

are better workmen than those not indentured? A.—Taking my own trade which, is made of different branches, they used to take it right through, whereas now it is more divided into different parts. Men who served their time as I did went right through it and were supposed to learn it.

Q.—When any strike has been ordered and when there has been any difference of opinion between the men and the employer has there ever been any attempt at arbitration? A.—Yes, there has. I believe there has.

Q.—And what has been the effect? A.—Well, I do not know that they ever came to anything. I think with regard to that, that the great difficulty is this: I have found fault myself, and I suppose others have on this question of wages. The different Trades Unions do not believe, many of them, in the grading system; they want to be paid alike. Now, if we are all equal in the sight of God, we are not in the sight of man; some men have more than others, and the weak mechanic has to go to the wall; in the time of prosperity, the good always have to pay for the bad, and when the hard times come, away go the bad ones and they are knocked about all over the country like shuttlecocks. I think it would be better if the Trades Unions would grade men according to ability, and then I think the masters and the men could settle all their difficulties in an amicable way.

Q.—Is it possible to do so, do you think; would the poor workman be content to be put in the lower scale? A.—Suppose that I give you an instance again. When I was in England twenty-five years ago—and no doubt the same thing exists now—I have seen very good men coming from Scotland to England. I belonged to the Amalgamated Society, and have seen excellent men getting six pence an hour wages, but they were not worth it, many of them, at the rate which was paid for contracts. We got them into our societies, and then they would say: "Let us work for one-half penny less an hour for six or twelve months, until we are accustomed to the trade." Our societies would not allow them to do so, but, I thought myself then that it was rather cruel, and the result was that they were knocked about and could not get a job. There is no doubt that to-day there are plenty of men who would prefer working for less until they became masters of their trade to a certain extent.

Q.—We have rather got away from the question of arbitration. Do you think that a court of arbitration, established by law and one whose decisions would be final, would be a good thing as between employers and men? A.—I do, Sir. Yes, I have thought that for many a day. There should be something in the way of impartial arbitrators, and let their decision be final. At present we are going on in such a way that we have difficulties almost every year.

Q.—Do the carpenters of Toronto receive cash for their wages? A.—Yes, sir.

Q.—There is no truck system? A.—Not that I am aware of. Wages have since I have come to this country always been paid in cash every fortnight.

Q.—They are paid promptly, then, as a rule? A.—Yes.

Q.—Do you think that weekly payments would be an improvement on fortnightly payments? A.—Well, I would just as soon have fortnightly payments myself.

Q.—Is it not a disadvantage to a struggling man to be paid once a fortnight only? A.—It might be; I do not know, I am sure, but I cannot see any disadvantage. It is no disadvantage to me; in fact I think it is an advantage.

Q.—On what day of the week are you generally paid? A.—Saturday.

By the CHAIRMAN :—

Q.—In the evening? A.—No, at dinner time; that is our way.

By Mr. FREED :—

Q.—Do you think that is as good a day as any? A.—No, I do not. I used to be paid on Thursdays when I worked for Mr. Gearing, and I prefer either Thursday or Friday.

Q.—Do you think that when the men are paid on Saturday they are apt to drink more than if paid on other days? A.—Oh, I don't know; it might be with some; some men drink largely after they get money.