

Report re Nova Scotia Steel and Coal Company, Limited, and Employees at Sydney Mines, N.S.

In the matter of the Inquiries Act, Chapter 104, Revised Statutes of Canada, 1906, and in the matter of the Industrial Disputes Act, 1907, and in the matter of the disputes between the Nova Scotia Steel and Coal Company, Limited, and its employees in the steel plant at Sydney Mines, Nova Scotia.

To the Honourable T. W. Crothers, Esq., K.C., M.P.,
Minister of Labour,
Ottawa.

Sir:—

The undersigned, members of a Commission appointed by His Excellency the Governor General in Council on the 22nd day of April, 1918, to inquire into the above disputes, among others, have the honour to report as follows:

The members of the Commission met at the Town Hall, Sydney Mines, N.S., on Tuesday, April 30th, at 10 a.m. After having taken the prescribed oath, the Commission proceeded to hear the evidence of the employees and of the Company. The demands of the employees were as follows:

"1st. We want the Company to meet the committee representing all the men on the Steel Plant to discuss any grievances which may arise or for the adjustment of wages.

"2nd. That the Company collect our Union dues with the understanding that we pay the regular commission charged for other collections.

"3rd. In the event of any workman being called out on emergency work on Sunday or Holiday, the Company pay for ten hours for working five or less hours, and double the time for all work over five hours, and time and one-half for regular work, and on all other days, time and one-half shall be paid for overtime.

"4th. For all unskilled labour in and around the Steel Plant the Company shall pay Thirty Cents per hour.

"5th. For all men working in and around the Steel Plant, not specified below, the Company grant an increase of 20 per cent on their day rate.

"6th. All men working in and around the ore pier shall be granted an increase of 20 per cent.

"7th. For all brick layers the Company shall grant an increase of 10 per cent.

"8th. For mechanical repair men of the
First class.....50c per hour.
Second class.....45c per hour.
Helpers.....35c per hour.

"9th. That the rates hereinbefore mentioned shall become effective on and after the 16th day of February, A.D. 1918."

The Commission was in session on the 30th day of April and the 1st and 2nd days of May, 1918, and after hearing the evidence and the argument on both sides deferred the preparation of its report until the hearings were had at New Glasgow and Sydney where many of the same

questions were involved. In the course of the proceedings the members of the Commission endeavoured to find a way to a mutual settlement of all the disputes but without result. On May 18th, the Commission was engaged in the consideration of the matters which are the subject of this dispute and in the preparation of this report.

Items 1 and 2. Recognition of Unions, etc.

This is and has long been a vexed question and any declaration in favour or against the claim to recognition would, the Commissioners think, be of little value in this case. The Commission, however, recommends that the Company be requested to receive and hear from time to time a committee of its own employees attending as such upon the officers of the Company for the discussion, and where they are conceded to exist the adjustment of any grievances which the employees complain of. Such grievances may be first presented to the immediate superior, and if the committee is not satisfied with his decision, it may be carried to the superintendent of the department, and from him, if need be, to the president of the Company. The details of the procedure may be left to the Company and its employees to settle upon; the only point which the Commission would urge, until another plan is agreed upon, is that the employees select from among themselves a small committee for mutual conferences, as grievances arise.

Item No. 3. Work on Sundays and Holidays.

In the Company's plant there is what is known as seven day work, that is, work carried on every day and night in the week. The rates for such work are fixed and fixed on the basis of its being seven day work. There is also repair work which is performed on Sunday, for which a rate and a half is paid. The Commission is of opinion that the existing arrangement should not be disturbed.

Items No. 4 to 8., inclusive—Wages.

The Commission recognizes the force of the argument made with respect to the great increase in the cost of living, and takes into account the increases made in recent years by the Company. The burden resulting from the increased cost of living falls most heavily upon the common labourer. The more highly paid men, of course, feel it also, but they share it in a degree common to all other citizens. We desire to see the common labourer who works in a straight rate receive at least a living wage and with that in view we recommend that the Company be requested to grant the increases hereinafter mentioned, the same to date from the first day of April, 1918:

Common labourer receiving—

24c an hour to receive.....	27½c	an hour.
25c an hour to receive.....	28c	an hour.
26c an hour to receive.....	28½c	an hour.
27c an hour to receive.....	29c	an hour.
28c an hour to receive.....	29½c	an hour.
29 and under 30c to receive.....	30c	an hour.

