SUBSECTION IV.

THE AUTOMOTIVE AND MECHANICAL TRADES.

In view of the large number of mechanics required for and trained by the Armed Services, the Commission has paid particular attention to the proposals connected with the re-establishment of veterans having qualifications in the automotive trades.

(1) ASSESSMENT AND VALUE OF SERVICE TRAINING.

For the purpose of clarity these will be divided into (a) pre-war mechanics and apprentices; (b) in-service trained mechanics.

Automotive mechanics and apprentices with pre-war experience (civilian tradesmen) were available for the Armed Services in reasonable numbers only until 1941. This class of tradesmen does not constitute any problem in the rehabilitation scheme, for the reasons enumerated throughout this section. The problem arises with the Armed Service trained mechanic who, from 1941 on, constituted personnel who were selected as being suitable, and who had aptitude and youth in their favour, for training to Army requirements and in this connection cognizance must be taken of the fact that this training was of such a nature as to fit these men very adequately for the demands of the Armed Services without regard to post-war civilian standards. The service training courses were of necessity reduced to a minimum of time and were of a practical and theoretical nature. The basis of qualifications was a trade test, for the purpose of determining a man's qualifications to do the job that the Army required of him.

(a). By Lt.-Col. W. H. Bonus, Director of Trades Training (Report No. 5, Vol. II, page D2)

"the point I would like to make is that it

was not considered that a fully qualified tradesman could be produced in a trade school.

There are certain basic skills which can be given and which can be acquired, but unless these are applied by the tradesman at his job he very quickly loses them, and that has been one of the difficulties that we have had, to retain him long enough to solidify that experience and these skills which have been given him, considering that he has had no experience in that trade before.

The experience of the practical work is essential, and it can be obtained only on the equipment of the army, in the corps in which he is to be employed. It is therefore in some degree limited or narrowed; but on the other hand, he has to obtain speed in doing his work. That is one of the things which he has to acquire."

From the evidence submitted by officers of the corps of Royal Canadian Electrical and Mechanical Engineers who are now either operating their own automotive businesses or employed by the large automotive manufacturers or other employers, it is clearly evident that the exigencies of the Armed Services necessitated a high degree of specialization rather than all round mechanical application, for that reason the returning veteran without pre-war experience is not qualified to take his place in civilian operations, except in certain cases, without further training. A line of demarcation might be drawn between the conditions in Canada and those overseas to the extent that the mechanic in Canada may have had a slightly better opportunity for a variation of work than was experienced overseas but much value cannot be attached to that as, generally speaking, the volume of work was always

ahead of the available supply of mechanics thereby necessitating line production methods or specialization in general over-haul work, in order to cope with the volume. The situation overseas from the evidence submitted by officers in charge of work-shops and higher formations indicates that the system of specialization was of necessity carried out to a very marked degree and that work calling for general skill and knowledge was without exception allocated to men who had previous civilian experience. These men were quickly detected by the officers in charge of work-shops and utilized for the purposes of work which could not be carried out by the less experienced personnel. This refers particularly to the classification of Army vehicle mechanics (AFV), (MV) and R.C.A.F. (MMMT) and does not include driver mechanics whose training and experience by virtue of the limitations imposed upon their activities in the service, could not be assessed as having a competency greater than that of a helper or a junior apprentice.

It is appreciated that the Army and Air Force whose veterans constitute the major problem had degrees of classification C, B and A, each classification requiring a laid down trade test, and that trainees leaving a trade school or service course would not be graded higher than C, and that a period of practical application of the knowledge gained was called for before consideration could be given to an up grading to class B or class A. However, since the exigencies of the Service did not permit the practical application of all these laid down requirements, the procedure was varied and may be best explained by quoting from the evidence presented to the Commission in Montreal under date of January 28, 1946.

(b) By Captain Appleby, R.C.E.M.E., now employed by the Ford Motor Company of Canada Limited, as follows:-

(Ref.: Report No. 84, Vol.K., page A18)

"Q. by Major Capes: Captain Appleby, you have heard the discussion up to this point. Have you anything further to add in relation to the items which we have discussed?

A. No, I think not; except that in my opinion of course that the Army skills as shown on the qualifications of the different tradesmen are sometimes away off, due to the same reasons which I think were advanced by -- I have forgotten for the moment who it was -- and that is the fact that we had specialists to whom we were not allowed to give trades pay, such as brake lining experts, motor rebuilders; so that the sum and substance of their particular skills was that they were not qualified as all-round motor mechanics, they were rather trained in a particular skill. That was due to the fact that our requirements were specialized. Many of them were quite qualified to do work as grade B mechanics, but in order to give them the benefit of trades pay we had to have them classified into group A. But, if a grade A tradesman in the Army had the skills as outlined he would be in every way a good man, but very few grade A tradesmen -- men in that class -- were fully qualified."

Also: Report No. 84, Vol. K, page A21.

"One of the great difficulties of course in regard to the number of mechanics coming out of the army -- and I think that some people are

are not sufficiently impressed about this -- is that they are specialists in the repair, maintenance and replacements of components, shall I say, as such, but they have not had sufficient general work of the type usual to garage operation. We could take such people in and train them. As a matter of fact we have trained two C.W.A.C.'s -- they are just as good as the men, sir -- but they were not motor mechanics. They could assemble or disassemble an engine as quickly as any man, but still you would not classify them as all-round motor mechanics. In the larger shops generally where you have a production line type of repair set-up you could use men on one particular operation, you could take even youths in and train them in a very short time. That has been evidenced by the production during the war years in connection with practically everything; but that does not make them good general mechanics."

(c) By Major A. O. Drysdale, R.C.E.M.E., presently employed as Assistant Superintendent, Canada Cement Company Ltd., as follows:

(Reference: Report No. 84, Vol. K, page A25, line 25)

"Until 1944 most trade testing in the Canadian Army Overseas was carried out at Base with the result that standard tests were given and uniformity was obtained in the various trade groups. When the Canadian Army left for the Continent, it became necessary to delegate the task of trade testing to the field formations. Two conditions arose due to this change:

1. The interpretation, by the various formations, of the tests laid down by trade testing regulations were varied resulting in a loss of uniformity in

trade grouping.

2. The strictly practical man who previously would not obtain a high grading at Base due to his inability to do theory and simple mathematics, was given a better chance to upgrade himself. In the field formations more weight was given to practical work than the application of theory.

The degree of skill required in the Army for certain groups does not necessarily correspond to the same trade group in the equivalent civilian trade. For example:

'A mechanic receiving 'A' trades pay, repairing Army vehicles will not normally draw top pay in the automobile repair business unless he has had previous civilian experience.'

Many men have learned a trade in the Army. Others have increased their knowledge and have become more skilled, but to attempt to classify a man to civilian standards by the trade group he attained in the Army would create a false impression.

The greatest faults found in present methods of classifying veterans is <u>that there is no uniformity in tests</u> and that the emphasis is placed on oral questions.

A detailed knowledge of theory is desired but not essential in most trades. Theoretical knowledge alone is useless in a trade but becomes evident in its application by increasing the trades-man's skill. Obviously a test that stresses the practical aspect of the trade is desired.

To fairly assess a veteran's knowledge and skill on civilian standards, it will become necessary to set up standards based on civilian requirements and then retrade test all veterans. These tests

should be drawn up in conformity with both trade Union and Employer classifications.

The following recommendations are submitted for your consideration:

1. Trade test standard should be drawn up based on civilian requirements.
2. Tests should be outlined so that Veterans could be placed either in a wage bracket or given credits towards an apprenticeship.
3. Trade tests should stress the candidate's practical aptitude.
4. Tests should be unbiased and full consideration should be given to language difficulties.
5. Tests should not be too short in duration and two to three days' tests should not be considered excessive.
6. Tests should be carried out in technical schools or plants in order that candidates will have adequate facilities to demonstrate their skill."

(d) By Lt.-Col. L. D. McGee, R.C.E.M.E., as follows:
(Ref.: Report No. 84, Vol. K, page A29)

"1. The Issuance of Competency Certificates.

In my opinion the certificates at present being granted to veterans on discharge are in many cases not a true indication of a veteran's status as a tradesman or craftsman in regard to civilian standards or requirements. A suggested revision to this policy in the event that complete re-tradetesting and reclassification is found to be too cumbersome and too slow to effect an efficient discharge system would be to have all craftsmen concerned carefully screened by competent technical boards versed

in industry's standard requirements or to develop practical time limit tests which will determine quickly the skill of the tradesmen concerned. These tests should be consistent with industry's requirements and should in addition to being a test of specialized knowledge, be so designed as to bring out the general knowledge of the veteran which would help the examining board to classify the tradesman as to his skill or weakness.

It is further suggested that vocational tests, if not already employed, might be useful in finally riving at the rating of the veteran. In many cases it might be found that the veteran, when measured by this scientific yardstick, has not the versatility of aptitudes his trade requires when followed as a civilian occupation. In other words, though he is perhaps capable of passing Army trade tests or courses, he does not possess to a full measure the patience, perseverance, thoroughness and the many other qualities required to perform a skilled job in industry and thus might tend to become a misfit in civilian life, though he will in all probability be highly successful in a vocation more suitable to his aptitudes.

"2. Value of experience and technical skills acquired by the veterans while in the Armed Forces.

This question is subject to debate as in certain trades the veteran had the opportunity to amplify his skill in all elements of his trade, while in others he was perhaps very limited as to his experience gained and became an expert at only a part of the complete trade. Due to the system of repair necessitated in the Army by field limitations the tradesman, in many instances, was perhaps limited to effecting running repairs. In others he was privileged to change major

assemblies, it being the exception rather than the rule to effect repairs of an over-haul nature to complete major assemblies in the field. In these cases the tradesman developed his skill only along certain lines and the Army was satisfied if the craftsman was highly skilled at changing major assemblies, over-hauling minor components, effecting field adjustments and completing running repairs.

It must be stressed, however, that Army trades training courses were designed with a view to giving the tradesman a complete working knowledge of all the aspects of his trade but it is my opinion that unless a craftsman is physically engaged on the development of what he learns on courses he is apt to forget the knowledge gained as the result of such courses and it is thus unfair to expect men fully qualified, perhaps only by courses, to have the skill of a trade which can come only by diligent application and the opportunity gained perhaps best by apprenticeship after training guidance.

3. If the experience or technical skills acquired by the veterans while in the Armed Forces should be supplemented by courses in technical schools or other institutions.

It is my belief that much can be done in the education of the veteran tradesmen in preparing them to take their place successfully in industry. Many tradesmen, in my opinion, both in civilian and Army life possess weak points and if a system can be developed to offset the Army tradesmen's weak points by practical courses he will be able to compete successfully with his civilian opposite number. Much will depend on the nature of the courses as the average Army tradesman is impatient to effect his discharge and get back to civilian life with the minimum loss of time and money to himself. Further, his attitude towards courses on a trade he has already taken many on, will in all probability, not be enthusiastic.

It is my suggestion that these courses be run by civilian institutions and that Army discipline should not prevail. Further, attractions should be added by some policy of earning while learning. There are also many veteran tradesmen who will not require additional courses or refresher courses and would look on same as a hindrance rather than a help as regards expediting their civilian career. Such veterans should be carefully screened out, de also further study on subjects already very familiar to the veteran should be definitely avoided. Courses should also be designed to give veterans complete confidence in themselves on discharge to civilian life as it will be found that many veterans have never worked at a trade in civilian life and are thus totally unfamiliar with modern industry's economic structure, mass production methods and demands on human nature.

To summarize, in my estimation, veterans as a whole will definitely exhibit marked tendencies towards self-government and advancement and will have a thirst for knowledge accompanied by a keenness to make up for any shortcomings in their ability or training."

(e) By Brigadier G. M. Grant, C.B.E., Royal Canadian Electrical and Mechanical Engineers, who filled the appointment of both Director of Mechanical Engineering at National Defence Headquarters and Deputy Director of Mechanical Engineering, 1st Canadian Army Overseas, and is now re-established with the Bell Telephone Co. of Canada, Ltd., Montreal:

(Ref.: Report No. 84, Vol. K, page A36)

"I have been very interested in hearing the remarks of the previous witnesses. I would like to preface any answer I give or statement I make by saying that the Canadian Army, both the Canadian Army in Canada and overseas, had an excellent

Technical Corps, whether it be the corps of Royal Canadian Electrical and Mechanical Engineers or whether it be the maintenance section of the Army Service Corps, the Signal Corps, or any other technical corps; they turned out a tremendous amount of excellent work. Naturally, in the Army you are going to find many men with varying degrees of skill, in spite of the fact that they may some of them be grade A tradesmen, grade B, or grade C. That is only natural that you should find these varying degrees of skills. Again, the Army system called for a certain organization or set-up that would only be found in the Army - never in civilian industry - that is, the speed with which repairs had to be made, the time in which to make them, and so on. All those factors entered into it. There were a great many mechanics trained in civilian industry who came into the Army with high skills. There is no question about that. Some of them of necessity had to become specialists. But in the first place they were good mechanics. They may admittedly have lost a part of their trade skills, but it would not take them very long to bring themselves back if they had become specialized. That deals with the type of mechanic we had in the Army who came into the Army as a civilian trained mechanic. I have no fear for his future back in civilian industry. He knows the requirements of civilian industry, as far as the trade is concerned, and I am quite sure that he would get back on his own very quickly.

