

FIRST INTERIM REPORT of The Royal Commission appointed under Letters Patent of the 14th day of OCTOBER, A.D. 1943, pursuant to a Minute of Meeting of the Privy Council, approved by His Excellency the Governor General, on the 14th day of October, 1943, being P.C. 8020.

Sirs:-

Pursuant to the terms of Order-in-Council P.C. 8020, dated October 14th, 1943, as subsequently amended, we have conducted an inquiry into the wage rates paid to persons employed in the operation of coal mines in the Provinces of Alberta and British Columbia, and into matters relevant to or affecting the application of the Wartime Wages Control Order (Order-in-Council P.C. 5963 of July 10th, 1942), and now submit an interim report thereon.

Sittings of the Commission were held at Calgary on October 29th and 30th, and November 10th and 11th, and in Edmonton on November 12th. Every opportunity was given to all interested parties to appear, tender evidence and to make submissions. Representations were made on behalf of the United Mine Workers of America, District 18, by its officers and counsel, and on behalf of the Western Canada Bituminous Coal Operators' Association, The Drumheller Coal Operators' Association, and the independent operators and others, by their representatives and counsel.

At the opening session at Calgary on October 29th, 1943, Mr. Robert Livett, President of the U.M.W.A. District 18, informed the Commission that the U.M.W.A. objected to the terms of the order constituting this Commission in so far as it only contained power to recommend measures to be taken, without authority to put such recommendations into effect, and that the U.M.W.A. were not satisfied to have such

recommendations go to the National War Labour Board for implementation. Having taken such objection, he indicated his willingness to have the Commission proceed with the inquiry. The case for the U.M.W.A. was then placed before the Commission and at its conclusion the Western Canada Bituminous Coal Operators' Association proceeded with its representations. The Commission adjourned late in the afternoon, to resume its sittings on October 31st. In the interval, strike notices were sent out and, on re-convening the following morning, the Commission was faced with the fact that a strike had been called for Monday, November 1st.

A determined effort was made by the Chairman and other members of the Commission to secure a reconsideration by the U.M.W.A. of their intention to go on strike, without avail. In the opinion of the Commission, the action of the U.M.W.A. was ill-conceived, unwarranted and against the national interest. In the face of the situation which then confronted it, the Commission declined to continue with its inquiry and adjourned to meet again at the call of the Chairman.

As a result of conferences between the U.M.W.A. officers and the Honourable, the Minister of Labour, and others, held during the week of November 1st, it was agreed that the miners would return to work, and that this Commission would be given the powers of a Regional War Labour Board under the provisions of the War-time Wages Control Order (Order-in-Council P.C. 5963, July 10th, 1942). These powers were subsequently granted.

Pursuant to such agreement, the miners were requested to return to work, and the Commission resumed its inquiry at Calgary on November 10th.

Practically all the men involved in the strike are now back at work.

The main sittings were concluded on November 12th, although there are two minor issues upon which it may be necessary to hear further representations.

In its demand, the U.M.W.A. has set forth three specific claims:

1. Two dollars a day increase for all day wage and contract employees;
2. Time and one-half and rate and one-half for the sixth day's work in any one week;
3. Two weeks holiday with pay at the basic wage rate after twelve months' employment.

The existing rates were established by mutual agreement, dated May 12th, 1939, effective December 9th, 1938. On April 11th, 1940, a supplementary agreement was entered into with respect to a cost of living bonus, and on August 25th, 1941, a further supplementary agreement was made revising cost of living adjustments. Each of the supplementary agreements confirmed the 1938 agreement in all other respects, and the agreement of April 11th, 1940, contained a clause providing for the continuance of the agreement as amended for the period of the war and one year thereafter, and for such further period as would bring the agreement to expiry on March 31st.

The U.M.W.A. rely on the provision in the original contract providing that; "In the event of a National emergency the economic situation will be subject to review . . . . ." This was done by the agreements of April, 1940, and August 25th, 1941. No new emergency has developed since the economic situation was last reviewed.

