

By the Chairman:

Q. Would these men who start at \$15 a week gradually work up to \$50?—A. I am one of them. I started weaving in Dundas. My sister taught me to weave. From weaving I got on to the loom fixing, and from loom fixing I got to be an assistant second hand, and from second hand I got to be foreman, overseer of the loom. They took me from the weaving and put me in the finishing department. That is how I progressed in the business.

By Mr. Woodsworth:

Q. But it is only one man in a group who rises to this position; the rest will remain in more or less subordinate positions?—A. Yes; but we do not have in our industry the material. I wish we had. I have positions now paying from \$15.50 to \$18 and we are looking for men with enough education and ability to fill those positions. I have men in the positions, of course, but I would very much like to have men to fill them better.

Q. Have you any system of apprenticeship for training these men for thoroughly going into the industry?—A. No system at all, only at the overseer's discretion. If I get hold of a smart young man, who has started to work for me for \$15 a week, I will say "there is something in him; there is a good young man; I will put him on fixing"—that is a raise of fifty cents a week—"and I will try to advance him". I am now looking for a second hand which position pays \$25 a week.

By the Chairman:

Q. Do any of the girls from the factory, who marry, come back to work?—A. They have done so, yes.

Q. At what age do you take the children on in the factory?—A. Not under sixteen, without a special permit. There is some kind of a Board—

Mr. HAMILTON: I know there is a requirement there for them to bring a certified certificate that they are of that age. You cannot get it on the parents' recommendation; you have to get a certified registration of birth to show your age.

By Mr. Woodsworth:

Q. Are there special permits below sixteen?

Mr. HAMILTON: You can take them at sixteen if they produce a certified registration of birth showing they are sixteen.

Mr. WOODSWORTH: I thought the witness said there was some system of permits below that.

The WITNESS: There is in Ontario; there is a system—I cannot think of the name of it.

The CHAIRMAN: It is the Adolescent School Law. You have to go to school now until 16, and you cannot take any boy or girl into a factory until they are 16.

The WITNESS: I have never employed any, but I understood there was such a law.

By Mr. Woodsworth:

Q. Have you any labour organization in your factory?—A. None whatever.

Q. Has there been any effort made by the men to organize themselves?—A. No; there have been no efforts made, and no trouble in my time—in the 20 years I have worked in Cornwall.

Q. Has there been any refusal on the part of the management to permit the men to organize?—A. No, there has been no discussion of which I can remember.