We come now to the soldier who came in and was trained as outlined by Captain Appleby, in the Army Trades Schools. He got an excellent basic training. However, he had to get practical experience. Some of them were given opportunities to work in certain

locations in Canada where they got a chance to more or less generalize. Others went into jobs where they had to specialize. Therefore, I am quite sure I agree with Major Tilden when he says some of them reached the very top grading in so far as motor mechanics were concerned, while others did not, they were specialists, and very excellent specialists, too; but, after all, they were not what you might call all-round motor mechanics.

Now, these chaps who came overseas from the Trades Training Schools did good work. As you know, in our organization we had a different set-up there, with four lines of repair. The mechanic in the first line of repair did not have an opportunity to do much more than what you would call a tune-up job -- quick testing and minor adjusting. In the second line they specialized in respect to the changing of assemblies. When you got to the third line and the fourth line, you had not only the specialist there but you had chaps who were capable of doing generally all kinds of work; and I think that the officers in the shops would agree that they had to be good mechanics on what you might call all-round jobs. Naturally they picked up the man who came into the Army with previous experience for that kind of work; and it did not take an officer long to make up his mind whether a mechanic was capable of doing an overall job. That is the picture up to that point.

Now, regarding his competency certificate based on his trade rating in the Army on coming back to civilian life: I hesitate to say that there should be a trade test set up to measure that man's ability, for the reason that we found in the Army a great many excellent mechanics who found it difficult,

when it came to answering questions orally, to say just what they meant. However, when it came to doing a job with their hands, they could do it and do it well. Therefore, I confess, I feel that that type of man could only be assessed as to his technical ability by putting him on a job and having the employer measure his skill and pay him accordingly.

(f)By Major S. F. Tilden, R.C.E.M.E., now re-established in his own business, Tilden Drive-Ur-Self Company, Montreal, as follows: -

(Reference: Report No. 84, Vol. K, page A13).

"Q. by Major Capes: Major Tilden, you have had experience with trade testing in Canada, and with the various qualifications of the motor mechanics and allied trades. Would you care to express any opinion as to the value of these in relation to civilian requirements?

A. I think my ideas follow those of Major Campbell pretty closely. We give a certain amount of credence to these qualifications, but we definitely check a man in our own employ, and we would be guided by what he could do for us. I like Major Campbell's point that a great deal has to do with a man's personality; how much work he can produce, his interest in his work. That is very pertinent. And concerning the man who comes out of the army as a qualified motor mech., we take him on and try him out and if he does not measure up to our standard or if he is not interested in his work we give up our experiment with him.

Q. In relation to the Army Trade Test, would you say that if a man were properly qualified and classified a grade A or B mechanic, that he would be equal to a pre-war mechanic as we know it in the trade?

A. I do not think you can generalize on it. I think you have to take the individual man. I have seen some men who qualified in the Army and went in as driver-mechanics and came out as motor mechanics and on the job they could do the work immediately. I have seen other cases where the reverse would apply. I may say frankly that we have many men who have come out of the Army qualified as motor mechanics when they were not, could not properly be designated as motor mechanics; I think that the people who qualified them as such in some cases knew it. I think that I was one of them. We had men who were specialized, but they were not fully qualified. One might be a good brake lining man who had worked on brake lining almost exclusively -- he might be a very excellent brake lining man -- but aside from that he might have nothing but a little theory as to any other part of the trade. One of the weaknesses of His Majesty's set-up is that establishments are limited as to trade categories. They had no trade categories for specialists of the type I just described and there was no way by which such a man could get the trades pay to which he was properly entitled on the basis of the value of his work, so we would classify him as a motor mech. because we felt his work justified the classification, as recognition, although we knew he was not a thoroughly qualified motor mechanic. We recognized that he was doing a good job turning out work that was badly needed. They had nothing in the Army that would permit a specialist to get trades pay."

The foregoing remarks, in principle, apply also to the R.C.A.F. classifications of aero-engine mechanics in that by virtue of their specialized training they

should have a marked degree of skill and knowledge in relation to engines. They are, however, deficient in the knowledge and skill pertaining to the power train in vehicle construction.

There is also the Air Frame mechanic who while he might receive a very elementary course on aircraft engines was trained in allied trades applicable to the automotive industry, viz., sheet metal work or body repairs, fabric worker or upholsterer, painter and such specialized work as hydraulic brakes. His responsibility in the maintenance and repair of the complete aircraft, excluding the motor, taught him craftsmanship which with further suitable training should make him useful in some phase of the motor trade.

A further classification existing in both the Canadian Army and the R.C.A.F. is that of tractor operator. These trademmen are trained in the operation of tractors and in varying degrees in the skills required to maintain this equipment in operation. Many veterans of this calibre will find employment operating tractors in construction work, logging, air drome construction, road work, railway construction farm work, etc. In the case of the R.C.A.F., most personnel were enlisted as experienced tractor operators. It is, therefore, not considered that these men will constitute any problem in the rehabilitation scheme. With the Army the situation was slightly different and it may, therefore, be assumed that further training from a maintenance standpoint (not operational) may be necessary before these veterans can be qualified to take their place in civilian organizations.

(3) EMPLOYERS' KNOWLEDGE OF SERVICE TRAINING AND SKILLS

The evidence submitted by employers clearly indicates a lack of knowledge of Armed Service training

and skills.

A veteran's trade qualifications as set forward in his document indicates nothing whatsoever to the prospective employer.

The three publications, -"Naval Rates", "Army Employment -Civilian Jobs", and "Employers' Guide" were, generally, never seen by the majority of employers appearing before the Commission. In a few cases the "Employers' Guide" had been received but was not considered of any particular value. This subject is dealt with more fully in Subsection III of this report.

A consolidated report of a questionnaire which was completed by seven firms in Montreal is attached to this Subsection. This questionnaire gives a good cross section of the information concerning the knowledge and use of the above mentioned publications.

(3) TRADE ORGANIZATIONS - EMPLOYMENT

The organizations in which the largest number of veteran mechanics in the automotive and allied trades will find employment are:

(a) Automotive dealers - service and maintenance departments.

(b) Large and small general garages.

(c) Municipal tramways operating city bus lines.

(d) Interprovincial bus lines operating passenger road transportation.

(e) Large truck transport companies.

(f) Large truck and commercial organizations, operating fleets of trucks.

All these fields appear to offer excellent opportunities for employment at this time. In fact from the evidence obtained by the Commission within the territory covered, that is, Montreal, Quebec, Sherbrooke, etc., there appears to be an immediate dearth of skilled mechanics, and in Toronto, Ontario,

where a quick review was made (see Vol. K-83 of evidence), no evidence could be found of any veteran automotive mechanic being unemployed, and no difficulty had been experienced by Department of Veterans Affairs or Canadian Vocational Training in placing such personnel. A general idea of this position is set forth in the consolidated questionnaire above mentioned.

A question has arisen in the minds of the Commission as to where the many thousands of mechanics in their various gradings which are known to have been trained by the Army have become dispersed. It is not known how many of these personnel are still retained in the Armed Forces but it is assumed that large numbers have already been demobilized. As previously stated, the pre-war mechanic does not appear to constitute any problem inasmuch as he has been quickly absorbed by industry. It has been said that many of the in-service trained mechanics who had no prior experience have not elected to follow this trade but have returned to the farms and other jobs in industry or are taking training in entirely different fields of endeavour. This point has, as yet, not been clarified to the satisfaction of the Commission.

From the information obtained, the present position of the maintenance and repair section of the automotive industry (not factory production) would indicate that there will be a steady demand for skilled mechanics for some little time. However, employers generally are critical of the service trained veteran for the reasons set forth in the foregoing paragraphs. This is strictly in relation to their skill and knowledge and to some extent to the speed at which they work, since most operations in the maintenance and

repair of civilian vehicles are done on the flat rate system wherein time is of paramount importance. The demands of the industry at this time are for mechanics with all-round skill and knowledge. This applies generally to the dealer and garage business. There are a few exceptions where specialists may be employed in organizations such as the Montreal Tramways, Provincial Transport Company and a limited number of motor dealers where the volume of business is sufficiently large to operate on production line methods in over-haul work. In these organizations it has been found that the service trained specialists have been eminently satisfactory. The following is an extract from the evidence submitted by the representative of the Provincial Transport Company, Montreal:-

(Reference: Report No. 78, Vol. K, page B115)

"Q. Have you had experience with mechanics coming back from the Armed Service?

"A. Yes, I have.

"Q. What have you to say about them?

"A. Well, our experience has been pretty good. Due to the size of our shops, these chaps coming to us are for the most part specialists and we can place them in special shops on our production line which is very valuable to us in that way.

"Q. And have you been able to find men who have done special jobs in the Armed Services which would enable you to place them in a corresponding position in your own line?

"A. Yes, we have. We have liked them for that reason. They have been selected as tradesmen, experts on steering, or whatever it may be,

and we have taken them on and employed them on that type of work."

There is also a limited demand for specialists in automotive electrical work. However, in this case it is evident that the service trained specialist has insufficient experience or knowledge to cope with civilian requirements without further training.

There is little immediate demand in the trade for apprentices although many have been placed for training on the job. (This subject will be enlarged upon later in this report.)

In-service trained mechanics may be summarized as follows:-

1. Technical knowledge - fair to good.
2. Practical all-round experience - not good.
3. Practical specialized knowledge, skill and experience - good to excellent.

(4) EMPLOYER AND EXAMINING BOARD REPORTS ON VETERANS' QUALIFICATIONS.

While much has been found lacking with the in-service trained veteran, from the standpoint of skills and knowledge for civilian requirements, many favourable qualities have been unanimously endorsed and may be attributable to the service training in its over all application. The factors of discipline, interest, general deportment and morale are considered to be excellent. Willingness to work and application to job, excellent. Instability negligible (See Subsection VI). It is further the consensus of opinion that the pre-war mechanic carrying on his trade in the Armed Services has been materially improved by his service experience. From this evidence it is the opinion of the Commission that there exists a great deal of partially skilled material, trained at

a heavy cost to the country, which should not be lost through any inability to complete this training to the point where it can be fully utilized in civilian requirements and thus become an asset to the national economy.

It is the recommendation of the employers generally, based upon the employment of and actual experience with veterans, that

(a) Veteran pre-war mechanics be immediately placed in a job since a short practical re-habilitation period, on the job, is all that is required. In this connection it has already been stated that this class of mechanic or tradesmen does not constitute any problem in re-employment.

(b) Veteran in-service trained mechanics be placed for practical on the job training necessary to attain journeyman's status for the period varying with individual ability and previous practical experience, as no further theoretical training is required.

(c) Veteran untrained, be given a short theoretical and practical course, the equivalent of service basic training, automotive or technical school, followed by training on the job.

Note: (c) This should be tied in with a period of apprenticeship which will be enlarged upon later in this report.

(5) UNIONS, COLLECTIVE LABOUR AGREEMENTS AND PARITY COMMITTEES.

In so far as unions are concerned with the automotive trades, whatever organization has taken place, in some districts, they have not acquired any

strength or general membership. The automotive trade in Quebec is covered by collective labour agreements. These labour agreements are operated by Parity Committees whose membership is composed of employers and employees. These committees carry out the regulations as laid down by Provincial Order-in-Council. The powers and functions of these Parity committees are set forth in a brief submitted to the Commission by the secretary of the Board of Examiners of the Parity Committee of Automotive Industries of Montreal and District, and reads as follows:

"TRANSLATION"

