ROYAL COMMISSION ON VETERANS QUALIFICATIONS

APPENDIX I

PRESS CLIPPING - MONTREAL GAZATTE

February 18th, 1946

)ND SECTION
ES 13 TO 24

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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.

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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.

APPENDIX II

MINOR REPORTS ON COMPLAINTS RE COMPETENCY CARDS

PROVINCE OF QUEBEC
Department of Labour

89 East, Notre-Dame St.
Montreal 1, P.Q.

January 29, 1946.

Mr. W. Bovey, Chairman,
Royal Commission on Veterans' Qualifications,
Room 820 - Transportation Building,
182 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 Johasson
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. Limes
J. P. Reeves

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

Romeo Caisse

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

Alfred Violette

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

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

Yours truly,

(Signed) "C. Miron"

Director
Conciliation & Arbitration Service.

MR. LESLIE GODFREY MARTIN
470 HAVRE BOULEVARD
VALLEYFIELD, QUE.

And according to your records -

Central Y.M.C.A. - Montreal

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

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

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

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

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

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

Report - He was granted a Third Class Journeyman's Certificate of Qualification.

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

That seems to be his only complaint.

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

Firstly,

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

Furthermore,

The applicants themselves find it more convenient 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 interests of all concerned, that the Examiners have imposed upon themselves the sacrifice of working

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

(Signed) "Arthur Prieur

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

Jan. 28, 1946.

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

APPLICATION FOR QUALIFICATION CERTIFICATE

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

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

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

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

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

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

Detail Past Experience in Automobiles Trades

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

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

Trades ---------- Mechanic, Group A

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

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

Applicant's Signature: L. G. Marvin.

MR. PETER OGILVIE

1232 BELLECHASSE ST.

MONTREAL

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

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

Mr. Peter Ogilvie's file discloses that, on September 26, 1939, at which time he resided at 1232 East, Bellechasse St., Montreal, he was employed in the Municipal Garage of the City of Montreal, and that he applied for a mechanic's Qualification Certificate.

Copy of said application is hereby attached to the report.

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

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

We have searched our files and find nothing under the name of Mr. Peter Ogilvie later than September 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

should like to obtain the number of said card, the signer's name, so that we may be in a position to explain the case.

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

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

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

(Signed) Arthur Prieur

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

Jan. 28, 1946.

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

APPLICATION FOR QUALIFICATION CERTIFICATE

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

1232 Bellechasse St., Montreal

Present Employer -- Municipal Shops, DeFleurimont St.

Automobile Trade applied for -- MECHANIC

Experience for that trade only - 18 yrs.

Detail Past Experience in Automobile Trades

Employers' Names				Trades
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

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

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

MR. GERALD-FRANCIS HOOLAHAN

702 LAGAUCHETIERE WEST

MONTREAL

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

The complaint is attached to the correspondence received from Mr. Cyprien Miron under date of January 22, 1946.

Mr. Hoolahan's file shows that the latter presented himself at our office on September 26, 1945, to fill an application for a certificate of qualification, which he signed and for which he was sworn.

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

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

Report - It is to be noted that the sworn application does not mention what experience he has 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' experience he has had in the Automobile Industry before

joining the armed forces, we remain confronted with the answers which he has given to the examination questions.

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

One related to the brakes,
One related to electricity and adjustment of carburettors,
One related to the differential.

The answers to the above questions decided the awarding of a First Class mechanic's apprentice certificate to him.

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

(Signed) Arthur Prieur

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

Jan. 28, 1946

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

APPLICATION FOR QUALIFICATION CERTIFICATE

Name, Age & Address: GERALD FRANCIS HOOLAHAN, 29 yrs.
702 Lagauchetiere 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.

MR. JOHN WADE

5425 PARK AVENUE

MONTREAL

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

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

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

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

Again he was called for the meeting of October 5, 1945, when he presented himself to try the examination.

Report - He was asked seven questions:

Three related to the motor,
One related to the brakes,
One related to the electric system,
One related to adjustments of carburettors,
One related to the repair of gas pumps.

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

I must add that this candidate was not far from 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.

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

Employer	Address	From	To	Trade
Albion Motors	Scotland	7 yrs		App. Mec.
R.F.C. R.A.F.	England	6½ "		Air Mec.
Prest Garage	North Bay Ont.	5 "		Mec.
Cummings & Perrault	Mtl.	2 "	(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 2, 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 10½ years as a mechanic and driver in the building industry.

