

had to wait one hour for relief. It seems to your committee that some system of periodic release from cash registers could be arranged for each cashier without undue difficulty.

In all four stores hot water is provided in the washroom, this being generally considered an important point, and being especially so in Winnipeg owing to the hardness of the water. In only one store was liquid soap used, and your committee confess to a feeling of astonishment that the roller towel, which has so generally been prohibited, should still be in use in washrooms of all four stores. We would recommend that paper towels be substituted, the roller towel being a menace to the public health.

As in all the Winnipeg stores a full hour is given at noon, and as the distances are not so great as in the larger centres, the need for a lunch-room in the stores is not so urgent. One store discontinued its lunch-room from lack of patronage, many of the girls preferring to go out in order to get fresh air. On the other hand, in the store which has a bright, airy lunch-room, where food is served at cost, about 25% of the employees lunched there the day before we made a visit. In the third store which sets aside a room in the basement where the employees may eat lunch brought from home, and where a woman employed by the firm will make tea and coffee if the saleswomen provide it, 40% of the employees brought their lunch, and that, though the room, while clean and warm, offered no special attraction. From these instances your committee are inclined to believe that a well-regulated lunch-room, where nourishing meals could be procured at cost, would result in benefit to the health, and therefore increase in the efficiency of the employees.

Cloakrooms are provided in all the stores, consisting for the most part of a hook and small shelf for the hat for each employee. In three stores these rooms are in the basement, in the fourth on the main floor. In every case they appeared to be clean, warm and well ventilated, and in the large establishments are watched from the office of the time-keeper. Lockers and, in some cases, special rooms are provided for the heads and assistant heads of departments.

With regard to welfare work which is now so much recommended by social workers, only one store—the largest—has any organized service. This store maintains three nurses of whom one has charge of the store hospital, and the other two visit the homes of employees who may be absent two days, or as soon as illness is reported. These outside nurses report cases needing assistance, and many stories might be told of the generosity of this firm in dealing with its employees. In one other store where the old-time paternal relation still exists