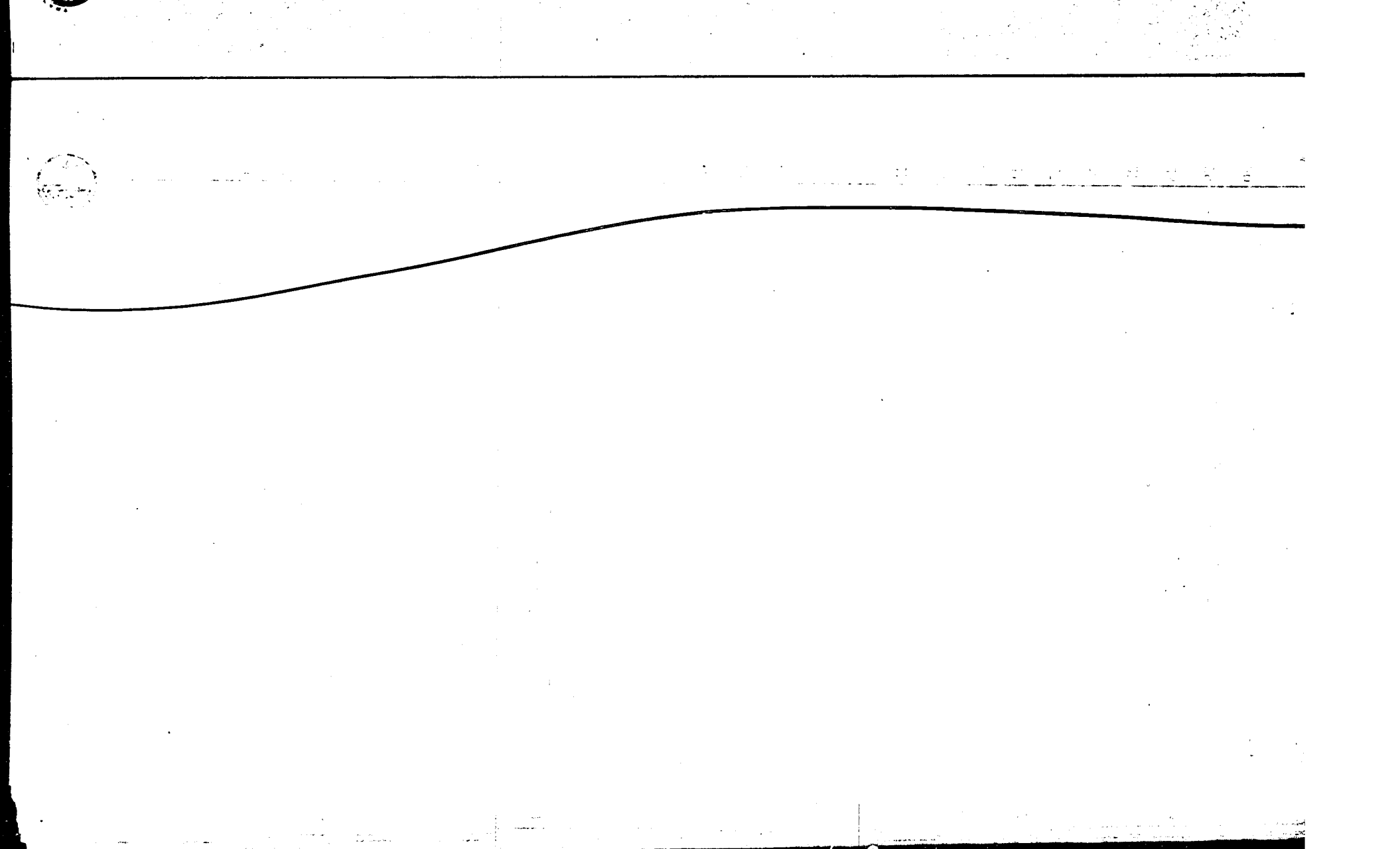
MEMORANDUM ON THE ISSUANCE OF COMPETENCY CARDS BY THE PARITY COMMITTEE OF THE AUTOMOBILE INDUSTRY OF MONTREAL AND DISTRICT.

"Gentlemen:

(I) Further to your request at the session of the 17th of January, I have the honour to submit my memorandum on the issuance of Competency Cards made compulsory by Collective Bargaining Agreement of the Automobile industry and the regulation adopted by the Parity Committee, sanctioned by Order-in-Council and published in the Quebec Official Gazette on November 3rd, 1941.

(II) My report will govern the functions of the Parity Committee concerning the issuing of Competency Cards.

(III) The Collective Agreement Act was borrowed from European labour legislation in 1934, and has for its purpose the aiding of negotiations between employers and employees in order to arrive to an agreement on the minimum wages paid to employees in some trades and in the same industry. It has been amended from year to year and it is now found in Chapter 163 of the Revised Statutes of Quebec for the year 1941.



(IV) This legislation has been considered up to now as constituting a marked progress in Labour legislations to a point that other provinces have adopted law permitting the carrying out of what is called Collective Bargaining.

(V) However, the characteristic of the Quebec law is that the will of the majority makes contract obligatory for all those belonging to the industry and to the trades governed by the Contract.

(VI) For the purpose of bringing to an end the situation that imperils the interest of employers and employees in the automobile industry, they have in November 1937, negotiated a Labour Agreement which became compulsory on the 13th of May 1938, by Order-in-Council No. 764, duly approved by the Lt.-Governor in Council and published in the Quebec Official Gazette. Further in carrying out this order, the automobile industry did but follow the example of the majorities of industries in Quebec and if one refers to the federal statistics over the last years and particularly in 1944-1945, one will see that the number of labourers difficulties in the Province of Quebec is lower than that of the other provinces, and this, we humbly submit is no unusual to our Labour legislation in general and to the Collective Agreement Act in particular.

(VII) May it be permitted to me to give certain details on the formation of the Parity Committee by of Automobile Industry in Montreal and District, its rights and obligations.

(VIII) From the moment that a decree or Labour Agreement for a trade or industry becomes compulsory the contracting parties delegate one or more representatives to the Parity Committee, while the

non-contracting parties may refer to the Minister of Labour at Quebec for representation. The Minister of Labour may then name four (4) representatives equally divided amongst employers and employees so that at all times they are in equal number to protect their respective interest.

(IX) Regulations are then prepared and are approved by the Lt.-Governor in Council and published in the Quebec Official Gazette. From this moment on the Parity Committee becomes a Corporation.

(X) Article 20 of the Collective Agreement Act and its sub-paragraphs set out the rights and obligations of the Parity Committee. The point that interests particularly your Commission is the chapter that deals with the classifications of wages, that is found in the Articles 25 to 37 inclusive of the Act. This chapter stipulates that the Committee may by rule make compulsory a Competency Certificate for all wages subject to the decree in all or in part of the territory under its jurisdiction in this district.

(XI) A rule to this effect must be prepared and submitted to the approval of the Lt. Governor in Council, who will grant it only when he sees it to be to the interest of the industry in general and publishes it in the Quebec Official Gazette if it has been duly sanctioned.

(XII) The Parity Committee has issued Competency Certificates to wagers who want them from the 13th of May 1938 to the 1st of August 1939, without, however, these Certificates being compulsory. On the 26th of July 1939, by Order-in-Council No. 1536, the Competency Certificate became compulsory for the trade of mechanics, machinists and electricians in

all cities and municipalities of over 5,000 inhabitants situated within the limit of the territory under the jurisdiction of the decree.

(XIII) By Order-in-Council No. 2628 dated November 25th, 1939, the Competency Certificate became compulsory for all trades in the automobile industry in Montreal and District. Finally, the rule was again sanctioned on the occasion of the modification of the Collective Labour Agreement by Order-in-Council No. 2914, on the 3rd of November 1941, and has since remained compulsory on the occasion of each extension of the Collective Agreement.

(XIV) This Competency Certificate is now considered by the majority of employers as the only standard permitting them to evaluate the quality of an employee. Considering the compulsory characteristic of the Act, it is not permitted to an employee to practice a trade in the automobile industry without holding a Competency Card nor is it permitted to an employer to engage such employee who do not hold such Competency Card.

(XV) I will now try to set out, as briefly as possible, the procedure followed in the issuance of Competency Certificates.

(XVI) Every employee desirous of obtaining work in the automobile industry may present himself between 9.00 a.m. and 6.00 p.m. at the office of the Parity Committee to fill out the form, copy of which is attached hereto as Appendix V.

(XVII) Any apprentice who has not reached the age of 16 years or has not completed his 5th year of preliminary schooling is eliminated according to the rules of the Labour Agreement, Article VI, para. "c", which reads as follows:

"No apprentice may be accepted before the age of 16 years. He must have completed at least his 5th year of elementary schooling."

I refer you to the Labour Agreement hereto annexed as Appendix VI.

(XVIII) It is fitting to point out here under the terms of Article 11 of the Collective Agreement Act, also annexed as Appendix VII, that the dispositions of Labour Agreement are of public order.

(XIX) At this first interview, the candidate fills in the application form for Competency Certificate and if the request concerns the trade of mechanic, machinist or electrician, he immediately undergoes a brief examination for aptitude and orientation in the course of which elementary questions are put to him.

(XX) The candidate for one of the trades of mechanic, machinist or electrician in the automobile industry who passes successfully this preliminary examination and whose experience in the trade is less than three (3) months is immediately given a 4th class Apprentice Certificate and in the case his experience is greater than three (3) months, considering the circumstances, a 3rd class Apprentice Card is given to him if he so desires it.

(XXI) Otherwise he is called in with the others to undergo examination at the next sitting, according to priority of submission of his application. A copy of the notice of convocation is annexed hereto as Appendix VII (a).

(XXII) The Board of Examiners is made up of employers and employees in equal number and the President of the Parity Committee is as member ex-officio.

(XXIII) It is to be noted that these members have considerable experience in the automobile industry, varying from 15 to 28 years.

(XXIV) The examinations are held between 8.00 p.m. and 11.00 p.m. since the examiners are all occupied in the trade during the day. We have also fixed this period for examinations in order to avoid loss of time for the candidate who may be employed in another industry during the day. We believe that in so doing, we have answered the wish of all concerned.

(XXV) As the candidates present themselves, they register and deposit the examination fees, all in conformity with Article 28 of the Collective Agreement Act already annexed as Appendix VII. The candidate is first of all sworn in on the declarations contained in his application, if such has not already been done and the Secretary asked certain questions pertaining to his declaration for the purpose of putting him at ease and doing away with the first period of nervousness, in order that the candidate may be better disposed to answer the questions that will then be put before him and on which alone depends the issuance of a Competency Certificate.

(XXVI) The series of questions ordinarily asked are made up as follows:

Three (3) questions concerning motor;
One (1) question concerning electrical system;
One (1) question concerning the brake system;
One (1) question concerning carburation; and the
Seventh question on other parts or accessories of the automobile.

(XXVII) It is to be noted that all these questions concern daily problems in the automobile industry, with the exception of one, which is of purely technical nature.

(XXIII) The questions are asked by the Secretary in French or English according to the wish of the candidate, and in every case, in a language that the candidate understands perfectly.

(XXIX) It often happens that after putting questions to the candidate, the Secretary asked if he understood, and if need be, will give him further details in order that better answers are given, and further still, will allow him to use parts of an automobile in order to clarify questions he answers. The candidate also is guided by the Secretary if it appears that he is getting away from the question.

(XXX) The questions are asked following a numbered questionnaire approved by the Board of Examiners; the Secretary annotates the candidate's file with the number of each of the questions which he has asked and the Examiners appreciate separately the value of the answers of the candidate and make notation accordingly. Competency Card is then issued to the candidate following deliberation of the members of the Committee on the results of his examinations.

(XXXI) These files are then deposited in the archives for further references.

(XXXII) It often happens that through nervousness, shyness, domestic problems, etc., the candidate seems to be in such condition that the oral examination cannot do full justice. The members of the Board of Examiners then suggest a practical examination. In this case, the examination takes place in a garage chosen by the candidate, and the classification is made following the written report of the Examiners who followed the practical examination, which report is submitted and is adopted at the subsequent meeting of the Board.

(XXXIII) The candidate who does not feel that he obtained the anticipated result has the same right to a practical examination according to the rules adopted by the Parity Committee, and at his own request, the whole subject to the conditions set out above.

(XXXIV) The Competency Card remains in force as long as it is not changed following a subsequent examination whatever be the period elapsed since its issuance.

(XXXV) Further any candidates who desire to improve their position may submit a request in writing following the procedure set out above, every six (6) months, except in the case of veterans, where the delay has been reduced to three (3) months.

(XXXVI) I hope that this memorandum will give you all the useful details for the purpose of your enquiry concerning the issuance of Competency Cards.

Please accept the expression of my most distinguished sentiments.

(Signed) ARTHUR PRIEUR

Secretary of the Board of Examiners of Parity Committee of Automobile Industry in Montreal and District."

January 17th, 1946.

It will be noted that according to paragraph XIV of the foregoing submission, it is not permissible to practice an automotive trade or to engage mechanics in that trade without a competency certificate. These competency cards are issued under seven different classifications, for automotive mechanic, class 1, 2 or 3, (class 1 being the full fledged journeyman status), - for apprentices 1st, 2nd 3rd or 4th year. This covers a fine line of demarcation of skill and knowledge and since there is no laid down civilian

standard of general application in the trade upon which to formulate these gradings, it becomes a matter of the evaluation of a man's ability upon the opinion of the personnel of the particular Parity Committee to whom he applies, and since these conditions pertain to all the various Parity Committees throughout the Province, a man might be assessed as a grade 1 mechanic by a committee in Quebec City but in the city of Montreal would not be assessed higher than a class 3 mechanic or possibly 4th year apprentice. Such discrepancies give serious grounds for complaint. The lack of standards and the non-acceptance of a competency card from one district to another district is highly detrimental to the whole situation.

It will be noted that the issuance of a competency certificate whether it be apprentice or mechanic's class does not call for any further responsibility on the part of the Parity Committee in relation to the progress of the apprentice or the mechanic, if he should fail to qualify as a full journeyman at the time of his examination.

The candidate may as set forth in paragraph XXXIV submit a request in writing to be further examined at a later date. It would appear from the evidence submitted that this is either not understood or more or less ignored for the reason that these competency cards do not appear to bear any relation to the actual earning capacity of the holder except to establish the absolute minimum at which he may be employed.

It will be noted that the examinations are primarily oral. The question of whether an oral test is fully satisfactory is not considered of particular importance at this time for the reqson that there is

no uniformity or standardization between the various areas governed by the different collective agreements in the method of assessing a veteran for his competency card. Employers are insistent on assessing the skill of any employees - veterans or otherwise - in accordance with their own evaluation and on that evaluation only they determine the maximum remuneration. This is borne out by the evidence submitted wherein a mechanic holding an apprenticeship card which called for a minimum of 50 cents an hour is now being paid 80 cents an hour by an employer who is well satisfied that he is worth the money.

The evidence in general reduces the entire competency card question to one of

(a) Acceptance of classification by employers for minimum wage scale but maximum remuneration not governed by such classification;

(b) Employers' insistence on assessing skill of employees and determining maximum remuneration accordingly, irrespective of competency card classification.

