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(3) The Superintendent of the cotton department states that the power to run the machinery must not be turned on before 6.30 A.M., and then not by the operatives themselves. If they do so, they are breaking the rules of the mill. The same witness states that there is overtime work only in the case of necessity, such as getting orders out or balancing of the mill for production, i.e.: if the spinning department was running ahead of the carding department, overtime would be authorized in the latter. Overtime work generally commences at 6.30 P.M. and continues until 10.00 P.M. The witness can recall only twice in nine years when women employees were required to do overtime work. Both these occasions happened about 1930.

Where complaints were made they were confined almost exclusively to one or more of the above three grounds. Eight witnesses, to whom the question was put, knew the basis of their pay (Marcheterre p. 155, Destrempe p. 158, Lambert p. 164, Bouthillier p. 166, Caya p. 170, Plante p. 174, Breton p. 184, Desrosiers p. 224).

Five witnesses produced and filed pay envelopes, which, in some cases, indicated low wage rates for the fortnightly period involved. In each case, however, it was for a period in which the witness had only worked part time.

Upon the whole, it is submitted that this evidence did not disclose any real basis of complaint. It is submitted that any one (not only mill workers) to whom questions were put as to the degree of hardness of their work would, in most cases, be likely to say that they worked hard or too hard.

The evidence of the mill employees of the Montmorency Branch was given at Quebec upon the 17th and 18th days of the hearing (22nd and 23rd April, 1936). Complaints of a general importance were made with regard to the following matters:—

- (1) As to sanitary arrangements.
- (2) As to drinking water.
- (3) As to ignorance of basis of pay.
- (4) As to lack of provision for cloak and dining rooms.

MEIGHEN PAPERS, Series 5 (M.G. 26, I, Volume 197)

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