



ROYAL COMMISSION ON VETERANS QUALIFICATIONS

APPENDIX I

PRESS CLIPPING - MONTREAL GAZETTE

February 18th, 1946

ND SECTION
ES 13 TO 24

The G

MONTREAL, MONDA



VETS DEMONSTRATE: The first local demonstration of veterans on this war took place on Saturday afternoon in Phillips Square, where the Federation of Labor Youth, many members of which were wearing veterans' pins, staged a speaking and placard-parading program for over an hour in frigid temperature. Printed sheets in French and English, distributed to passers-by, were entitled SNAFU and upbraided the government for "no jobs, no training, and no homes." Speeches were made in both languages with the assistance of loudspeakers and a "youth trek to Ottawa" was announced for some time in March. Curious passers-by stopped briefly to look and listen but the cold weather prevented a very large crowd from gathering at any one time.

Gazette Photo (copyright reserved)

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It will be noted in the outlines above that the demonstration is said to have been arranged by the "Federation of Labour Youth". This is a new organization set up as a result of the "Canadian Youth Congress" in London.



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**APPENDIX II****MIRCH REPORTS ON COMPLAINTS RE COMPETENCY CARDS****PROVINCE OF QUEBEC**
Department of Labour89 East, Notre-Dame St.
Montreal 1, P.Q.

January 29, 1946.

Mr. W. Bovey, Chairman,
Royal Commission on Veterans' Qualifications,
Room 620 - Transportation Building,
125 St. James St. W.
Montreal, 1, P.Q.

Dear Sir:

Please find enclosed herewith, reports from all departments on whose jurisdiction, or on whose responsibility, falls the issuing of competency certificates. These are the following:

1st - Reports from our Board of examiners for Garage employees or Automotive mechanics, on cases of:-

Leslie Godfrey Martin
Peter Ogilvie
Gerald Francis Hoolahan
John Wade
John Joseph Jackman
Peter Johansson
Frank Tessier
John Reich

2nd - Report from our Provincial Board of examiners for Plumbers and Steamfitters, on the case of:-

L. Mallette

3rd - Report from our Provincial Board of examiners for Stationary Engineers, on the case of:-

J. P. Dubois

4th - Reports from our Provincial Board of examiners for Electricians, on the cases of:-

J. P. Martel
J. Dufresne
W. H. Lines
J. P. Reeves



ALAN TURING, ED. ...

Main body of text, appearing as a list or index of entries with varying line lengths and some faint markings.

Vertical column of numbers on the right side of the page, likely serving as a page or line index.



1 5th - Report from our Provincial Board of
2 examiners of the International Painters Union, on
3 the case of:-

4 Romeo Gaisse

5 6th - Report from the Board of examiners of
6 the Catholic Syndicate, on the case of:-

7 Alfred Violette

8 We have not been able to find any information
9 in connection with the case of J. R. Bodman and,
10 unfortunately, it has not been mentioned on his
11 claim where he did apply for a competency card as
12 a carpenter.

13 Hoping that you will find these informations
14 satisfactory, I remain,

15 Yours truly,

16 (Signed) "G. Miron"

17 Director
18 Conciliation & Arbitration Service.

19 -----
20 MR. LESLIE GODFREY MARTIN

21 170 HAVRE BOULEVARD

22 VALLEYFIELD, QUE.

23 And according to your records -

24 Central X.M.O.A. - Montreal

25 Complaint - Has filled out his application; was
26 told he would be advised of the date of the examina-
27 tion, but that it would be between 8.00 and 11.00 P.M.
28 Requests more cooperation towards a veteran.

29 This complaint is attached to correspondence
30 received from Mr. Cyprien Miron, under date of
January 22, 1946.




The first part of the document is a list of names and titles, including
 Mr. John Smith, Secretary of the Board of Directors, and
 Mr. James Brown, Treasurer. The list continues with several other
 members of the organization, including Mr. Robert White and
 Mr. Charles Green. The names are listed in a formal, alphabetical
 order.

The second part of the document is a detailed report on the
 activities of the organization during the past year. It begins with
 a summary of the financial statements, showing a total income of
 \$10,000 and a total expenditure of \$8,500. The report then
 discusses the various projects and programs that were carried out
 during the year, including the construction of a new building and
 the implementation of a new policy.

The third part of the document is a list of recommendations for
 the future. It suggests that the organization should continue to
 focus on its core mission and should seek to expand its reach
 into new areas. It also recommends that the organization should
 improve its financial management and should seek to attract more
 members.

The final part of the document is a closing statement from the
 Secretary, expressing his confidence in the future of the
 organization and his appreciation for the support of the members.

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1 Mr. Leslie Godfrey Martin called at our office
2 on October 4, 1945, for the purpose of filling out
3 an Application for Qualification Certificate. He
4 has signed the said application and sworn to the
5 truth of his declarations.

6 A copy of said application is hereby attached
7 to the report.

8 On October 12, 1945, namely within eight days
9 after the filing of his application, Mr. Leslie
10 Godfrey Martin was summoned to present himself for
11 examination between the hours of 8.00 and 11.00 P.M.

12 He reported on said date, took the examination,
13 and following the result obtained,

14 Report - He was granted a Third Class Journey-
15 man's Certificate of Qualification.

16 We note that Mr. Martin is particularly incensed
17 from the fact that he was summoned during the evening
18 and apparently considers this a lack of cooperation
19 towards veterans.

20 That seems to be his only complaint.

21 We are compelled to call in applicants at said
22 period of time for various reasons:

23 Firstly,

24 The examiners, all of whom are employers and
25 employees of the automobile trade, are busy during
26 the day either in their garages or in their machine
27 shops.

28 Furthermore,

29 The applicants themselves find it more conveni-
30 ent to be called in the evening, as this saves them
a notable loss of time and money.

It is with the intention of serving the inter-
ests of all concerned, that the Examiners have
imposed upon themselves the sacrifice of working



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1 several evenings a week, and we deeply regret that
2 this work should be interpreted as a lack of co-
3 operation, even by only one out of the thousands of
4 applicants who have declared themselves satisfied with
5 it.

(Signed) "Arthur Prieur

Secretary, Board of Examiners
of the Joint Committee of
Automobile Industry.

7 Jan. 28, 1946.

8 -----

9 BOARD OF EXAMINERS OF THE JOINT COMMITTEE OF
10 AUTOMOBILE INDUSTRY OF MONTREAL AND
11 DISTRICT

12 APPLICATION FOR QUALIFICATION CERTIFICATE

13 Name ----- Leslie Godfrey Marvin, Age ----- 24.

14 Address ----- 470 Boulevard du Havre, Valleyfield,
Que.

15 Automobile trade applied for: ----- MECHANIC

16 Experience for that trade only ----- 5 years, 4 months

17 Experience in other automobile trades: - Government
Course Camp N.E. 6 Mts.

18 Special studies in automobile trades: -- Ford Motor
4 weeks

19 Detail Past Experience in Automobile Trades

20 Employers' Names & Addresses: CANADIAN AIR FORCE, Can.

21 Working Periods -- May 13, 1940 to Sept. 9, 1945

22 Trades ----- Mechanic, Group A

23 Sworn to before me at Montreal this 4th day of
October 1945.

24 (Signed) J. Maher, J.P.-Comm.

25 Applicant's Signature: L. G. Marvin.

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The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be clearly documented and verified. The second part outlines the procedures for handling discrepancies and ensuring that all accounts are balanced. It also mentions the need for regular audits and the role of the accounting department in providing detailed reports to management.

The document further details the various methods used for data collection and analysis, including the use of spreadsheets and specialized software. It highlights the importance of data security and the implementation of strict protocols to protect sensitive information. The final section discusses the future plans for improving the accounting system and the role of technology in streamlining processes.

In conclusion, the document stresses the need for a robust and transparent accounting system to support the organization's financial goals. It calls for continued collaboration between all departments to ensure the highest level of accuracy and efficiency in all financial operations.

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1 MR. PETER OGILVIE
2 1832 BELLECHASSE ST.
3 MONTREAL

4 Complaint - According to the Department of
5 Veterans Affairs, has served 62 months in the Army as
6 Fitter, Class A; has applied in person to the Bureau
7 and was granted only a card of Apprenticeship, 3rd
8 Class. Is now in Vancouver.

9 This complaint is attached to correspondence
10 received from Mr. Cyprien Miron, under date of January
11 28, 1946.

12 Mr. Peter Ogilvie's file discloses that, on
13 September 26, 1939, at which time he resided at
14 1832 East, Bellechasse St., Montreal, he was em-
15 ployed in the Municipal Garage of the City of
16 Montreal, and that he applied for a mechanic's Qual-
17 ification Certificate.

18 Copy of said application is hereby attached to
19 the report.

20 At the time of interviewing Mr. Peter Ogilvie,
21 we were informed that he had enlisted in the Royal
22 Air Force.

23 Since then, we have at no time or in any cir-
24 cumstances been in contact with Mr. Peter Ogilvie,
25 so that it is beyond our comprehension that he should
26 have been granted a card of competency as a 3rd Class
27 Apprentice, as stated in the complaint forwarded to
28 you.

29 We have searched our files and find nothing
30 under the name of Mr. Peter Ogilvie later than Sept-
 ember 26, 1939; we have found no trace in our records
 to indicate that a card of competency might have been
 issued in favour of Mr. Peter Ogilvie since that date.

 Since the competency cards are numbered, we



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1 should like to obtain the number of said card, the
2 signer's name, so that we may be in a position to ex-
3 plain the case.

4 It is also possible that this card of competency
5 may have been issued under another name.

6 We have reasons to ask if Mr. Peter Ogilvie is
7 actually employed in a Vancouver garage.

8 In any case, we wish to repeat that we have never
9 heard from Mr. Peter Ogilvie since September 26, 1939.

(Signed) Arthur Prieur

Secretary, Board of Examiners of the
Joint Committee of Automobile Indus-
try.

Jan. 28, 1946.

12 BOARD OF EXAMINERS OF THE JOINT COMMITTEE OF
13 AUTOMOBILE INDUSTRY OF MONTREAL AND DISTRICT

14 APPLICATION FOR QUALIFICATION CERTIFICATE

15 Name and Address -- Peter Ogilvie Exact Age - 39 yrs

16 1232 Bellechasse St., Montreal

17 Present Employer -- Municipal Shops, DeFleurimont St.

18 Automobile Trade applied for -- MECHANIC

19 Experience for that trade only - 18 yrs.

20 Detail Past Experience in Automobile Trades

<u>Employers' Names</u>	<u>Trades</u>
Ford Motor Co. (10) yrs. (1927-37)	Final Inspector (4) yrs. Assembly work (2) yrs. Mechanic (4) yrs.
Eagle Lumber Co. (1) " 1926	Tractor Mechanic
Hudson Bay Co. (1) " 1925	" "
Page & Son (1) " 1938	Mechanic

24 Sworn to before me at Montreal this 26th day of
25 September, 1939.

26 (Signed) Louis M. Lymburner, Jr. J.P. - Comm.

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Table with 100 rows and multiple columns. The rightmost column contains numbers 1 through 100. The rest of the table is mostly blank with some faint, illegible text and a vertical line on the far right.



MR. GERALD-FRANCOIS HOOLAHAN
702 LAGACHELIERE WEST
MONTREAL

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4 Complaint - On October 9th, 1945 complained about
5 having obtained an Apprentice First Class card only,
6 when he had been able to repair his own truck for 2½
7 years in civil life, and afterwards, in the armed
8 services, had acquired the following experience: 1½
9 years as "fitter motor mechanic", Group C; 6 months,
10 Group B; 2 years, Group A.

11 The complaint is attached to the correspondence
12 received from Mr. Gyprien Miron under date of Janu-
13 ary 22, 1946.

14 Mr. Hoolahan's file shows that the latter pre-
15 sented himself at our office on September 26, 1945,
16 to fill an application for a certificate of qualifi-
17 cation, which he signed and for which he was sworn.

18 A copy of the application is attached to the
19 present report.

20 He was invited to be present at the meeting of
21 our Board of examiners at the nearest date after
22 filling his application, that is on October 2nd, in
23 order to try the examination between 8.00 and 11.00
24 P.M. at night; he was awarded a certificate of qual-
25 ification in accordance with the result obtained; in
26 the circumstances, it was a certificate as a First
27 Class mechanic's apprentice.

28 Report - It is to be noted that the sworn app-
29 lication does not mention what experience he has
30 acquired in civil life, contrary to the declaration
which he has made in his complaint. Furthermore, even
though the exactness of Mr. Hoolahan's declaration
might be admitted, with respect to the 2½ years' ex-
perience he has had in the Automobile Industry before



The first part of the document discusses the general principles of the law of contracts, and the second part discusses the law of torts. The law of contracts is a branch of law that deals with the legal obligations that arise from agreements between two or more parties. The law of torts is a branch of law that deals with the legal liability that arises from the wrongful acts of one party that cause harm to another party.

The law of contracts is based on the principle of freedom of contract, which means that parties are free to enter into agreements that they wish to make. However, the law of contracts also imposes certain limitations on the freedom of contract. For example, the law of contracts does not enforce agreements that are against public policy or that are unconscionable.

The law of torts is based on the principle of liability, which means that a party who causes harm to another party is liable for the harm. The law of torts also imposes certain limitations on liability. For example, the law of torts does not impose liability for harm that is caused by a party's negligence if the party was not negligent.

The law of contracts and the law of torts are two of the most important branches of law. They are both essential for the functioning of a free society. The law of contracts ensures that parties can rely on their agreements, and the law of torts ensures that parties are held accountable for their wrongful acts.

The law of contracts and the law of torts are also closely related. Many of the same principles apply to both branches of law. For example, the law of contracts and the law of torts both require that a party be at fault for liability.

The law of contracts and the law of torts are also both subject to the same limitations. For example, the law of contracts and the law of torts both do not enforce agreements that are against public policy or that are unconscionable.

The law of contracts and the law of torts are both essential for the functioning of a free society. They are both essential for ensuring that parties can rely on their agreements and that parties are held accountable for their wrongful acts.



1 joining the armed forces, we remain confronted with the
2 answers which he has given to the examination ques-
3 tions.

4 As for Mr. Hoolahan, he was asked three questions
5 about the motor:

6 One related to the brakes,
7 One related to electricity and adjustment
8 of carburettors,
9 One related to the differential.

10 The answers to the above questions decided the
11 awarding of a First Class mechanic's apprentice cer-
12 tificate to him.

13 Anyhow, Mr. Hoolahan, as a veteran, is entitled
14 to try another examination, as more than three months
15 have elapsed since the last one. It is possible that
16 the experience that he will have acquired during the
17 last months may entitle him to a better classification
18 on the occasion of his next examination.

19 (Signed) Arthur Prieur

20 Secretary of the Board of Examiners
21 of the Joint Committee of Automobile
22 Industry of Montreal and District.
23 Jan. 28, 1946

24 -----
25 BOARD OF EXAMINERS OF THE JOINT COMMITTEE OF
26 AUTOMOBILE INDUSTRY OF MONTREAL AND
27 DISTRICT

28 APPLICATION FOR QUALIFICATION CERTIFICATE

29 Name, Age & Address: GERALD FRANCIS HOOLAHAN, 29 yrs.
30 702 Lagachetiere West, Mtl.

Present employer --- without work.

Automobile trade applied for: MECHANIC

Experience for that trade only --- 5 years

Detail past experience in Automobiles Trades

Employers' Name ----- Army

Working Periods ----- 1940 to 1945, 5 yrs.

Trades ----- Motor Mech.

Sworn to before me at MONTREAL this 2nd day of
OCTOBER, 1945. Arthur Prieur.