As to any other increases asked for the Commission does not see its way to recommend them under existing circumstances.

If the parties to these disputes accept the recommendations of the Commission, the Commissioners wish to give expression to the hope that both parties will observe the terms of the settlement thus made for at least one year from April 1st, 1918.

All of which is respectfully submitted.

Dated this 18th day of May, 1918.

(Sgd.) JOSEPH A. CHISHOLM, }
 Chairman }
 (Sgd.) JOHN FORREST. } Commissioners.
 (Sgd.) J. B. McLACHLAN. }

Report re Nova Scotia Steel and Coal Company, Limited, and Employees at North Sydney, N.S., and Road Makers at the Florence Colliery

In the matter of Inquiries Act, Chapter 104, Revised Statutes of Canada 1906, and in the matter of the Industrial Disputes Act, 1907, and in the matter of the disputes between certain employees of the Nova Scotia Steel and Coal Company, Limited, Sydney Mines, N.S., and the said Company.

To the Honourable T. W. Crothers, Esq., K.C.,
 M.P.,
 Minister of Labour,
 Ottawa.

Sir:—

Two disputes between the above employees and the said Company have been referred to the Commission by a telegram from the Deputy Minister. One is from certain members of the Amalgamated Mine Workers of Nova Scotia, being washplant men, section men, shippers and trimmers at North Sydney, who claim the benefit of an agreement dated the day of March, 1918, and signed by the said Company and representatives of the said Amalgamated Mine Workers of Nova Scotia. The other relates to the complaints made by road makers engaged at the Florence Colliery with respect to the last mentioned matter.

A brief history of the case may explain the difficulty that has arisen. Up till April last the road makers or track layers in the Florence Mine received \$2.39 per day, and two shifts for laying turns and sweeps, and one shift for lifting turns and connecting up road. In April this year a contract was signed between the representatives of the Company and the representatives of the Miners. In this contract the following paragraph refers to track laying.

c. "All track laying for the section will be done by the datal rate until such time as a tonnage contract is agreed upon."

The tracklayers of the Florence Mine south slope maintain that they never have agreed to the present rate.

The Company holds that the seam in the south slope is about 5 feet 6 inches, while in the other slope it is only about 4 feet 6 inches. The tonnage rate in the south slope should be lower than in the case of the smaller seam.

The track layers of the south slope maintain that owing to the rolling character of the bottom of their seam, not only is the work heavier, but the cutting of coal is more difficult, and consequently a small quantity of coal is cut, and that even if they receive the same tonnage rate their pay would be smaller than that of the other track layers and considerably smaller than the pay they received under the old arrangement.

Your Commissioners feel that this is a matter that should be carefully considered by the officers of the Company, that the exceptional character of the mine slope should be taken into account and the tonnage rate be so increased as to give the men a wage rate something like that of the workman in the other slope, and at least something near what they had received before this change was introduced.

The other claim is that certain men, members of the Amalgamated Mine Workers of Nova Scotia, who are classed by the Company as being attached to the steel department, should have the benefit of the agreement above referred to. The agreement purports to be with the Amalgamated Mine Workers of Nova Scotia. These men are members of that body and are known to be such for their dues to the union are deducted at the Company's office. If these facts are as stated, the Commission thinks that their claim is well founded and recommends that the Company be asked to give the men the benefit of the agreement.

All of which is respectfully submitted.

Dated this 18th day of May, 1918.

(Sgd.) J. A. CHISHOLM, Chairman.
 (Sgd.) JOHN FORREST.
 (Sgd.) J. B. McLACHLAN.
 Commissioners.

Report re Nova Scotia Steel and Coal Company, Limited, and Employees at Trenton, N.S.

In the matter of the Inquiries Act, Chapter 104, Revised Statutes of Canada, 1906, and in the matter of the Industrial Disputes Act, 1907, and in the matter of the disputes between the Nova Scotia Steel and Coal Company, Limited, and its employees in the steel plant at Trenton, Nova Scotia.