Early in 1943 applications were made on behalf of the employees in the Drumheller, Lethbridge, Edmonton, Princeton and Tulameen fields, to the National War Labour Board, for increases. The applications were dealt with and certain adjustments favorable to the employees were put into effect. Unfortunately for industrial peace, the U.M.W.A. is not prepared to abide by its contractual obligations nor the findings of the National War Labour Board and again seeks to press its demands for a further upward revision of its basic wage rates.

It is common knowledge that inflation is one of the great risks of war, and the Dominion Government, in its effort to control inflation, put a ceiling on wages and on prices. It recognized, however, that arbitrary rulings of general application might work hardships in individual cases, and provision has been made to deal with specific applications where an inequality in the wage structure is claimed.

The U.M.W.A. to justify its demands has endeavoured to bring itself within the provisions of the Wartime Wages Control Order which sets the ceiling on wages. Section 25 of that Order provides that, if the National Board finds that a range of wage rates or a single wage rate forming part of the basic scale of wage rates paid by an employer on November 15th, 1941, is low as compared with the ranges of wage rates

or single wage rates respectively, generally prevailing for the same or substantially similar jobs, etc., in the locality or in a locality which, in the opinion of the Board, is comparable, it may direct such increased range of wage rates or single wage rate to be paid as it finds fair and reasonable, having regard to all the circumstances deemed by it in its discretion to be material.

In support of its submission that Section 25 is applicable the U.M.W.A. states:

- (1) That the coal miners in District 18 are working for considerably less wages than their fellow mine workers in the United States, despite the fact that approximately 60% of the coal consumed in Canada is imported from the United States, and submits for comparison the wage rates prevailing in what is termed the "Mid-competitive field" - that is Western Pennsylvania, Ohio and Illinois;
- (2) That many men normally engaged in coal mining have taken advantage of increased demand for labor in the shipbuilding, logging and other industries to leave the mines for more remunerative work in other fields;
- (3) That the action of the Government in freezing miners to their employment is indicative of the fact that miners can secure employment and higher rates of wages in other industries.

Operators, quite properly, have maintained the position that the agreement negotiated with the miners in 1938, and as revised in 1940 and 1941, is still in effect and should continue in effect until the expiration period provided for in the agreement, viz., one year after the war. They also submit

that the miners' wages are not low and compare favourably with wages paid in other fields of industry, and that, in view of the Government's announced policy of wage control and price fixing, they cannot be a party to any voluntary increase in basic wage rates.

The Commission finds that the rates of wages paid (including cost of living bonuses) to persons employed in the operation of coal mines in the Provinces of Alberta and British Columbia may be summarized as follows:

Bituminous Field, including Vancouver Island, and the Sub-Bituminous Mines in the Princeton Field:

Surface workers	\$5.61 per 8-hour day
Underground workers	6.49 per 8-hour day
Contract miners, average	\$9.00 - 9.50 per 8 hour day

Sub-Bituminous Mines, Including the Edmonton, Lethbridge and Drumheller Fields:

Surface workers	5.56 per 8-hour day
Underground workers	6.28 per 8-hour day
Contract miners	\$5.71 - 9.00 per 8-hour day

While the daily rates appear to be high, the annual earnings of those employed in mining operations are actually much lower than might be expected.

The average annual earnings of the Alberta and British Columbia coal mine workers as compared with the average annual earnings of the coal mine workers of the Dominion Coal Company, Cape Breton, N.S., are as follows:

	N.S. 1942	Alberta & B.C. 1942
Face workers or contract miners;		Excluding those who
Annual average	\$2,488.20	worked less than 175 days -
		\$2,115.50

One reason for the difference in actual earnings is that the Alberta sub-bituminous mines are usually operated for approximately 200 days each year out of a possible 300, while the Cape Breton Mine is operated at least 286 days a year. The Alberta and British Columbia bituminous mines at present operate at least 275 days a year but for many years employment in these mines was intermittent.

TABLE SHOWING NUMBER OF DAYS' OPERATION  
IN CENTRAL ALBERTA FIELD FOR 1942.