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1 MR. JOHN WADE
2 3425 PARK AVENUE
3 MONTREAL

4 Mr. John Wade's file shows that he presented himself
5 at our office on August 13, 1945, in order to fill an
6 application for a certificate of qualification.

7 He signed the form and swore that all declarations
8 contained therein were exact. Moreover, a copy of the
9 application is attached to the present report.

10 He was called by letter to try the examination at
11 the meeting of the Board of examiners on August 22, 1945.
12 On that date, he was reported absent.

13 He was invited later, for the meeting of October 3,
14 1945. Then, he was unable to pass the examination since
15 he refused to pay the fees, as provided under Section
16 28 of the Collective Agreement Act, and that in spite
17 of all the explanations which he received.

18 Again he was called for the meeting of October 5,
19 1945, when he presented himself to try the examina-
20 tion.

21 Report - He was asked seven questions:

22 Three related to the motor,
23 One related to the brakes,
24 One related to the electric system,
25 One related to adjustments of carburetors,
26 One related to the repair of gas pumps.

27 As a result of this examination, the examiners
28 awarded him a third class mechanic's certificate.

29 I must add that this candidate was not far from
30 being classified in a lower category.

 Mr. Wade is entitled to try the examination again
 after three months, and we can assure you that we will
 be pleased to award him a certificate of qualification
 for a higher classification, should the result of his
 examinations permit it.

(Sgd) Arthur Prieur

Secretary of the Board of Examiners of
the Joint Committee of the Automobile
Industry of Montreal and District.



The first part of the document discusses the general principles of the system, including the importance of maintaining accurate records and the role of the various departments involved. It also outlines the objectives of the project and the expected outcomes.

The second part of the document provides a detailed description of the system's components and their functions. This includes a list of the various units and their respective responsibilities, as well as a description of the data flow and the communication channels between different parts of the system.

The third part of the document discusses the implementation of the system, including the steps involved in the installation and the training of the personnel who will be using it. It also addresses the potential challenges and risks associated with the implementation and provides strategies to mitigate them.

The fourth part of the document provides a summary of the key findings and conclusions of the study. It highlights the strengths and weaknesses of the system and offers recommendations for future improvements and research.

In conclusion, the system described in this document represents a significant advancement in the field of [specific field]. It offers a comprehensive and efficient solution to the problems identified at the beginning of the study.



BOARD OF EXAMINERS OF THE JOINT COMMITTEE OF THE
AUTOMOBILE INDUSTRY OF MONTREAL AND DISTRICT

APPLICATION FOR QUALIFICATION CERTIFICATE

Name & Age ----- John Wade ----- 44 years

Address ----- 3625 Park Ave., Montreal

Application for what Trade? ----- MEC

How many years Experience ----- 30 yrs

<u>Employer</u>	<u>Address</u>	<u>From</u>	<u>To</u>	<u>Trade</u>
Albion Motors	Scotland	7 yrs		App. Mec.
R.F.C. R.A.F.	England	6 1/2 "		Air Mec.
Prest Garage	North Bay Ont.	5 "		Mec.
Cummings & Perrault	Mtl.	8 "	(1933 - 35)	"
Latimer	"	1 "	(1935)	"
Page & Sons	Verdun	1 "	(1936)	"
Henry Morgan	Montreal (Beaver Hill)	Mar. 1939 to Sept. 1939		"
Canadian Army	R.C.E.M.E.			Instructor

Sworn to before me at MONTREAL this 13th day of
August, 1945. Arthur Pricur.

MR. JOHN JOSEPH JACKMAN

495 GROSVENOR AVE.

WESTMOUNT

Complaint - Had an oral examination on October 8,
1945, but obtained only a Second Class Apprentice's
Certificate. Considers that it is not enough, as he
has had five years of experience as a mechanic in the
Army, apart from 10 1/2 years as a mechanic and driver
in the building industry.

This complaint is filed with the correspondence
received from Mr. Gyprien Miron, on January 22, 1946.

From Mr. John Joseph Jackman's file, we find that
he called at our offices on September 26, 1945, to
fill an application for a qualification certificate.



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1 He signed the application and took an oath as to the
2 truth of his statements.

3 A true copy of the application is attached to the
4 report.

5 Mr. Jackman was called up for an examination at
6 the following meeting of the Board of Examiners, that
7 is on October 2, 1945, between 8.00 P.M. and 11.00
8 P.M.

9 As a result of the answers given by Mr. Jackman
10 to the questions asked by the Examiners, a Second
11 Class Apprentice's Certificate was granted to him.

12 Mr. Jackman is not satisfied with the results of
13 this examination and he has lodged a complaint.

14 First of all, we wish to call attention to a dis-
15 crepancy between Mr. Jackman's declaration under oath
16 and another declaration he made when lodging his com-
17 plaint. The latter was not made under oath.

18 Report - In his sworn declaration, he states as
19 past experience only the work he has done while he was
20 in the Army. In his complaint, he states that he has
21 also 10½ years of experience as a mechanic and driver
22 in the building industry. However, he does not men-
23 tion for whom he has worked, nor the exact nature of
24 his work.

25 Nevertheless, I must add that even if Mr. Jackman
26 had mentioned in his application that he had 10½ years
27 of experience as a mechanic and driver in the building
28 industry, the result would have been the same, because
29 the qualification certificate was issued according to
30 the result of his examination.

At any rate, Mr. Jackman, as a veteran, is free to
try another examination, as three months have elapsed
since his last one. With the experience he has acquired



1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes the need for transparency and accountability in financial reporting.

2. The second part of the document outlines the various methods and techniques used to collect and analyze data. It highlights the importance of using reliable sources and ensuring the accuracy of the information gathered.

3. The third part of the document focuses on the interpretation and analysis of the collected data. It discusses the various statistical and analytical tools used to draw meaningful conclusions from the data.

4. The fourth part of the document discusses the implications of the findings and the potential impact of the research. It highlights the need for further research and the importance of sharing the results with the relevant stakeholders.

5. The fifth part of the document provides a summary of the key findings and conclusions. It emphasizes the importance of the research and the need for continued efforts to improve the quality of the data and the accuracy of the analysis.

6. The sixth part of the document discusses the limitations of the study and the potential sources of error. It highlights the need for caution in interpreting the results and the importance of considering the context of the data.

7. The seventh part of the document provides a list of references and sources used in the study. It includes a variety of academic journals, books, and other relevant materials.

8. The eighth part of the document provides a list of appendices and supplementary materials. It includes detailed data tables, charts, and other relevant information.

9. The ninth part of the document provides a list of acknowledgments and thanks. It expresses gratitude to the individuals and organizations that provided support and assistance during the course of the study.

10. The tenth part of the document provides a list of contact information and a way to reach the author. It includes the author's name, address, and phone number.



1 in the past months, he may be able to get a higher grad-
2 ing on the next examination.

3 (Signed) Arthur Prieur

4 Secretary of the Board of Examiners
5 of the Joint Committee of Automobile
6 Industry of Montreal and District.

7 Jan. 26, 1946.

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9
10 BOARD OF EXAMINERS OF THE JOINT COMMITTEE OF THE
11 AUTOMOBILE INDUSTRY OF MONTREAL AND DISTRICT

12 APPLICATION FOR QUALIFICATION CERTIFICATE

13 Name ----- John Joseph Jackman

14 Exact Age ----- 34 yrs.

15 Address ----- 495 Grosvenor St., Mtl.

16 Present Employer ----- without work.

17 Automobile trade applied for: MECHANIC

18 Experience for that trade only: 5 yrs.

19 Employer's Name ----- Army

20 Working Period ----- 1940 to 1945 (5 yrs.)

21 Trade ----- Motor Mech.

22 Sworn to before me at Montreal this 2nd day of
23 October, 1945. Arthur Prieur.

24
25 MR. PETER JONASSON

26 518 LAFAYETTE ST.

27 MONTREAL SOUTH

28 Complaint - According to the Department of Veterans'
29 Affairs, this party was employed as a "fitter, motor veh-
30 icles" for 47 months and was listed in Group "A". He
appeared before the Committee and he was granted a Third
Class Apprentice's Certificate only. Claims that he
was asked six questions and that he answered them cor-
rectly.

This complaint is filed with the correspondence
received from Mr. Gyprien Miron, on January 22, 1946.



The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures transparency and allows for easy verification of the data.

In the second section, the author outlines the various methods used to collect and analyze the data. This includes direct observation, interviews with key personnel, and the use of specialized software tools. Each method is described in detail, highlighting its strengths and potential limitations.

The third section presents the results of the study. It shows a clear trend of increasing activity over the period observed. The data indicates that the most significant changes occurred in the latter half of the study period.

Finally, the document concludes with a series of recommendations based on the findings. It suggests that further research should be conducted to explore the underlying causes of the observed trends. Additionally, it offers practical advice for improving the efficiency of the processes being studied.



1 From Mr. Peter Jonasson's file we find that he
2 called at our office on September 25, 1945, to fill an
3 application for a qualification certificate.

4 The application form was signed and he took an
5 oath as to the truth of the statements contained there-
6 in.

7 A copy of the application is attached to this re-
8 port.

9 He was called up for his examination on October
10 2, 1945, between 8.00 P.M. and 11.00 P.M.

11 Contrary to the statement made when the complaint
12 was lodged, the candidate was asked seven questions.

13 Those questions were divided as follows:

14 Three about the motor
15 One about the brakes
16 One about the electric wiring
17 One about the carburettor fittings
18 One about wheel alignment.

19 Each one of the answers given by Mr. Jonasson was
20 marked according to an established system by the five
21 examiners, and they were all agreed to classify Mr.
22 Jonasson a Third Class Mechanical Apprentice.

23 Report - At any rate, Mr. Jonasson, as a veteran,
24 is free to try another examination, as more than three
25 months have elapsed since his last one.

26 With the experience acquired in the past months,
27 he may be able to get a higher grading on the next ex-
28 amination.

29 (Signed) Arthur Prieur

30 Secretary of the Board of Examiners
of the Joint Committee of Automobile
Industry of Montreal and District.
Jan. 28, 1946.



1. The first part of the document discusses the importance of maintaining accurate records in a business setting. It highlights how proper record-keeping can lead to better decision-making and financial stability.

2. In the second section, the author explores various methods for organizing and storing data. It emphasizes the need for a systematic approach to ensure that information is easily accessible and secure.

3. The third part of the document focuses on the role of technology in modern record management. It discusses how digital tools can streamline processes and reduce the risk of data loss.

4. Finally, the document concludes by stressing the importance of regular audits and updates to records. It suggests that a proactive approach to record management is essential for long-term success.

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BOARD OF EXAMINERS OF THE JOINT COMMITTEE OF
AUTOMOBILE INDUSTRY OF MONTREAL & DISTRICT

APPLICATION FOR QUALIFICATION CERTIFICATE

Name ----- Peter Jonasson
 Exact Age ----- 25 yrs.
 Address ----- 812 Lafayette St., Montreal
 South
 Present Employer ----- without work
 Automobile trade applied for -- MECHANIC
 Experience for that trade only -- 6 yrs., 9 mths.
 Preferred language ----- English

Detail Past Experience in Automobile Trades

Employers' Names	Addresses	Working Periods	Trades
Army		1940 to 45 (38 Mths)	Fitter "A"
Carpenter Radio Service	Orastown	1936 to 40 (4 yrs.)	Mech.

Sworn to before me at MONTREAL this 2nd day of
October, 1945.

(Signed) Arthur Prieur.

MR. FRANK TESSIER

2251 HAWARDEN AVE.

MONTREAL

Complaint - Complains that on October 5, 1945,
he called on the Committee and was given a 1st Class
Apprentice card, one month after having filled the
application form.

As he had been a garage mechanic before the war,
he complains of having been delayed too long before
getting a reply, which he claims is unfair.

This complaint is attached to the correspondence
received from Mr. Cyprien Miron, dated January 22,
1946.

Mr. Frank Tessier's file indicates that he came
to our office on September 20, 1945 to apply for a



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1 qualifications certificate, and that he was requested
2 to pass his examination at the Examiners' sitting
3 held on October 4, 1945,

4 At which time a Class 1 Apprentice Competency
5 Certificate was granted him.

6 Mr. Frank Tessier complains in the first place
7 against the delay between his call and his exami-
8 nation.

9 Said delay is in no way imputable to any fault;
10 it is due merely to a substantial increase in app-
11 lications, which compelled our Board of Examiners
12 to hold seven (7) examination sittings from Sept.
13 20th to Oct. 4, 1945.

14 Report - Said sittings took place as follows:

15	1945 - September	21st
16		26th
17		28th
18	October	1st
19		2nd
20		3rd
21		4th

22 and each closed only with the examination of the
23 last candidate, so that none of them would have to
24 come back, which resulted in the Examiners remain-
25 ing on duty until late hours in practically each
26 instance.

27 It is impossible for us, in view of the Exam-
28 iners' occupations, either as employers or em-
29 ployees in garages or mechanical work shops, to
30 hold these sittings in daytime.

Moreover, the candidates themselves find it
beneficial, as they do not incur any loss of time
which might be prejudicial to them.

As to the result obtained by Mr. Frank Tessier,
it is due to his answers to the questions which were
asked him. As we already mentioned, as a veteran,
he is entitled to present himself again at another



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1 examination, three months after his first one.

2 We shall be happy to give him a higher certi-
3 ficate, should the result of his examinations permit
4 us to do so.

5 (Signed) Arthur Prieur

6 Secretary, Board of Examiners,
7 Joint Committee of the Automobile
8 Industry of Montreal and District.

9 BOARD OF EXAMINERS OF THE JOINT COMMITTEE OF
10 THE AUTOMOBILE INDUSTRY OF MONTREAL AND
11 DISTRICT.

12 APPLICATION FOR QUALIFICATION CERTIFICATE

13 Name ----- TESSIER, Frank

14 Age ----- 49

15 Address ----- 2231 Hawarden Ave.
16 Montreal

17 Present employer ----- without work

18 Application for what Trade ---- Mechanic (Service
19 Man, Apprentice,
20 Journeyman -- 3 fin-
21 gers out on right
22 hand)

23 How many years' Experience ---- 29 years

24 Detail Past Experience in Automobile Trades

<u>Employer</u>	<u>Address</u>	<u>From</u>	<u>To</u>	<u>Trade</u>
25 Army		1940-41	2 yrs	Mechanic
26 Huntington Garage	Huntington	1913-40	27 yrs	"

27 Declared before me at Montreal this 20th day of
28 September, 1945.

29 "A. Bessette"

30 "Arthur Prieur"



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1 MR. JOHN REICH

2 0749 CHARLEVOIX ST.

3 and, according to our records,

4 2038 Paris Street,

5 Montreal.

6 Complaint - Filled his application on September
7 6, 1945; was told that a few days later he would be
8 advised of the date of the examinations. Three weeks
9 later, he had not been notified yet.

10 This complaint is attached to the correspondence
11 received by Mr. Cyprien Miron, dated January 22, 1946.

12 Mr. John Reich's file indicates that he came to
13 our office on September 6, 1945, to apply for a Cert-
14 ificate of Qualification, to fill the form and sign
15 it under oath, as per his application attached to
16 this report.

17 Subsequently, he was requested in writing to
18 present himself before the Board of Examiners the
19 12th of September, 1945, meeting, to pass his exami-
20 nation and receive an appropriate certificate.

21 However, on the 12th of September, 1945, Mr.
22 Reich failed to present himself.

23 Report - Another letter was sent him requesting
24 his presence at the meeting to be held on the 3rd of
25 October by the Board of Examiners.

