

Q. Give us the circumstances.—A. It never happens. It might happen once or twice in a season, therefore it is the exception, and as evidence before this Committee we should not cite exceptions; it should be about the average condition that prevails, because exceptions will exist in all cases.

Q. You say it does happen sometimes, but that it is the exception?—A. Yes.

Q. What creates the exception, how does it happen that men who have to start work at four o'clock in the morning insist upon being called at midnight and get double time; there may be an explanation, and it may be perfectly justified, but you are here to give us the exceptions and to tell us the whole situation.—A. In that case you must take into consideration the work of these men; there are no hours for them, sometimes they work 12, 15, 18, 20 or even 24 hours and sometimes more, therefore they have to go home and get some rest at some time, and when they are at home they are not hung up on a hook to be called down at any time, and they insist upon a fair notice being given. They feel that if they are called at twelve o'clock and the company should not be ready to use them before four or five o'clock in the morning, the company should pay them, and those rates are the rates agreed upon by the companies and our organization.

Q. Do you mean to say that if they were called out at four o'clock they would be there at four o'clock and would not charge except from four o'clock, but if they are called at twelve o'clock and are not put to work until four o'clock they charge for their waiting time; is that your explanation?—A. It does not exactly work out that way.

Q. Explain how it works out, Mr. Martel.—A. There is a clause here which defines what the working hours shall be, and when the night work starts.

“When ship liners are required to work at night they must be called at seven o'clock in the evening and be paid full time at the prevailing rate of wages for that hour or until set to work.”

Q. If you want a man to do work during the night, you have to call him at seven o'clock?—A. They have to call him at seven o'clock.

Q. So that he will get a full night's work?—A. It is not necessary that it should be a full night's work.

*By Mr. Sales:*

Q. But a full night's pay?—A. No, not a full night's pay, it is that ship liners ordered out to work at night must be called at seven o'clock in the evening, and shall be paid full time at the prevailing rate of wages for that hour, that is, for the hour between seven and eight o'clock, or until set to work. If he is set to work at seven o'clock he is paid the ordinary rate; if he is not set to work but is held there in readiness he has to be paid just the same, because the company has ordered him out at seven o'clock, and until he is dismissed and sent back home they pay him one hour for coming down to work, leaving himself ready to start to work, or else until discharged; therefore he may work one, two, three or four hours, and when there is no more work he is sent back home.

Q. Or he may wait one, two, three or four hours?—A. Well, if he is waiting he gets paid.

Q. If I were a ship owner and needed a man at eleven o'clock at night, must I call him at seven o'clock and pay him four hours waiting time, or whatever time he waits?—A. If that occasion arises.

Q. Well, does it arrive?—A. There are exceptional cases. The shipping companies have experienced men who are there taking care of their interests as foremen; those men can see ahead three or four hours, so things are very