

be all wrong, and I fancy a good many would like to know before they commenced how the employer was going to come out, so that I am afraid we could not get it to work very well.

Q.—Are any contracts required of you when you go to work for an employer, or do you simply say that you will go to work at a certain rate of wages? A.—I never asked, except when I came to Toronto, what the general rate of wages was, but at my pay day if I thought I was worth as much as another man, and did not get it, I could go somewhere else.

Q.—I asked you if your employer has ever required any contract from you. A.—No.

Q.—Do you know of any such thing being done in your trade? A.—No.

By Mr. WALSH:—

Q.—Are there two or three rates of wages for carpenters at the present time in Toronto? A.—Yes.

By Mr. HEAKES:—

Q.—How many rates are recognized by your society? A.—I suppose there are two.

Q.—Have you any knowledge of a document signed by the employers of Toronto fixing those rates? A.—Only by hearsay. Of course, I have not belonged to the Union long.

Q.—Did you ever hear that agreement read at a public meeting in Toronto? A.—I think I have; it was supposed to be one at any rate.

Q.—How was that agreement arrived at? A.—I do not know. I forget.

Q.—Was it by arbitration or conciliation? A.—I pretty well forget that, but I believe there are two or three sides to that question.

Q.—Did the employers meet the men in any way? A.—I do not think they did. If I understand the matter aright they sent word to the men that they had nothing to arbitrate about. The principal grievance was about the grading, and the employers said: "If you want to make the men all alike, and we want to grade them there is nothing to arbitrate about."

Q.—I am speaking now of July, 1886, when an arrangement was arrived at between the master carpenters and the association—the Journeymen Carpenter's Association. Do you remember the agreement being signed? A.—I do not.

Q.—Do you remember the meetings held in the Temperance Hall? A.—Yes.

Q.—Well, did the employers meet their men on that occasion? A.—I do not think they did. But I cannot say anything about these writings.

Q.—You were present when that agreement was brought about? A.—Yes, I attended all their meetings as I do now.

Q.—You do not think the employers met their men? A.—I do not think they did then, but they gave reasons; I think a deputation went to them. The employers wrote us asking us to meet them. The employers, of course, did not go to the meeting, but there was correspondence or private interviews.

Q.—Then there have been efforts made in Toronto to settle disputes by conciliation? A.—Yes.

Q.—And have those efforts ever succeeded? A.—No.

Q.—At least you have no knowledge of their succeeding? A.—No, they never seemed to come together and settle anything.

Q.—How was the nine-hour movement settled? Was it by a strike? A.—No. I remember I went down and spoke for myself, and then others came. I said I wanted the nine-hour system, and then our bosses said they did not mind.

Q.—Was there any agreement drawn between the master carpenters and the journeymen about that nine-hour movement? A.—Not that I am aware of.

Q.—Because you were not present at the time, is that it? A.—I did not say but that there might be. I did not attend meetings with regard to the nine-hour movement, but some of the amalgamated brotherhood were not for going into the