To the Honourable T. W. Crothers, Esq., K.C.,
 M.P.,
 Minister of Labour,
 Ottawa.

Sir:—

The undersigned, members of a Commission appointed by His Excellency the Governor General in Council on the 22nd day of April, 1918, to inquire into the above disputes, among others, have the honour to report as follows:

The members of the Commission met at the Town Hall, Trenton, and afterwards at the Town Hall, New Glasgow, N.S., Friday, May 3rd, 1918, at 10 a.m. and 2 p.m., respectively. The demands of the employees are set forth minutely in a memorandum accompanying this report. They relate principally to recognition of the various labour unions to which the employees belong, and the collection of the union dues, work on Sundays and legal holidays, certain increases in the wages, and a number of minor matters, which will be found in the memorandum.

The Commission was in session on the 3rd, 4th, 6th, 7th and 8th days of May, 1918, and after hearing the evidence and the argument on both sides, deferred the preparation of its report until the hearings were had respecting the disputes, at Sydney, where many of the same questions were involved. In the course of the proceedings the members of the Commission endeavoured to find a way to a mutual settlement of all the disputes but without result. On May 18th, the Commission was engaged in the consideration of the matters which are the subject of these disputes and in the preparation of this report.

Recognition of Unions, etc.

This is and has long been a vexed question, and any declaration in favour of or against the claim to recognition would, the Commissioners think, be of little value in this case. The Commission, however, recommends that the Company be requested to receive and hear from time to time a committee of its own employees attending as such upon the officers of the Company for the discussion, and, where they are conceded to exist, the adjustment of any grievances which the employees complain of. Such grievances may be first presented to the immediate superior, and if the committee is not satisfied with his decision, it may be carried to the superintendent of the department, and from him, if need be, to the president of the Company. The details of the procedure may be left to the Company and its employees to settle; the only point which the Commission would urge, until another plan is agreed upon, is that the employees select from among themselves a small committee for mutual conferences, as grievances arise.

Work on Sundays and Holidays.

In the Company's plant there is what is known as seven day work, that is, work carried on every day and night in the week. The rates for such work are fixed and fixed on the basis of its being seven day work. There is also repair work which is performed on Sunday, for which some mechanics are given a rate and a half, and some two rates. The Commission is of opinion that the existing arrangement should not be disturbed.

Wages.

The Commission recognizes the force of the argument made with respect to the great increase in the cost of living, and takes into account

the increases made in recent years by the Company. The burden resulting from the increased cost of living falls most heavily upon the common day labourer. The more highly paid men, of course, feel it also, but they share it in a degree common to all other citizens. We desire to see the common day labourer who works in straight rate or check time, as it is sometimes termed, receive at least a living wage and with that in view we recommend that the Company be requested to grant the increases hereinafter mentioned, the same to date from the first day of April, 1918:

Common labourers receiving

24c or under an hour to receive.....	27½c	an hour.
25c an hour to receive.....	28c	an hour.
26c an hour to receive.....	28½c	an hour.
27c an hour to receive.....	29c	an hour.
28c an hour to receive.....	29½c	an hour.
29 and under 30c to receive.....	30c	an hour.

As to any other increases and changes asked for the Commission does not see its way to recommend them under existing circumstances.

If the parties to these disputes accept the recommendations of the Commission, the Commissioners wish to give expression to the hope that both parties will observe the terms of the settlement thus made for at least one year from April 1st, 1918.

All of which is respectfully submitted.

Dated this 18th day of May, 1918.

(Sgd.) JOSEPH A. CHISHOLM, Chairman.

(Sgd.) JOHN FORREST.

(Sgd.) J. B. MCLACHLAN.

Commissioners

Report re Eastern Car Company, Limited, and Employees at Trenton, N.S.

In the matter of the Inquiries Act, Chapter 104, Revised Statutes of Canada, 1906, and in the matter of the Industrial Disputes Act, 1907, and in the matter of the disputes between the Eastern Car Company, Limited, and its employees at Trenton, Nova Scotia.