Newcastle	230
Rosedale	192
Star	220
Murray	219
Maple Leaf	265
Atlas	200
Red Deer	239
Brilliant	205
Midland	196
H1-Grade	284
Monarch	284
Empire	220
	<hr/> 2754

Average for all these mines, 229 days.

The following extract from the report of the McGillivray Commission, (Labour Gazette, January 1939, page 12) is appropriate in the circumstances.

"It is quite evident that a rate which would provide not only a living wage but a very fair wage in a mine which was able to offer work to its workmen for five days a week throughout the year might be wholly inadequate to provide a living wage, to the employees in a mine which was unable to provide more than one work day per week for its employees."

It should be pointed out that the Dominion Government has recognized that a national emergency exists in respect of the production of coal as an essential war commodity, and has taken steps to stimulate the production thereof to ensure an adequate supply. It established the Emergency Coal Production Board in November 1942, to deal with the emergency. It might have been considered that this Board could properly have dealt with the question of miners' wages as part of the emergency situation, but it is apparent that the functions of the

Board have been limited mainly to the granting of subsidies to mines where wage increases have been put into effect, beyond the ability of the operators to meet. The fact remains, however, that even though the Board has not power of itself to increase wages, the principle has been recognized that the production of coal is a primary essential in the war effort and, if increased wages are required to induce men to continue in the mining industry, that the situation could have been met through the functioning of the Emergency Coal Production Board.

The Commission would also like to direct attention to the powers of the Western Labour Board in connection with defence projects. If the mining industry were declared to be a defence project, (and it is apparent that it does form a vital part in Canada's war effort), the Western Labour Board could have been authorized to prescribe the payment of such ranges of wage rates as it might find fair and reasonable, having regard to the necessity of recruiting and maintaining an adequate supply of labour for employment in coal mines, with the minimum dislocation of wage rates in and the supply of labour for other employments, and having regard for all other circumstances deemed by it, in its discretion, to be



material.

Attention is directed to the powers of the Emergency Coal Production Board and the Western Labour Board to indicate the attitude of the Government to the importance of maintaining an adequate supply of coal throughout Canada, even at the risk of disturbing the wage ceiling.

Your Commission has given very careful consideration to the whole of the circumstances surrounding the application for increases, and for the purposes of this inquiry finds that the requirements of Sections 25 and 29 (relating to working conditions, etc.,) of the Wartime Wages Control Order have been sufficiently satisfied, and, having regard to the emergency conditions existing, your Commission directs:

- (1) An increase in the wages paid to persons engaged in manual employment in the operation of underground coal mines in the Provinces of Alberta and British Columbia of \$1.00 per day for all day wage, contract and other employees not above the rank of foreman or comparable rank;
- (2) Two weeks holiday with pay at the basic daily wage rate to be granted to such employees who between April 1st and September 30th in any year have continued in the employment of any one employer for at least twelve consecutive months, and provided that such employee has not been absent from his employment for more than ninety days (including Sundays, holidays and vacation) during such twelve month period, except through causes beyond his control;
- (3) That the foregoing be effective as of and from November 1st, 1943, as to any employees who were at work on that date, and as of and from the date of resumption of work in the case of all other employees.

Counsel for the Western Canada Bituminous Coal Operators' Association pressed us to limit any increase granted to a war time bonus, but the Wartime Wage Control Order does not authorize this.

The Commission would have preferred if the application could have been disposed of by the Emergency Coal Production Board or the Western Labour Board as it is of the opinion that the circumstances surrounding the application were peculiar to the coal-mining industry as a defence project and have no bearing upon other industries not directly connected with the furtherance of the war effort or the comfort and safety of the citizens of Western Canada.

Notwithstanding its finding that the applicants have brought themselves within Section 25 of the Wartime Wages Control Order the Commission frankly admits that the increases actually recommended are in the nature of a compromise necessitated by the action of the miners at the outset of the winter season and the shortage of coal reserves in the west. Time has been a factor in the preparation of this report and the Commission regrets that it did not have an opportunity for more careful consideration of the problems involved. It sympathizes with the efforts of those responsible for the application to better conditions in the industry but unanimously condemns the methods adopted by the U.M.W.A. in the existing circumstances.

