

lished, it is only a matter of dividing the wage by the hours per week to obtain the hourly rate. The size of the job is determined by practical considerations and is usually a job not directly related to production.

The establishment of the basic weekly wage for a piece-work job is only the first step of several included in arriving at the piece-work rate per unit of production. Piece-workers' jobs are either directly productive or closely allied to production, and two essential, and to some extent, conflicting considerations are involved: (a) The production units per operative; (b) The production units per machine. From the standpoint of (a) the operative should tend as much machinery as possible, and from (b) as little machinery as possible. There is an economic "happy medium" between these two factors which must be determined for every piece-work job in order to give a machine load to the operative, which will result in the lowest possible total of piece-work rate plus all other costs per unit of production. If the operative is under-loaded, the piece-work rate becomes excessive without a compensating reduction in other costs per unit of production; if over-loaded, the saving in the piece-work rate may be lost many times over through the increase in other costs per unit of production. By a process of "Trial and Error" it is possible to establish the point *beyond which* further increases in the machine load per operative only give very slight improvement in machine production, and that is the point where, in the great majority of cases, the job should be set. Both the size of the job and the production per machine which can be reasonably expected, are thereby established, and it is then simply a matter of arithmetic to arrive at the units of production per operative which the job will yield, and these units, divided into the basic wage, give the piece-work rate per unit of production.

(2) *The rates of wages paid.*

Evidence with regard to the rates of wages paid by the Dominion Textile Company Limited at its Sherbrooke and Montmorency branches was given by Mr. Gordon, the Managing-Director of the Company.

In all cases the rate of wages are upon the basis of a fifty-five hour week.

Since the cessation of the hearings of the Commission there has been a general increase in the rates of wages throughout the mills of the Company. This increase became effective upon December 7th, 1936, and its effect was to restore the levels of wages to those existing prior to April 10th, 1933.

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