It was found in the City of Quebec that the procedure as followed was for a mechanic, veteran or civilian, to first of all get himself a job and after a reasonable trial period, to have the employer notify the parity committee as to the applicant's skill. The Parity Committee would then issue a competency card on the strength of the employer's recommendation. This method again places the evaluation of the mechanic's skill on the personal opinion of that employer, his service manager or foreman. It was found in the city of Montreal that while the practice as laid down by the Parity Committee was more closely adhered to,

many mechanics had obtained employment before acquiring competency certificates and that employers had in many cases recommended to the Parity Committee a classification on the basis of their assessment of such individual's skills.

A candidate who feels that he has not been reasonably assessed by the oral examination may demand a practical test. This point, however, does not appear to carry much weight for the reasons already stated. The employer will ultimately determine the maximum wage regardless of the competency card and in that case the competency card, irrespective of grading only serves to comply with the law. The method of examination does not determine the specific or specialized skills which a veteran may have acquired in the service and no mention is made on the competency card of these particular qualifications. It has been suggested that such information might be inserted on the veteran's certificate of qualifications as provided by the services on demobilization, since there are occasions where these specialized skills can be utilized at maximum rates of pay.

It has been found that the Parity Committees ignore the service trade certificate issued to the veteran on discharge. The fact that the Parity Committee competency card may not grade a veteran in accordance with his present abilities appears to be no detriment under the existing conditions where the demand for automotive mechanics is clearly in excess of the available supply. However, a different situation would be created if the supply was in excess of the demand, which would occur in the case of a trade depression. These circumstances would undoubtedly concern the employer in relation to the scale of wages and

the employer might be inclined to give more cognizance to the competency card from the standpoint of minimum rates of pay. At the moment this possibility is remote because of a provision in the Collective Wage Agreement in effect in the district of Montreal, whereby an employer is forbidden to reduce the amount of wages attained by any individual. The amount of these wages is not necessarily governed by the minimum set forth in the Wage Agreement. However, there is no restriction on an employer discharging a highly paid mechanic and replacing him with one of equal skill in times of depression who would be willing to accept lower wages. The Commission is informed unofficially that the Collective Wage Agreement is in process of amendment for the District of Montreal so as to bring the minimum scale of wages set out therein more in keeping with the actual wages paid.

(6). STANDARDIZATION OF SKILLS.

In considering the question of standardization of skills in various trades, the Armed Services present an entirely different picture to that of civilian industry. The Armed Services did set a standard of requirements in each of the trades employed. These standards were subdivided into the necessary skills required for each of the classifications under which the mechanic or tradesman qualified. Predicated upon these standards, it was possible to set up the necessary trade schools and courses and to assess the value of such courses in relation to the laid down requirements. A counterpart in civilian industry does not exist, with the result that much confusion is evident in any attempt to assess the value of in-service training skills in relation to civilian requirements. This situation was exemplified in a discussion covering

service trades at a sitting of the Commission in Montreal on May 24th, 1945. Mr. T. A. McMaster of the Canadian Legion Educational Services commented in relation to the discussion as follows:

(Reference: Report No. 6, Vol. II, page F-5, line 9)

"Now that I am here, if I may I should like to make one further observation. The more evidence that is brought forward the more uneasy I become as to the evaluation of much of this training. You ask me from time to time what value I would give a certain course. I can value that fairly well, because I know the academic curriculum across the country. But when you take such intensive training as we heard about this morning and ask the liaison officers to translate that into terms of second or third or fourth year apprenticeships, I must confess that I am absolutely up in the air.

"I have a feeling that whatever exists, as I said at noon, can be measured if it does exist. We can measure something against a common standard. We can measure army trades, air force trades and naval trades by means of the trade tests, but there is no available civilian equivalent, except that the man has done one or two years in the workshop. I have heard of a trade this afternoon where men would train for thirty-three weeks of intensive training, which they will never get in a workshop. Those chaps, instead of coming in as first or second year apprentices perhaps should come back as master mechanics. That is why I say if we could have some comparative civilian equivalent, I would be much happier in my own mind about evaluating these things".

It has already been pointed out in Paragraph 5 that the method of assessing mechanics' skills by the

Parity Committees is based entirely upon the personal opinion of each individual Board of Examiners or upon the recommendation of the employer, neither of which has any standard of requirements for any part of the apprenticeship or qualifying period. It will be noted in connection with apprenticeships that while a period of five years has been established in the province of Ontario and suggested for Quebec Province there is no evidence that anything has been laid down as to what an apprentice should accomplish in any given part of the five-year period, nor is there any requirement that he submit to an examination to determine

(a) that the apprentice has acquired the proper degree of skill within a given period;

(b) that the employer has adequately trained the apprentice during such period.

P.C. 8993, paragraph 8, calls for a definite programme with provision for instruction in relation to technical subjects. Paragraph 10 calls for periodic trade tests and a final trade examination prior to granting improver or journeyman status together with the issuance of a certificate or diploma. These requirements, both of which are basic and essential to the proper functioning of any training programme, are not being carried out and would be of little value if carried out under the present system due to the lack of an accepted standard of skills set up by the civilian trade or industry.

While many problems might confront the undertaking to standardize a syllabus of training for all the mechanical and electrical trades due to the variable requirements, it is felt that the automotive trades would be relatively easy of accomplishment

inasmuch as the method of repair of civilian standard cars and trucks is more or less uniform throughout the Dominion.

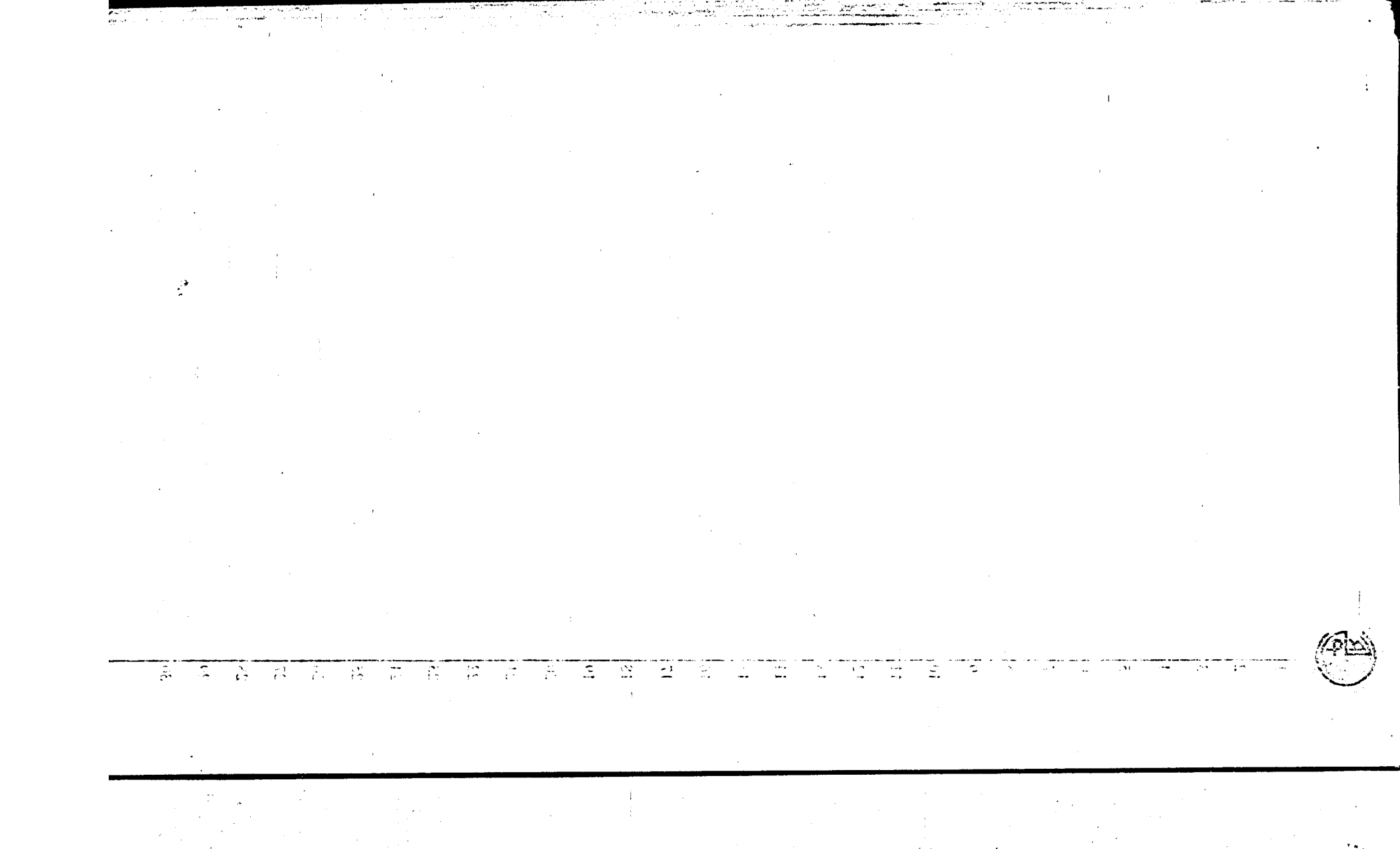
In this connection attention is drawn to the attempt being put forward by the Toronto Automobile Trade Association in Ontario to standardize a five year programme of training which will start with the 1st year apprentice and finish with a 5th year mechanic (fully qualified). Under this plan every worker in the trade could be examined and graded, on the standards of skills laid down, as a 1st, 2nd, 3rd, 4th, 5th year apprentice, or mechanic upon satisfactorily passing the final examinations.

In his evidence (Report K78-B118) Mr. Howard B. Moore, Managing Director of the Federation of Automobile Dealers Associations, submitted an article appearing in the May 1945 issue of the Trade Magazine "GARAGE OPERATORS" which reads as follows:

"COMMITTEE DEVELOPS CHART TO CHECK APPRENTICE PROGRESS.

"In the two pages immediately following we publish a new chart (entered at the end of this article) which has been prepared as a guide to the training and grading of apprentices in the motor vehicle repair trade. This is the first time this chart has been published in any form and we urge our readers to remove the pages from the book and post them in a place where they will be available for inspection.

"This chart was prepared by a sub-committee of the Provincial Advisory Committee on Apprenticeship and approved by the Committee as a whole. It is not considered a finished product but rather as



a start toward a development which seemed to be essential. At the same time the details have been well considered and it may be found entirely adequate without change.

"The production of this chart came about in a strange way. In setting up a rehabilitation plan for returned servicemen it was found that frequent reference was made to men of second year apprentice standing, third year and so on. Someone quite naturally asked how you determined whether or not a man had reached second, third or fourth year standard. Then it was realized that at no time since the advent of apprenticeship had any standard been established which could be used for this purpose.

"A careful consideration of the problem showed a most urgent need for some such standard to be produced at the earliest possible moment. For example, technical teachers have asked what we expect of their automotive pupils. Local advisory committees are without any standard means of measuring the progress of men they may be called or to consider and rate. Apprentices have had no way of knowing what they should be taught at given periods in their apprenticeship and service managers and employers have been equally in the dark.

"Now for a study of the chart itself so you may have a fuller idea of its real purpose. First you will notice that it is divided into six vertical columns, one listing the subjects to be covered and the others for the years, one to five. Next you will note the eleven horizontal divisions in which are developed the various subjects in logical progressive stages. The top

horizontal division covers theory to be studied in each year and recommends certain reference publications. This is intended as a guide to the type of reading recommended as it is realized there are many more excellent reference publications available than could possibly be listed in such a chart. The remaining horizontals cover ten broad sections of the automotive repair business.

"The thinking behind this plan is to the effect that the new apprentice should be taught to be useful and productive at the earliest possible stage in his career. Not only does this make him productive for his employer but it helps the apprentice by teaching him to stand on his own feet and assume reasonable responsibilities.

"Therefore, you will note, in the first year the apprentice is to be taught a number of simple operations which tend to familiarize him with the motor vehicles of various types and to do jobs which are necessary and yet hardly worthwhile for a full fledged mechanic.

"We would draw your attention here to Item 10 where it is suggested the boy should be taken out on the service truck and taught to make emergency road checks. It is felt that in this way he will assimilate a great deal of valuable information in a short space of time.

"A study of the recommended first year training will quickly reveal that several of the subjects cannot be taught in school which may lead to the supposition that we encourage the idea of apprentices going directly into a shop rather than into technical classes. Such is not the case, however, but where the boy starts his training in a vocational school

his training in the subjects which cannot be taught there are simply postponed until such time as he may be employed in a shop.