26 That time, Mr. Reich complied with the Board's
27 request, passed his examination and received a com-
28 petency certificate in accordance with the result of
29 his examination.

30 The only grievance submitted by Mr. Reich would
not have existed if, in reply to the request made to
him, he had presented himself at the examination
held on the 12th of September, 1945, and, therefore,



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1 a week would not have elapsed between the date of his
2 application and that of his examination.

3 (Signed) Arthur Prieur

4 Secretary, Board of Examiners, Joint
5 Committee of the Automobile Industry
6 of Montreal and District.

7 Jan. 28, 1946.

8 BOARD OF EXAMINERS OF THE JOINT COMMITTEE OF
9 AUTOMOBILE INDUSTRY OF MONTREAL AND DISTRICT

10 APPLICATION FOR QUALIFICATION CERTIFICATE

11 Name ----- REICH, John
12 Exact Age ----- 28 yrs.
13 Address ----- 0749 Charlevoix, Mtl.
14 Present Employer ----- without work.
15 Automobile trade applied for: MECHANIC
16 Experience for that trade only: 3 yrs, 1 mth.

17 Detail Past Experience in Automobile Trades

<u>Employers' Names</u>	<u>Address</u>	<u>Working Periods</u>	<u>Trade</u>
White Co.	Rue DeGaspé	6 Mths to 1939	Mech.
Army		25 " to 29-1945	Driver "
Baker Garage	McGill College	6 " to 1938	Mech.

18 Sworn to before me at Montreal this 6th day of
19 September, 1945.
20 Arthur Prieur.

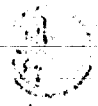
21 -----
22 January 28, 1946.

23 Roger Lapierre, Esq.,
24 Secretary,
25 Conciliation & Arbitration Branch,
26 85 Notre Dame St., East,
27 Montreal, P.Q.

28 Re: L. Mallette, 4448-A De Bullion

29 Sir,

30 Considering the complaint received from the above-
mentioned person, I must report that Mr. Mallette must
certainly have omitted some facts and statements in
his complaint, as I must also report that, after go-



The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures transparency and allows for easy verification of the data.

In the second section, the author details the various methods used to collect and analyze the data. This includes both manual and automated processes. The goal is to ensure that the information is both reliable and up-to-date.

The third part of the document focuses on the results of the analysis. It shows a clear upward trend in the data over the period covered. This indicates that the current strategies are effective and should be continued.

Finally, the document concludes with a series of recommendations for future actions. These include expanding the data collection to include new markets and improving the reporting process to make it more efficient.



1 ing through our personnel files and investigating his
2 particular case, we find that we have no discharged
3 person of that name living at that address.

4 As for his claim that he had been told "that we
5 did not have the time to give him an Apprentice's
6 Certificate on that day," it can be said that I was
7 at my office on that day and, in such an event, he
8 could have seen me and discussed the matter with me.

9 Please note that this was on a Saturday (Oct-
10 ober 13), and that the staff of my Department works
11 the regulation hours and is competent and courteous.

12 I am advising our Secretary, Mr. Eugene Rochon,
13 to advise Mr. Mallette to call on us once more, and
14 to report to you accordingly.

15 Hoping that these explanations will be satis-
16 factory, I remain,

17 Yours very truly,

18 (Signed) Rene P. Rousseau,
19 Examiner for the Island of Montreal

20 ----

21 STATIONARY ENGINEERS

22 JEAN PAUL DUBOIS, 1812 VISITATION ST., MONTREAL

23 On September 26, 1945, he called to obtain his
24 qualification card, but was told to come back at the
25 end of the month and try the examinations.

26 The Bureau of Examiners has no record to the
27 effect that Jean Paul Dubois has tried the examina-
28 tion.

29 We believe that an Application Form was given
30 to him, with instructions to fill and return it for
approval by the Bureau of Examiners at their regular
meeting, which takes place at the end of each month.
Apparently, the candidate has not deemed it advisable
to do so, as we do not have his application on file.

(Signed) J.M. Blais



The page contains extremely faint and illegible text, likely bleed-through from the reverse side of the document. The text is arranged in several paragraphs, but the characters are too light to be transcribed accurately.



Montreal, Que.
January 25, 1946.

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3 Mr. Cyprien Miron, Director,
4 Conciliation and Arbitration Branch,
5 89 Notre Dame St. East,
6 Montreal, 1.

7 Dear Mr. Miron:

8 In compliance with the request made by Mr. La-
9 pierre, I am giving you the following report concern-
10 ing each case mentioned.

11 1 - J.P. MARTEL - This gentleman came to our
12 Quebec office for his journeyman's examination when
13 he was discharged from the army, but he was not suc-
14 cessful. Subsequently, he underwent another examina-
15 tion, which he likewise failed to pass. His appren-
16 tice's book contained entries establishing experience
17 of a little more than four years as an electrician.

18 According to what I remember, including the en-
19 try made by the military authorities, his experience
20 does not really touch on that of an electrician in
21 construction or industry in the two fields in which
22 the Canadian Electricity Code applies. Men returned
23 from the front usually have experience in radios,
24 apparatus for controlling aeroplanes, tanks, and
25 sometimes, radar. Consequently, they come to us with
26 a reference from the Veterans' Rehabilitation Com-
27 mission, with a "C" classification, but the subject
28 matter does not include the Canadian Electricity Code
29 in any case, either as a subject of study or as an
30 examination.

I invited (to my office) an officer of this
Commission, accompanied by Mr. Martel (after his
second examination) in order to point out to him
what we were doing to help the returned men, that it
was impossible for us to instil into them the know-
ledge required to undergo this examination, and that



The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures transparency and allows for easy verification of the data.

In the second section, the author details the various methods used to collect and analyze the data. This includes both manual and automated techniques. The goal is to ensure that the information gathered is both reliable and comprehensive.

The third part of the document focuses on the results of the analysis. It shows that there are significant trends in the data, particularly in the areas of sales and customer behavior. These findings are crucial for making informed business decisions.

Finally, the document concludes with a series of recommendations for future work. It suggests that further research should be conducted to explore the underlying causes of the observed trends. This will help in developing more effective strategies for the organization.

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1 the competent authorities should have prepared them for
2 this examination themselves. According to our exper-
3 ience, the only men who are qualified as electricians
4 under our regulations are those who have had previous
5 experience as electricians before entering military
6 service, and in such a case we can consider the studies
7 made and the experience acquired during their military
8 regulations for the examination as experience justi-
9 fying thus the examination of the candidates.

10 Mr. Martel came back after one month's lapse of
11 time, which had been given him to study the Electric-
12 ity Code, and he admitted the fact that it was to his
13 disadvantage to have a journeyman electrician's license
14 with so little experience, knowing that he would not
15 have been kept long in service with the little know-
16 ledge he had, and he requested that the entry made in
17 his book be cancelled in order to allow him to contin-
18 ue his apprenticeship. May I add that this is the only
19 case in which the man concerned seemed to understand
the situation which affected him.

20 E - J. DUFRASSE (OSCAR JACQUES JOSEPH) - This
21 gentleman presented himself for his examination and
22 obtained a mark of 61.5%, according to a report which
23 was made to our Quebec office on December 5, 1945, and
24 the original licences were all issued from there. The
25 delay between the date of the examination and that of
26 the Quebec report is due, to a large extent, to a short-
27 age of staff in the Montreal office: he has documents
28 in his possession, the issuing of which was delayed
29 still longer for the same reason. I am not in a po-
30 sition to tell you, without having his file at hand,
whether or not there was a delay caused by the candi-



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1 date in submitting to us the necessary documents to
2 complete his file, that is: photos or references, a
3 situation which very often arises.

4 3 - W.H. LINES - We have nothing on file con-
5 cerning this gentleman, but, according to the infor-
6 mation which Mr. Lapierre has given me, he has a
7 total of 31 months' experience, that is: 18 months
8 in the Navy, 4 months' study at the University of
9 Alberta and 9 months on a ship; would this last ex-
10 perience be included in the 18 months mentioned above,
11 or would it be in addition to these 18 months? As
12 the statutory requirement for a journeyman is 4 years,
13 it is impossible for us to let him sit for his exami-
14 nation. If Mr. Lines wishes to return to see me about
15 this matter, I shall be pleased to examine his case,
16 in case there should be any additional information,
17 for he claims that "we did not count" the experience
18 mentioned above, which leads us to believe that he
19 must have had some other additional experience; we
20 have nothing on record to show that he came back after
21 his visit of October 4th.

22 4 - J.P. REEVES - We issued an apprentice's book
23 on October 5, 1945, the day that he came for his li-
24 cence. In such a case, we leave with the man con-
25 cerned the documents which he must submit in support
26 of his candidacy when he presents himself later on
27 for his "Q" licence; however, if I can rely on the
28 details which Mr. Lapierre gives me, this man has had
29 53 months' experience.

30 I should like to draw your attention to the fact
mentioned above, that this experience is as a radar
"mechanic". The license which we issue is an elect-
rician's licence, not a mechanic's. Moreover, it is



The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be clearly documented and verified. The text continues to describe various methods for ensuring the integrity of the data, including regular audits and cross-checking of entries.

In the second section, the author details the specific procedures for handling discrepancies. It is noted that any inconsistencies should be immediately investigated and resolved. The document provides a step-by-step guide for identifying the source of an error and correcting it. This process is crucial for maintaining the trustworthiness of the records.

The third part of the document focuses on the long-term storage and accessibility of the records. It suggests using secure, fireproof storage for physical documents and reliable digital backups for electronic data. The author also discusses the importance of having a clear policy for who can access the records and under what circumstances.

Finally, the document concludes with a summary of the key points and a call to action. It encourages all staff members to take their responsibilities seriously and to adhere to the established protocols. The author expresses confidence that these measures will ensure the accuracy and security of the organization's records for years to come.

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1 mentioned that he carried on his studies at a technical
 2 school, at the University of Montreal and at a radar
 3 school. If these studies touch only the mechanical
 4 side of radar, they do not meet the statutory require-
 5 ments for the journeyman electrician's licence.

6 I hope that I have explained the situation clearly,
 7 and I am at your disposal if you think that I can be of
 8 any further use to you.

9 (Signed) J.M. Mouchon,
 10 Chief of the Electricians' Inspection
 11 Board.
 12 Montreal (1).

13 BROTHERHOOD OF PAINTERS, DECORATORS AND
 14 PAPERHANGERS OF AMERICA

15 Montreal,
 16 January 26, 1946.

17 Mr. C. Miron, Conciliation Officer,
 18 89 Notre Dame St., East,
 19 Montreal 1, Quebec.

20 Sir,

21 Pursuant to your request concerning the case of
 22 Mr. Romeo Gaisse, I wish to advise that Mr. Gaisse
 23 called on the Bureau of Examiners on October 19, 1945,
 24 in order to obtain his qualification card as a painter.
 25 He claimed that he had four years' experience in that
 26 trade. We had him try an examination, but as he was
 27 unable to answer the general questions concerning this
 28 trade, we could not therefore find him competent, and
 29 had to refuse to grant him his card.

30 If the candidate is not satisfied with the find-
 ings of the Bureau of Examiners, he can always appeal
 to the Joint Committee of the Building Trades for
 review of his case.

Yours truly,

(Sgd) R. Gervais

Secretary, Bureau of Examiners.



The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be clearly documented and verified. The text continues to describe various methods for ensuring the integrity of the data, including regular audits and the use of standardized procedures.

In the second section, the author details the specific steps involved in the data collection process. This includes identifying the sources of information, establishing a consistent methodology, and ensuring that the data is collected in a timely and accurate manner. The text also addresses potential challenges and offers solutions to common problems.

The third part of the document focuses on the analysis and interpretation of the collected data. It provides a framework for identifying trends, patterns, and anomalies. The author stresses the need for a critical and objective approach to data analysis, supported by statistical methods and logical reasoning.

Finally, the document concludes with a summary of the key findings and a set of recommendations for future work. It encourages a continuous cycle of improvement and learning from the results of the study. The overall tone is professional and informative, aimed at providing practical guidance for anyone involved in data management and analysis.

NATIONAL UNION OF MONTREAL PAINTERS INCORP.

Montreal,
January 23, 1946.

O. Miron, Esq.,
Director of Conciliation and
Arbitration Branch
and
Chief Inspector of Joint Committee,
89 Notre Dame St., East,
Montreal 1.

Sir,

This is to certify that Mr. Alfred Violette,
5310 Delorimier Ave., Montreal, has obtained his
qualification card as a painter and is a member of
our Union since December 18, 1945.

We note from our records that Mr. Violette has
24 years' experience,

This person never came to see us before the
afore-mentioned date.

Hoping that this explanation will be satis-
factory, we are,

Yours very truly,
(Signed) Joseph Arcand
Business Agent.

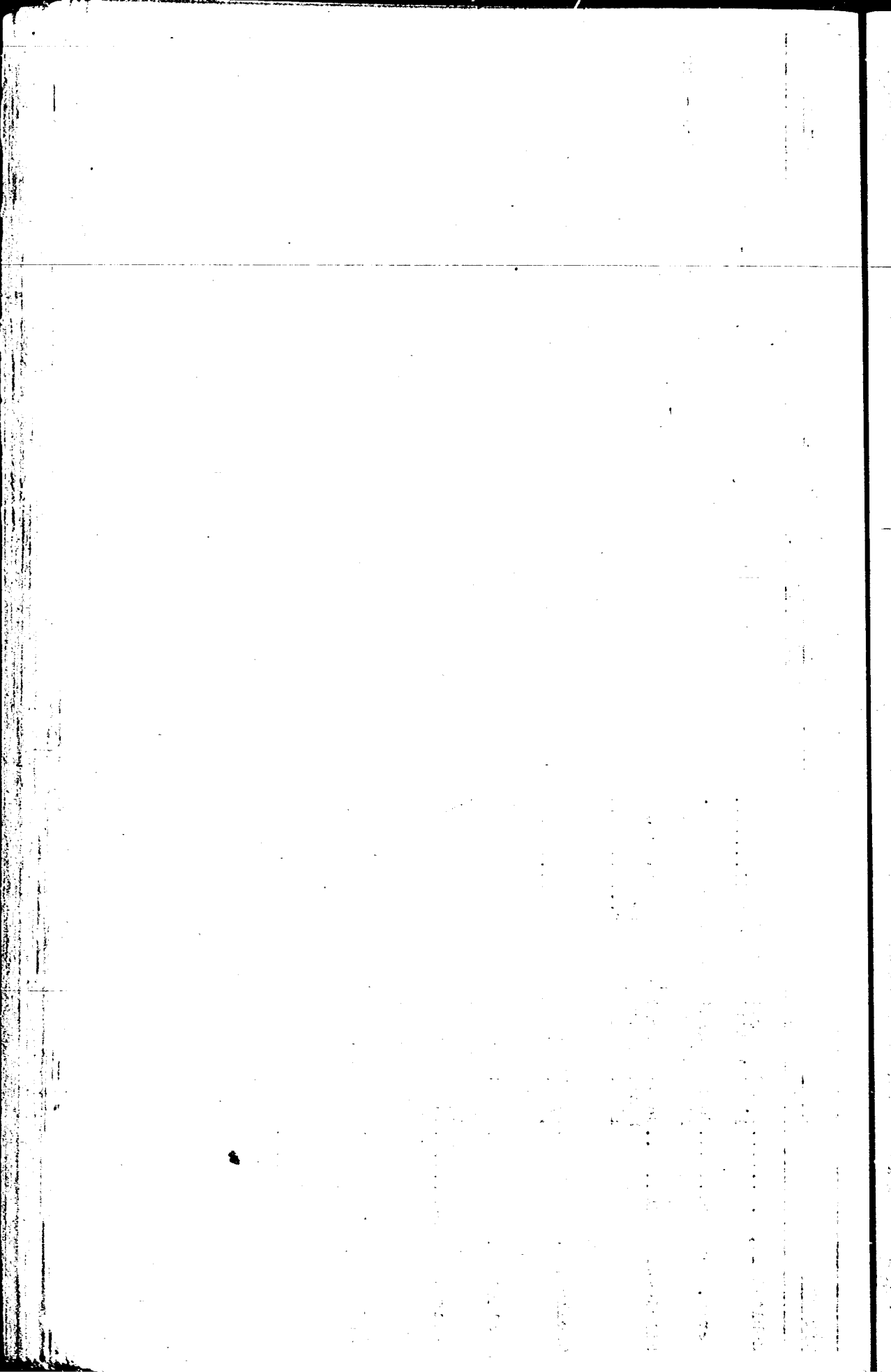


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ATTITUDES TOWARDS VETERAN APPRENTICESHIP AS TO QUOTAS AND AGE LIMIT

WITNESS	TRADE	VOLUME	OPINION	UNIONS	APPRENTICESHIP OVER-AGE
Picard, J. E.	Secrétaire de l'Association des Constructeurs de Québec	K69	Approuves - A5	Unions - A10	Yes - A7
Gagnon, Emile	Président du comité paritaire de construction des comités de Reboval, Las St-Jean, Chicoutimi et Charlevoix	K69	Approuves - A15	Yes - A16	Yes in practice - A15
Morency, Maurice	Secrétaire du comité paritaire des plombiers des Trois-Rivières	K69	Approuves - A19	Yes - E16	
Price, J.W.E.	Président, Montreal Building Trades Apprenticeship, Montreal	K69	---	Yes - E15	
Darveau, Henri	Secrétaire du comité paritaire de l'industrie de l'automobile du district de Québec	K69	Approuves - C2		
Tellier, Emile	Comité paritaire des boulangers et distributeurs de pain des Trois-Rivières	K69	Approuves - C20	Yes - C23	Yes - C20
Morel, J. G.	Secrétaire du comité paritaire du commerce de l'alimentation au détail	K69	Approuves - C25		