The directions of the Commission will necessitate an increase in the selling price of coal, or financial assistance to the operators to keep the mines open.

The Commission has required the mine owners to submit financial statements, and our accountant has prepared the accompanying tabulation showing the financial position of the companies involved and the operators' claims for price increase or subsidy. We are not satisfied that these claims are all sound, but if established they would appear to justify

a price increase of 40 cents a ton to the selling price of coal. As the average family burns 10 tons of coal each winter this increase would not be burdensome, and we believe most consumers would prefer to pay it rather than run the risk of a strike which would deprive them of fuel and bring suffering and possibly death to many persons.

The Commission is not making any specific recommendation on this issue because after further study it may be considered best to give financial assistance to the mines rather than to increase the price of coal. We enclose a computation of the cost to the Treasury of assuming the wage increase.

A further report as to the necessary increase in the price of coal will be submitted if it is required.

The Commission finds the present system of collecting income tax is partly responsible for dissatisfaction and absenteeism amongst the miners and recommends that the scheme of collection of income tax from mine employees approved by representatives of the Minister of Finance, of the U.M.W.A. and of the Western Canada Bituminous Coal Operators' Association be made compulsory in Alberta and British Columbia so as to take effect with the first installment of increased pay on November 30th, 1943.

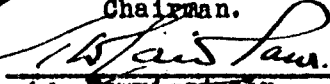
The Commission was fortunate indeed to secure the services of Mr. F. E. Harrison, as Secretary; Mr. K. C. Teare, C.A., as accountant and Mr. H. H. Perlee, K.C., as Counsel.

DATED at EDMONTON, Alberta, / 7 <sup>th</sup> day of NOVEMBER, 1943.

ALL OF WHICH IS RESPECTFULLY SUBMITTED.

To:  
The Hon. Humphrey Mitchell,  
Minister of Labour  
and  
The National War Labour Board,  
OTTAWA, Ont.

  
Chairman.

  
Commissioner.

  
Commissioner.

909-1-42-2-0

FINAL REPORT  
of the  
ROYAL COMMISSION

appointed under Letters Patent of the 14th day of October, 1943, pursuant to a Minute of Meeting of the Privy Council, approved by His Excellency the Governor-General on the 14th day of October, 1943, being P. C. 8020.

Sirs:

On the 17th day of November, 1943, we reported that we had directed an increase of \$1.00 per day in the wages paid to persons engaged in manual employment in Alberta and British Columbia underground coal mines and two weeks' holidays with pay at the basic daily wage rate to employees who worked continuously for a year.

The members of the United Mine Workers of America, District 18, by a vote of 5313 for to 3160 against accepted these provisions and continued at work. The Western Canada Bituminous Coal Operators' Association also accepted them. The strike, which had lasted one week in all mines and two weeks in some mines, was settled. Much hardship and suffering was averted.

While, as we have said, a majority of the U.M.W.A., District 18, accepted our finding, the miners in the sub-bituminous fields of Edmonton and East Coulee rejected it, voting as follows:

	<u>For</u>	<u>Against</u>
Edmonton	152	209
East Coulee	125	252

This was due to the dissatisfaction of the contract miners in those districts with the contract rates.

East Coulee

At the conclusion of the evidence and argument of the general application for wage increase, holidays, and overtime, the Secretary of District 18, U.M.W.A., asked leave to present the application of the employees of the Atlas Coal Company Limited, Murray Collieries Limited, Empire Collieries Limited, and Maple Leaf Minerals Limited,

operators of coal mines in the East Coulee field, to increase wages payable to contract miners for loading coal and for timbering to the rate of wages payable for similar work in the nearby Drumheller field.

Mr. Gouge, the President of the Maple Leaf Minerals Limited, appeared for the East Coulee Mines and objected that the Commission as a Regional Board had no jurisdiction to grant this relief since the National Board had refused it. We agreed with this contention, but with the permission of the National Board we heard the evidence adduced (See Page 365 to Page 417 of Volume I and all of Volume II of the transcript of evidence). Three copies of the transcript with the original exhibits therein referred to accompany this Report to the National Board.