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

From Mr. John Joseph Jackman's file, we find that he called at our offices on September 24, 1945, to fill an application for a qualification certificate.

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

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

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

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

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

First of all, we wish to call attention to a discrepancy between Mr. Jackman's declaration under oath and another declaration he made when lodging his complaint. The latter was not made under oath.

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

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

in the past months, he may be able to get a higher grading on the next examination.

(Signed) Arthur Prieur

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

Jan. 26, 1946.

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

APPLICATION FOR QUALIFICATION CERTIFICATE

Name ---------- John Joseph Jackman

Exact Age ---------- 34 yrs.

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

Present Employer -------- without work.

Automobile trade applied for: MECHANIC

Experience for that trade only: 5 yrs.

Employer's Name --------- Army

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

Trade ---------- Motor Mech.

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

MR. PETER JONASSON

812 LAFAYETTE ST.

MONTREAL SOUTH

Complaint - According to the Department of Veterans' Affairs, this party was employed as a "fitter, motor vehicles" 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 correctly.

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

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

The application form was signed and he took an oath as to the truth of the statements contained therein.

A copy of the application is attached to this report.

He was called up for his examination on October 8, 1945, between 8.00 P.M. and 11.00 P.M.

Contrary to the statement made when the complaint was lodged, the candidate was asked seven questions. Those questions were divided as follows:

Three about the motor
One about the brakes
One about the electric wiring
One about the carburettor fittings
One about wheel alignment.

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

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

With the experience acquired in the past months, he may be able to get a higher grading on the next examination.

(Signed) Arthur Prieur

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

Jan. 28, 1946.

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 (35 Mths)	Fitter "A"
Carpenter Radio Service	Ormstown	1936 to 40 (4 yrs.)	Mech.

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

(Signed) Arthur Prieur.

MR. FRANK TESSIER

3251 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

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

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

Mr. Frank Tessier complains in the first place against the delay between his call and his examination.

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

<u>Report</u> - Said sittings took place as follows:

1945 -	September	21st
		26th
		28th
	October	1st
		2nd
		3rd
		4th

and each closed only with the examination of the last candidate, so that none of them would have to come back, which resulted in the Examiners remaining on duty until late hours in practically each instance.

It is impossible for us, in view of the Examiners' occupations, either as employers or employees in garages or mechanical work shops, to 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

examination, three months after his first one.

We shall be happy to give him a higher certificate, should the result of his examinations permit us to do so.

(Signed) Arthur Prieur

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

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

APPLICATION FOR QUALIFICATION CERTIFICATE

Name ---------- TESSIER, Frank

Age ---------- 49

Address ---------- 2231 Hawarden Ave. Montreal

Present employer ---------- without work

Application for what Trade ---- Mechanic (Service Man, Apprentice, Journeyman -- 3 fingers cut on right hand)

How many years' Experience ---- 29 years

Detail Past Experience in Automobile Trades

Employer	Address	From	To	Trade
Army -----		1940-41	2 yrs	Mechanic
Huntington Garage	Huntington	1913-40	27 yrs	"

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

"A. Bessette" "Arthur Prieur"

MR. JOHN REICH

0749 CHARLEVOIX ST.

and, according to our records,

2038 Paris Street,

Montreal.

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

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

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

Subsequently, he was requested in writing to present himself before the Board of Examiners the 12th of September, 1945, meeting, to pass his examination and receive an appropriate certificate.

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

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

That time, Mr. Reich complied with the Board's request, passed his examination and received a competency certificate in accordance with the result of his examination.

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,

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

(Signed) Arthur Prieur

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

Jan. 28, 1946.

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

APPLICATION FOR QUALIFICATION CERTIFICATE

Name ---------- REICH, John

Exact Age ---------- 28 yrs.

Address ---------- 0749 Charlevoix, Mtl.

Present Employer ---------- without work.

Automobile trade applied for: MECHANIC

Experience for that trade only: 3 yrs, 1 mth.

Detail Past Experience in Automobile Trades

Employers' Names	Address	Working Periods	Trade
White Co.	Rue DeGaspe	6 Mths to 1939	Mech.
Army		25 " to 39-1945	Driver "
Baker Garage	McGill College	6 " to 1938	Mech.

Sworn to before me at Montreal this 6th day of September, 1945.

Arthur Prieur.

January 28, 1946.

Roger Lapierre, Esq.,
Secretary,
Conciliation & Arbitration Branch,
85 Notre Dame St., East,
Montreal, P.Q.