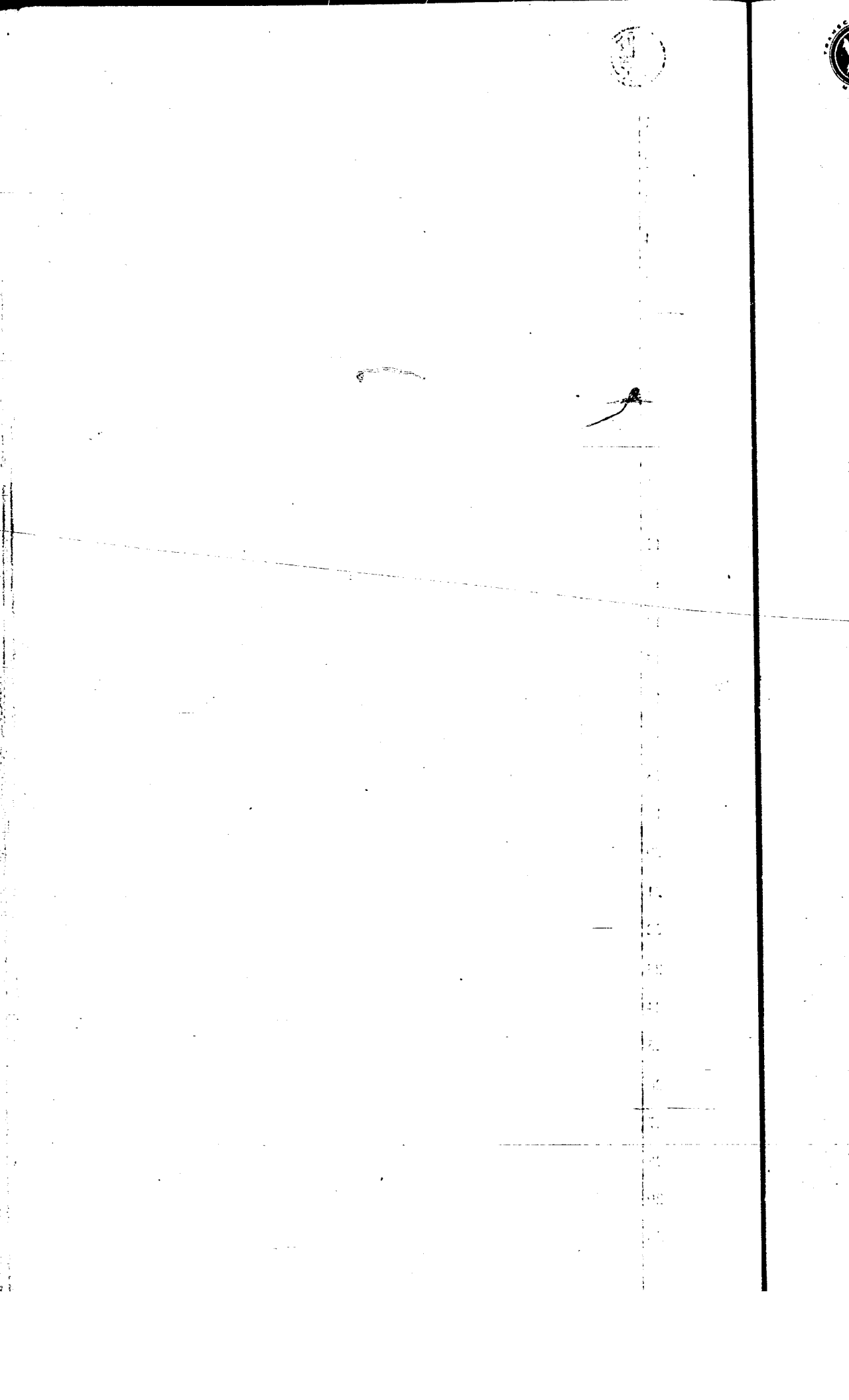
"Now let us turn to the second year. Here the apprentice is taught to remove and replace all the units of the vehicle, but not to make adjustments.

"In the third year he is taught to disassemble, reassemble and adjust many of the units of the vehicle. This teaches him a great deal about the component parts and implents the necessity for accuracy and care in his work.

"In the fourth year the apprentice proceeds into the most intricate details of overhaul, repair and adjustment of all units and at the end of this year he should be a reasonably proficient all-round mechanic.

"In the fifth year it will be noted that 'Diagnosis of Troubles' appears in almost every section. It is felt that this is the seasoning period when the boy learns to take all the knowledge he has gained in the previous four years and put in into practical application. It is felt that the progress made in this year will definitely mark the difference between a top notch man and a mediocre one.

"It will be noted that subject number one is 'Tools' and that the proper use and care of tools is stressed right across the sheet. A study of automotive mechanics as a whole will reveal a shocking lack of knowledge as to the proper use of such common tools as taps, dies files, etc. Automotive mechanics who have graduated from machine shops are usually noticeably more proficient and



careful in the use of such tools than are the men who have gained all their training in automotive shops. This is not a desirable state of affairs and authorities are unanimous in the opinion that more painstaking attention must be given to this department of training. For this reason we give it top position in this chart.

"It will be noted that the complete chart is made to cover an all-round general mechanic but if the apprentice is to specialize his training is simply carried out across the page on whatever subject may be chosen and such specialization may start at any point. For example, he may study general repairs for two years and then confine himself to battery and electric work, or any other specialized branch.

"It is quite possible that the average apprentice will be found to excell in certain portions of the work. A periodic reference to the chart will enable both he and his instructor to determine the points of weakness so that proper steps may be taken to bring him up to standard on those subjects.

"This chart has been carefully examined by men who have had broad experience in teaching automotive mechanics, both elementary and advanced and they agree that it offers a simple and workable guide and that the plan of training is feasible and practical.

"The lack of such a standard in the past has proved a handicap and has often been unfair to the apprentice who having faithfully completed his five years of training found that he had not been taught certain things he should know if he wishes to work in a different shop.

"The Provincial Advisory Committee is well aware that there is a great deal of work yet to be

done before our apprentice training is properly laid out and fully efficient and in offering this chart they do so in the belief that it is a logical and necessary first step. It is believed that if the entire trade will adopt this standard and work to it that we will turn out better and more useful apprentices and that any further steps can be more effectively taken when the time comes."

• GRADING STANDARDS FOR MOTOR VEHICLE REPAIR TRADE •

		THIRD YEAR	FOURTH YEAR	FIFTH YEAR

SUBJECT	FIRST YEAR	SECOND YEAR	THIRD YEAR	FOURTH YEAR	FIFTH YEAR
FUNDAMENTALS OR BASIS OF INSTRUCTION	Lubrication—Its importance, when needed-types of lubricants-related inspections. Fundamentals of electricity, and storage battery. Types of radiators and thermostats. Need for tire rotation and inspection. Simple road tests. Parts Identification and their functions. *References*—What Makes It Tick Manual; B. F. Booklet; Mfgrs. Repair Manuals & Parts Books.	Types and operation of shock absorbers. Magnetism and induction. Water pump types. *Construction and operation* of engines rear axles, universal joints and propellor shafts, clutches, brakes. Parts Identification and their functions. *References*—What Makes It Tick Manual; Mfgrs. Repair Manuals and Parts Book.	Methods of disassembly, assembly and adjustment of each unit. Parts Identification and their functions. *References*—Mfgrs. Repair Manuals and Parts Books.	Overhaul procedure and service limits for all units. *References*—Mfgrs Repair Manuals.	Use of test equipment *References*—Mfgrs. Manuals.
I TOOLS	Proper use and care of appropriate hand tools.	Proper use and care of appropriate hand tools.	Proper use and care of appropriate hand tools.	Proper use and care of appropriate hand tools.	Proper use and care of appropriate hand tools.
II LUBRICATION	*How to Lubricate*—Chassis, Rear Axle, Transmission, Engine, Steering, Body, Front Wheel Bearings, Brake system. Check and replace Oil Filters, Springs. *Courtesy Services*—inflate Tires, check Battery, Lights, Windshield Wiper, clean Glass.	Shock Absorbers, Speedometer Cables, Windshield Wiper Motor. Remove Rocker Arm and Push Rod and Valve Covers to clean and remove deposits.	Rear Wheel Bearings.		
III COOLING SYSTEM	Flush and Service Radiator—Test Antifreeze. Replace and adjust Fan Belts. Replace Radiator and Heater Hose. Replace and test Thermostats.	Flush Block. Remove and Replace Radiator Core and Grille. Remove and replace Fan Blades. Remove and replace Water Pump.	*Remove*, replace and install Heater and Defroster.	Diagnosis of Troubles.	
IV BATTERY AND ELECTRICAL	Test, Service and charge batteries. Removal and replacement of batteries, cables. Clean and replace spark plugs and wires. Replace light bulbs.	Replace Battery Carrier. Remove and replace Generator and Starting Motor. Remove and replace Voltage Regulator. Remove and replace Coil and Condenser.	Disassemble and reassemble Generator and Starting Motor Check and adjust Voltage Regulator. Remove, replace and disassemble Distributor. Change, clean and adjust Points. Time Engine. Remove, replace and check Instruments.	Overhaul Generator and Starter including turning down Commutator and undercutting. Testing connections—use of Low Reading Voltmeter. Overhaul distributor. Test Coil and Condenser. Overhaul starter switches and connections. Overhaul voltage regulator.	Diagnosis of Troubles.
V ENGINE TUNE-UP	Service Air Cleaner.	Remove and replace Carburetor, Fuel Pump and Lines and All Controls.	Adjust Valves—Carburetor and Choke	Completely Tune Engine. Overhaul carburetor, automatic choke, Fuel Pump.	Diagnosis of Troubles.
VI ENGINE OVERHAUL	Remove, replace and clean Oil Pan.	Remove and replace Cylinder Head, Valves and Valve Springs, Water Pump, Manifolds.	Recondition Valves and Valve Seats. Remove and replace Conn. Rods and Pistons. Adjust all Bearings.	Fit Pistons, Pins and Rings. Recondition Cylinders-check and straighten Conn. Rods. Replace or rebore all Bearings. Replace Crankshaft, Camshaft, Timing Gears, Sprockets & Chains. Replace Flywheel & align housing. Replace and fit Valve Lifters and Push Rods. Overhaul Valve Mechanism. Replace Block.	Diagnosis of Troubles.
VII CHASSIS	*Replace*—Fenders, Bumpers, Tail Pipes, Gas Tanks, Mufflers, Exhaust Pipes, Running Board Mouldings, Hub Caps, Wheels.	*Remove Replace and Disassemble*—Rear Axle, Springs, Universal Joints, Propeller Shafts, Transmissions and Controls, Steering Gear, Steering Connections, Front Axle, Shock Absorbers.	*Assemble and Adjust*—Rear Axle, Springs and Shackles, Universal Joints, Propellor Shafts, Trans. and Controls, Clutch and Controls, Steering Gear and Connections, Front Axles, Shock Absorbers.	*Overhaul and Fit as required*—Rear Axle, Springs and Shackles, Universal Joints, Propeller Shafts, Transmission and Controls, Clutch and Controls, Steering Gear and Connections, Front Axles, Shock Absorbers. *Fit*—King Pins. *Align*—Front Axle.	Diagnosis of Troubles.
VIII BRAKES		*Remove and Replace*—Wheels, Brake Shoes, Wheel Cylinders, Master Cylinder and Brake Lines. Remove brake lining.	*Remove and Replace*—Backing Plates and Drums. *Reline*—Brakes; *Bleed*—Brakes; *Adjust*—Brakes. *Overhaul*—Wheel & Master Cylinders.	Recondition Drums.	Diagnosis of Troubles.
IX TIRES	Rotate tires, remove and inspect, repair and replace tires and tubes.				
X ROAD	Use of tow truck. Emergency road checks.				

Attention is also drawn to the proposed syllabus advanced by Mr. D. Amory of Chevrolet Motor Sales Limited, Montreal, who is planning opening an apprenticeship centre for the automotive trade in Montreal, under the apprenticeship assistance act, particulars of which follow:

(Reference: Report No. 78, Vol.K-63.

"PROPOSED SYLLABUS OF TRAINING MOTOR MECHANICS.

December 6, 1945.

"It is readily admitted that the following estimated times for training of mechanics can never be proven or substantiated. There are many reasons why this is true.

'On the job' training alone is not usually sufficient in itself to completely train a student so far as theory and function are concerned. Supplementary training of some manner is necessary to teach the 'Know Why' or 'How' knowledge to produce quality technicians.

"The difference in the individual student as well as the variation and ease with which things are learned in different shops, will naturally produce variations in the time required.

"The ability of the student to learn and the ability of the instructor to teach.

"The type of work available and volume of each class of work in individual shops.

"The amount of specialization required.

"The quantity, type, and age of the equipment in the shops.

"All of the above reasons, and many other factors, make it obvious that it would be impossible to set a time basis for this type

of training. Therefore the times shown are suggested or estimated times only.

"The times shown, however, are the result of the thinking of all of the divisions of General Motors in the United States and Canada.

"The times shown are mainly for the practical work side of the experience necessary and should be supplemented with tuition and self-study on the theory and function or operating principles of the subjects.

"This thinking is, of course, based on the fact that this type of training is being done in the average modern shop where the volume of work permits full coverage of all subjects. It is also based on the training of men on the products of General Motors only.

"Although the basic operating principles of all internal combustion automobiles and trucks are practically the same, it will naturally take longer to become thoroughly familiar with all makes and models of vehicles than with one manufacturer's products only.

"Estimated Subjects and Training Time for 'On the Job' Training of Auto Mechanics.