WITNESS	TRADE	VOLUME	QUEBEC MINISTER OF LABOUR LETTER 7/3/45.	EX-QUOTA	APPRENTICE OVER-AGE
Robitaille, A.	Comité paritaire du commerce de l'alimentation au détail.....	K69	Approves - C29		Yes - C29
Gérin, Raymond.	Comité paritaire du commerce de l'industrie des arts graphiques	K69	Approves - C52	Quota rule still in force - C33	Yes - in practice - C32
Bilodeau, Louis.	Comité paritaire des services hospitaliers de la région de l'est de la province.....	K69	Not Received - C42		
Ouellet, J. Médard.	Comité paritaire du commerce de l'alimentation en gros.....	K69	Not Received - C45		
Ouellet, J. Médard.	Comité conjoint des barbiers-coiffeurs.....	K69	Approves - C47		Probably - C47
Lemire, Roland.	Inspecteur du comité paritaire des barbiers, coiffeurs et coiffeuses.....	K69	Approves - C54	Perhaps 1269 - C55	Perhaps - C55
Bella, Harry	President, Union Typographique de Québec.....	K-70		One additional ex-quota in each shop - AB	
Bertrand, Sylvia	President, Union Internationale des Presmiers et Cliquezurs.....	K-70		Yes - probably would relax quota A-10, provided journeymen not put out of work - A12	



WINDUP	TRADE	VOLUME	EX-QUOTA	APPRENTICE OVER-AGE
Belleau, L. P.	Secrétaire Correspondant, Association Internationale des Lachinistes	K-70	Not at present - due lay-offs - A50	
Cantin, J. K.	Fraternité Unis fr Charpentiers-Menusiers	K-70	Would accept - A36	
Boulat, Maurice	Union Fédérale des Employés de Garage du Q. R. L. P.	K-70	Would place no obstacle - A-40	
Beaulé, A. C.	Président, Conseil des Vétérans de Québec et Lévis	K-70	Will not relax - B8	
Poisay, Antoinin	Président, Congrès Canadien du Travail, Employé de la Banderie de Lévis	K-70	Will waive age and quota - C24	
Ratté, Abel	Président de l'Association des Constructeurs de Québec	K-71	Waive quota - C18	
Picard, J. E.	Président, Industrie de bois ouvré, Québec	K-71	Waive quota - C24	
Ricard, Donat	Membre du comité paritaire des coliffeuses, Trois-Rivières	K-71	Waive quota - C32	

1962-1963

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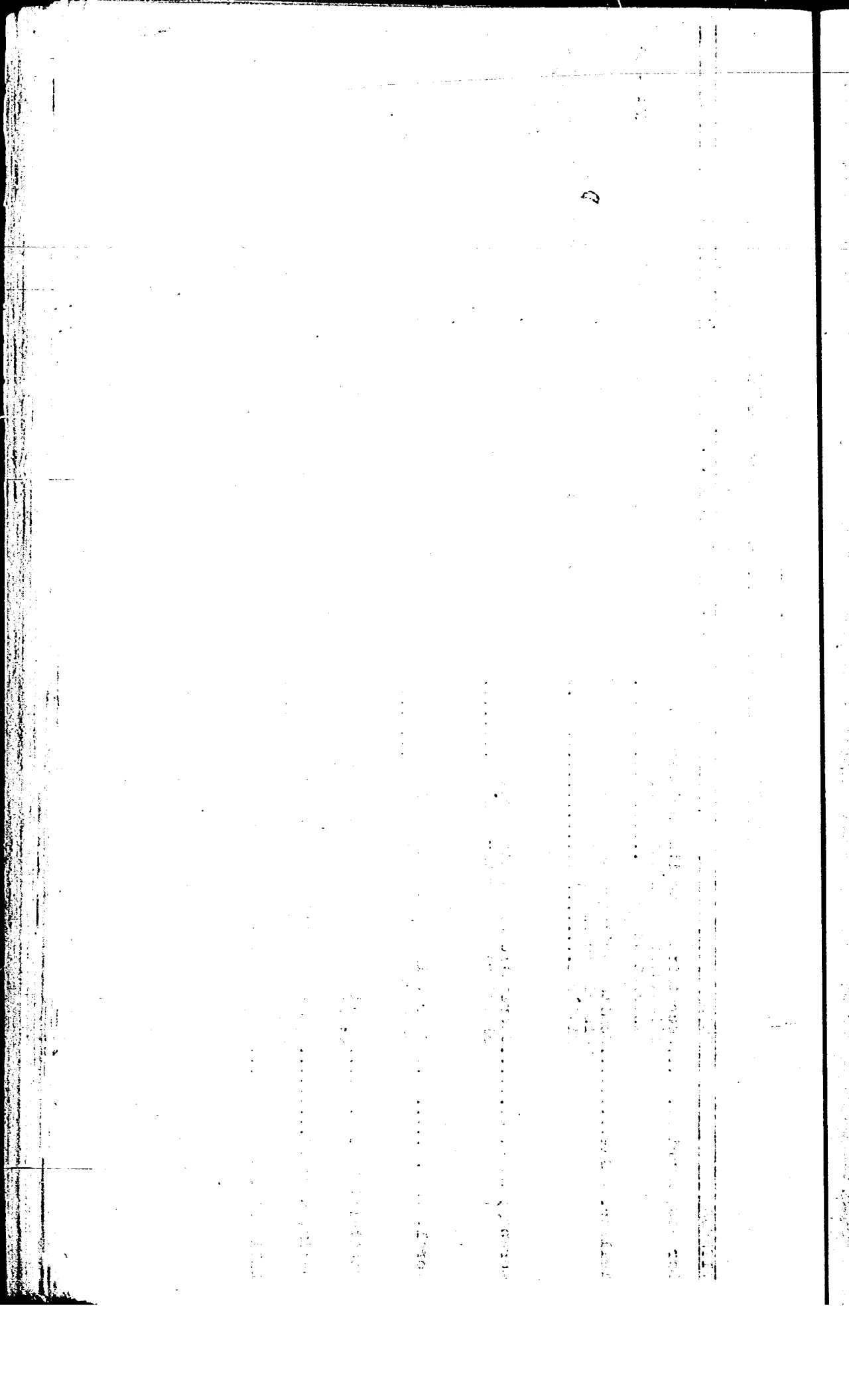
1950-1951

1949-1950

1948-1949

ANALYSIS OF OPINIONS ON SERVICE TRADES MANUALS

WITNESS	TRADE	C.C.N. ARMY R.C.A.P.	REMARKS
Darveau, Henri	Secrétaire du comité paritaire de l'industrie de l'automobile du district de Québec	No	Does not recall seeing them - K69 - C8
Tellier, Emile	Comité paritaire des boulangers et distributeurs de pain des Trois-Rivières	Yes	Have not had wide circulation in Trois Rivières; knows of receipt by no others K69 - C18
Morency, Maurice	Secrétaire du comité paritaire des plombiers des Trois-Rivières	No	Wants translation - No Parity Committees received - K69 - C39 any booklets
Morci, J. G.	Secrétaire du comité paritaire du commerce de détail de Québec	No	Knows of no one who received books - K69 - C26
Robitaille, Alex.	Comité Paritaire du Commerce de l'alimentation au détail	No	K69 - C29
Gérin, Raymond	Comité paritaire du Commerce de l'industrie des arts graphiques	No	K69 - C84
Laliberté,		No	K69 - C38 Suggests they be translated
Blodeau,	Comité Paritaire des services hospitaliers de la région de l'est de la Province	No	K69 - C41



REMARKS

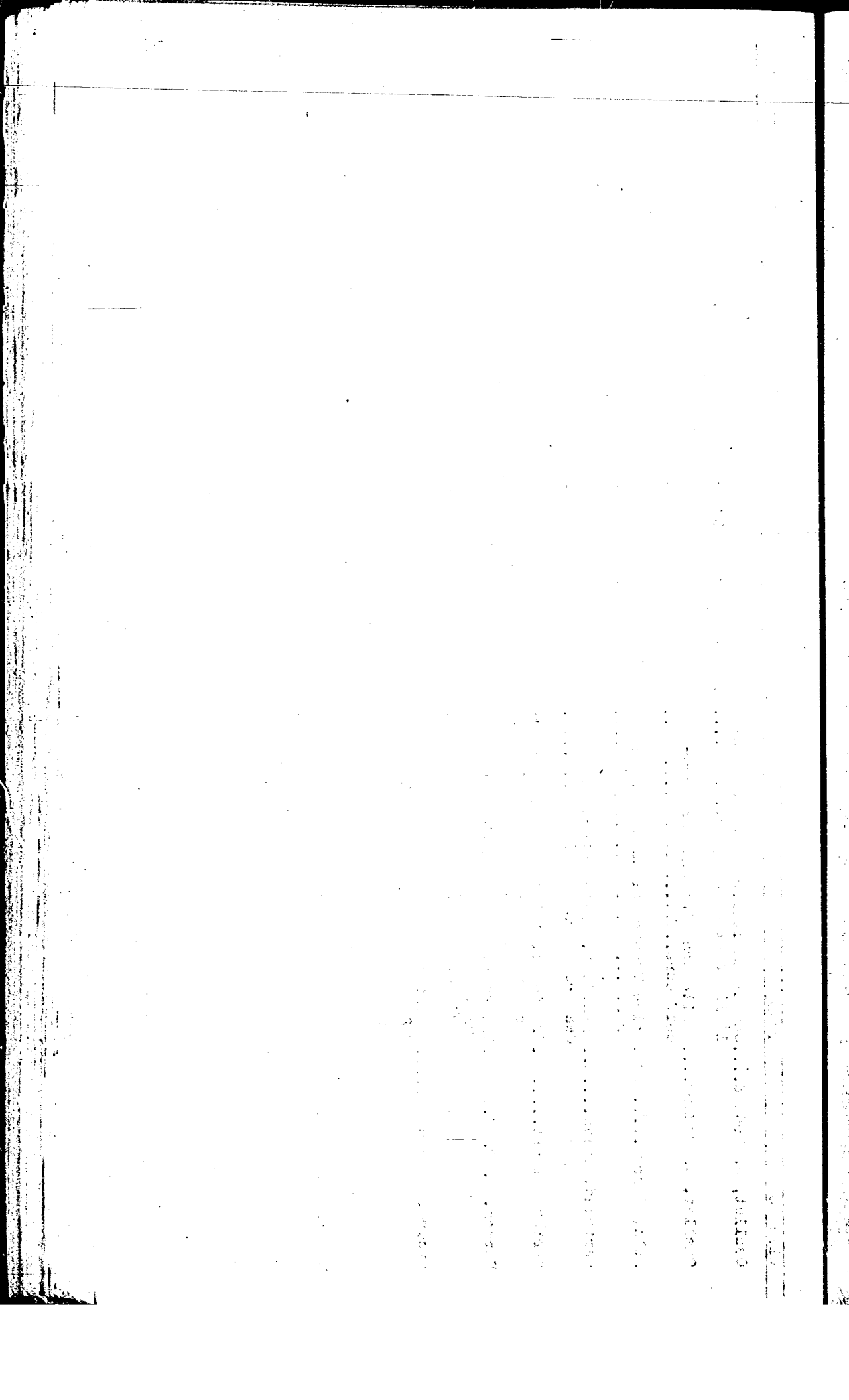
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TRADE