Re: L. Mallette, 4448-A De Bullion

Sir,

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-

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

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

Please note that this was on a Saturday (October 13), and that the staff of my Department works the regulation hours and is competent and courteous.

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

Hoping that these explanations will be satisfactory, I remain,

Yours very truly,

(Signed) Rene P. Rousseau,

Examiner for the Island of Montreal

STATIONARY ENGINEERS

JEAN PAUL DUBOIS, 1812 VISITATION ST., MONTREAL

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

The Bureau of Examiners has no record to the effect that Jean Paul Dubois has tried the examination.

We believe that an Application Form was given 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

Montreal, Que.
January 25, 1946.

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

Dear Mr. Miron:

In compliance with the request made by Mr. Lapierre, I am giving you the following report concerning each case mentioned.

1 - J.P. MARTEL - This gentleman came to our Quebec office for his journeyman's examination when he was discharged from the army, but he was not successful. Subsequently, he underwent another examination, which he likewise failed to pass. His apprentice's book contained entries establishing experience of a little more than four years as an electrician.

According to what I remember, including the entry made by the military authorities, his experience does not really touch on that of an electrician in construction or industry in the two fields in which the Canadian Electricity Code applies. Men returned from the front usually have experience in radios, apparatus for controlling aeroplanes, tanks, and sometimes, radar. Consequently, they come to us with a reference from the Veterans' Rehabilitation Commission, with a "C" classification, but the subject matter does not include the Canadian Electricity Code in any case, either as a subject of study or as an 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 man, that it was impossible for us to instil into them the knowledge required to undergo this examination, and that

the competent authorities should have prepared them for this examination themselves. According to our experience, the only men who are qualified as electricians under our regulations are those who have had previous experience as electricians before entering military service, and in such a case we can consider the studies made and the experience acquired during their military service to complete the four years required by the regulations for the examination as experience justifying thus the examination of the candidates.

Mr. Martel came back after one month's lapse of time, which had been given him to study the Electricity Code, and he admitted the fact that it was to his disadvantage to have a journeyman electrician's license with so little experience, knowing that he would not have been kept long in service with the little knowledge he had, and he requested that the entry made in his book be cancelled in order to allow him to continue his apprenticeship. May I add that this is the only case in which the man concerned seemed to understand the situation which affected him.

2 - J. DUFRESNE (OSCAR JACQUES JOSEPH) - This gentleman presented himself for his examination and obtained a mark of 61.5%, according to a report which was made to our Quebec office on December 5, 1945, and the original licences were all issued from there. The delay between the date of the examination and that of the Quebec report is due, to a large extent, to a shortage of staff in the Montreal office: he has documents in his possession, the issuing of which was delayed still longer for the same reason. I am not in a position to tell you, without having his file at hand, whether or not there was a delay caused by the candi-

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

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

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

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

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

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

(Signed) J.M. Mochon,

Chief of the Electricians' Inspection Board.
Montreal (1).

BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA

Montreal,
January 26, 1946.

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

Sir,

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

If the candidate is not satisfied with the findings 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.

NATIONAL UNION OF MONTREAL PAINTERS INCORP.

Montreal,
January 23, 1946.

C. 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 satisfactory, we are,

Yours very truly,

(Signed) Joseph Arcand

Business Agent.

APPENDIX III

APPENDIX III

ATTITUDES TOWARDS VETERAN APPRENTICESHIP AS TO QUOTAS AND AGE LIMIT

WITNESS	TRADE	VOLUME	QUEBEC MINISTER OF LABOUR LETTER 7/3/45.	EX-QUOTA	APPRENTICESHIP OVER-AGE
Picard, J. E.	Secrétaire de l'Association des Constructeurs de Québec.....	K69	Approves - A5	Unions - A10	Yes - A7
Gagnon, Emile.....	Président du comité paritaire de construction des comtés de Roberval, Lac St-Jean, Chicoutimi et Charlevoix.....	K69	Approves - A15	Yes - A16	Yes in practice - A15
Morency, Maurice....	Secrétaire du comité paritaire des plombiers des Trois-Rivières.....	K69	Approves - A19	Yes - B16	
Price, J.L.E.	Président, Montreal Building Trades Apprenticeship, Montreal	K69	—	Yes - B16	
Darveau, Henri.....	Secrétaire du comité paritaire de l'industrie de l'automobile du district de Québec.....	K69	Approves - C2		
Tellier, Emile.....	Comité paritaire des boulangers et distributeurs de pain des Trois-Rivières.....	K69	Approves - C20	Yes - C23	Yes - C20
Morel, J. G.	Secrétaire du comité paritaire du commerce de l'alimentation au détail.....	K69	Approves - C25		