To the Honourable T. W. Crothers, Esq., K.C.,
M.P.,
Minister of Labour,
Ottawa.

Sir:—

The undersigned, members of a Commission appointed by His Excellency the Governor General in Council on the 22nd day of April, 1918, to inquire into the above disputes, among others, have the honour to report as follows:

The members of the Commission met at the Town Hall, Trenton, N.S., on Friday, May 3rd, 1918, at 10 a.m., and afterwards at the Town Hall, New Glasgow, N.S., at 2 p.m. The demands of the employees are set forth minutely in a memorandum accompanying this report. They relate principally to recognition of the

various labour unions to which the employees belong, and the collection of the union dues, work on Sundays, and legal holidays, certain increases in wages, and a number of minor matters, which will be found in the memorandum. This Company is engaged in building cars and also in building ships.

The Commission was in session on the 3rd, 4th, 6th, 7th and 8th days of May, 1918, and after hearing the evidence and the argument of both sides deferred the preparation of its report until the hearings at other places respecting these disputes were over. In the course of the proceedings the members of the Commission endeavoured to find a way to a mutual settlement of all the disputes but without result. On May 18th the Commission was engaged in the consideration of the matters which are the subject of this dispute and in the preparation of this report.

Recognition of Unions, etc.

This is and has long been a vexed question, and any declaration in favour of or against the claim to recognition would, the Commissioners think, be of little value in this case. The Commission, however, recommends that the Company be requested to receive and hear from time to time a committee of its own employees attending as such upon the officers of the Company for the discussion, and, where they are conceded to exist, the adjustment of any grievances which the employees complain of. Such grievances may be first presented to the immediate superior, and if the committee is not satisfied with his decision, it may be carried to the superintendent of the department, and from him, if need be, to the president of the Company. The details of the procedure may be left to the Company and its employees to settle; the only point which the Commission would urge, until another plan is agreed upon, is that the employees select from among themselves a small committee for mutual conferences, as grievances arise.

Work on Sundays and Holidays.

The Commission is of the opinion that the present arrangement at these plants as to work on those days does not call for any recommendation from the Commission.

Wages.

The Commission recognizes the force of the argument made with respect to the great increase in the cost of living, and takes into account the increases from time to time made by the Company. The burden resulting from the increased cost of living falls most heavily upon the common day labourer. The more highly paid men, of course, feel it also, but they share it in a degree common to all other citizens. We desire to see the common day labourer who works wholly on straight rate or check time, as it is sometimes termed, receive at least a living wage, and with that in view we recommend that the Company be requested to grant the following increase, the same to date from the first day of April, 1918, namely, common labourers re-

ceiving less than 27½¢ an hour be paid 27½¢ an hour.

Most of the men employed receive more than that rate as they work on what is called contract work and are paid according to results. Our recommendation is that men who have not an opportunity to make that amount should be advanced to that wage.

As to any other increases and changes asked for, the Commission does not see its way to recommend them under existing circumstances.

If the parties to these disputes accept the recommendations of the Commission, the Commissioners wish to give expression to the hope that both parties will observe the terms of the settlement thus made for at least one year from April 1st, 1918.

All of which is respectfully submitted.

Dated this 10th day of May, 1918.

(Sgd.) JOSEPH A. CHISHOLM, Chairman.

(Sgd.) JOHN FORREST.

(Sgd.) J. B. McLACHLAN.

Commissioners.

Report re J. W. Cumming and Son, Limited, New Glasgow, N.S., and Employees

In the matter of the Inquiries Act, Chapter 104, Revised Statutes of Canada, 1906, and in the matter of the Industrial Disputes Act, 1907, and in the matter of certain demands made by certain trades organizations for the employees of J. W. Cumming & Son, Limited, New Glasgow, Nova Scotia, upon the said Company.

To the Honourable T. W. Crothers, Esq., K.C.,
M.P.,

Minister of Labour,
Ottawa.

