

## (2) THE WORK LOAD AND LABOUR CONDITIONS.

Pages 1793  
to 1801.

Mr. Ralph E. Loper of Greenville and Fall River, Mass., was called as a witness by the Company. The business of his firm consists of cost accounting and consulting work for textile mills, which he and his firm have carried on for twenty-two years. In addition to his experience in the United States, Mr. Loper has been active for the past fifteen years in connection with Canadian mills of whom approximately 80 per cent have been clients of his firm. In the opinion of this witness the work required of Canadian textile operatives is somewhat less than would be considered good practice in the United States. This opinion applies to the Dominion Textile Company Limited. The witness also states that his opinion as to work loads of employees as to the Canadian industry generally and good practice in the United States applies very definitely to the Sherbrooke division of the Company. The work loads of the Company are such as would permit an employee a certain amount of rest.

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Page 1795.

With regard to the working conditions at the Sherbrooke Plant (where the witness had made a recent inspection) he found general working conditions there such as light, air space and toilet facilities to be better than average, and what he would consider to be good.

Exhibit  
No. 1209.

The report of Mr. C. V. Fessenden deals also with the question of work loads, although not specifically with the Dominion Textile Company. The net result of thirteen studies made of groups of weavers is (page 9) that the various groups of operatives on weaving are judged to be on assignments which cannot be criticised as excessive, and which in some cases, based on the way the work was running at the time of the studies, could have been slightly larger without creating an excessive work load.

As regards the spinning, several of the assignments were judged to be somewhat lighter than normal; one group (not in Dominion Textile Company Limited) was judged to have an unusually heavy assignment of work, based upon the actual amount of work being done.

On page 11 of the report is given an analysis of the earnings of female weavers and spinners of the Merchants Branch of the Dominion Textile Company. The earnings per hour of the weavers are given in various age groups from .342 cts. to .370 cts. It is stated that the obvious upward tendency of earnings assumes, presumably, ability to handle the customary assignments in this mill, as does also the number of operatives in the older age groups. The report states in part (page 12):

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