QUEBEC MINISTER

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 - C32	Quota rule still in force - C33	Yes - in practice - C32
Biloodeau, 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
Bell, Harry	President, Union Typographique de Quebec.....	K-70		One additional ex-quota in each shop - A8	
Bertrand, Sylva	President, Union Internationale des Presseiers et Clicheurs.....	K-70		Yes - probably would relax quota A-10, provided journeymen not put out of work - A12	

WITNESS	TRADE	VOLUME	QUEBEC MINISTER OF LABOUR LETTER 7/3/45	EX-QUOTA	APPRENTICE OVER-AGE
Belleau, L. P.	Secrétaire Correspondant, Association Internationale des Machinistes	K-70		Not at present - due lay-offs - A30	
Cantin, J. A.	Fraternité Unis fr Charpentiers-Menuisiers	K-70		Would accept - A36	
Boulet, 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 Métiers de Québec et Lévis	K-70		Will not relax - B8	
Foisy, Antonin	Président, Congrès Canadien du Travail, Employéd de la Blanderie 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, Quebec	K-71		Waive quota - C24	
Ricard, Donat	Membre du comité paritaire des coiffeuses, Trois-Rivières	K-71		Waive quota - C32	

APPENDIX IV

APPENDIX IV

ANALYSIS OF OPINIONS ON SERVICE TRADES MANUALS

WITNESS	TRADE	R.C.N.	ARMY	R.C.A.F.	REMARKS
Darveau, Henri	Secrétaire du comité paritaire de l'industrie de l'automobile du district de Québec.....	No	No	No	Does not recall seeing them - K69 - C8
Tellier, Emile.....	Comité paritaire des boulangers et distributeurs de paid des Trois-Rivières.....	Yes	No	Yes	Have not had wide circulation in Three Rivers; knows of receipt by no others K69 - C18
Morency, Maurice.....	Secrétaire du comité paritaire des plombiers des Trois-Rivières.....	No	No	No	Wants translation - No Parity Committees received - K69 - C39 any booklets
Morel, J. G.	Secrétaire du comité paritaire du commerce de détail de Québec.....	No	No	No	Knows of no one who received books - K69 - C26
Robitaille, Alex.	Comité Paritaire du Commerce de l'alimentation au détail.....	No	No	No	K69 - C29
Gérin, Raymond.....	Comité paritaire du Commerce de l'industrie des arts graphiques,....	No	No	No	K69 - C34
Laliberté, ...		No	No	No	K69 - C38 Suggests they be translated
Bilodeau,.....	Comité Paritaire des services hospitaliers de la région de l'est de la Province.....	No	No	No	K69 - C41

WITNESS	TRADE	RCN	ARMY	RCAF		REMARKS
Ouellet, J. Médard	Comité paritaire du Commerce de l'alimentation en gros	No	No	No	K69 - C45	
Ouellet, J. Médard	Comité conjoint des barbiers-coiffeurs	No	No	No	K69 - C47	
Bell, Harry	Union Typographique de Québec, Prés.	No	No	No	K70 - A5	
Bertrand, Sylva	Président, Union Internationale des Pressiers et Clicheurs	No	No	No	K70 - A9	
Berthe, Albert	Président, International Brotherhood of Paper Makers, Local 250.	No	No	No	K70 - A14	
Hurens, J. R.	International Brotherhood of Pulp, Sulphite and Paper Mills Workers	No	No	No	K70 - A23	
Picard, Stanislas	Gérant de la Commission d'Ass.-Chômage, Québec	Yes		Yes	K70 - A25	Uses them to find out differences in army and civilian trades - Does not think employers generally in Quebec have received books - A26.
Cantin, J. A.	Fraternité Unie Charpentiers-Menuisiers	No	No	No	K70 - A32	
Boulet, Maurice	Union Fédérale des Employés de Garage du Q.R.L.P.	No	No	No	K70 - A42	

WITNESS	TRADE	RCN	ARMY	RCAF	REMARKS
Lessard, 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
Ratté, 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

Tel : PL. 5433

Form E 10 a

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

EXAMINATION FEES	
Service man	$1.50
Apprentice	1.00
Journeyman	2.00

..... year ..... month
(Experience for that trade only) (Directed by)

(Detail experience in other automobile trades) (Studies degree) Certificate)

(Preferred language) (Special studies in automobile trades (Artisan) (Veteran)

DETAIL PAST EXPERIENCE IN AUTOMOBILES TRADES

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

Sworn to before me at ..... Applicant's Signature .....

this ..... day of ..... 194.