Sir:—

The undersigned, members of a Commission appointed by His Excellency the Governor General in Council on the 22nd day of April, 1918, to inquire into the above mentioned demands, inter alia, have the honour to report as follows:

On the 7th day of May we heard the parties to this dispute very fully at the Town Hall, New Glasgow, Nova Scotia. The demands are set forth in detail in the papers accompanying this report. They relate principally to the question of the recognition of the various labour unions to which the employees of the company belong, the collection of union dues by the company, and certain increases in the wages of the employees. We do not deem it expedient to make any recommendations respecting these matters. The employees receive good wages, and are well treated by the Company. We were unable to discover any evidence of discontent on the part of the men. The relations between the Superintendent and the employees are most friendly, and any grievances, real or supposed, arise, they are

immediately dealt with and corrected or explained to the satisfaction of the workmen.

All of which is respectfully submitted.

Dated this 18th day of May, 1918.

(Sgd.) JOSEPH A. CHISHOLM, Chairman.

(Sgd.) JOHN FORREST.

(Sgd.) J. B. McLACHLAN.

Commissioners

Report re Dominion Iron and Steel Company, Limited, and Employees at Sydney, N.S.

In the matter of the Inquiries Act, Chapter 104, Revised Statutes of Canada 1906, and in the matter of the Industrial Disputes Act, 1907, and of the disputes between the Dominion Iron and Steel Company, Limited, and its employees in the steel plant at Sydney, Nova Scotia.

To the Honourable T. W. Crothers, Esq., K.C.,
M.P.,
Minister of Labour,
Ottawa.

Sir:—

The undersigned, members of a Commission appointed by His Excellency the Governor General in Council on the 22nd day of April, 1918, to inquire into the above disputes, among others, have the honour to report as follows:

The members of the Commission met at Sydney on Tuesday, May 14th, 1918, and proceeded to hear the evidence in connection with the said disputes. The Commission was in session on the 14th, 15th, and 16th days of May and on those days heard the statements of some thirty witnesses from among the steel workers and three witnesses on behalf of the Company. On May 17th, the members of the Commission were engaged in consultation and in preparing this report. In the course of the proceedings the members of the Commission endeavoured to find a means to affect a settlement by mutual agreement, and found that such a settlement could not be arrived at.

The claims of the steel workers are summarized in a memorandum presented by them and which is as follows:

"(1). In order to establish our right to collective bargaining we want the Dominion Iron and Steel Company, Limited, through their management, to meet committees appointed by the majority of their employees to discuss any grievances that may from time to time arise, the adjustment of wage scale and general working conditions in and about the works.

"(2). That the Company agree to collect the dues from the members of our society, the

"Company to receive the same remuneration for so doing as is now paid in the case of the Steel Workers Mutual Benefit Association.

"(3). We also ask for an increase in wages at the following rates:

"15% for men earning .40c and over per hour.

"20% for men earning .39c to 30c per hour.

"30% for men earning .20c and under per hour

"This to apply to men who have not sent in a schedule. This increase to date from March first, 1918.

"(4). We also ask for double time for Sunday and legal holidays, time and one-half for all overtime, this to apply to all workmen.

"(5). Any man taken from his regular work to work on any other job to be paid his regular rate.

"(6). We have just cause to suspect that the police employed by The Dominion Iron and Steel Company have a system of espionage over the employed when off duty, and would respectfully request that the Commission make a thorough inquiry into this matter. As free born British subjects we protest with all the power we possess against being subjected to police surveillance when outside the Company's property.

"(7)—Machine Shop. Helpers working at machines and doing other work in this way they are able to learn the trade, while apprentices are helping or putting in their time in such a way that they cannot expect to become efficient tradesmen. Machinists demand that a helper learning the trade be paid apprentices' pay. Helpers will not be advanced to the detriment of mechanics or apprentices."

Attached to the above quoted memorandum is a memorandum setting forth the claims made by the men employed in the railway yard; a memorandum also of the claims made by the moulders and one from the bricklayers. These memoranda, together with the other papers submitted by the parties are transmitted to your Department with this report.

Items 1 and 2. Recognition and Collection of dues.