As the dispute involved engineering problems, we endeavoured to have the U.M.W.A. and Mr. Gouge agree upon an engineer to inspect the mines and report. They failed to agree, but neither of them objected to G. A. Vissac, Esq., M.E., and through the courtesy of the Emergency Coal Production Board we were fortunate in securing his services. We quote from his report:-

"1 - Re: Equalization of Contract Rates  
Drumheller and East Coulee Fields

(a) - Loading Rates in Machine Mining

	<u>Drumheller</u>	<u>East Coulee</u>	<u>Differential</u>
Loaders in Rooms	76¢ p. ton	67¢ p.t.	9¢ p.t.
Loaders in Narrow Places and Entries	95¢ "	77¢ "	18¢ "

The above differentials are not justified.

(b) - Timbering Rates

	<u>Drumheller</u>	<u>East Coulee</u>	<u>Differential</u>
Room Sets	.75	.61	.14
Needle Sets	.42½	.31½	.11

The above differentials are justified."

Our Accountant has examined the financial statements of the

East Coulee operators. He is of the opinion that the following companies are able to pay the wage increase necessary to equalize the wage rates without increasing prices; viz. - Atlas Coal Company Limited and Murray Collieries Limited, while Empire Collieries Limited and Maple Leaf Minerals Limited are operating at a loss.

On July 5th, 1938, H.A. Dydo, Esq., the Chairman of a Board of Conciliation and Investigation, reported to the Minister of Labour after investigating various disputes, including this issue, and we quote from his report:

"I therefore recommend that the inequality known as the East Coulee Differential should be reduced from the present 10¢ in rooms and 20¢ in entries to 5¢ in rooms and 10¢ in entries. Insofar as this request relates to timber rates.....I therefore recommend that the timber rates be adjusted as follows:

- (a) Timber rates are excluded from the recommendation of a general increase in wages aforesaid.
- (b) The Drumheller rate should be reduced from 85¢ to 75¢ per set.
- (c) All other timber rates should be fixed at 61¢ per set."

We find:

- (1) The contract rate differential at the present time is too high but should not be eliminated altogether; and
- (2) The timber rate differential is justified and should be continued.

We, therefore, respectfully recommend that the National War Labour Board reduce the contract rate differential from the present 9¢ in rooms and 18¢ in entries to 5¢ in rooms and 10¢ in entries so that the rates will be as follows: viz.,

East Coulee Lines

Loaders in Rooms	71¢ per ton
Loaders in Narrow Places and	
Entries	85¢ " "

Edmonton Field

At the same sitting we were asked to hear the application of the

contract miners employed by Beverley Coal Company Limited, Bush Mines Limited, Dawson Coal Company Limited, Great West Coal Company Limited, Red Hot Coal Company Limited, Edmonton Collieries Limited, and Samis Collieries, operators of coal mines in the Edmonton field, to increase the contract price payable to miners for loading coal above the 12 $\frac{1}{2}$ % increase authorized by the finding and direction of the National Board of September 2nd, 1943, under which the present rates are in effect:

	Rate in Entries per ton	Rate in Rooms per ton
Beverley Coal Company Limited	.99 (screened)	.86 $\frac{1}{2}$ (screened)
Dawson Coal Company Limited	1.04 $\frac{1}{2}$ "	1.04 $\frac{1}{2}$ "
Edmonton Collieries Limited	1.02 "	.82 "
Samis Collieries	1.01 "	.78 $\frac{1}{2}$ "
Bush Mines Limited	.69	.64
Great West Coal Company Limited	.61	.54
Red Hot Coal Company Limited	.72	.72

Mayne Reid, Esq., K.C., Counsel for some of these operators, objected to our jurisdiction to vary the order of the National Board, but with the permission of the National Board we heard the evidence adduced, which will be found at Page 418 to Page 449 of Volume I of the transcript.

Mr. Angus Morrison, the Secretary of the U.M.W.A., appeared for the applicants and contended that the 12 $\frac{1}{2}$ % increase granted to contract miners by the National War Labour Board on September 2nd, 1943, was not proportionate to the increase granted to other miners by the same Order with the result that contract miners were earning less than other miners.

