				Favourable to Bill.
683	No. 134, Sheet Metal Workers, Victoria, B.C.	664				Heartily endorsed.
683	Sec. 5, Ship Labourers, Quebec, Q.	422				Recommend the Bill.
684	Stonecutters, &c., Branch of Brownsburg, Que.	627				Are enjoying eight hours.

APPENDIX No. 4

TRADES AND LABOUR COUNCILS AND UNIONS—Continued.

Page in Part II.	Name of	No. of COMMUNICATION.				Remarks.
		For.	Against.	Conditional.	Non-Committal.	
	S—Con.					
684	Stonecutters, &c., St. Thomas Branch, London, Ont.	519				Favourable.
685	Stonecutters, &c. (Monarch Br'ch) Monarchi Alta.			625		Wish no decrease in wages.
685	Stonecutters, &c. (Montreal Br'ch) Montreal, Que.	447				Endorse the Bill.
685	Stonecutters, &c., Peterborough, Ont.	580				Unanimously in favour.
685	Stonecutters, &c., Branch of Terrebonne, Que.	468				Unanimously approve.
686	Stonecutters, &c., Victoria, B.C.	614				Already have eight-hour day.
686	No. 28, Stonemasons' Union, Toronto, Ont.	537				Already have eight-hour day.
	T.					
686	No. 235, Tailors' Union, St. Catharines, Ont.	526				Heartily endorse.
687	No. 132, Tailors' Union, Toronto, Ont.	474				Favourable to Bill.
687	No. 708, Textile Workers, Magog, Que.	633				Strongly approve.
687	Textile Works, Montreal, Que.	520				Approve principle of Bill.
688	Typographical Union, Chatham, Ont.	631				In hearty sympathy.
688	No. 133, Typographical Union, London, Ont.	541				Favourable to Bill.
688	No. 201, Typographical Union, Victoria, B.C.	618				Favourable to Bill.
	U.					
688	Upholsters' Union, Berlin, Ont.	563				Unanimously favour.
	W.					
689	Workingmen's Party, Montreal, Que.	698				Strongly support Bill.
690	Workingmen's Club, Montreal, Que.	700				Endorsed by resolution.

TRANSPORTATION.

	G.					
690	Grand Trunk Railway System, W. Wainwright, 2nd Vice-President			708		
710	Reply to W. Wainwright, G.T.R. System.				710	
	O.					
691	Ottawa River Navigation Co., Montreal, Que.		712			Opposed to limiting labour to eight hours on public works.
691	Ottawa Transportation Co., Ottawa, Ont.		713			To make an inflexible eight-hour day not in interests of production, employer or employee.
	P.					
692	Plant Line Steamship Co., Halifax, N.S.		714			Against best interests of employers and employees.
	S.					
692	Butler, M. J. (Special), Ottawa, Ont.		715			Representation as Chief Engineer of Government Railways; also, as General Manager of Dominion Iron and Steel and Coal Companies.



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TO

MINUTES OF PROCEEDINGS AND EVIDENCE.

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