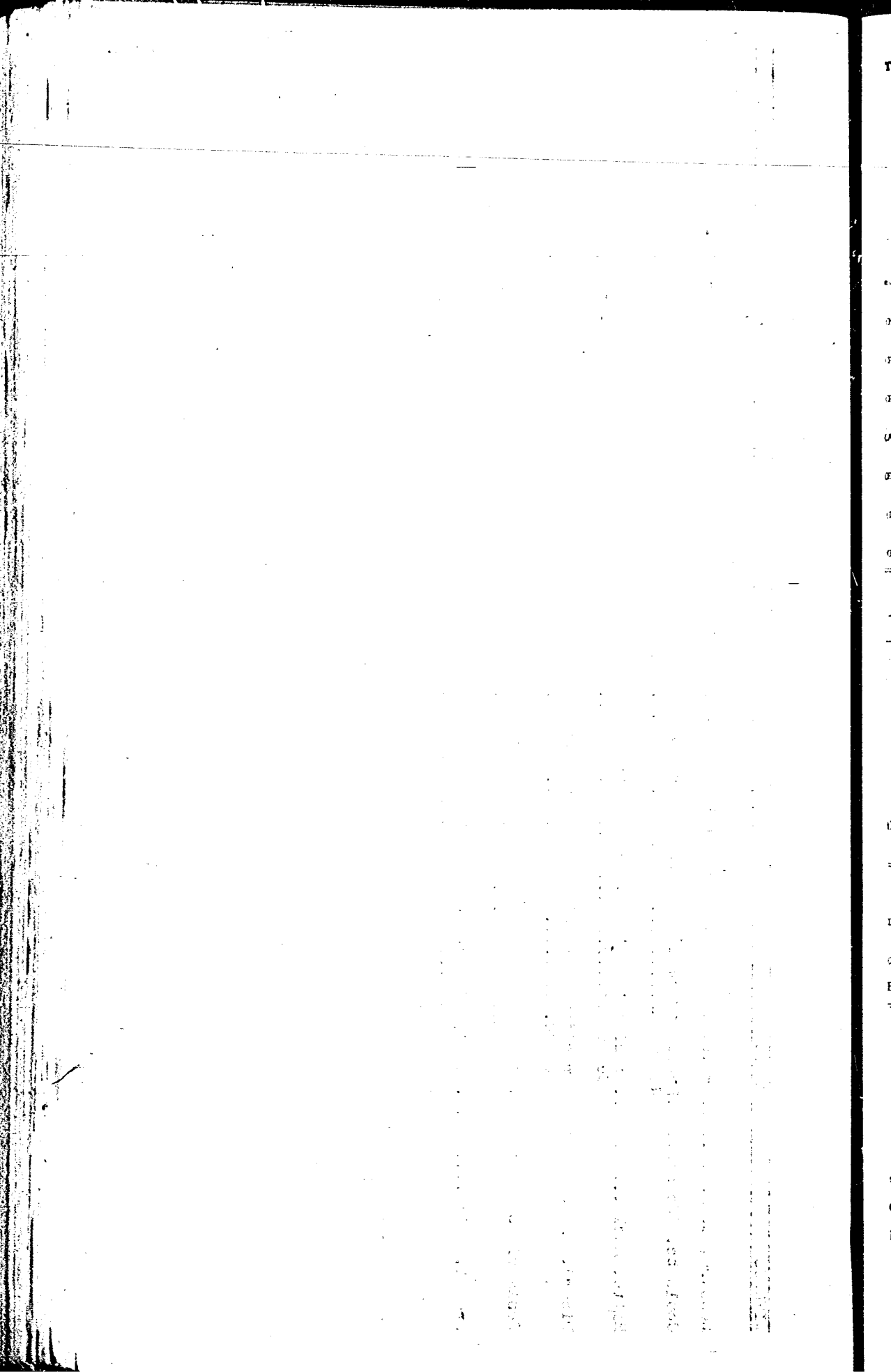
WITNESS

Quillet, J. Médard.....Comité paritaire du Commerce de l'alimentation en gros.....	No	No	K69 - C45
Quillet, J. Médard.....Comité conjoint des barbiers-coiffeurs.....	No	No	K69 - C47
Bell, Harry .....Union Typographique de Québec, Prés.....	No	No	K70 - A5
Bertrand, Sylva.....Président, Union Internationale des Pressiers et Clicheurs.....	No	No	K70 - A9
Berthe, Albert.....Président, International Brotherhood of Paper Makers, Local 250.	No	No	K70 - A14
Hurves, J. B. ....International Brotherhood of Pulp, Sulphite and Paper Mills Workers.....	No	No	K70 - A23
Picard, Stanislas.....Gérant de la Commission d'Ass.-Chômage, Québec.....	Yes	Yes	K70 - A25
Gantin, J. A. ....Fraternité Unis Charpentiers-Menusiers.....	No	No	K70 - A32
Boulet, Maurice.....Union Fédérale des Employés de Garage du Q.R.L.P.....	No	No	K70 - A42

Uses them to find out differences in army and civilian trades - Does not think employers generally in Quebec have received books - A26.



MEMBERS	TRADE	RCN	ARMY	RCAF	REMARKS
Lesnard, L. A.	.....Fraternité des Wagonniers d'Amérique	No	No	No	K70 - A51
Coulombe, Edouard	.....Président de l'Ass. des Employeurs de Québec	No	No	No	K71 - C12
Ratti, Abel	.....Président de l'Ass. des Constructeurs de Québec	No	No	No	K71 - C17
Picard, J. E.	.....Président, Industrie du bois ouvré, Québec	No	No	No	K71 - C23
Deslauriers, Henri	.....Président, Bois Ouvré et Préfabriqué, Québec	No	No	No	K71 - C29
Drolet, Emile	.....Président, "F. X. Drolet & Fils", Québec	Yes	No	No	K71 - C31



Board of Examiners
of the
Joint Committee of Automobile Industry
of Montreal and District

761 ST. CATHERINE ST. WEST

APPLICATION FOR QUALIFICATION CERTIFICATE

BLOCK LETTERS (Applicant's name) (Surname) BLOCK LETTERS (Telephone) (Exact age)
 (No) (Street) (Apt.) (City or county) (Postal zone)
 Present employer (No) (Street) (City or county)
 Postal zone (Telephone) (Manager's name) (Foreman's name)
 (Automobile trade applied for, "one only") BLOCK LETTERS
 year month (Directed by)
 (Detail experience in other automobile trades) (Studies degree) Certificate
 (Preferred language) (Special studies in automobile trades) (Artisan) (Veteran)

EXAMINATION FEES	
Service man	\$1.50
Apprentice	1.00
Journeyman	2.00

DETAIL PAST EXPERIENCE IN AUTOMOBILES TRADES

EMPLOYERS' NAMES	ADDRESSES	WORKING PERIODS	TRADES
		to	
		to	
		to	
		to	
		to	
		to	
		to	

Sworn to before me at this day of 194 Applicant's Signature J.P. - Comm. Declared to Date 194

EMPLOYER'S REMARKS

Detail work performed by applicant UNDERLINE main trade
 Note controlled or known period applicant worked at main trade (Presumed classification)
 Employer per

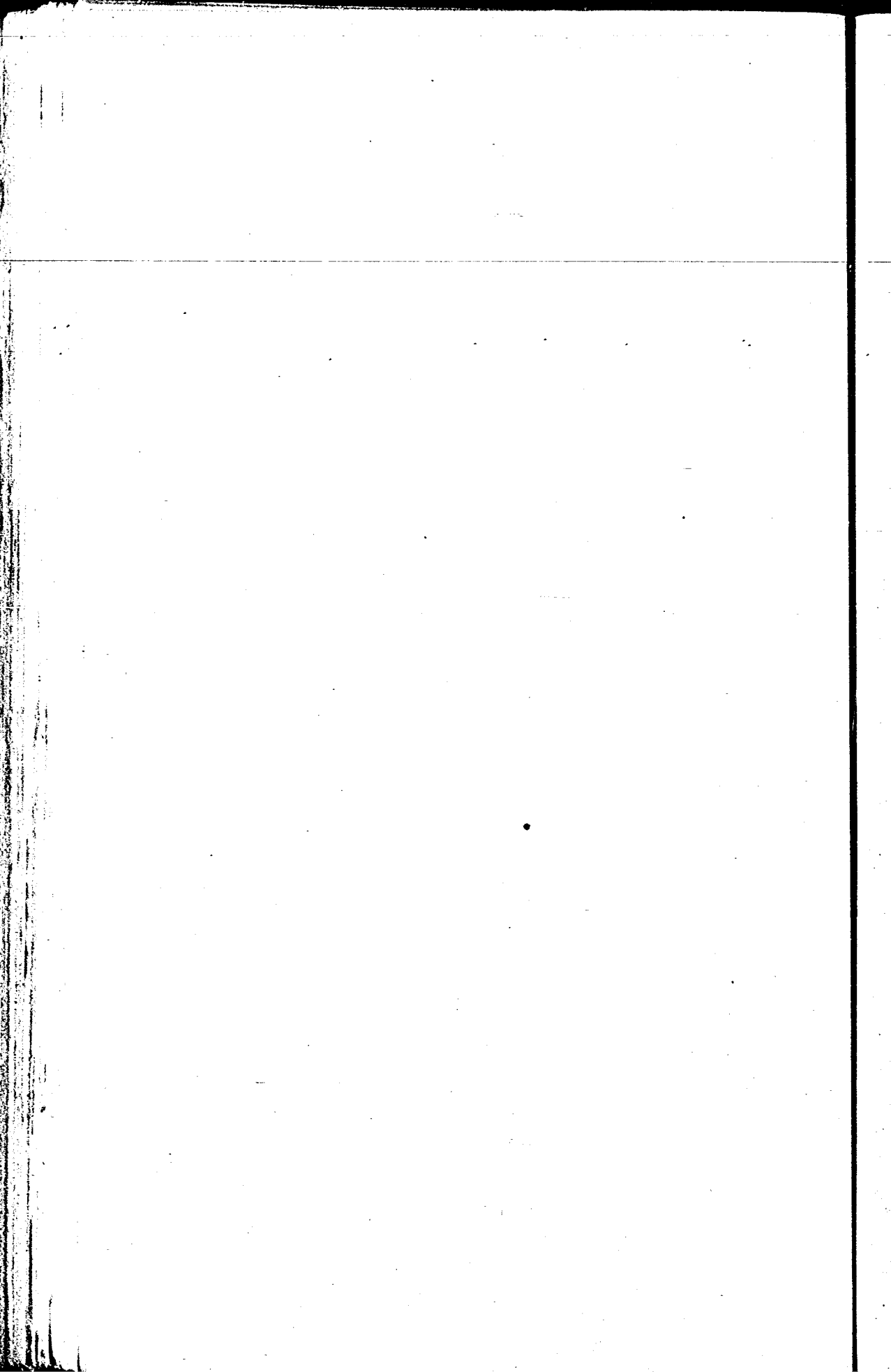
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Notified for meeting, ABSENT:
 Date
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Sp. delivery

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 Qualification
 Date 194



1 APPENDIX VI

2 SUBSECTION IV - AUTOMOTIVE

3 DECREE RELATING TO GARAGE EMPLOYEES

4 Island of Montreal, Isle Jesus and all the municipalities
5 situated in whole or in part within a radius of ten (10)
6 miles from their limits

7 -----
8 Administered by:

9 The Joint Committee of the Automobile
10 Industry of Montreal and District, National Canadian
11 Bank Building, 761, St. Catherine St. West, Montreal, Que.

12 ORDER-IN-COUNCIL CHAMBER of the EXECUTIVE COUNCIL

13 No. 1742.

Quebec, July 11th, 1941.

14 Concerning a collective labour agreement relating to the
15 automobile industry in Montreal Island and district.

16 -----
17 Wherean, pursuant to the provision of section 5 of
18 the Collective Agreement Act (4 Geo. VI, chapter 58,
19 amended by 5 Geo. VI, chapter 60), the contracting part-
20 ies hereinafter mentioned have jointly presented to the
21 Minister of Labour, a request to the effect that the
22 collective labour agreement entered into between:

23 ON THE ONE PART:

24 "La Section de l'Automobile de l'Association des
25 Marchands détaillants du Canada, Inc.;"

26 The Montreal Automobile Trade Association, Limited;

27 The Automobile Service Association, Inc.,

28 AND, ON THE OTHER PART:

29 "Le Syndicat national de l'Auto-Voiture, Inc.;"

30 "Le Conseil national des Employés de Garages de Montreal";



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1 be rendered obligatory for the employers and the employees
 2 of the industry and trades concerned according to the
 3 conditions described in the Quebec Official Gazette of
 4 May 31st, 1941;

5 Whereas the provisions relating to the wage rates
 6 and to the duration of labour in the industry and trades
 7 concerned and within the territorial jurisdiction indi-
 8 cated in the said request, have acquired a preponderant
 9 significance and importance;

10 Whereas the provisions of section 5 of the said Act,
 11 concerning the publication of notices, have been duly
 12 observed;

13 Whereas objections to the said request have been
 14 presented and submitted to the contracting parties for
 15 consideration;

16 It is ordered, consequently, upon the proposal of
 17 the Honourable Minister of Labour that the said request
 18 be accepted, in conformity with the provisions of section
 19 6 of the said Act 4 Geo. VI, chapter 38, amended by 5 Geo.
 20 VI, chapter 60, with however, the following new provisions
 21 to be substituted to the conditions given in the Quebec
 22 Official Gazette of May 31st, 1941;

23 I. --Definitions:--For the purpose of the present
 24 decree, the following terms shall have the hereinafter
 25 given significance:

26 a. --Apprentice:--Any person learning one of the
 27 trades mentioned in the decree.

28 b. --Artisan:--Any person exercising alone or in
 29 partnership one of the trades governed by the decree or
 30 any professional employer when he exercises such trade.

c. --Journeyman:--Any worker having completed his
 apprenticeship in one of the following trades: whil-
 wright, bodyman, electrician, blacksmith, machinist,
 mechanic, carpenter, painter, upholtery maker,



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1 radiator repairer, welder, glazier, upholstery cleaner
2 and dyer, tester and vulcanizer.

3 d.--Demolisher:--Any person demolishing motor vehicle
4 for the purpose of selling or storing the parts or of
5 selling the metal as scrap.

6 e.--Night Watchman:--Any employee committed to the
7 watching of the establishment or place of business during
8 the night.

9 f.--Service Man:--Any employee driving motor vehicles
10 selling gas, washing motor vehicles, cleaning or heating
11 the establishment, changing tires or batteries, greasing
12 motor vehicles, performing different emergency works
13 such as replacing fan belts, spark plugs or any other
14 motor vehicle accessories. However, the installation
15 of radios, air conditioning units and directional signal
16 switches, which must be performed by a journeyman, must
17 be excluded.

18 g.--Wage Earner:--Any apprentice, qualified worker
19 or journeyman, any labourer or common worker or employee
20 working individually, belonging to a shift or partner-
21 ship, with the exception of clerks, office employees and
22 automobile salesmen.

23 h.--Tester:--Any employees committed to the testing
24 of motor vehicles and the appraisal thereof.

25 He should be a First Class mechanic.

26 i.--Machine Shop:--Any establishment or stationary
27 or mobile place where work or repairs are performed on
28 motor-vehicles or any part thereof.

29 j.--Gas Station:--Any place, stationary or not,
30 where gas or lubricants for motor-vehicles are sold.

k.--Garage:--Any place where motor-vehicles are
repaired, transformed, demolished or stored. All
establishments engaged exclusively or partly in the
repair of parts and-or accessories necessary for the



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1 driving or operation of a motor-vehicle, whether or not
 2 these parts or accessories are part of the motor-vehicle,
 3 shall be considered as garages, and consequently, govern-
 4 ed by the present decree.

5 1. --Service Station:--Any place where motor-vehicles
 6 are washed, cleaned, polished or lubricated.

7 m. --Scrapping Yard:--Any place where motor-vehicles
 8 or any part thereof are demolished for the purpose of
 9 selling, storing, repairing or scrapping.

10 n. --Parking Ground:--Any place where motor-vehicles
 11 are parked. (Order-in-Council No. 1402 of the 11th of
 12 June 1942--Quebec Official Gazette of the 15th of June
 13 1942)

14 II. --Jurisdiction:--

15 a. --Professional and Industrial Jurisdiction:--

16 Those governed by the provisions of the present decree
 17 shall be the professional employers, artisans and wage-
 18 earners in garages, gasoline stations, service stations,
 19 parking grounds, scrapping yards, machine shops such as
 20 defined in Section I.

21 Those also governed by the provisions of the present
 22 decree consist of employers, artisans and wages-earners
 23 of such gasoline stations, service stations, garages,
 24 parking grounds, scrapping yards, machine shops, accessori-
 25 ily operated even for their personal purposes, by the
 26 owner or owners of a commercial or industrial establish-
 27 ment or apartment house.

28 b. --Territorial jurisdiction:--The present decree
 29 shall apply in the entire territory comprising the Island
 30 of Montreal, Isle of Jesus and all of the municipalities
 situated, in whole or in part, within a radius of 10 miles
 from their extreme limits.