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 .....

FOR OFFICE USE ONLY

1	2	3	4	5	Sec.
					Class

Notified for meeting, ABSENT :

Date .....

Date .....

Date .....

Date .....

Sp. delivery

Card No. .....

Qualification .....

Date ..... 194 .....

APPENDIX VI

SUBSECTION IV - AUTOMOTIVE

DECREE RELATING TO GARAGE EMPLOYEES

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

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Administered by:

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

ORDER-IN-COUNCIL CHAMBER of the EXECUTIVE COUNCIL

No. 1742. Quebec, July 11th, 1941.

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

Whereas, pursuant to the provision of section 5 of the Collective Agreement Act (4 Geo. VI, chapter 58, amended by 5 Geo. VI, chapter 60), the contracting parties hereinafter mentioned have jointly presented to the Minister of Labour, a request to the effect that the collective labour agreement entered into between:

ON THE ONE PART:

"La Section de l'Automobile de l'Association des Marchands détaillants du Canada, Inc.";
The Montreal Automobile Trade Association, Limited;
The Automobile Service Association, Inc.,

AND, ON THE OTHER PART:

"Le Syndicat national de l'Auto-Voiture, Inc.";
"Le Conseil national des Employés de Garages de Montreal";

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

Whereas the provisions relating to the wage rates and to the duration of labour in the industry and trades concerned and within the territorial jurisdiction indicated in the said request, have acquired a preponderant significance and importance;

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

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

It is ordered, consequently, upon the proposal of the Honourable Minister of Labour that the said request be accepted, in conformity with the provisions of section 6 of the said Act 4 Geo. VI, chapter 30, amended by 5 Geo. VI, chapter 60, with however, the following new provisions to be substituted to the conditions given in the Quebec Official Gazette of May 31st, 1941;

I.—Definitions:—For the purpose of the present decree, the following terms shall have the hereinafter given significance:

a.—Apprentice:—Any person learning one of the trades mentioned in the decree.

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

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

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

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

e.--Night Watchman:--Any employee comitted to the watching of the establishment or place of business during the night.

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

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

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

He should be a First Class mechanic.

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

j.--Gas Station:--Any place, stationary or not, 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

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

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

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

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

II.--Jurisdiction:--

a.--Professional and Industrial Jurisdiction:--Those governed by the provisions of the present decree shall be the professional employers, artisans and wage-earners in garages, gasoline stations, service stations, parking grounds, scrapping yards, machine shops such as defined in Section I.

Those also governed by the provisions of the present decree consist of employers, artisans and wages-earners of such gasoline stations, service stations, garages, parking grounds, scrapping yards, machine shops, accessorily operated even for their personal purposes, by the owner or owners of a commercial or industrial establishment or appartment house.

b.--Territorial jurisdiction:--The present decree shall apply in the entire territory comprising the Island 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:

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

	Per hour
First class	$ 0.37
Second class	0.27
Third class	0.17
Fourth class, during the first three months	0.12

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

First class	$ 0.62
Second class	0.57
Third class	0.47

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

First class	$ 0.68
Second class	0.57
Third class	0.47

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

	Per week
e.--Night Watchman "A" (72 hours)	$15.95
" " "B" "	18.95

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

NOTE:--This schedule of wages includes the basic wages and the enacted cost of living bonus equivalent to 5.8 points. However, pursuant to the provisions of the decree governing wartime wages (P.C.9584), and from February 15th, 1944, the cost of living bonus paid by an individual employer shall become part of the actual wages paid to each one of his employees, even if such wages are higher than the minima determined by the present decree. (Orders-in-Council Nos. 1402 of the 11th of June 1942 and 1721 of the 27th of May 1944 -- Quebec Official Gazette of the 13th of June 1942 and 3rd of June, 1944)

IV.--Holidays with pay:--

a.--Every employee subject to the present decree

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

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

c.--When an employee has acquired the right to his holidays, such holidays must be given to him during the period extending from the first of May to the first of November of the current year, at the time determined by the employer or professional employer during such period or any other subsequent period, if the employee agrees thereto, but at the employer's or professional employer's convenience. (Orders-in-Council Nos. 559 of the 11th of March 1942, 1721 of the 27th of May 1944 and 100 of the 11th of January 1945--Quebec Official Gazette of the 14th of March 1942, 3rd of June 1944 and 20th of January 1945)

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

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

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

b.--During the night, the duration of the work consists of nine (9) hours, distributed between 6.00 p.m. 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

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

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

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

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

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

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

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

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

remain effective for a minimum duration of six (6) consecutive months, but however, it may be applied, at any time, during the five (5) last months of the period of the decree.

