

APPENDIX No. 4

federal contracts. It was thought that if he took a hasty survey of the wider field it might enable us better to have a perspective of the whole. I think that is his reason now for showing what can be done by provincial legislation as distinguished from federal.

Mr. STAPLES.—I see. I was not here at the last meeting.

PROFESSOR SKELTON.—5. *Laws defining the length of the legal working day in the absence of special contract between the employer and workman.*—Nine states have passed measures fixing ten hours as a legal day's work, and nine states, eight hours. Exception is usually made of agricultural labour and of service by the week, month or year. Working overtime is not forbidden. Several of the acts stipulate that overtime shall be paid extra, but they have proved of little effect. The employee is usually assumed to have impliedly contracted for a longer day, if a longer day is customary with the trade or the employer concerned; and in any event the law can be utilized only after the workman has left his job and is prepared to antagonize his late employer.

6. *Finally laws fixing the hours of labour of workmen and mechanics employed directly by the state government or municipalities within the state, or by private contractors doing public work.* That is the one class of the state legislation with which we are directly concerned and I wished to run over and exclude the others because I find that in a great deal of the discussion some confusion exists between the different classes. Confining ourselves then to this one class of legislation, twenty-three states and territories have passed legislation of this general character. I have here prepared a synopsis of each of these laws stating hours, scope, wage provision, exceptions and the penalties. I thought it would be probably exhausting your patience too much to read them and perhaps they can be printed as a schedule attached to the minutes. I shall simply take four or five of the most important ones. (*See Exhibit B. (1).*)

Mr. MACDONELL.—It would be well to hear them if we can.

Mr. STAPLES.—Give four or five of the most important.

Prof. SKELTON.—I thought I would take four or five of the most important ones, New York, Kansas, Massachusetts and so on. This synopsis of the others can be printed for reference.

The CHAIRMAN.—Give us the essence of what is in them.

Prof. SKELTON.—I shall go over each point. In the first place as to hours. In twenty-one states and territories the legal day is fixed as eight hours.

By the Chairman:

Q. This relates now to government work?—A. This applies to workmen and mechanics in the employment of the state or municipal government, or in the employment of contractors on public work or public works as the case may be. In twenty-one states and territories the legal day is fixed at eight hours; in Hawaii at eight hours on five days of the week and five hours on Saturday.

By Mr. Staples:

Q. Pardon me right there. That does not apply to the Union, that simply applies to the respective states.

Prof. SKELTON.—Each state simply legislates for its own territory.

Mr. VERVILLE.—We had the federal legislation discussed at the last meeting.

The CHAIRMAN.—In the Secretary's notes of the last meeting, Mr. Staples, you will see a complete review of federal legislation and it might be worth your while to look it over because it is really the most important part of the outline which Prof. Skelton is giving. His present statement is really following in the wake of the other.

Prof. SKELTON.—In Massachusetts, on work performed for the state and by municipalities which have by local option decided to conform to the state rule, eight hours, or if the Saturday half holiday rules, forty-eight hours a week, and for other municipalities, nine hours. (*See Exhibit B. (6).*)