

3—Saleswomen.—

	Min.	Max.	Av.
A.	\$9.00	\$25.00	†\$14.00
B.	8.50	20.00	11.00
C.	8.00	15.00	10.50
D.	*6.00	15.00	10.30

These wage figures are subject to augmentation, as before said, in stores C and D by indirect methods. Store D gives a commission on all sales of one half of one per cent and this may amount in the departments where sales are high to as much as three dollars a week, and is never lower than fifty cents. This firm is at work on a scheme to equalize the commission. No other store in Winnipeg pays a commission, and, after discussing the question with saleswomen of experience, your committee is of the opinion that a straight salary is the better plan, as making for more equality of service to all shoppers.

Store C augments its wage by permitting its employees to purchase goods for themselves at a substantial reduction from the retail price. This privilege is stated to be worth on the average from \$1.00 to \$1.50 a week.

Fines, if they were exacted in Winnipeg stores, would make another modification of the weekly wage, but no store does exact any direct fine. However, the penalty for lateness without good excuse is a half day's absence, with consequent loss of pay. The rule with regard to lateness is not, your committee think, enforced with any undue severity, one store even allowing a half hour a week for street car vagaries.

In only one store is anything approaching a bonus given, and in this case it has no regularity, and is not given as payment for service. If the yearly profits warrant it, a sum is set aside for distribution, and is distributed as the head of the establishment judges best. This last year this bonus totalled a very considerable sum.

One other modification of wage must be mentioned. One store, as has been said, gives a lunch at cost. This is really an extension of the purchasing power of the wage.

† Too exact comparison must not be made from these average figures, as they are not in every case based on the same data. Store A. is the one from which we obtained no details, and the average was given by the management and includes the higher salaried women who are outside the regular saleswomen group. The other figures are actual averages compiled from the detailed wages of women in typical departments.

* In regard to the beginning point for saleswomen in store D, the management informs us that there is now in force a rule that any girl selling goods must be paid at least \$7.00 a week, exclusive of commission. The figure given was obtained last February. Also we are informed that in April the average wage of all women employees, including commission, was \$11.60.