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

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

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

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

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

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

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

k.—The working hours shall comprise the time during 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

fifty-four (54) hours as hereinabove defined, the preceding subsection shall not apply.

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

VI.—Apprenticeship:—

a.— Notwithstanding the provisions of the present decree concerning the apprenticeship, every apprentice may, at any time, after one (1) year of practical experience, undergo his examinations to the satisfaction of the Board of Examiners named by the Parity Committee and ask for his certificate of competency.

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

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

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

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

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

VIII.--

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

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

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

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

d.--One (1) hour shall be allowed for meals in the case of employees working during the day and a minimum of ½ hour shall be allowed to the employees working during the night. The employer shall not require the employees to work more than six (6) hours between each meal.

e.--Tips shall belong to the employee; the employer 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 completely every week in a sealed envelope, on which his name, number, the date of the working week, the number

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

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

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

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

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

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

X.---Home work:---

a.---An employee actually worker for an employer of the automobile industry, shall not have the right to perform any work or part thereof of the automobile industry at home, for the account of any person, whether such person be a professional employer, an employer or a customer, 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.

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

Certified,

A. MORISSET,

Clerk of the Executive Council.

* Decree extended for a period of one year, that is until the 24th of June 1946. (Orders-in-Council Nos. 1404 of the 11th of June 1942, 1584 of the 16th of June 1943, 2059 of the 16th of June 1944 and 2208 of the 8th of June 1945---Quebec Official Gazette of the 13th of June 1942, 19th of June 1943, 30th of June 1944 and 16th of June 1945)

APPENDIX VII

COLLECTIVE AGREEMENT ACT

Department of Labour
Quebec

CHAPTER 163

Collective Agreement Act

Interpretation

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

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

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

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

(j) "Employee" means any apprentice, unskilled labourer or workman, skilled workman, journeyman, artisan, clerk or employee, working individually or in a crew or in partnership;

(k) "Permanent employee" means the employee entrusted solely with the maintenance of a church, chapel, cemetery, seminary, college, convent, monastery, hospital, orphanage, asylum, foundling hospital, hotel, lodging-house, office building, immoveables or collection of buildings used as a manufacturing or industrial establishment, if the hiring of the work of such employee or such particular immoveable is made for a period of at least six months;

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

Juridical Extension

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

3. Any party to an agreement may apply to the Lieutenant-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

the Minister of Labour. The petition must be accompanied by a true copy of the agreement.

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

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

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

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

6. At the expiration of the delay, or after the holding of the inquiry contemplated in section 5, the Minister, if he deems that the provisions of the agreement have acquired a preponderant significance and importance for the establishing of conditions of labour, without serious inconvenience resulting from the competition of outside countries or the other provinces, may recommend the approval of the petition by the Lieutenant-Governor-in-Council with such changes as are deemed expedient, and the passing of a decree for such purpose.

The economic conditions peculiar to the various regions of the Province must be taken into consideration. 4 Geo. VI, c.38, s.6.

7. The decree establishing the approval of the petition 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.

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

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

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

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

Effects of Decree

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

10. The decree may also render obligatory, with or without amendment, the provisions of the agreement respecting family allowances, the classification of operations and the determining of the various classes of employees and employers, and also such provisions as the Lieutenant-Governor-in-Council may deem in conformity with the spirit of this act.

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

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

ployees.

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

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

12. Whatever be the employer's occupation, it is forbidden to stipulate a wage different from that fixed by the decree. Nothwithstanding any such stipulation and without it being necessary to demand the nullity thereof, the employee is entitled to recover the wage fixed by the decree. 4 Geo. VI, c.38, s.12.

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

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

15. The publication of the decree in the Quebec

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

Parity Committee: Rights, Privileges and Obligations

16. The parties to a collective agreement rendered obligatory must form a Parity Committee to supervise and ensure the carrying out of the decree, its amendments and renewals.