III. --Minimum wages:-- The minimum wage rates shall
 be following for each one of the categories hereinafter
 mentioned:



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1 a. --Apprentices in all categories with the exception
2 of service men and demolishers: Per hour

3	First class.....	\$ 0.57
	Second class.....	0.27
	Third class.....	0.17
4	Fourth class, during the first three months:..	0.12

5 b. --Journeyman:--Wheelwright, machinist, electrician,
6 mechanic, joiner, glazier, painter, upholstery cleaner
7 and dyer, tester and vulcanizer:

8	First class.....	\$ 0.62
	Second class.....	0.57
	Third class.....	0.47

9 c. --Body worker, upholsterer, radiator repairer,
10 welder, blacksmith:

11	First class.....	\$ 0.68
	Second class.....	0.57
12	Third class.....	0.47

13	d. --Service man or demolisher.....	0.30
14	Apprentice, first class.....	0.25
	Apprentice, second class.....	0.19

Per week

16	e. --Night Watchman "A" (72 hours)	\$15.95
	" " " "B" "	18.95

17 The night watchman class "B" may perform minor
18 emergency operations.

19 NOTE:--This schedule of wages includes the basic
20 wages and the enacted cost of living bonus equivalent
21 to 5.8 points. However, pursuant to the provisions of
22 the decree governing wartime wages (P.O. 9584), and from
23 February 15th, 1944, the cost of living bonus paid by an
24 individual employer shall become part of the actual wages
25 paid to each one of his employees, even if such wages
26 are higher than the minima determined by the present
27 decree. (Orders-in-Council Nos. 1402 of the 11th of June
28 1942 and 1721 of the 27th of May 1944 -- Guehad Official
Gazette of the 15th of June 1942 and 5rd of June, 1944)

29 IV. --Holidays with pay:--

30 a. --Every employee subject to the present decree



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1 who has been in his employer's service during a period
 2 of twelve consecutive months, ending on the first of May,
 3 and who has worked at least three hundred days, shall be
 4 entitled to one week's holidays with pay, namely six
 5 consecutive days, at regular rates of pay.

6 b.--Any absence justified by good reasons does not
 7 prevent an employee from being entitled to his holidays
 8 with pay.

9 c.--When an employee has acquired the right to his
 10 holidays, such holidays must be given to him during the
 11 period extending from the first of May to the first of
 12 November of the current year, at the time determined by
 13 the employer or professional employer during such period
 14 or any other subsequent period, if the employee agrees
 15 thereto, but at the employer's or professional employer's
 16 convenience. (Orders-in-Council Nos. 559 of the 11th of
 17 March 1942, 1721 of the 27th of May 1944 and 100 of the
 18 11th of January 1945--Quebec Official Gazette of the 14th
 19 of March 1942, 5rd of June 1944 and 20th of January 1945)

20 V. --Determination and distribution of working hours:

21 a.--For journeymen and apprentices, the regular
 22 working day consists of nine (9) hours, distributed be-
 23 tween 7.00 a.m. and 6.00 p.m.

24 The first five additional hours are paid for the
 25 regular rate increased by fifteen per cent (15%), and all
 26 subsequent hours are paid for the regular rate increased
 27 by fifty per cent (50%).

28 b.--During the night, the duration of the work con-
 29 sists of nine (9) hours, distributed between 6.00 p.m.
 30 and 7.00 a.m., and paid for at the regular rate increased
 by fifteen per cent (15%).

The first five additional hours are paid for the
 rate mentioned in the preceding paragraph, increased by
 fifteen per cent (15%), and all the subsequent hours are



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1 paid for the regular rate increased by fifty per cent
2 (50%).

3 c. -- 1. --Should a minimum of forty (40) hours' pay
4 be guaranteed to the employee per week, the latter shall
5 be present on the premises during fifty-four (54) hours
6 distributed between 7.00 a.m. and 6.00 p.m.

7 In such case the employer may require his employee
8 to work, at regular wage rate, fourteen (14) hours (over-
9 time) in periods of not more than 2½ hours, each evening,
10 between 6.00 p.m. and 11.00 p.m., to the extent of the
11 said 14 hours. All overtime work done during this period
12 comprised between 6.00 p.m. and 11.00 p.m., is paid for
13 the regular rate increased by fifteen per cent (15%).

14 Work done after 11.00 p.m., in any case, is paid for
15 the regular rate increased by fifty per cent (50%).

16 2. --Should a minimum of fifty-four (54) hours
17 per week be guaranteed to the employee, the latter shall be
18 present on the premises during fifty-four (54) hours dis-
19 tributed between 7.00 a.m. and 6.00 p.m.

20 In such a case the employer is entitled to require
21 that his employee work, at regular wage rate, 14 overtime
22 hours in periods of not more than 2½ hours, each evening,
23 between 6.00 p.m. and 11.00 p.m. to the extent of the
24 said 14 hours. All additional work performed during this
25 period comprised between 6.00 p.m. and 11.00 p.m., is
26 paid for the regular rate increased by fifteen per cent
27 (15%).

28 Work performed after 11.00 p.m., in any case, is
29 paid for the regular rate increased by fifty per cent (50%).

30 d. --Should a guarantee of forty (40) hours be enforced
in any one establishment, it shall remain effective until
the expiration of the decree.

e. --In the case where a guarantee of fifty-four (54)
hours is enforced in any one establishment, it shall



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1 remain effective for a minimum duration of six (6) con-
 2 secutive months, but however, it may be applied, at any
 3 time, during the five (5) last months of the period of
 4 the decree.

5 f.—At midnight, at least one half-hour shall be
 6 allowed for lunch.

7 g.—For all employees, with the exception of journey-
 8 men and apprentice journeymen there shall be sixty (60)
 9 working hours per week, of six (6) days. In the case of
 10 a night shift, the working week shall consist of seventy-
 11 two (72) hours distributed in six (6) days for the
 12 employees of such shift. Overtime shall be paid at the
 13 rate of time and one half.

14 h.—With the exception of service men and night
 15 watchmen, no employer, artisan or employee governed by
 16 the decree shall work or shall permit the execution of
 17 work on Sunday, New Year's Day, St. John the Baptist Day,
 18 Dominion Day, Labour Day and Christmas Day.

19 i.—All employees shall be entitled to a complete
 20 day of rest (24 hours) each week.

21 For work performed on the weekly day of rest, the
 22 rate of wages shall be increased by its half (50%).

23 j.—Wage-earner required to work for only a part of
 24 the regular duration of the working day, shall be paid
 25 for at least four (4) working hours per call.

26 If called at a certain time and obliged to wait to
 27 be put to work, the employee shall be paid for such
 28 waiting time.

29 k.—The working hours shall comprise the time during
 30 which the employee is at the disposal of the employer and
 required to be present; however, the time given the
 employee for his meals shall not be considered as working
 time.

l.—In the case of the guarantee of forty (40) and



The first part of the document discusses the importance of maintaining accurate records and the role of the various departments involved in the process. It highlights the need for clear communication and coordination between different units to ensure that all necessary information is captured and processed correctly.

The second section focuses on the specific procedures and protocols that must be followed to maintain these records. This includes details on how data is collected, stored, and reviewed, as well as the responsibilities of the staff members who are tasked with these duties.

The third part of the document addresses the challenges that can arise in the course of this work and offers practical solutions to overcome them. It emphasizes the importance of staying organized and up-to-date with the latest regulations and standards that apply to the industry.

Finally, the document concludes with a summary of the key points and a call to action for all staff members to adhere to the guidelines and procedures outlined in the text. It stresses that the success of the organization depends on the collective effort and attention to detail of every employee.



1 fifty-four (54) hours as hereinabove defined, the preced-
2 ing subsection shall not apply.

3 m.--In the case of the guarantee of forty (40) or
4 fifty-four (54) hours and in the event of absence of the
5 employee, the guarantee shall remain in force, but this
6 absence shall be calculated at the prorata of this hours
7 of presence for the purpose of the compilation of his
8 weekly minimum wages. (~~Orders-in-Council Nos. 559 of the~~
9 ~~11th of March 1942 and 894 of the 18th of March 1944--~~
10 Quebec Official Gazette of the 14th of March 1942 and
11 25th of March 1944)

11 VI.--Apprenticeship:--

12 a.-- Notwithstanding the provisions of the present
13 decree concerning the apprenticeship, every apprentice
14 may, at any time, after one (1) year of practical experi-
15 ence, undergo his examinations to the satisfaction of
16 the Board of Examiners named by the Parity Committee and
17 ask for his certificate of competency.

18 Upon entering the industry governed by the decree,
19 the apprentice shall register with the Parity Committee
20 so that a record of his experience be established. The
21 employer shall not hire the services of an apprentice
22 without this registration.

23 b.--In each given establishment governed by the
24 present decree, there shall not be more than one apprent-
25 ice per each two journeymen or service men. However, in
26 establishments where there is but one journeyman or
27 service man there may be an apprentice.

28 c.--No apprentice may be hired before having sixteen
29 years of age. He must have at least finished his fifth
30 elementary grade.

31 VII.--The employer may require any employee of his
32 establishment to perform any kind of work belonging to a
33 category inferior to that specified by the certificate



The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by proper documentation and that the books should be kept up-to-date at all times.

In the second section, the author outlines the various methods used for recording financial data. These include the use of journals, ledgers, and subsidiary accounts. Each method is described in detail, along with the specific steps involved in its implementation.

The third part of the document focuses on the reconciliation process. It explains how to compare the company's internal records with external statements, such as bank statements and supplier invoices, to ensure that all entries are correct and that there are no discrepancies.

Finally, the document concludes with a summary of the key principles of bookkeeping. It stresses the need for honesty, accuracy, and consistency in all financial reporting. The author also provides some practical tips for organizing the books and for handling common problems that may arise.



1 of competency of the employee, provided the said employee
2 shall continue to receive the wages herein specified for
3 the category of employees to which he belongs, according
4 to his certificate of competency.

5 VIII. --

6 a.--Half the cost of the special uniform required
7 by the employer shall be paid by him and half by the
8 employer during the twelve (12) months following the
9 date of the purchase.

10 b.--The others uniforms required by the employer,
11 such as overalls and special frocks, shall be supplied
12 and cleaned equally by the employer and the employee,
13 each one paying half the cost.

14 c.--In the case of apprentices, special overalls or
15 jackets used at the employer's request, shall be supplied
16 and laundered by the employer alone, during the first
17 six months of apprenticeship.

18 At the expiry of those said first six months of
19 apprenticeship, these special overalls or jackets shall
20 be supplied and laundered by the employer and the
21 apprentice, the costs thereof to be equally divided
22 between them.

23 d.--One (1) hour shall be allowed for meals in the
24 case of employees working during the day and a minimum
25 of $\frac{1}{2}$ hour shall be allowed to the employees working
26 during the night. The employer shall not require the
27 employees to work more than six (6) hours between each
28 meal.

29 e.--Tips shall belong to the employee; the employer
30 shall not keep or use it, even with the consent of the
employees, as part of the wages.

f.--The wages of all employees shall be paid com-
pletely every week in a sealed envelope, on which his
name, number, the date of the working week, the number





1 of working hours paid for, the wage rate and the amount
2 contained in the envelope shall be inscribed; the letter
3 shall be initialed by the person preparing the pay, and,
4 if possible, given on Friday.

5 g.--No employee shall be held responsible for the
6 evaporation of gas.

7 h.--The employee shall furnish the manual tools for
8 the execution of his work with the exception of the files
9 required for body work.

10 i.--The wages actually higher than the minimum rates
11 established by the decree shall not be lowered after the
12 coming into force of the said decree.

13 j.--Any wage increase for overtime shall be computed
14 on the wages paid and not on the minimum rate. (Order-in-
15 Council No. 1402 of the 11th of June 1942---Quebec Official
16 Gazette of the 15th of June 1942)

17 IX.--Nullify of agreement:--For the purposes of the
18 decree, any agreement of contract entered into between an
19 employer and an employee or wage-earner concerning the
20 renting of space or place of business, the conditions of
21 labour or any other transactions with a view to reduce the
22 amount of wages established by the decree is hereby de-
23 clared illegal and shall be considered as null and void.

24 X.--Home work:---

25 a.--An employee actually worker for an employer of
26 the automobile industry, shall not have the right to
27 perform any work or part thereof of the automobile industry
28 at home, for the account of any person, whether such person
29 be a professional employer, an employer or a customer,
30 within the meaning of the Collective Agreement Act.

b.--No artisan, journeyman or apprentice in the
trades of the Automobile Industry, as stipulated in the
decree, shall exercise his trade elsewhere than in the
establishment defined in the present decree.



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1 XI.--Duration of the Decree*:--The present decree
2 shall come into force on the date of its publication in
3 the Quebec Official Gazette and shall remain in force
4 until June the 24th, 1942.

5 Certified,

6 A. MORISSET,

7 Clark of the Executive Council.

8
9 * Decree extended for a period of one year, that is
10 until the 24th of June 1946. (Orders-in-Council Nos.
11 1404 of the 11th of June 1942, 1584 of the 16th of June
12 1943, 2059 of the 16th of June 1944 and 2208 of the 8th
13 of June 1946---Quebec Official Gazette of the 13th of
14 June 1942, 19th of June 1943, 30th of June 1944 and 16th
15 of June 1946)
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APPENDIX VIICOLLECTIVE AGREEMENT ACT

Department of Labour
Quebec

CHAPTER 163Collective Agreement ActInterpretation

1. In this act and in its application unless the context requires otherwise, the following words and expressions have the meaning hereinafter given to them:

(a) "Agricultural exploitation" means a farm, developed by the farmer himself or through employees;

(b) "Association" includes a professional syndicate, a union or federation of such syndicates, a group of employees or employers, bona fide, having as object the study, defence and development of the economic, social and moral interests of its members, with respect for law and authority;

(c) "Committee" means the Parity Committee, constituted as a result of a decree;

(d) "Collective agreement" or "agreement" means any arrangement respecting working conditions entered into between persons acting for one or more associations of employees, and an employer or several employers or persons acting for an association or several associations of employers;

(e) "Decree" means an order-in-council making obligatory, amending, extending or repealing any collective agreement;

(f) "Employer" includes any individual partnership, firm or corporation who or which has work done by an employee;

(g) "Professional employer" means an employer



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Vertical text or markings along the right edge of the page, possibly serving as a margin or index. Some characters are partially visible, including what appears to be the number '1' at the top and '2' further down.



1 who habitually has employees in his employ for any kind
2 of work which is the object of a decree;

3 (h) "Minister" means the Minister of Labour of the
4 Province of Quebec;

5 (i) "Wage" means the remuneration in currency, and
6 the compensation or benefits of a pecuniary value as
7 determined in the decree for the labour governed by it;
8 the word does not include family allowances;

9 (j) "Employee" means any apprentice, unskilled la-
10 bourer or workman, skilled workman, journeyman, artisan,
11 clerk or employee, working individually or in a crew or
12 in partnership;

13 (k) "Permanent employee" means the employee en-
14 trusted solely with the maintenance of a church, chapel,
15 cemetery, seminary, college, convent, monastery, hos-
16 pital, orphanage, asylum, foundling hospital, hotel,
17 lodging-house, office building, immoveables or collec-
18 tion of buildings used as a manufacturing or industrial
19 establishment, if the hiring of the work of such em-
20 ployee or such particular immoveable is made for a per-
21 iod of at least six months;

22 (l) "Construction" includes demolition. 4 Geo.
23 VI, c.38, s.1; 7 Geo. VI, c.39, s.1.

24 Juridical Extension

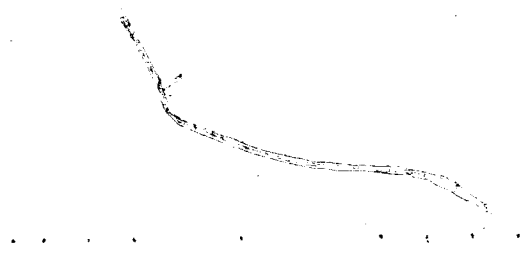
25 2. The Lieutenant-Governor-in-Council may order that
26 a collective agreement respecting any trade, industry,
27 commerce or occupation shall also bind all the employ-
28 ees and employers in the Province, within the scope
29 determined in such decree. 4 Geo. VI, c.38, s.2.