Lubrication	30 days
Frame	24 "
Shock Absorbers	12 "
Springs and Attaching Parts	10 "
Front Suspension	45 "
Rear Axle and Drive Shaft	50 "
Brakes	30 "
Fuel System	45 "

Engine	140	days
Cooling System	12	"
Clutch	20	"
Transmission Conventional	36	"
Transmission Hydramatic	36	"
Fuel Tanks and Lines	12	"
Exhaust System	8	"
Steering gear	20	"
Wheels and Tires	12	"
Electrical	120	"
Sheet Metal	15	"
Estimated total training time for general mechanical training without specializing	677	"
Body		
Metal Bumping, finishing and shrinking	35	"
Soldering, welding and brazing	20	"
Panel replacements	5	"
Body alignment	10	"
Upholstering	20	"
Glass and hardware	10	"
Painting	20	"
Estimated total training time for body men	120	"
TOTAL	797	days

(7)

TRAINING FOR CIVILIAN JOBS

Much evidence has been heard and much discussion has taken place on the question of apprenticeships and training on the job. It would appear, however, that in relation to trades little, or nothing, will be accomplished if consideration is not given to the wide divergencies in the matter of training syllabi. It has been pointed out that since there is no standardization laid down or developed by the civilian industry for the requirements of an automotive mechanic, there is no basis upon which the syllabus of a training school or the programme of training on the job can be assessed. The position, therefore, is that there is lacking not only a common system between the different provinces but within provinces. For that reason it is felt that unless action is taken forthwith to determine the period of time required to train a mechanic and the skills required within that period, in order that a syllabus and programme of training may be laid down based upon such standards, and permitting the assessment of any degree of competency to be determined at any given point within that period, anything beyond being a full fledged journeyman, no satisfaction will be obtained, neither will the problem of re-employment of the veteran be solved as it has been clearly shown that employers are not prepared to accept any assessment of competency other than their own at this time. In this connection reference is made to and particular emphasis placed upon the Third Report, Section II, pages 1 to 5, including Recommendations Nos. 69, 78 and 84.

Contracts entered into by C.V.T. for training on the job; while they permit the subsidizing of wages for a specific period, do not provide any guarantee to the veteran that he will receive any specific training or acquire any laid down skills within the period of the contract. Further, as the employer does not assume any responsibility for a training programme determining the skills to be assimilated by the veteran in any given period, and as there is no recognised standard test to determine results, it is possible for a veteran to outrun his contract period, at reduced wages to the employer, having acquired only a part of the skills which should normally accrue to him under a properly laid down and regulated plan.

In paragraph No. 6 reference is made to the "Proposed grading standards for motor vehicle repair trade" which is presently under consideration as the basis for a standard of skills required under the five-year apprenticeship in the Province of Ontario. In the same paragraph reference also was made to the proposed syllabus in training motor mechanics as submitted by Mr. D. Amory of Montreal, who is Chairman of the Apprenticeship Commission of Automobile Trades of Montreal and District, which is now in course of formation. These submissions in their present form are not considered to be perfect or final. They are submitted as a basis from which it is hoped a uniform standard might be established. This, the Commission considers, is a very definite step in the right direction but it would seem in consideration of the immediate urgency and the time factor that some impetus should be given to this movement in order

to bring about a uniformity which would be acceptable in all the provinces of the Dominion.

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ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

SURVEY RE VETERANS EMPLOYED IN AUTOMOBILE AND ALLIED TRADES:

This report is a consolidation of returns received from seven automotive firms in the City of Montreal.

1. Q.-How many do you employ in your service activities?

A. Three hundred and eleven.

2. Q. How many veteran mechanics have returned to you?

A. Twenty-six.

(a) What are they doing now?

(a) 1 - R.A.F.T.C.
1 - Purchased interest in dealership
1 - Entered trucking business
8 - Employed as Mechanics.
1 - Employed as stockman
1 - Employed as service inspector
10 - Apprentices
1 - Body & Fender Repairer
1 - C.N. Railways
1 - Returned to Army

(b) What were they doing in the service?

(b) 4 - Army Motor Mechanics
1 - Parts Man
1 - Aero Engine Mechanic
1 - Navy Motor Mechanic
9 - M.T.Drivers
2 - R.C.O.C.
8 - Not accounted for

(c) Has their service impaired their efficiency?

(c) 1 - Improved it considerably
1 - To a certain degree

5 - No
1 - Yes - very slow, unable to compete with higher speed mechanics, lost track of modern tool equipment, etc.

1 - No reply

5. Q.- How many new veteran mechanics have you employed since V-J day?

A. -Seventy-seven.

(a) How many are still with you?

A. - Fifty-six

(b) What are they doing now?

(b) 4 - Parts Men
28 - Mechanics
3 - Salesmen
17 - Apprentices
1 - Driver
3 - Floor Service Men

(c) What were they doing in the service?

1 - Army Captain
1 - Captain R.C.E.M.E.
1 - Lt. R.C.E.M.E.
1 - Army M.T. Class "A" Fitter
2 - R.C.A.S.C.
2 - R.C.O.C.
1 - L.A.C.
1 - Army G.S.
2 - Infantry
5 - R.C.A.F. (A.E.F.)
2 - R.C.N.S.
10 - Transport Drivers
15 - Army Motor Mechanics
1 - Armoured Corps
1 - Army Reconnaissance
1 - Driver Mechanic
9 - No record

(d) Is there any evidence of instability? (d) 1 - None - consider better than civilian
1 - Yes
5 - No

(4). Q.- How did these men come to you? A. 1 - Through Veterans' Br. of Selective Service on request
1 -Through recommendation of Selective Service
1 -Requested by us from the Veterans' Employ. Dept.
1 -Dept. of Veterans' Affairs and former employees
1 -Through Major Bourgault of Veterans' Affairs (Welfare)
1 -Selective Service and Dept. of Veterans' Affairs
1 -Voluntarily.

(5) Q.- Did they have competence cards from the examining committee before you engaged them? A. 3 -No
1 -Majority, yes
2 - Yes
1 -Not all of them
1 -5 out of 7

(6) Q.- Have they competence cards now? A. 1-Yes - 30 days after starting work
5-Yes
1-All necessary.

(c) Were these issued on your recommendation or by examination of committee? (c) 5 -By examination of committee
1 -No answer
1 - Both

7. Q.- Did they produce any card of classification from the services? A. 1 -Those that have them - all since Sept.1945.
3 -No
1 - Yes
1 -In very few cases
1 -In some instances

8. Q.-Do you understand what the service classification implies in the matter of skills? A. 4 -No
3 -Yes

9. Q.-Have you received or seen all or any of the following booklets: A.

	(E.G.)	(N.R.)	(O.O.
(a) Employers Guide (A.F.)	Yes 2	2	1
(b) Naval rates (N)	No 5	5	5
(c) Occupational outlines (A)			

10. Q.-Did you understand them? Yes 2 2 1
No 5 5 6

11. Q.-Now having a knowledge of the skills required by a vehicle mechanic under the army classifications, would you say that a "B" class mechanic should be accepted as a qualified civilian mechanic class "A" by comparison with existing standards in the trade? A. 2 - Yes
1 - No answer
1 - Do not know
1 - No, in many cases these men have received 2nd or 3rd class apprentice cards
1 - No, should be accepted as 2nd class mechanic
1 - No

12. Q.-Would you say that an "A" class mechanic should similarly be classified as a "Foreman" or top trade mechanic? A. 2 - Yes
1 - No answer
2 - No
1 - No,should be accepted as a first class mechanic
1 - Depends on experience before entering the Services.

13. Q.-Would the information in detail covering service skills be of use to you? A. 5 - Yes
1 - Do not know
1 - We have this available.

14.Q.- How many additional mechanics do you need?

A. 73

15. Q. - In what trades? A. Motor Mechanics
Body and Repair Workers
Radiator Repair Specialists
Electrical
Spray Painters

16. Q. - Would you hire "B" class mechanics to fill these vacancies ~~if you could get them~~? A. 3 - Yes
2 - We certainly could try them out.
1 - We do not know - we go according to their knowledge and classification by the Joint Committee.
1 - No, unless they can qualify as "B" mechanics under our competency examination.

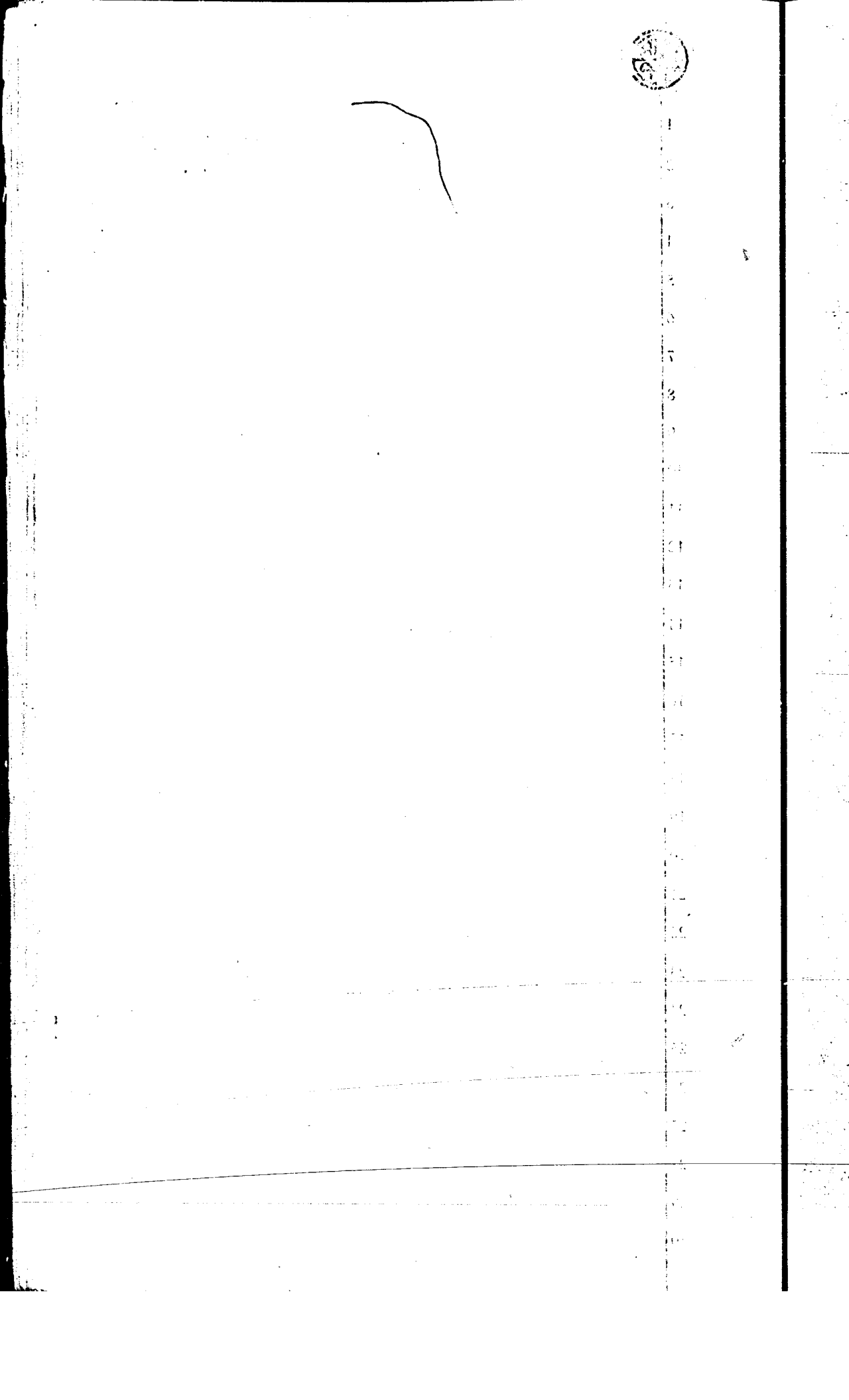
17. Q. - Do you need any helpers or apprentices? A. 1 - Not if "B" class mechanics available.
3 - No
2 - Not at present.
1 - No. We have accepted, during the last 6 months, all we now have training.

18. Q. - Would you employ "C" class mechanics to fill this requirement. A. 2 - Yes
(Yes) 1 - Providing they would be satisfied with apprentices' wages.
1 - We do not know.
2 - No
1 - Do not require any.

19. Q. - Will you give preference to veterans on an equitable basis? A. 1 - Decidedly yes
6 - Yes

20. Q. - Do you favour a national standard of trade classifications for the Automotive and Allied Trades? A. 6 - Yes.
1 - Very idealistic, but in our opinion unobtainable with present conditions throughout the industry across Canada and the divergencies of

opinions as to what
makes a proper
mechanic.



SUBSECTION V - MINING AREAS.

(1). GENERAL.

The area of northwestern Quebec is a region based on an expanding economy. Undoubtedly woods' production will increase and increases will be still more pronounced in the case of the mining industry which is the chief basis of present employment in the region.

The mining industry was restricted during the war owing to certain rulings of the Manpower Commission, giving gold mining a low priority. This caused a decided shrinkage in the number of workers on the payrolls of mines. This shrinkage wa so pronounced that numbers of mines were compelled to restrict their activities only to the development of ore.

From evidence repeatedly heard at the sittings of the Commission in Val d'Or it was learned that everyone in that district is anticipating a very greatly increased payroll in the near future. Indeed this hope and expectation is in the process of being fulfilled, because from different sources it was learned that many persons already have found their way back from the large centres of population and from the various Services to work at the mines. This has meant for many veterans a return to former work, but for others entirely new employment.

One aspect seemed very clear, however, that a limiting factor on the development of the mining industry would be the serious lack of skilled help and the lack of suitable housing, to accommodate the new workers and their families. Skilled help in the field of mining includes those

activities commonly called the building trades. It would appear that this two-fold demand for the same craftsmen will accentuate the problem for the immediate future. With a longer term view, education and technical training were prominently mentioned as one of the basic needs urgently required. There are no facilities in the area by which the veteran can add to his in-service training in the realm of trade practice and no means at hand for those with certain trade training to secure a theoretical background to augment that experience. This is particularly serious because the day has long since passed when it was felt that all one needed to know about practical work could be secured on the job. In general then, facilities for vocational training are needed.