At Mr. Morrison's request, Mr. V. J. Macklin, the Associate Secretary of the Commission, obtained from the operators of each mine a statement of the earnings of all contract miners in October and November, 1942, before the increase granted by the National War Labour Board, and in October, November, and December, 1943, after the said increase. Mr. Macklin prepared a summary of the result of his inquiry, which is attached to and forms part of this Report,

It will be noted that, while the earnings of contract miners at all mines do not exceed the earnings of other miners by as much after September 2nd, 1943, as before that date, the excess is still substantial for the contract miners employed by three companies.

While all these mines are in receipt of subsidies, the contract miners are in no different position than those in mines in other fields. The differential between their pay rates and those of company or day miners should be maintained on a comparable basis. We, therefore, recommend that the tonnage rates in entries and rooms as set out on Page 4 hereof be increased by 2¢ per ton,

Rosedale Coal Company Limited

Evidence was adduced on this application, and briefs, were filed. The briefs and our Engineer's report accompany this Report to the National Board.

Our Engineer reports as follows; viz.,

"11. - Re: Rosedale Collieries Limited  
Adjustment of Contract Rates

(a) - Timbering Rates

Room Timbering: The New rate of 75 cents per set does not appear to be justified.

We suggest a rate of 61 cents instead.

(b) - Contract Rates - Screen Size

The present contract is as follows:

"All coals shall be paid at the rate of two thousand pounds to the ton over a one and one-quarter inch ( $1\frac{1}{4}$ ") screen

This screen size does not appear to be justified; one and one-half inch ( $1\frac{1}{2}$ ") should be specified instead, as in all of the other mines."

We respectfully recommend that the National War Labour Board amend the Finding and Direction of September 2nd, 1943, relative to the Rosedale and Star Mines to provide that the contract rates therein specified shall apply to coal screened over a  $1\frac{1}{2}$ " screen similar to that used in other mines in the district.

As to the application for decrease in timber rates, we make no



recommendation.

Strip Mines

At the request of both employers and employees, we have issued findings and directions permitting the Sterling Collieries Company Limited and Coal Valley Mining Company Limited, operators of strip mines, to increase the wages of their employees engaged in manual operations of strip mines \$1.00 per day and to give them two weeks' holidays with pay at the basic rate. Copies of these findings and directions accompany our report to the National War Labour Board.

Employees Not Engaged in Manual Operations

The Western Canada Bituminous Coal Operators' Association, the Canadian Collieries (Dunsmuir) Limited, and other operators applied for permission to increase the wages of these employees also.

While we have the powers of a Regional War Labour Board as to wage rates payable to persons engaged in the operation of coal mines in Alberta and British Columbia, we realize that these powers were granted only to assist us in settling the strike then in effect.

It was a strike of employees in a hazardous manual occupation at which the exigencies of war compelled them to continue.

Whether a blanket increase should be granted to non-manual employees who are not exposed to the same risk or tied to their employment is a question which should be dealt with by the National War Labour Board.

Camrose Collieries Limited et al,:

Camrose Collieries Limited, Birnwell Coal Limited, Majestic Mines Limited, Western Ventures Limited, and Continental Coal Corporation Limited, proprietors of strip mines, applied to the Commission to increase the wages payable to persons employed in their operations, other than those engaged in removing overburden or excavating coal, which work is done by independent contractors.

We were not informed as to the wages presently payable or the

number of employees affected. In our view it is a matter entirely for the consideration of the National War Labour Board.

Employees of Brazeau Collieries Limited

The Alberta Regional War Labour Board referred to the Commission an application for an increase of \$1 per day by twenty-five employees of Brazeau Collieries Limited, engaged in cutting nine props and timber at a camp some little distance from the mine. As these employees are not, in our opinion, engaged in the mining of coal, we cannot entertain this application, and we are returning it to the Alberta Regional War Labour Board.