30 3. Any party to an agreement may apply to the Lieu-
tenant-Governor-in-Council for the passing of the decree
contemplated in the preceding section. 4 Geo. VI, c.
38, s.3.

4. A petition to that effect shall be addressed to



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1 the Minister of Labour. The petition must be accom-
2 panied by a true copy of the agreement.

3 A single decree may be passed upon the receipt
4 of several agreements. 4 Geo. VI, c.38, s.4.

5 5. The agreement shall be published in the Quebec
6 Official Gazette, in a newspaper published in the
7 French language and in a newspaper published in the
8 English language with a notice of the receipt of a
9 petition for its extension.

10 The notice shall require that any objection must
11 be made within thirty days.

12 The Minister may order the holding of an inquiry
13 as to whether or not the petition or any objection
14 made thereto is well-founded. 4 Geo. VI, c.38, s.5.

15 6. At the expiration of the delay, or after the
16 holding of the inquiry contemplated in section 5, the
17 Minister, if he deems that the provisions of the agree-
18 ment have acquired a preponderant significance and im-
19 portance for the establishing of conditions of labour,
20 without serious inconvenience resulting from the com-
21 petition of outside countries or the other provinces,
22 may recommend the approval of the petition by the
23 Lieutenant-Governor-in-Council with such changes as
24 are deemed expedient, and the passing of a decree for
25 such purpose.

26 The economic conditions peculiar to the various
27 regions of the Province must be taken into considera-
28 tion. 4 Geo. VI, c.38, s.6.

29 7. The decree establishing the approval of the peti-
30 tion shall come into and remain in force from the
date of its publication in the Quebec Official Gazette,
or from a latter date therein fixed. 4 Geo. VI, c.38,
s.7.



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1 8. The Lieutenant-Governor-in-Council may extend or,
2 at any time, repeal the decree.

3 After consulting with the contracting parties or
4 the committee, and after publication of a notice as
5 provided for the agreement, the Lieutenant-Governor-
6 in-Council may amend the decree upon the recommenda-
7 tion of the Minister in conformity with section 6.

8 The provisions of section 7 shall apply to the
9 decree of repeal or of amendment, but not to the de-
10 cree of extension which shall come into and remain in
11 force from the date of its adoption.

12 The extension decree, however, must be published
13 as soon as possible in the Quebec Official Gazette.
14 4 Geo. VI, c.38, s.8.

15 Effects of Decree

16 9. Whenever a decree is passed under section 2, the
17 provisions of the agreement, whether amended or not,
18 which become obligatory, are those respecting wages,
19 hours of labour, apprenticeship and the proportion
20 between the number of skilled workmen and that of ap-
21 prentices in a given undertaking. 4 Geo. VI, c.38,
22 s.9.

23 10. The decree may also render obligatory, with or
24 without amendment, the provisions of the agreement
25 respecting family allowances, the classification of
26 operations and the determining of the various classes
27 of employees and employers, and also such provisions
28 as the Lieutenant-Governor-in-Council may deem in con-
29 formity with the spirit of this act.

30 The decree may order that certain persons or
associations shall be treated as contracting parties.

The decree may authorize a different wage for per-
manent employees from that provided for the other em-



The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be clearly documented and verified. The second section details the various methods used to collect and analyze data, highlighting the need for consistency and precision. The third part describes the results of the study, showing a significant correlation between the variables being measured. Finally, the document concludes with a summary of the findings and a recommendation for further research in this area.

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1 ployees.

2 The decree may render obligatory minimum prices
3 to be charged to the public for the services of bar-
4 bers and hairdressers. 4 Geo. VI, c.38, s.10, 5 Geo.
5 VI, c. 60, s.1; 7 Geo. VI, c.29, s.2.

6 11. The provisions of the decree entail a matter of
7 public order and shall govern and rule any work of the
8 same nature or kind as that contemplated by the agree-
9 ment, within the jurisdiction determined by the decree.
10 4 Geo. VI, c.38, s.11.

11 12. Whatever be the employer's occupation, it is for-
12 bidden to stipulate a wage different from that fixed
13 by the decree. Notwithstanding any such stipulation
14 and without it being necessary to demand the nullity
15 thereof, the employee is entitled to recover the wage
16 fixed by the decree. 4 Geo. VI, c.38, s.12.

17 13. Unless expressly forbidden by the provisions of
18 the decree, the clauses of a lease and hire of work
19 shall be valid and lawful notwithstanding the provis-
20 ions of the above sections 9, 10, 11 and 12, in so far
21 as they provide, in favour of the employee, a higher
22 monetary remuneration in currency or more extended
23 compensation or benefits than those fixed by the de-
24 cree. 4 Geo. VI, c. 38, s. 13.

25 14. Every professional employer contracting with a
26 sub-entrepreneur or a sub-contractor, directly or
27 through an intermediary, shall be jointly and sever-
28 ally responsible with such sub-entrepreneur or sub-
29 contractor and any intermediary, for the payment of
30 the wage fixed by the decree. 4 Geo. VI, c. 38, s.

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15. The publication of the decree in the Quebec



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1 Official Gazette shall bar any contestation alleging
2 the incapacity of the parties to the agreement, the
3 invalidity thereof and the insufficiency of notices;
4 and, in all other respects, it shall create generally
5 a presumption, *juris et de jure*, establishing the
6 legality of all proceedings relating to its adoption.
7 4 Geo. VI, c.38, s.15.

8 Parity Committee: Rights, Privileges and
9 Obligations

10 16. The parties to a collective agreement rendered
11 obligatory must form a Parity Committee to supervise
12 and ensure the carrying out of the decree, its amend-
13 ments and renewals.

14 The Lieutenant-Governor-in-Council may, however,
15 with the consent of the parties to a collective agree-
16 ment or of the committee formed by them, order that
17 the observance of a decree be supervised and ensured
18 by an already-existing committee, if the latter con-
19 sent thereto. 4 Geo. VI, c.38, s. 16.

20 17. The Minister may, at any time, upon such con-
21 ditions and for such term as he deems proper, add to
22 the committee such members, not exceeding four, as are
23 submitted to him in equal number by the employers and
24 employees who are not parties to the agreement. 4 Geo.
25 VI, c. 38, s. 17.

26 18. The committee shall adopt regulations for its for-
27 mation, the number of its members, their admission,
28 their replacing, the appointing of substitutes and the
29 administration of funds; fix its corporate seat; de-
30 termine the name under which it shall be designated and,
generally, draw up regulations for its internal man-
agement and the exercise of the rights conferred upon
it by law.



The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be clearly documented and supported by appropriate evidence. This ensures transparency and accountability in the financial process.

Furthermore, it is noted that regular audits are essential to verify the accuracy of the records. These audits help identify any discrepancies or errors early on, allowing for prompt correction and preventing larger issues from arising.

In addition, the document highlights the need for clear communication between all parties involved. Regular meetings and reports should be conducted to keep everyone informed of the current status and any changes that may occur.

Finally, it is stressed that the information provided should be kept confidential and secure. Only authorized personnel should have access to these records, and appropriate measures should be taken to protect them from unauthorized disclosure.

1 Notwithstanding any provision to the contrary
2 relating to the replacing of members of the committee
3 contained in the regulations, any party to the agree-
4 ment may, after the lapse of one year, replace any
5 member appointed by such party. 4 Geo. VI, c. 38,
6 s. 18.

7 19. The regulations contemplated in the previous sec-
8 tion shall be transmitted to the Minister and are ap-
9 proved, with or without amendment, by the Lieutenant-
10 Governor-in-Council, and notice of such approval shall
11 be published in the Quebec Official Gazette.

12 Such notice shall state the name under which the
13 committee is to be designated and the place where its
14 corporate seat is situated.

15 Such publication shall be sufficient evidence of
16 the formation and existence of the committee and of
17 the name under which it is to be designated.

18 The publication of the notice creates a presump-
19 tion juris et de jure establishing the legality of all
20 the proceedings relating to the formation and exist-
21 ence of the committee.

22 Every amendment to the committee's regulations
23 must likewise be transmitted to the Minister and shall
24 have effect only after approval by the Lieutenant-
25 Governor-in-Council, with or without any change. 4
26 Geo. VI, c. 38, s. 19.

27 20. From and after the publication of the notice con-
28 templated in the preceding section, the committee shall
29 constitute a corporation and shall have the general
30 powers, rights and privileges appertaining to ordin-
ary civil corporations.

From the mere fact of its formation, it may, as
of right:



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1 (a) Exercise all recourse arising out of the
2 decree in favour of employees who have not caused a
3 suit to be served within a period of fifteen days from
4 the due date, and may do so, notwithstanding any law
5 to the contrary, any opposition, or any express or im-
6 plied renunciation by the employee, and without being
7 obliged to establish an assignment of claim by the in-
8 terested party, to put him in default, to inform him
9 of the suit, or to allege and prove the absence of
10 suit within such delay of fifteen days, or to produce
11 the certificate of competency;

12 (b) On the same conditions, continue suit in the
13 place and stead of any employee who, having caused
14 such a suit to be served, has neglected to proceed for
15 fifteen days;

16 (c) Recover as well from the employer as from
17 the employee who violate the provisions of any decree
18 relating to wages, and from each of them, a sum equal
19 to 20% of the difference between the obligatory wage
20 and that actually paid;

21 (d) Effect any settlement, compromise or trans-
22 action deemed expedient in the cases contemplated in
23 the three foregoing paragraphs;

24 (e) Appoint a secretary, inspectors and other
25 mandataries or employees, and determine their attri-
26 butions and remuneration. Every person having the
27 administration of the committee's funds must give
28 security by a guarantee policy which shall be trans-
29 mitted to the Minister.

30 The secretary and any inspector may, at of right
and at any time, examine the registration system, the
compulsory register and the pay-list of any employer,
take copies or extracts therefrom, verify as regards
any employer and any employee the rate of wage, dura-



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1 tion of work, apprenticeship system and observance of
2 the other provisions of the decree; require, even
3 under oath and privately, from any employer or employ-
4 ee, even at the place of work, all information deemed
5 necessary, and, such information having been written
6 down, exact the signature of the person concerned;

7 (f) By demand in writing made to any employer
8 or artisan, require that a copy sent to him of the
9 scale of wages rendered obligatory, or of any deci-
10 sion or regulation, be posted up and kept posted up in
11 a suitable place and in the manner prescribed in the
12 demand;

13 (g) By regulation, approved by the Lieutenant-
14 Governor-in-Council and published in the Quebec Off-
15 icial Gazette, render obligatory for any professional
16 employer a system of registration for any work which
17 he controls or the keeping of a register in which are
18 shown the name in full and residence of each employee
19 in his employ, his competency, the exact hour at which
20 the work was begun, interrupted, resumed and ceased
21 each day, the nature of the work and wage paid, with
22 mention of the method and time of payment, and all
23 other information deemed useful in the application
24 of the decree;

25 (h) By a regulation published in the Quebec
26 Official Gazette, oblige any professional employer
27 to transmit to him a monthly report in writing giv-
28 ing the name in full and address of each employee in
29 his employ, his competency, the regular and extra
30 hours of labour done each week and the nature of
such labour and the wage paid;

(i) By a regulation approved by the Lieutenant-
Governor-in-Council and published in the Quebec
Official Gazette, levy upon the professional employer

h2.



The first part of the document discusses the general principles of the law of contract, and the second part discusses the law of tort. The law of contract is concerned with the legal consequences of agreements between two or more parties. The law of tort is concerned with the legal consequences of wrongful acts which cause harm to another person.

The law of contract is based on the principle of freedom of contract. This means that parties are free to enter into contracts with each other, and to determine the terms of those contracts. However, this freedom is not absolute. There are certain limitations on the freedom of contract, such as the prohibition against contracts which are illegal or against public policy.

The law of tort is based on the principle of liability. This means that a person who causes harm to another person is liable to compensate that person for the harm. The law of tort is concerned with the legal consequences of wrongful acts which cause harm to another person.

The law of contract and the law of tort are two of the most important branches of the law. They are concerned with the legal consequences of agreements between two or more parties, and with the legal consequences of wrongful acts which cause harm to another person.

The law of contract is based on the principle of freedom of contract. This means that parties are free to enter into contracts with each other, and to determine the terms of those contracts. However, this freedom is not absolute. There are certain limitations on the freedom of contract, such as the prohibition against contracts which are illegal or against public policy.

The law of tort is based on the principle of liability. This means that a person who causes harm to another person is liable to compensate that person for the harm. The law of tort is concerned with the legal consequences of wrongful acts which cause harm to another person.

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1 alone or upon both the professional employer and the
2 employee, or upon the employee alone, the sums re-
3 quired for the carrying out of the decree; such levy-
4 ing to be subject to the following conditions:

5 1. The estimate of the receipts and expenses must
6 be submitted to the Lieutenant-Governor-in-Council at
7 the same time as the by-law fixing the method and rate
8 of the levy;

9 2. Such levy shall not exceed the one-half per cent
10 of the employee's remuneration, and the one-half per
11 cent of the professional employer's pay-list;

12 3. The regulation may determine the basis for the
13 calculation of the levy in the case of a workman or
14 artisan who is not serving a professional employer,
15 and determine that the levy shall be collectable from
16 such workman or artisan although desandable only from
17 the professional employer;

18 4. The professional employer may be required to
19 collect the levy imposed upon the employee by retain-
20 ing same out of the wages of the latter;

21 5. The Lieutenant-Governor-in-Council may, at any
22 time, by an order published in the Quebec Official
23 Gazette, terminate the levy or reduce or increase
24 the rate thereof;

25 (j) By resolution, grant, upon proof deemed
26 sufficient, to any employee of limited physical or
27 mental fitness, a certificate authorizing him to work
28 upon conditions determined and different from those
29 contemplated in the decree;

30 (k) Render obligatory the certificate of class-
ification for the employees exempted from the certi-



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1 requisite of competency by section 36;

2 (1) By regulation approved by the Lieutenant-
3 Governor-in-Council, grant to its members, in addition
4 to their travelling expenses, fees not exceeding five
5 dollars for each attendance; such remuneration not to
6 be paid for more than one meeting per week;

7 (a) If the decree provides for family allowances:

- 8 1. Collect the requisite contributions;
- 9 2. Pay the allowances directly or through the employ-
10 er,
- 11 3. Verify the existence of the family charges for
12 which the allowances are payable;
- 13 4. Determine, by resolution, the person to whom any
14 allowance is to be paid pursuant to the following
15 principles;

16 (a) the allowance belongs to the person (child
17 or other person) on whose account it is granted,

18 (b) normally, the employee receives it as
19 trustee for such person;

20 (c) if the employee does not actually use the
21 allowance for the benefit of the said person, payment
22 is made to some one who takes care of such person.

23 4 Geo. VI, c. 38, s. 20, 5 Geo. VI, c. 60, s. 2; 7
24 Geo. VI, c. 39, s. 3.

25 21. The committee shall transmit a quarterly report
26 to the Minister, certified by a public accountant res-
27 ident in the Province of Quebec, of all sums collected
28 and of the employment thereof.

29 The committee shall also transmit to the Minister
30 an annual report of all its activities.

The form of such reports shall be determined by
the Minister.

The latter may, by an inspector appointed by

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The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be clearly documented and verified.

In the second section, the author details the various methods used to collect and analyze data. This includes field observations, interviews, and the use of specialized equipment.

The third section provides a comprehensive overview of the results obtained from the study. It highlights key findings and their implications for the field.

Finally, the document concludes with a summary of the research and suggestions for future work. It stresses the need for continued research in this area to further our understanding.