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

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

18. The committee shall adopt regulations for its formation, the number of its members, their admission, their replacing, the appointing of substitutes and the administration of funds; fix its corporate seat; determine the name under which it shall be designated and, generally, draw up regulations for its internal management and the exercise of the rights conferred upon it by law.

Nothwithstanding any provision to the contrary relating to the replacing of members of the committee contained in the regulations, any party to the agreement may, after the lapse of one year, replace any member appointed by such party. 4 Geo. VI, c. 38, s. 18.

19. The regulations contemplated in the previous section shall be transmitted to the Minister and are approved, with or without amendment, by the Lieutenant-Governor-in-Council, and notice of such approval shall be published in the Quebec Official Gazette.

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

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

The publication of the notice creates a presumption juris et de jure establishing the legality of all the proceedings relating to the formation and existence of the committee.

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

20. From and after the publication of the notice contemplated in the preceding section, the committee shall constitute a corporation and shall have the general powers, rights and privileges appertaining to ordinary civil corporations.

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

(a) Exercise all recourses arising out of the decree in favour of employees who have not caused a suit to be served within a period of fifteen days from the due date, and may do so, notwithstanding any law to the contrary, any opposition, or any express or implied renunciation by the employee, and without being obliged to establish an assignment of claim by the interested party, to put him in default, to inform him of the suit, or to allege and prove the absence of suit within such delay of fifteen days, or to produce the certificate of competency;

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

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

(d) Effect any settlement, compromise or transaction deemed expedient in the cases contemplated in the three foregoing paragraphs;

(e) Appoint a secretary, inspectors and other mandataries or employees, and determine their attributions and remuneration. Every person having the administration of the committee's funds must give security by a guarantee policy which shall be transmitted to the Minister.

The secretary and any inspector may, as 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-

tion of work, apprenticeship system and observance of the other provisions of the decree; require, even under oath and privately, from any employer or employee, even at the place of work, all information deemed necessary, and, such information having been written down, exact the signature of the person concerned;

(f) By demand in writing made to any employer or artisan, require that a copy sent to him of the scale of wages rendered obligatory, or of any decision or regulation, be posted up and kept posted up in a suitable place and in the manner prescribed in the demand;

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

(h) By a regulation published in the Quebec Official Gazette, oblige any professional employer to transmit to him a monthly report in writing giving the name in full and address of each employee in his employ, his competency, the regular and extra 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

alone or upon both the professional employer and the employee, or upon the employee alone, the sums required for the carrying out of the decree; such levying to be subject to the following conditions:

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

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

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

4. The professional employer may be required to collect the levy imposed upon the employee by retaining same out of the wages of the latter;

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

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

(k) Render obligatory the certificate of classification for the employees exempted from the certi-

ficate of competency by section 36;

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

(m) If the decree provides for family allowances:

1. Collect the requisite contributions;

2. Pay the allowances directly or through the employer,

3. Verify the existence of the family charges for which the allowances are payable;

4. Determine, by resolution, the person to whom any allowance is to be paid pursuant to the following principles;

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

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

(c) if the employee does not actually use the allowance for the benefit of the said person, payment is made to some one who takes care of such person. 4 Geo. VI, c. 38, s. 20, 5 Geo. VI, c. 60, s. 2; 7 Geo. VI, c. 29, s. 3.

21. The committee shall transmit a quarterly report to the Minister, certified by a public accountant resident in the Province of Quebec, of all sums collected and of the employment thereof.

The committee shall also transmit to the Minister 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

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

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

22. The committee shall hear and consider any written complaint from an employer or from an employee respecting the carrying out of the decree. 4 Geo. VI, c. 38, s. 22.

23. After a decree has ceased to be in force, the committee shall continue to exist and shall retain its powers for the accomplishing of objects for which it was formed. 4 Geo. VI, 3.

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

Competency and Claims of Employees

25. The committee may, by regulation, render a certificate of competency obligatory for every employee subject to the decree, throughout or in a part of the region determined in such decree. 4 Geo. VI, c. 38, s. 25.

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.

VI, c. 38, s. 26.

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

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

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

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

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

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

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

The committee may, by resolution, order that any

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

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

34. In municipalities where a certificate of competency is obligatory, no employer may utilise the services of an employee subject to the decree who has not obtained such certificate and no such workman may, without such certificate, carry on his trade, industry, commerce or occupation, nor avail himself of any recourse provided under this act or under the decree, but every recourse at common law is open to him. 4 Geo. VI, c.38, s. 34.