What type of facilities should be provided and what service should these facilities provide?

It should be recorded here that the present population of Val d'Or is 7,500, and it was stated that this should grow to 12,500 within a period of four years. The population centering on Rouyn is 20,000, and it was stated that this should grow to 29,000 within a similar period.

These municipalities present an appearance of sound stability and have all of the services, such as sewers, water systems and the like enjoyed by any other centres based on a widely diversified economy. Several witnesses expressed themselves as being optimistic about the continuity of opportunity and employment. It was pointed out that any shifting of employment is usually largely by personal choice.

When Dr. Price, Chief Geologist of Noranda Mines, was questioned as to the possible life of the district

he intimated that recent developments had greatly lengthened its foreseeable life and said - "As to this area being short-lived you can say that isn't true."

Mr. W.J.Bichan, geologist, stated that it could be expected that the mining industry of the district would have a life of 75 years. He filed the following statement which elaborates on the stability of this industry.

"VETERANS EMPLOYMENT OPPORTUNITIES IN NORTHWESTERN QUEBEC

1. Stability of Occupation.

"(a) GOLD MINING - commercial gold deposits of Northwestern Quebec are of the characteristically deep-seated type now being worked in the Porcupine and Kirkland Lake camps of Canada, the Homestake of the U.S.A., Morro Velho of Brazil, Kolar Gold Field of India, and gold productions centres of Western Australia.

"In speaking of these deposits as deep-seated we mean that economic bodies of gold-bearing material will persist or recur in these localities to the maximum depth at which it is possible to carry on mining operations.

"The depths at which mining progresses are approximately as follows: Brazil, 8,500 feet; South Africa 8,000 to 9,000 feet; India 8,000 feet, with plans already made for operations to be extended throughout the 8,000 to 10,000 feet range.

"While mining operations in Canada have yet to be inaugurated on any very great scale below a

depth of 7,000 feet, nevertheless unusually favourable rock temperature conditions at surface and a relatively low increment rate at increasing depth give a prospect of mining being continued to depths in excess of 10,000 feet with an ultimate limit as seen at present of somewhere in the neighbourhood of 12,000 feet.

"A commonly accepted standard of practice on both well-established properties and those newly brought into production provides for the mining or removal of an average of six inches of the vertical extent of the ore-bodies during each day. This means that if a deposit contains 1,000 tons of ore in every vertical foot of its known and projected extent, then the normal rate of mining operations will entail the recovery and processing of 500 tons each day.

"Whereas formerly a life for a mine of from 20 to 25 years was considered normal, with increasingly conservative rates of ore removal it is now usual to plan for continuous operations during a period of 40 to 50 years.

"It can readily be seen that if six inches of the vertical extent of the deposit are removed daily, approximately 180 feet will be removed each year. Thus the end of a 40-year life a mine will have removed all of its ore down to a depth of 7,200 feet, provided that the operations have been carried on in strict sequence. In actual practice it is likely that preparation of ore-bodies for subsequent removal will be underway to a depth 8,000 feet in excess of the above figure and that ore removal on varying scales will be in progress on a number of horizons in the mine.

"In conclusion, it can be stated emphatically that geological expectations for the persistence or recurrence of commercial gold concentrations, as well as the capacity of known mining techniques, are such that a continuity of mining operations in excess of 40 years may be safely predicted for several localities in Northwestern Quebec. Amongst these centres we may include Noranda, Bourlamaque, and Malartic. The life expectancy of the mining phase of the industrial life of Northwestern Quebec may be further extended to 75 years when the steady inauguration of production from successive properties brought within convenient access is taken into account.

"Briefly, Noranda, Val d'Or - Bourlamaque, and Malartic will be important mining centres during the coming 75 years, even if the price of gold remains stabilized at its present figure and providing that the general level of wages is not in excess of 30% above that prevailing in 1938-39.

"As a corollary it may be stated that continuously profitable operations have been going on in the Kolar Gold Field of India during the past 60 years and that operations in South Africa are approaching that length of existence, with the end not yet in sight.

"(b) BASE METAL MINING - this phase of the industry, although having its inception at Noranda in 1927 is only as yet in its infancy in this part of Canada.

"Having regard to the general size and extent of base metal ore concentrations we can predict

a life comparable with that of the Sullivan mine of the Consolidated Mining and Smelting Co. of Canada for operations on known, indicated and presupposed base metal ore-bodies in this neighbourhood. In other words, a life of 30 years or more is a conservative estimate for major base metal mines.

"In spite of the increasing importance of base metal mining in the province it is considered that it will remain secondary to gold mining so long as gold remains the standard of commercial interchange.

(Signed - W. James Bichan
Feb. 21, 1946. KEATING and BICHAN."

This would seem to dispel any concern on this score and gives a basis for any long term planning.

The immediate concern of this Commission is the problem confronting veterans and likewise that of employers in aiding in the full rehabilitation of the veteran. New training, re-training, or further training of a trade nature looms very prominently in the problem. This, of course, takes on the usual two-fold aspect of training in the practice of the various activities and in the theory related or basic to a given kind of work.

The former may take on in its entirety the nature of on-the-job training and the latter might be accomplished through the medium of evening-school programmes, or some combination of these such as so-called co-operative training which might be worked out by certain employers. This type of training usually requires two trainees working and studying opposite each other, that is

to say, one attends school while the other carries on the job. The period varies from two to eight weeks. While this type of programme is admirable for teen-age people, it nevertheless could well serve certain veterans.

There will, of course, be those veterans who will be at a suitable level and have the capacity for further study of a more abstract nature at the post-secondary school level. In formulating general plans, therefore, thought should be given to making provision for expanding objectives so that eventually as the need presents itself it will be possible for individuals to expand their capabilities by mastering the higher techniques relating to their work. This is the function of the Technical Institute.

Any such programme primarily set up to facilitate the employment and advancement of veterans can very well have a continuing function with the future civilian population.

The Commission heard from several witnesses that satisfactory arrangements for the handling of veterans' affairs have not been organized. It was stated by Dr. Price and others that unreasonable delays in such matters were being experienced and that it has been found difficult to contact responsible officers in charge of the administration of veterans' benefits.

The evidence of Dr. Price who is chief geologist of Noranda Mines and Chairman of the Rehabilitation Committee, a senior official of great experience who has assumed heavy responsibilities as a voluntary worker appears to the Commission of such importance that a part at least must be quoted:

"THE WITNESS: The next complaint that I have is the number of fellows sent up from down below, both in uniform and out of uniform, who are supposed to be connected with rehabilitation, who come up here and spend maybe twenty-four or forty-eight hours in the area and then go back and write some kind of a report.

"One of them came up here to see me and asked me what my chief troubles were. I told him that first on the list I would put housing. Then he asked me what was next; and I said, "fellows like you".

"We must have had at least half a dozen of them up here. One famous case is that of a fellow who came up here and got drunk and stayed drunk all the time he was here. That has created a very bad impression; and they haven't even made an effort to see the employers in the district, or anything else.

"THE CHAIRMAN: Excuse me, did you say they came to see you as Chairman of the Citizens' Rehabilitation Committee?

"THE WITNESS: Yes.

"THE CHAIRMAN: They did not come to you as being connected with an employer?

"THE WITNESS: No. They just came to see me as Chairman of the Committee, and wanted to know what views I had, and complaints.

"THE CHAIRMAN: You say that they did not go to the employers to your knowledge?

"THE WITNESS: No, sir. And I would say that sending fellows like that around -- and I think that some of the others here will corroborate what I say -- Mr. Grenier, do you agree with me?

"MR. GRENIER: Yes, that is so.

"THE WITNESS: We can back our statements up by facts. It is the worst sort of thing that could happen; and the worst thing about it is the harm it does the veterans.

"THE WITNESS: This, sir, concerns a man by the name of Joseph Bolduc who is a veteran of two wars and who was discharged last May in June. He came to us and said that he wanted to take a course of training on the job as a projectionist in a motion picture house. We did some enquiring around and found that he could take a course of that kind at the Capitol Theatre under the managership of Mr. Sam Corman; and we wrote down and asked whether this man could be counselled and put on this course. This was in June. In July a Mr. Guay came up from Montreal and counselled Mr. Bolduc, and in company with me we interviewed Mr. Corman, and at that time the thing was arranged and Mr. Corman gave Mr. Guay a letter stating that he would give this man training, and also that he would guarantee him a job when he got through; which was fair enough. We heard no more of the case until last September when Mr. Maines and Mr. Lafond came up from the C.V.T. and we asked them what about it and they said there was no contract yet. So we asked them to get the contract through; and they interviewed Mr. Corman again, and Mr. Bolduc again and they left. We heard no more about it in October. In the meantime Mr. Bolduc had been working in a concentrator as a dry man and change-house man, and the concentrator people had hired another man to take his place. So I got hold of Mr. Corman,

as these men had promised that the thing would go through, and I said to him, why don't you start him to work. So he put him on. That was in the latter part of October. In the middle of December Bolduc came to me and said, I have no money yet; and he said Mr. Corman was getting pretty restive. So we wired them again, and finally the contract did arrive, sometime around the latter part of December; but still no money. Mr. Corman paid him $100.00 on spec. And finally around the middle of January Mr. Bolduc came to me and said, well I don't know whether to quit or not. And finally the first cheque did arrive. That was in January.

"THE CHAIRMAN: A cheque for how much?

"THE WITNESS: For $194.00. Now, that thing dragged on from June until January before it was actually settled. The whole case was one which just showed that the thing had been swapped from one person to another. And that did not leave a very good impression. I thought you might be interested in the facts in that case."

The Commission wishes to state that while it concurs with Dr. Price's opinion that serious difficulties exist, it does not feel that the comparatively new staff at Montreal is by any means entirely to blame. The Commission regrets that its own previous report did not (partly owing to pressure of time) deal adequately with this and some of the outlying areas.

In commenting on any blame which might have been associated with Governmental departments, the Commission wishes to express great appreciation of the co-operation shown by D.V.A., C.V.T. and the Employment Service. Particularly it should be noted that Colonel

A.J. Lemay, Colonel R. Dupuis and Mr. S. Mizgala rendered most valuable assistance at the hearings of the Commission at which they were present, as well as the necessary directions to follow up evidence which had been tabled at those sessions.

(2) EMPLOYMENT OPPORTUNITIES.

In this matter Val d'Or may be taken as an example. This centre of mining activity in the Abitibi District had a pre-war population of some 5,000 people. Although many of the pre-war inhabitants are reported to have left during the War years to seek war-time employment in addition to the three or four hundred who enlisted in the Armed Services, there was no noted decrease in the population. With the cessation of hostilities the former residents are returning and with newcomers in the van of those expected to come to participate in the unprecedented expansion and era of prosperity predicted for the district the population as above mentioned now numbers some 7,500. Mayor Berard expects this number to increase considerably in the very near future provided a sufficient number of dwellings can be built to provide lodgings.

Lack of housing facilities more than any other factor is delaying the expansion of this district as what is true for Val d'Or is also true of the smaller surrounding settlements of Senneterre, and Sullivan.

It is estimated that employment in this district can be easily found for more than 10,000 veterans. To date no case of unemployment or the inability a veteran to find a job has been reported to local Branch of the Canadian Legion whic

joying a rapid increase in membership.

It will be convenient to consider the findings at Val d'Or under the headings following:

Normal Employment

Building Trades

Mining
Communications

National Park, including hunting and fishing

(3) NORMAL EMPLOYMENT.

This rapidly growing region offers normal urban employment opportunities in shops, garages and ateliers to be found in any centre of a like nature. Although the prosperity of the area is dependant upon the activity at the mines, there is apparently a long period of production expected from the established mines and new discoveries in the area with consequent development are confidently predicted. Without exception all business and other employers state they have need of more assistance in their various lines of endeavour.

The need is particularly great for those who have some type of skill. The building and allied trades will be dealt with in another paragraph, but all employers in other callings complain of the difficulty of obtaining help. The garages can all absorb additional mechanics. It is stated that there are very few capable auto mechanics in the North. Local electrical men state there are not sufficient tradesmen trained in the repair and maintenance of household appliances to take care of the demand which is expected to grow. There can be employed in the refrigeration repair field alone some five or six tradesmen.

It would appear to the Commission that any

trained tradesman would find immediate employment at profitable rates of pay in this district.

The Commission deals elsewhere with the situation in respect to untrained or partially trained tradesmen and the training facilities available or recommended for them.

BUILDING TRADES.

The greatest need at the moment in this area is housing for the population. All witnesses from the Mayor of Val d'Or through each representative stressed this problem. It is stated that there is immediately available the wood and cement with which to construct all the houses required, but that the skilled workmen and more particularly the other vital materials necessary to construct houses are not available and from present indications will not be available, for another year. If the town is to benefit, most of the immediate housing requirements must be constructed prior to next winter. The Commission was asked to use its best endeavours to see that the necessary materials were made available.