1 himself, verify such reports or hold an inquiry, at
2 any time, into the administration of a committee or
3 of its board of examiners. Such inspector shall have
4 powers similar to those of a committee's inspector.

5 The committee must keep duplicates of such re-
6 ports and show them to any person requesting same,
7 during ordinary office hours. 4 Geo. VI, c. 38, s.
8 21; 5 Geo. VI, c. 60, s. 3.

9 22. The committee shall hear and consider any written
10 complaint from an employer or from an employee res-
11 pecting the carrying out of the decree. 4 Geo. VI,
12 c. 38, s. 22.

13 23. After a decree has ceased to be in force, the
14 committee shall continue to exist and shall retain
15 its powers for the accomplishing of its objects for
16 which it was formed. 4 Geo. VI, c. 38, s. 23.

17 24. When the committee becomes extinct, its property
18 shall be delivered to the Minister. The latter may,
19 however, at any time after a decree ceases to be in
20 force, require immediate delivery of the committee's
21 property, and, in both instances, he may devote it
22 to a similar work designated by the Lieutenant-Gov-
23 ernor-in-Council. 4 Geo. VI, c. 38, s. 24.

24 Competency and Claims of Employees

25 25. The committee may, by regulation, render a certi-
26 ficate of competency obligatory for every employee sub-
27 ject to the decree, throughout or in a part of the
28 region determined in such decree. 4 Geo. VI, c. 38,
29 s. 25.

30 26. Such regulation shall be subject to the provisions
of section 19 and shall come into force from and after
its publication in the Quebec Official Gazette. 4 Geo.



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Main body of text, appearing to be a list or series of entries, possibly in a ledger or account book format. The text is faint and difficult to read due to the quality of the scan.



1 VI, c. 38, s. 26.

2 27. The committee which avails itself of section 25
3 must, by regulation, create a board of examiners to
4 determine the competency of employees and to issue
5 certificates of competency. 4 Geo. VI, c. 38, s. 27.

6 28. The committee may charge, as a fee, not more than
7 two dollars for the examination of a skilled workman,
8 nor more than one dollar for the examination of an
9 apprentice. 4 Geo. VI, c. 38, s. 28.

10 29. The certificate issued to an apprentice shall
11 be valid for the period of his apprenticeship and that
12 issued, to a skilled workman shall be permanent and
13 shall not require to be renewed.

14 It shall establish competency, except in the case
15 contemplated in sub-paragraph (j) of the section 20.
16 4 Geo. VI, c. 38, s. 29.

17 30. The committee may, by regulation approved by
18 the Lieutenant-Governor-in-Council, allow an associa-
19 tion of employees to issue certificates of competency
20 to its members, if such association requires them to
21 undergo an examination. 4 Geo. VI, c. 38, s. 30.

22 31. If the committee refuses to grant an association
23 the privilege sought for by the latter in virtue of
24 the provisions of the preceding section, an appeal
25 shall lie to the Lieutenant-Governor-in-Council whose
26 decision shall be final. 4 Geo. VI, c. 38, s. 31.

27 32. The association so authorized shall send a
28 monthly report to the committee mentioning the sur-
29 names, Christian names and residence of the members to
30 whom it has granted a certificate of competency.

The committee may, by resolution, order that any



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1 certificate so granted be voided, unless the holder
2 successfully undergo, within a set delay, the examinat-
3 ion provided for before the board of examiners: Such
4 examination shall be free of charge. 4 Geo. VI, c.38,
5 s. 32.

6 33. An appeal from decision of a board of examiners
7 shall lie to the committee, and thereafter to the
8 Minister whose decision shall be final. 4 Geo. VI,
9 c.38, s.33.

10 34. In municipalities where a certificate of com-
11 petency is obligatory, no employer may utilise the
12 services of an employee subject to the decree who
13 has not obtained such certificate and no such work-
14 man may, without such certificate, carry on his trade,
15 industry, commerce or occupation, nor avail himself
16 of any recourse provided under this act or under the
17 decree, but every recourse at common law is open to
18 him. 4 Geo. VI, c.38, s. 34.

19 35. In municipalities wherein the certificate of
20 competency is not obligatory, the employe shall
21 have the right to avail himself of the recourses pro-
22 vided by this act or by the decree if, according to
23 the custom of the trade, industry, business or occu-
24 pation, he is a skilled workman or in the apprentice-
25 ship stage.

26 For the purposes of this section, the maximum
27 duration of apprenticeship shall be four years. 4
28 Geo. VI, s. 33, s. 38.

29 36. The provisions of sections 25 to 35 shall not
30 apply:

(a) To labourers or workmen who do not spec-
ialize; nor



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1 (b) To employees holding a license under any act
2 of the Legislature or of the Parliament of Canada; nor

3 (c) To employees who work as clerks or office em-
4 ployees, nor to employees whose work requires no appren-
5 ticeship. 4 Geo. VI, c. 38, s. 36.

6 37. Any civil action arising out of the decree or out
7 of this act is prescribed by six months from the due
8 date in each case. In the case of a false entry in
9 the compulsory register, the system of registration
10 or the pay-list, or of secret rebate, or of any other
11 fraud, prescription shall run as against the commit-
12 tee's recourse, only from the date when the committee
13 was aware of the fraud. 4 Geo. VI, c. 38, s. 37.

14 General Provisions and Penalties

15 38. This act shall not apply to:

16 (a) Agricultural exploitation;

17 (b) Work done by a blind employer;

18 (c) The operating of any railway company subject
19 to the jurisdiction of the Parliament of Canada. This
20 latter exemption does not extend to the construction
21 or reconstruction of the railway or of the buildings
22 which are dependencies thereof, nor to the operating
23 of the hotels which it may possess. 4 Geo. VI, c. 38,
24 s. 38.

24 39. Repealed. 4 Geo. VI, c. 38, s. 39; 8 Geo. VI,
25 c. 30, s. 8.

26 40. Every employer who, without good and sufficient
27 reason, proof of which shall lie upon him, dismisses
28 an employee:

29 (a) By reason of giving any information to the
30 representatives of a committee and respecting an agree-



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1 ment, a decree, a regulation or a violation of the pro-
2 visions of this act;

3 (b) By reason of a complaint or accusation res-
4 pecting the same, or of testifying in a prosecution or
5 investigation relating thereto;

6 (c) With intent to re-engage him in an inferior
7 employment and so evade the provisions of the decree
8 by paying a smaller wage, -

9 Commits an unlawful act and shall be liable to a fine
10 not exceeding twenty-five dollars and costs for the
11 first offence, and to a fine of not less than twenty-
12 five dollars but not exceeding fifty dollars and costs,
13 for any subsequent offence. 4 Geo. VI, c. 38, s. 40.

14 41. Any member of the committee who refuses or neg-
15 lects to fulfil the duties of his office commits an
16 unlawful act and shall be liable to a fine not exceed-
17 ing twenty-five dollars and costs. 4 Geo. VI, c. 38,
18 s. 41.

19 42. Every professional employer who does not keep
20 the compulsory registration system, register or pay-
21 list, every employer or employee who refuses or neg-
22 lects to furnish the representatives of a committee
23 with the information contemplated in sub-paragraph
24 "e" of section 20, in the manner therein prescribed,
25 or does not grant them on request, or delays to grant
26 them, access to the place where the work is being
27 done, to the register, to the system of registration
28 or to pay-list or other documents, as provided in
29 said-paragraph, or molests or hinders or insults the
30 said representatives, in the performance of their
duties, or otherwise obstructs such performance, --
commits an unlawful act and shall be liable to a fine



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1 of twenty-five dollars and costs for the first off-
2 ence, and to a fine of not less than twenty-five
3 dollars but not exceeding fifty dollars and costs,
4 for the second offence, and, for any subsequent off-
5 ence, to the penalties provided in the following sec-
6 tion for a first offence. 4 Geo. VI, c. 38, s. 42;
7 5 Geo. VI, c. 60, s. 4.

8 43. Whosoever, knowingly, destroys, alters or fal-
9 sifies any register, pay-list, registration system
10 or any document dealing with the carrying out of a
11 decree, or knowingly forwards any false or inexact
12 information or report, or gives a false designation
13 to the attribution of any wage in order to pay a
14 lower wage, commits an unlawful act and shall be lia-
15 ble to a fine of not less than two hundred dollars
16 but not exceeding five hundred dollars and costs for
17 the first offence, and to a fine of not less than
18 five hundred dollars but not exceeding one thousand
19 dollars and costs for any subsequent offence.

20 In default of immediate payment of the above-
21 mentioned fine and costs, such person shall be sen-
22 tenced to imprisonment for a term of not less than
23 one month but not exceeding three months for the
24 first offence, and for a term of three months for
25 any subsequent offence. 4 Geo. VI, c. 38, s. 43.

26 44. Every employer or employee violating the re-
27 gulation making the certificate of competency obli-
28 gatory commits an unlawful act and shall be liable
29 to a fine not exceeding five dollars and costs for
30 the first offence, and to a fine of not less than
five dollars but not exceeding twenty-five dollars
and costs for any subsequent offence. 4 Geo. VI,
c. 38, s. 44.



The first part of the book is devoted to a general introduction to the subject of the history of the world. It begins with a chapter on the origin of life, and then proceeds to a chapter on the evolution of man. The second part of the book is devoted to a detailed account of the history of the world, from the beginning of the world to the present time. It is divided into three volumes, each covering a different period of time. The first volume covers the period from the beginning of the world to the end of the Middle Ages. The second volume covers the period from the beginning of the modern era to the present time. The third volume covers the period from the beginning of the modern era to the present time.

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1 45. Whoever, by means of benefits having a pecu-
2 niary value, grants or accepts any rebate reducing the
3 wage made obligatory, or participates in such a rebate,
4 commits an unlawful act and shall be liable to a fine
5 of not less than ten dollars but not exceeding twenty-
6 five dollars and costs for the first offense, and to
7 a fine of fifty dollars and costs for any subsequent
8 offenses. 4 Geo. VI, c. 38, s. 45.

9 46. Any person violating any decree, any regulation
10 made obligatory, or any provision of this act, in
11 cases not provided for in preceding sections, commits
12 an unlawful act and shall be liable to a fine not ex-
13 ceeding ten dollars and costs. 4 Geo. VI, c. 38, s.

14 46.

15 47. Whoever attempts to commit any of the illegal
16 acts above provided, or aids or incites any person to
17 commit or attempt to commit such an act shall be lia-
18 ble to the penalty provided for such act. 4 Geo. VI,
19 c. 38, s. 47.

20 48. Every employee dismissed in violation of sec-
21 tions 39 or 40, or with the object of obliging him to
22 accept a classification calling for a wage less than
23 that which he is receiving, has the right to claim,
24 from the person who employed him, as damages, the
25 equivalent of one month's wages. Proof that the em-
26 ployee does not come within the requisite conditions
27 to claim such right shall devolve upon the person
28 who employed him. 4 Geo. VI, c. 38, s. 48.

29 Proof

30 49. In any civil or penal action brought in virtue
of this act, all decrees and all regulations and
notices are authentic and shall be proof of their



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1 contents if they have been published in the Quebec
2 Official Gazette to which it shall be sufficient to
3 refer, and whereof the court, of its own accord, shall
4 be obliged to take cognizance. 4 Geo. VI, c. 38, s.
5 49.

6 50. The minute-books of the deliberations of a com-
7 mittee or of a board of examiners, and the certificates
8 competency and other documents issued to them, and
9 copies certified by the secretary of the committee,
10 shall be proof of their contents until the contrary
11 be proved, without it being necessary to prove the
12 signature or capacity of the signatories. 4 Geo. VI,
13 c. 38, s. 50.

14 51. No evidence shall be permitted with a view to
15 establish that any action or suit contemplated by this
16 act was brought following upon the complaint of an
17 informer or to discover the identity of the latter.
18 4 Geo. VI, c. 38, s. 51.

19 Procedure

20 52. Every suit taken in virtue of this act before
21 the civil courts shall be summary and be brought as
22 such. 4 Geo. VI, c. 38, s. 52.

23 53. The recourse of several employees against the
24 same employer may be cumulated in a single demand
25 whether emanating from the employees or from the com-
26 mittee, and the total claimed shall determine the com-
27 petency of the court of original jurisdiction as well
28 as of appeal. 4 Geo. VI, c. 38, s. 53.

29 54. After receiving a claim from the committee, the
30 employer cannot validly pay the sums which are the
object of such claim, save by handing them over to
the committee. 4 Geo. VI, c. 38, s. 54.



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1 55. The committee shall remit to the employees the
2 net amount realized in exercising their recourses,
3 after deducting the percentage provided for in sub-
4 paragraph "e" of section 30. 4 Geo. VI, c. 38, s. 55.

5 56. The percentage collectable from the employer may
6 be added to the amount of the demand formulated by the
7 committee, and must likewise be accorded to the com-
8 mittee when the latter continues suit in place of the
9 employee. 4 Geo. VI, c. 38, s. 56.

10 57. The committee may also, if need be, join to its
11 suit a demand for the cancellation of any contract or
12 arrangement, intended to infringe or evade the pro-
13 visions of this act or of a decree, effected between
14 the employees whose recourses it is exercising and
15 the employer or third persons, and this, before the
16 court having jurisdiction by reason of the amount
17 claimed by the committee and without being obliged
18 to bring the employees into the suit. 4 Geo. VI,
19 c. 38, s. 57.

20 58. The provisions of the second paragraph of art-
21 icle 359 of the Code of Civil Procedure shall not
22 apply to the examination of an employee produced as
23 a witness by a committee if such employee be in the
24 employ of the opposite party. 4 Geo. VI, c. 38, s.
25 58.

26 59. In the event of contestation of the employee's
27 competency, the classification of operations or the
28 hours of labour in any civil suit involving a decree,
29 the court must, if thereunto requested by the commit-
30 tee-plaintiff, order a report by experts. 4 Geo. VI,
s. 58, s. 59.

60. The penalties provided in this act may, at the



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1 prosecutor's option, be imposed on summary proceeding,
2 or by a penal action before a civil court of competent
3 jurisdiction according to the amount of the condemna-
4 tion sought.

5 In the case of summary proceeding, an appeal shall
6 lie when the fine provided for the offence is two hund-
7 red dollars or more. 4 Geo. VI, c. 38, s. 60; 5 Geo.
8 VI, c. 60, s. 5.

9 61. Every penal action must be brought by the com-
10 mittee, unless there is an express provision to the
11 contrary. 4 Geo. VI, c. 38, s. 61.

12 62. Every penal action must, under pain of forfeit-
13 ure, be brought within six months from the date of the
14 offence. 4 Geo. VI, c. 38, s. 62.

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Notice of Convocation

PL-5438

Folio No.

THE JOINT COMMITTEE OF THE AUTOMOBILE INDUSTRY

BANQUE CANADIENNE NATIONALE BUILDING

761 St. Catherine Street W.,

Montreal,

Dear Sir:-

We have on hand your application
form for a Competency Card as

.....

The Board of Examiners will sit be-
tween 8:00 p.m. (Evening) and 11:p.m. (Evening

.....194

on the second floor of the Banque Canadienne Nationale
Building, situated at 761 St.-Catherine Street West,
in Montreal.

The Board of Examiners is sitting but
rarely, therefore it is important that you present
yourself for your Examination and obtain your Compe-
tency Card immediately, as otherwise, you will be
forced to discontinue working in the automobile in-
dustry.

Yours very truly,

JOINT COMMITTEE OF THE AUTOMOBILE
INDUSTRY OF MONTREAL AND DISTRICT

Arthur Prieur, Secretary
of the Board's Examiners