35. In municipalities wherein the certificate of competency is not obligatory, the employee shall have the right to avail himself of the recourses provided by this act or by the decree if, according to the custom of the trade, industry, business or occupation, he is a skilled workman or in the apprenticeship stage.

For the purposes of this section, the maximum duration of apprenticeship shall be four years. 4 Geo. VI, c. 38, s. 35.

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

(a) To labourers or workmen who do not specialize; nor

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

(c) To employees who work as clerks or office employees, nor to employees whose work requires no apprenticeship. 4 Geo. VI, c. 38, s. 36.

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

General Provisions and Penalties

38. This act shall not apply to:

(a) Agricultural exploitation;

(b) Work done by a blind employer;

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

39. Repealed. 4 Geo. VI, c. 38, s. 39; 8 Geo. VI, c. 30, s. 2.

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

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

ment, a decree, a regulation or a violation of the provisions of this act;

(b) By reason of a complaint or accusation respecting the same, or of testifying in a prosecution or investigation relating thereto;

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

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

41. Any member of the committee who refuses or neglects to fulfil the duties of his office commits an unlawful act and shall be liable to a fine not exceeding twenty-five dollars and costs. 4 Geo. VI, c. 38, s. 41.

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

of twenty-five dollars and costs for the first offence, and to a fine of not less than twenty-five dollars but not exceeding fifty dollars and costs, for the second offence, and, for any subsequent offence, to the penalties provided in the following section for a first offence. 4 Geo. VI, c. 38, s. 42; 5 Geo. VI, c. 60, s. 4.

43. Whosoever, knowingly, destroys, alters or falsifies any register, pay-list, registration system or any document dealing with the carrying out of a decree, or knowingly forwards any false or inexact information or report, or gives a false designation to the attribution of any wage in order to pay a lower wage, commits an unlawful act and shall be liable to a fine of not less than two hundred dollars but not exceeding five hundred dollars and costs for the first offence, and to a fine of not less than five hundred dollars but not exceeding one thousand dollars and costs for any subsequent offence.

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

44. Every employer or employee violating the regulation making the certificate of competency obligatory commits an unlawful act and shall be liable to a fine not exceeding five dollars and costs for 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.

45. Whosoever, by means of benefits having a pecuniary value, grants or accepts any rebate reducing the wage made obligatory, or participates in such a rebate, commits an unlawful act and shall be liable to a fine of not less than ten dollars but not exceeding twenty-five dollars and costs for the first offence, and to a fine of fifty dollars and costs for any subsequent offence. 4 Geo. VI, c. 38, s. 45.

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

47. Whosoever attempts to commit any of the illegal acts above provided, or aids or incites any person to commit or attempt to commit such an act shall be liable to the penalty provided for such act. 4 Geo. VI, c. 38, s. 47.

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

Proof

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

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

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

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

Procedure

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

53. The recourse of several employees against the same employer may be cumulated in a single demand whether emanating from the employees or from the committee, and the total claimed shall determine the competency of the court of original jurisdiction as well as of appeal. 4 Geo. VI, c. 38, s. 53.

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

55. The committee shall remit to the employees the net amount realized in exercising their recourses, after deducting the percentage provided for in sub-paragraph "c" of section 20. 4 Geo. VI, c. 38, s. 55.

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

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

58. The provisions of the second paragraph of article 339 of the Code of Civil Procedure shall not apply to the examination of an employee produced as a witness by a committee if such employee be in the employ of the opposite party. 4 Geo. VI, c. 38, s. 58.

59. In the event of contestation of the employee's competency, the classification of operations or the hours of labour in any civil suit involving a decree, the court must, if thereunto requested by the committee-plaintiff, order a report by experts. 4 Geo. VI, c. 38, s. 59.

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

prosecutor's option, be imposed on summary proceeding, or by a penal action before a civil court of competent jurisdiction according to the amount of the condemnation sought.

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

61. Every penal action must be brought by the committee, unless there is an express provision to the contrary. 4 Geo. VI. c 38, s. 61.

62. Every penal action must, under pain of forfeiture, be brought within six months from the date of the offence. 4 Geo. VI, c. 38, s. 62.

Notice of Convocation

PL-5433 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

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

.....194

on the second floor of the Banque Canadiene 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 Competency Card immediately, as otherwise, you will be forced to discontinue working in the automobile industry.

Yours very truly,

JOINT COMMITTEE OF THE AUTOMOBILE INDUSTRY OF MONTREAL AND DISTRICT

Arthur Prieur, Secretary of the Board's Examiners