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Terms of Settlement of Shipbuilding Strike

Important Agreement made for period of War subject to Readjustment every three months.—Basis for treatment for future labor troubles.

The labor strike which threatened to tie up the most important activities, the shipbuilding industry of the metropolitan district of Vancouver and Victoria, has been settled. The basis of settlement is the agreement which from June 1st will practically be the basis for any future arrangements with labor during the period of the war, and, for this reason, a document well worth the study of employers of labor and business men generally. It cannot be said with positiveness that the present agreement will last for the length of time for which it was designed but it is likely true that any future agreement caused by a labor disturbance will find this agreement made as the basis from which to work. Senator Robertson, federal mediator, and Mr. R. P. Butchart, chairman of the Imperial Munitions Board for British Columbia agreed on the arrangements made and with the exceptions of the boilermakers' and electricians' unions, which are later expected to fall in line. The agreement is binding for the period of the war.

The important phase in the agreement is for an adjustment of the scale of wages every three months in accordance with official information on the cost of living. Out of this the question arises will labor accept a reduction in wage if the cost of living drops.

All adjustments of grievances and rates will be made by an adjuster appointed by the Dominion on the joint recommendation of employer and labor, and in the event of the two parties being unable to come to an understanding the adjuster will be appointed by the Dominion Government on the joint recommendation of the Minister of Labor and Senator Robertson. The agreement also provides that wages shall be retroactive as from February first and that the increased scale of wages coming to each employee from that date to June 1st will be paid in Victory Loan Bonds

The working rules and scale of wages governing the operations of shipbuilding and affiliated manufacturing plants in British Columbia as from June 1st, 1918, are as follows:

Hours of Service.—1. Eight hours shall constitute a regular day's or night's work, and forty-four hours shall constitute a regular week's work.

Overtime and Holidays.—2. All time worked over eight hours will be considered overtime and be paid for at the rate of double time until workman is relieved. Sundays and

Dominion holidays, including the following: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labor Day, Thanksgiving Day, Christmas Day and Saturday afternoons will be paid for at the rate of double time. Under no circumstances shall any work be performed on Labor Day, except to preserve life or property.

Extra Shifts.—3. Where second and third shifts are worked the employer will allow thirty minutes for meals in each of these shifts. Where a double shift is worked double time will be paid if the job does not last longer than three nights.

Men Transferred.—4. Should a man be working during the day then be transferred to a night shift, he shall receive the regular rate of overtime for the first night.

Outside Work.—5. Men sent to work outside city will receive first-class transportation, board and wages while traveling and an allowance of \$2.50 per day for board while working or waiting.

Pay for Night Travel.—6. If a man has worked all day and is requested to travel at night, he shall receive the regular day's pay. Sleeping accommodation not being provided, the overtime rate shall prevail.

Selection of Representatives.—7. The employees in each craft or calling in a ship or yard shall have the right to select three of their number to represent them as members of the Shop Committee. Each member of this committee shall be chosen by majority vote in such manner as the

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