

that I think it would be well to call attention to a paragraph or two. I will read first from page 17 of the printed report, where, after a careful analysis of the wages question, he says this:

In making these comparisons it must be remembered that the incidental advantages enjoyed by railworkers are generally greater than those granted to other Canadian workers. Records show that the continuity of employment in the railroad industry is relatively high, which must have the effect of increasing average annual earnings. The employees have the benefit of pension plans. They and their families are entitled to a considerable measure of free transportation. Certain employees are given free housing and other free uniforms. In the aggregate these factors add considerably to the advantage of railway employment.

He then refers to wages paid to other groups of workers, and at the bottom of page 17 makes this comment:

Consideration of the wages earned by these, the largest groups of Canadian workers, convinces this board that the proposals of the railworkers are unreasonable. To accept them must result in giving an unmerited preference to rail workers over all other Canadian workers. The continuance of such an advantage would be unfair to other workers. The inevitable result of such a great increase in rail wage scales must be attempts by other groups to achieve new standards. The disparities to be corrected would be so great that their rectification would result in an entirely new wage scale for the whole country.

I have not had the time or opportunity to study all the evidence presented before the boards, but I must say that I am greatly impressed by these remarks by a man whom I know to be as fair and competent as is Mr. Justice Wilson.

He then takes up the question of hours of work and compares conditions in Canada with those in the United States. I will not read his findings under this head, but will simply indicate that they may be found at page 23 of the report.

**Hon. Mr. Haig:** Is the honourable gentleman able to give me, for my own information, a comparison between the United States and Canada as to hours of work? That became an issue in my part of the country.

**Hon. Mr. Farris:** I do not wish to take up time by reading the comparative figures. They are given on page 23 of the report.

**Hon. Mr. Haig:** Thank you.

**Hon. Mr. Farris:** Mr. Justice Wilson discusses them at some length. Undoubtedly in the United States the hours of work are more favourable to the men than in Canada.

**Hon. Mr. Haig:** That is what I wanted to know.

**Hon. Mr. Farris:** I come then to the part which I want to read, and which is important in the light of what Mr. Hall and Mr. Mosher

said in their broadcasts and in the strike ballot. Mr. Justice Wilson, at the bottom of page 24 of the report, said this:

The 40-hour week is not in Canada, as it is in the United States, the normal work week.

That point should be kept in mind, honourable senators, because the impression has gone out that the railway men were striking for the normal work week in the majority of industries in Canada. Mr. Justice Wilson and Mr. Isaac Pitblado may be wrong in their conclusions, but I do not think they are wrong in their findings of fact on the evidence before them.

The report continues:

On the contrary, the evidence before the board indicates that the 40-hour week is very rare in Canadian industry.

*Man Hours and Hourly Earnings* for December, 1949 (already referred to) shows that out of some 71 listings, which include both groups of industries and separate industries, there are only three industries in which the work week is 40 hours or less. These are automobile manufacturing (40 hours), shoe manufacturing (39.3), and highway construction (38.9). The number of workers in these three industries constitutes a very small proportion of the total number of Canadian workers.

The board has not the facilities for working out, from the figures quoted, the weighted average of weekly work hours for all Canada, but a superficial examination of the figures indicates that the average work week is much nearer to 44 than to 40 hours, and that a large number of Canadians work over 44 hours per week.

Mr. Justice Wilson goes on to point out that,

The inherent nature of the railroad industry makes the institution of a shortened work week more difficult and expensive than it is in most other industries.

As a conclusion, he says:

The board thinks that a fair solution of the problem before it is the institution of a forty-four hour work week on Canadian railways for non-operating employees, except those engaged in water transport and those hotel employees who are included in the terms of reference to this board, on the plan herein-after set forth.

So, honourable senators, as far as the issue regarding wages was concerned, the companies were prepared to meet the demands in full. On the question of reduction of hours of work, this board, after examining all the circumstances and with a full appreciation of the problems the railways were up against, gave a full report as I have indicated. My honourable friend from Regina (Hon. Mr. Wood) described yesterday not only the problem of the railways and the shippers, but the danger threatening the workers themselves—that they might kill the goose that laid the golden egg. Those matters were all set forth in the report of the board.

**Hon. Mr. Bouffard:** May I ask my friend a question? Does the report state that the conciliation board was ready to give the full