

Mr. GRAFFTEY: Has it ever been brought to the attention of the commission whether these casual employees who measure up to the standards required by the commission have been released from that casual employment while regular employees have continued to do overtime work?

Mr. RUTHERFORD: Generally speaking that is not the case. We only hire casuals if they are required, but we certainly do not want our staff to work overtime if we can get casuals to perform that work. It is not always possible to obtain casuals overnight, and situations arise sometimes where it is absolutely necessary to work our staff overtime.

We keep it to the absolute minimum and I am sure I am expressing the commission's opinion that we do not want the staff to work overtime at all if possible.

Mr. GRAFFTEY: Those words "if possible" answer a lot of questions, but where you have occasion to hire casual employees and they fill the requirements of the commission isn't it true that these casuals are occasionally released and regular staff carries on with overtime work?

Mr. RUTHERFORD: I do not think there are many cases of that kind. If there are any we would like to know about them.

Mr. BISSON: Casual employees work only on a specific job. The staff you are referring to may be working on the kind of work for which the casual is not hired.

Mr. MITCHELL: Mr. Chairman, what is the length of time that an employer has to purchase his stamps?

Mr. STARR: He is required to purchase them each and every period of payroll time. If the employees are being paid twice a week he is supposed to purchase stamps twice a week.

Mr. MCGREGOR: He must affix the stamps within three days of paying the employees.

Mr. MITCHELL: Are your auditors instructed to prosecute or suggest prosecution for the failure to affix stamps at any definite period of time that they might be in arrears?

Mr. MCGREGOR: The procedure is that the first time an employer is found to be delinquent he is just warned that he must live up to the regulations from that point on. On the second occasion if he is found to be delinquent there is a penalty of 10 per cent added to the assessment made against him and he must pay that penalty.

Mr. MITCHELL: What is the period of time between the warning and the penalty?

Mr. MCGREGOR: Because we feel since the act was changed in 1955, there was a change in the previous make-up, a change in the act and regulations, and we have forgiven the first time for having failed but the second time we feel he has been warned and knows the score, and from that time on is assessed the penalty.

Mr. MITCHELL: That is still all right, but I am trying to determine the period of time between the warning and when the penalty will be imposed.

Mr. MCGREGOR: There is no set period of time when the auditors get around to see him again.

Mr. STARR: There is a check through the post offices on every employer as to his purchases and if there is delinquency there, where purchases are not being made, then in many cases the delinquent employer will get a letter or will get a form from the regional office asking that he fill the form out