

APPENDIX No. 3

well managed. There is not as much lost time as a person not connected with the business might think there is.

By the Chairman:

Q. Suppose I am a stevedore, and you want some men for eleven o'clock to line a ship; have you got to pay them from seven o'clock?—A. Well, yes, according to this agreement.

MR. CALDWELL: That is just what Mr. Campbell said.

The CHAIRMAN: Yes, but what the witness says is this, as I understand it, that what Mr. Campbell says is quite true about the waiting time, but that that waiting time is eliminated by careful management, and that it is very seldom a man is called before he is wanted.

By the Chairman:

Q. Is that correct, Mr. Martel?—A. Yes, it is very exceptional.

Q. I think I can see the reason for the standpoint of the men; it is that if the company expects the men to have their night's rest broken into and that they shall be employed during the night the company should pay them for a full night's work?—A. Only in special cases. The reason this was brought about is because the companies would call the men down at night and have them stay there all night when there would be no need for them. It is abuses that bring these things about. If there were no abuses, there are a lot of things that would not exist at all in this world. The men were dissatisfied, and therefore—

Q. Therefore they made a bargain. I do not think I am misinterpreting the bargain when I say that if a man is called out to do work at night he has to be paid from seven o'clock in the evening until he finishes, even if he only goes on at ten o'clock?—A. Until he finishes or until he is dismissed. If he does not start, after answering the call, he is entitled to one hour's pay.

By Mr. Sales:

Q. That clears it up. If he does not start at all, if he waits for five hours he only gets paid for one hour. That is what you said.—A. I may have said that, or I may have misunderstood. I stated that they are paid the current rate of wages for every hour they work; if they do not work at all, and if they answer the call, they are paid for one hour.

Q. Here is a man called at seven o'clock, or he gets down at seven o'clock, and they immediately say to him "We won't want you"—they pay him for one hour?—A. They pay him for one hour.

Q. And if he stays there four or five hours and does not work, he gets paid?—A. Yes, because the company desire to have the men there in case they need them, and it is only fair that the company should pay them.

By Mr. McKay:

Q. If you call a man at eleven o'clock and he works two hours and is then discharged, what rate of pay does he get?—A. The same rate of wages, sixty cents an hour.

By the Chairman:

Q. He gets from seven o'clock until one o'clock. Suppose I am a worker and you are a boss, you call me and say that you want me down there at seven o'clock; suppose you call me at seven o'clock and say that you want me at eleven o'clock, and I work from eleven until one o'clock in the morning, how much pay will you give me? You are a boss ship liner and I am your man, you call me and say "McMaster, the ship is going to be ready for you to start

[Mr. Arthur Martel.]