Interpretation of our Finding and Direction of November 17th, 1943

At our request the officers of the United Mine Workers of America, District 12, and the Secretary and Commissioner of the Western Canada Bituminous Coal Operators' Association have conferred and agreed upon the following, which we hereby confirm; viz.,

1. An employee engaged, according to the Mines Act, in examining a mine is not absent from his employment.
2. An employee engaged in discussing differences between the Union and his employer is not absent from his employment.
3. An employee who works less than eight hours is absent from his employment unless it is due to a cause beyond his control; e.g., if he has performed all the work allotted, to him.
4. If the mine whistle signals "No Work," the employees are not absent from their employment through a cause within their control.
5. Employees of West Canadian Collieries Limited, when engaged in fighting the mine fire during the strike, were not absent from their employment.

We have made the following additional interpretations; viz.,

6. Boys are entitled to the increase of \$1.00 per day.
7. The additional \$1.00 is payable on Sundays and holidays and may be increased to \$1.50 by overtime.
8. Fire-bosses are engaged in manual employment and are not above the rank of foreman.
9. An employee required to pull three Bee-Hive coke ovens per day

who pulls two ovens only is entitled to the increase of \$1.00 per day provided he works the full eight hours.

10. Pit bosses are engaged in manual employment and are not above the rank of foreman.

11. Holiday Rate.

Employees will be paid for twelve days' holidays at the rate payable to each of them during the week prior to his vacation, less the Cost of Living Bonus, which will be included in the wage rate after February 15th, 1944. It was not part of the basic wage rate demanded by the U.M.W.A. or granted by this Commission. Contract miners will be paid only at the highest day rate payable to company miners.

12. The miners should pay the increased price of coal.

We acknowledge our indebtedness to Mr. G. A. Vissac and Mr. V. J. Macklin.

In conclusion, we point out that, under the Wage Regulation Control Order 1943, the National War Labour Board may vary any of these interpretations.

Dated at Edmonton the 24th day of January, A.D. 1944.

All of which is respectfully submitted.

G. B. O'Connor  
Chairman

T. D. Reid Law  
Commissioner

L. Hyndman  
Commissioner

T3:

The Hon. Humphrey Mitchell,  
Minister of Labour

and

The National War Labour Board  
Ottawa, Ontario.

(All earnings include cost of living bonus)

Name of Mine	Before Order N.W.L.B. Sept. 2, 1943						After Order N.W.L.B. Sept. 2, 1943								
	October-1942			November-1942			October-1943			Nov. 16-30, 1943					
	Av. Cont. Earn.	Day Rate	Sur- plus	Av. Cont. Earn.	Day Rate	Sur- plus	Av. Cont. Earn.	Day Rate	Sur- plus	Av. Cont. Earn.	Day Rate	Sur- plus			
Overley Coal Co. Ltd.	8.66	5.12	3.54	8.74	5.12	3.62	8.78	6.28	2.50	9.86	7.34	2.52	10.41	7.34	3.07
Sh Mines Ltd.	5.56	5.12	.44	5.59	5.12	.47	6.59	6.28	.31	7.54	7.34	.20	7.68	7.34	.34
Wessex Coal Co. Ltd.	5.80	5.12	.68	6.35	5.12	1.23	7.50	6.28	1.22	8.98	7.34	1.64	8.40	7.34	1.06
Wentworth Collieries	7.42	5.12	2.30	6.52	5.12	1.40	6.75	6.28	.47	7.75	7.34	.41	7.26	7.34	.08
West West Coal Co. Ltd.	6.46	5.12	1.34	6.64	5.12	1.52	7.33	6.28	1.60	8.43	7.34	1.09	8.86	7.34	1.52
Widewater Hot Coal Co. Ltd.	5.24	5.12	.12	4.96	5.12	-.16	5.98	6.28	-.33	7.16	7.34	-.18	7.23	7.34	-.06
Widewater Collieries	4.51	5.12	0.61	4.71	5.12	-.41	6.67	6.28	.39	7.49	7.34	.15	6.80	7.34	-.54
TOTAL			7.81			7.67			6.16			5.83			5.20
Average Excess per Shift for seven mines			1.12			1.10			.88			.83			.74