As to the question of recognition the members of the Commission recognize that this is an old question, and without deciding for or against the right to recognition as a general matter, the Commission recommends that the Company be requested to make provision for meeting at reasonable times as occasion may require Committees of its employees applying as such for an opportunity to discuss and if possible adjust any grievances they may wish to bring to the notice of the management. Such grievances may be first made to the immediate superior, and if the committee is not satisfied with his decision, then it may be carried to the superintendent of the department, and from him, if necessary, to the highest official of the Company. A grievance originating or relating to a particular depart-

ment shall be presented by a committee of the employees of that department. If the grievance or questions to be discussed should not appertain solely to any one department, but to two or more departments, the committee presenting it may be selected from all the departments affected. From statements made on both sides, the Commission is of opinion that the arrangement suggested above will be acceptable to both parties to this dispute.

No. 3. Increase in Wages.

While the Commissioners feel the force of the contention that there has been a great increase in the cost of living, they are assured by the Company that since the beginning of 1916, besides individual increases and in some cases departmental increases average general cumulative increases were made aggregating 55 per cent to all employees and 71 per cent to all ordinary unskilled day labourers. These increases have been five in number. The burden of the increased cost of living obviously falls most heavily upon the low paid men. The higher paid men are of course, also affected; but they experience the same burdens in that respect as all other citizens throughout the land. The Commission, wishing to see the ordinary labourer who is on a straight rate, receive a living wage, recommends that the Company be requested to grant the increases hereinafter mentioned, the same to date from the first day of May, 1918.

Common labourers receiving

24c an hour to receive...	27½c	an hour.
25c an hour to receive...	28c	an hour.
26c an hour to receive...	28½c	an hour.
27c an hour to receive...	29c	an hour.
28c an hour to receive...	30c	an hour.
29c an hour to receive...	30½c	an hour.
30c an hour to receive...	31c	an hour.
31c an hour to receive...	31½c	an hour.
Between 31½ and 32c an hour to receive.....	32c	an hour.

On inquiry we are informed that these increases will apply to and benefit 2,765 men out of about 4,000 and will involve an estimated daily increase of \$814.36; and monthly increase of \$24,430.80, and yearly increase of \$297,241.00.

As to the other increases looked for, the Commissioners do not see their way clear under existing conditions to recommend them.

Item No. 4. Work on Sundays and Legal Holidays.

In the Company's plant there is work known as continuous work, that is, work carried on every day and night throughout the week. The continuous nature of this work is taken into consideration in fixing the rates of the men employed. The rates are the same whether the work be performed on Sundays, legal holidays or week days. Besides work of this kind, there

is also considerable repair work performed on Sundays and legal holidays, and for such Sunday and holiday work, some mechanics are now paid a rate and a half and some a double rate. The Commission is of opinion that the arrangement now existing should not be disturbed for the present.

Item No. 5.—Change of Work.

The Commission recommends that in case a man is taken temporarily from his regular work and put on some other work, he should be paid at the higher rate, whether it be the rate pertaining to the work which he has left or the rate pertaining to the work to which he is put.

No. 6.—Police.

Explanations were made and undertakings given by the representatives of the company which are mutually satisfactory to all parties.

No. 7.—Apprentices.

The Mechanical Superintendent stated to the Commission that their apprentices are urged to attend the classes in technical instruction at Sydney carried on under the direction of the Technical College, and the company pays the apprentices their regular wages for the time in attendance at this instruction. Other things being equal, the Commission recommends that the helpers be not advanced to the detriment of the apprentices.

No. 8.—Railway Yardmen.

In as much as the questions raised by the railway yardmen are largely of a technical character and would require investigation and explanation by expert railway men, and assistance of that character is not at present available to the Commission, it is recommended that a committee of the men of this department take up the question with the management of the company. The conditions involved appear to the Commission to be different from the conditions in a trunk railway system acting as a common carrier.

If the parties to these disputes accept the recommendation of the Commission, the Commissioners desire to express the hope that both parties will observe the settlement thus made for at least one year from May, 1918.

All of which is respectfully submitted.

Dated this 22nd day of May, 1918.

(Sgd.) J. A. CHISHOLM, Chairman.

(Sgd.) JOHN FORREST.

(Sgd.) J. B. MCLACHLAN.

Commissioners.