There are an insufficient number of skilled tradesmen available in the building trades. No trade is an exception. It is to be noted that in this pioneering community the same standard of of skill which might be insisted upon in a more settled and older area would not be required. There are no Parity Committees established except at Amos. No examination as to qualifications are required. There are no union restrictions. The sole need is for a man with sufficient qualifications to do a job. For the veteran this would

mean the opportunity to become established in a trade in the minimum period dependent on his own ability to acquire the necessary skill in order to command the highest rates of pay.

Some of the witnesses referred in their evidence to apprentices but more often they referred to helpers, and it is felt that the words are synonomous in this district. All employers wish to take on first, skilled tradesmen and secondly helpers, and it is inferred that as soon as a man shows some ability he will quickly reach journeyman status and pay. The only means at the moment open to a beginner in a trade to learn is through the training on the job. There are no Apprenticeship Training Centres nor Vocational Schools except for one "initiation Centre" at Rouyn. The Commission concludes that there are enormous opportunities not only for skilled tradesmen in the building trades in the community in construction and repair work, as well as employment as tradesmen in the mines, and that there is an equal opportunity for beginners to obtain employment and training.

MINES.

This area is predominantly a mining district and the bulk of employment is available in the mines. There is a tremendous demand for underground miners, all company managers in the area saying they are unable to obtain the required number to work their properties to plant capacity. This lack of underground workers is diminishing the potential demand for surface workers and tradesmen. It is estimated that at least 4,000 and possibly many more underground miners can find employment in the

district.

The miners are organized in a C.I.O. affiliated Union whose secretary, Mr. Lachance, indicated they were anxious to have veterans join and that there were no restrictions in the organization which would prevent or make it difficult for a veteran to join. This was due to the fact that no present employees are likely to be discharged to make room for a veteran because there are more vacancies than applicants.

Although the majority on the payroll of a mine are underground workers, there are many employed on the surface including building tradesmen and machinists. The mines are organized for the most part to employ helpers, tradesmen and master tradesmen or foremen. Veterans are taken on and paid full rates according to their ability. Some have presented their Army trades classification certificates which were accepted at their face value and they were employed in the equivalent civilian grade. The employers all express themselves as well satisfied with the trades qualifications of all veterans professing any trade and also with their aptitude, responsible attitude and willingness to work as well as their discipline.

The mines were finding it difficult to find veterans willing to work underground. It takes four years to make a first class miner most of whom have been drawn in the past from foreign born immigrants. They are now averaging forty-five years of age. No Canadians are coming forward in any numbers to take their places.

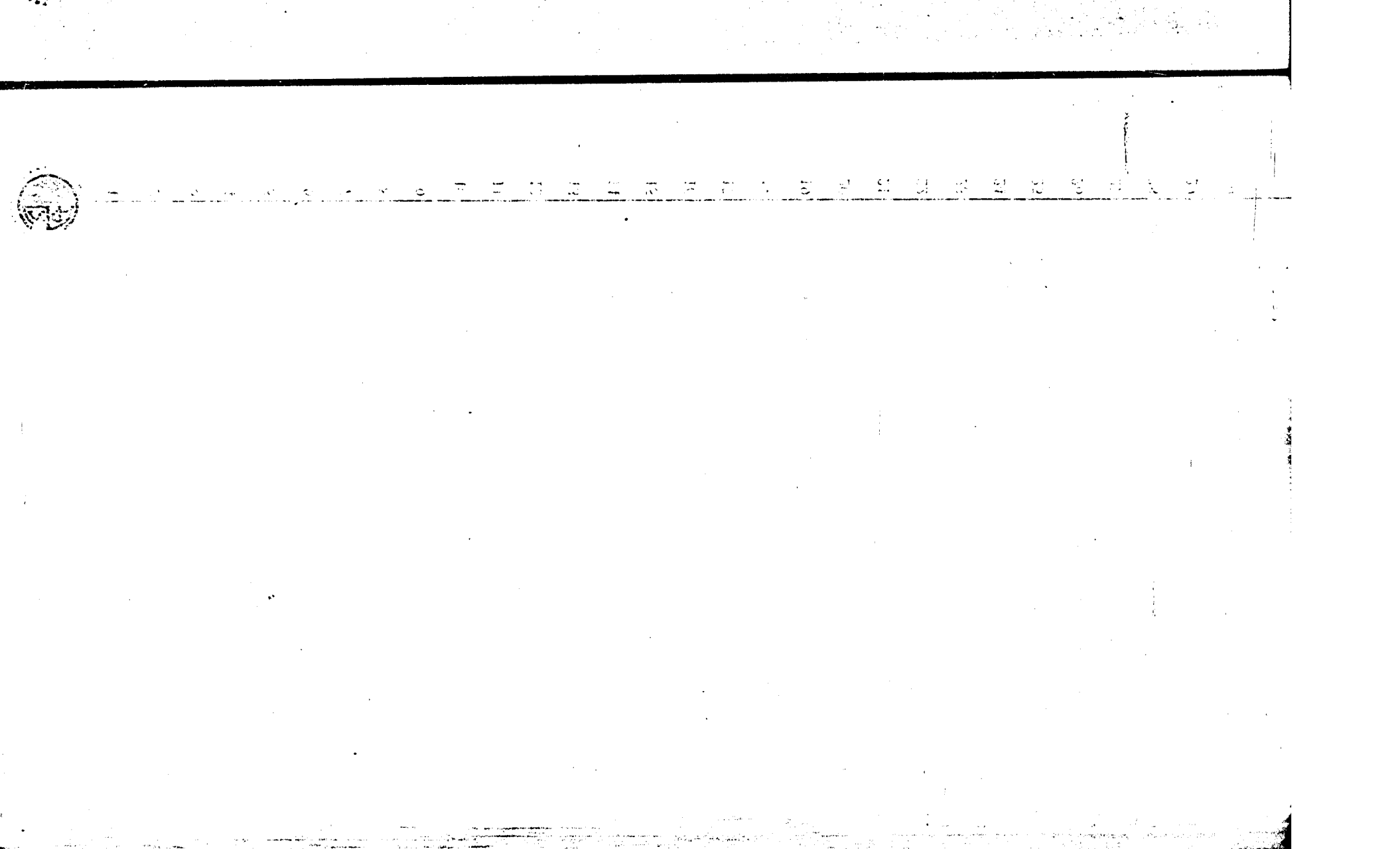
The Mine School is undertaking a course for

veterans wherein they will have underground experience which, according to all witnesses heard, is by far the best way of training a miner. It is also learned that some of the mines are making arrangements to start their own underground schools (Noranda, Sullivan etc.).

Some evidence as to the pay given to miners showed that a beginner was given at least $5.50 per day. An experienced miner will earn, with production bonus in addition to his basic pay from $9.00 to $12.00 per day.

One witness stated that he had found veterans unwilling to go underground, even those who had been employed prior to the war in that type of work. This was attributed by the witness to the desire of the veteran to utilize such trade training as he might have received in the Services. Vacancies for tradesmen were not as numerous as for miners, as tradesmen had been recruited throughout the war and most of them were still available in the District. On the other hand witnesses from Noranda stated they had encountered no unwillingness on the part of either veterans reinstated or those new to the district to go underground. This was in part attributed by the officials of Noranda to the generous treatment accorded its employees in respect to pensions, medical attention etc.

Considerable attention was given by the Commission to the possibility of prospectors' courses for veterans. Dr. Price, Chief Geologist of Noranda Mines, Mr. Bichan, another geologist, himself a naval veteran, and Mr. Germain of Amos, a leading prospector, were all asked for



advice on the subject. They took the view that courses for prospectors should be given in this area and not in or near populated centres and that the Mine Ecole might be utilized as a centre.

The Commission is convinced that there are extraordinary opportunities open to veterans in this district to obtain highly remunerative employment under good working conditions and also to improve their productive capacity and value by further training and study in courses referred to elsewhere in the report.

VETERANS' LAND ACT.

More than once during the sessions at Val d'Or the Commission was informed that there was difficulty in applying the Veterans' Land Act. (a) So far as the acquisition of farms was concerned, most of the land available was Crown land of the Provincial government and farms were not being acquired for this reason. With respect to this, it was pointed out by the Commission that P.C. 8122, 1945, provides for agreements with the provinces for the settlement of veterans on provincial lands and grants for one or more of the following purposes:-

(a) For the purchase of essential building materials and other costs of construction.

(b) For the clearing and other preparation of land for cultivation.

(c) For the purchase of essential farm livestock and machinery.

(d) For the purchase of machinery or equipment essential to forestry.

(e) For the purchase of commercial fishing equipment

(e) For the purchase of commercial fishing equipment.

(f) For the purchase of trapping or fur farming equipment, but not breeding stock.

(g) For the purchase of essential household equipment.

(b) The Commission was informed that small holdings cannot be acquired in city limits by reason of the cost and taxation. In view of the fact that representatives of the Municipality of Val d'Or and of the Noranda Mine pointed out that there was plenty of space within city limits in which small holdings could be established with adequate facilities, the point appears worthy of further examination.

It is the concensus of opinion that farmers and market gardners are an immediate necessity for this area. At the moment there are none. It is stated that the land is arable and highly productive and that there are many areas suitable for developments of this nature.

This factor is important not only for the veterans who are here prejudiced in the exercise of their rights to apply for assistance in establishing a home and for agricultural education, but also from the point of view of the general development of the area. It is believed furthermore that the plan of the Forest Village being organized by the Dept. of Lands and Forests of the Province of Quebec is admirably suited for this District where there are vast stands of timber which could be made accessible.

(c) A further difficulty was caused by a ruling

which was said to have been made that veterans could not use the rehabilitation credit provided for by Section 9 of Part II of the Veterans' Land Act, for construction on land held under Emphyteutic lease. Evidence was received (1) that a great many lots in the Val d'Or area are held on Emphyteutic lease of 99 years term and (2) that the lessee under a Emphyteutic lease in the Province of Quebec has under the law of that Province every right of an owner so long as the lease exists.

COMMUNICATIONS.

The Commission heard from many witnesses the need for more lines of communication into the District. This was required in order to open up the many rich forest lands which have not been touched as well as for the development of new mines, and following such development new farming lands.

The residents mentioned the possibility of opening up a new national or provincial park to the south of this area. It was stated that not only were there good park lands but that the country was rich in hunting and fishing potentialities. This in turn would encourage the establishment of camps and hotels in which veterans would find a profitable source of living as owners, guides or employees, as well as contributing to the development of the area (V. Subsection VII, para. 6) Veterans counselled in such directions must be provided with instruction.

It was also stated that large timber limits were available to the north of this area to James Bay. In order to swell the narrow belt of population stretching from east to west in Canada, it is

absolutely necessary that the country stretching to the North be developed. It is axiomatic that lines of communication be opened in order to encourage population in those parts which as yet remain undeveloped. It is the opinion of the Commission that the area of North-Western Quebec lends itself admirably to a development of this nature, and that it will provide a source of livelihood for veterans as well as contribute to the general economic welfare of the country as a whole.

The very large number of veterans who have had experience in road work, use of bulldozers and graders are, as mentioned in the Second Report, qualified for such work.

RECOMMENDATION NO. 101.

Operation of Veterans' Land Act.

The Commission recommends:

(a) That veterans who are engaged in training on the job or following courses in the Northern Quebec mining area be permitted to utilize any balance of rehabilitation credit in constructions on land held under Emphyteutic lease.

(b) That since, as was pointed out elsewhere in this report, it is difficult to find farms elsewhere in the Province at a low enough price to make them available under the Veterans' Land Act, an arrangement be entered into with the Province of Quebec under

P.C. 2122, 1945, for the acquisition of land by or for veterans qualified so that Orders-in-Council P.C. 2122 and 2827 may be applicable.

(c) That in view of the very large number of persons applying for small holdings, a special Committee be set up to study the general possibility of acquiring small holdings within or without town limits and of furnishing the necessary agricultural education to veterans taking such holdings.

RECOMMENDATION NO. 102.

Rehabilitation Centre at Amos.

The Commission recommends:

That there be established at the earliest possible date at Amos as being a central point a complete re-establishment centre including representatives of

D.V.A. (including S.M.O.)

C.V.T.

National Employment Service

This office should have the same status as any employment centre. The D.V.A. officer should have at least two assistants who could act both for D.V.A. and C.V.T.

(It was suggested to the Commission that the senior medical officer should have several representatives throughout the area).

RECOMMENDATION NO. 103

Vocational Schools for Veterans - Mining Area.

The Commission recommends:

(a) That steps be taken immediately to provide for this area vocational schools which are urgently needed.

Such schools should have facilities and curriculum that will give training to veterans so as to aid in their full rehabilitation by imparting skills in trades and various work of their choice. The schools should give a thorough training in all the related fields of knowledge as well as a thorough grounding in the elements of various phases of work which the veteran may choose. Courses could very well have a scientific approach so as to be a preparation for further training in schools of higher learning. To this end the whole undertaking should be based on the principle of expanding objectives so that all those of talent and ambition would have available instruction at the Technical Institute level.

(b) That a thorough and immediate study of the whole problem as peculiar to this area, having in mind the distribution of population, possible growth and the nature of the needs so as to reach a scientific solution of the matter be made without undue delay. All present facilities such as the Mine School at

Val d'Or to be utilized to expedite the programme.

RECOMMENDATION NO. 104.

Prospectors' Courses.

The Commission recommends:

That arrangements be made for the establishment in the Northern Quebec mining area during the summer of prospectors' courses for veterans, each course to include about ten or twelve veterans with a practical geologist or experienced prospector as leader.