

"Your committee on labor have considered at length the agenda submitted. It will be readily understood that the problems arising out of the consideration of the relations between employers and employees are too numerous and comprehensive to be covered even superficially in the limited time at our disposal. We beg, however, to report the following recommendations:—

"1.—Admitting, as we do, the right of labor to organize, we submit that this association should urge that all labor organizations become incorporated in Canada or otherwise be made responsible so that all contracts entered into between organized labor on the one hand, and individual or corporate employers or incorporated associations of employers on the other hand, shall be made binding upon each of the contracting parties.

"2.—That legislation be sought making compulsory the reference to a board of conciliation of all disputes which cannot be settled by the parties directly interested therein, before the employer be permitted to close down his business or the employees be permitted to call a strike.

"3.—That this association adopt a policy of having such agreements as are entered into with the labor organizations expire on the 31st day of March, and that a clause be inserted in all such agreements requiring that any new agreements or modifications of existing agreements be executed at least three months prior to the date on which they become effective. Further, that the period covered by such agreements should be determined by the local bodies until the present abnormal conditions be over.

"4.—That this association take up with the Dominion and provincial governments and the reputable labor organizations of Canada the matter of apprenticeship and trade tests along the following lines: (a) The institution of an apprenticeship system in the various trades, whereby the apprentice would obtain a practical training under the supervision of practical employers and at the same time a technical training at a government technical school; (b) the institution of an examining board consisting of an employer, a labor representative and a government representative to examine the apprentice as to his mastery of his trade before giving him the rank of journeyman; (c) the conclusion of an arrangement whereby the union would not admit new members to their organization until the qualifications of such new members had been passed on by the examining board mentioned above.

"5.—That when recommendation No. 4 as above shall have been carried out successfully, this association will make every effort to have the unions grade and classify their men, using the machinery there set up to determine such grading or classification, to the end that the incentive of its logical reward should be placed before the mechanics to encourage their increased efficiency.

"6.—That a standing committee or a paid official be designated by this association to get action on these items as rapidly as possible, to the end that some of the objects here laid down may be reported to our next meeting as having been attained.

"7.—That the matter of immigration of desirable building mechanics be left with the incoming executive, to whom this committee is prepared to present a confidential report."

#### Discussion on Labor Report

President Anglin inquired as to whether the committee would recommend suing the unions after they had been incorporated, in case of broken agreements, and he wanted to know what they would collect, and also what the results would be after they had collected. His own opinion was that incorporation would not be of benefit to the employers. The history of organized labor, he said, is the history of international labor, and international labor had taken a stand that all agreements must be carried out by the unions. Despite this, however, agreements had been broken in all parts of America during the past year. How can men be prevented from leaving their work and going to other localities where wages are higher? What contractors need is some sort of central machinery to control themselves to some

extent and to eliminate, so far as possible, the bidding for labor.

Mr. Fuller replied that there was no intention of suing the unions, but that the committee did desire to restrict sympathetic strikes.

Mr. Church, of Montreal, thought it was waste of time to talk about asking the unions to grade and classify their men, claiming that this idea is utterly opposed to the principles of trade unionism, but this view was not concurred in by the other members, who felt that, although the unions had made many demands upon the employers, the employers had not made enough demands upon the unions. The labor committee's report was adopted.

#### Winnipeg Invites Next Conference

Mr. Mackie and Mr. Hazelton presented an invitation from W. H. Carter, president of the Winnipeg Board of Trade, for the association to hold the next conference at Winnipeg. This invitation was acknowledged with thanks and referred to the incoming executive.

Mr. Phinnimore presented a resolution that the conference should petition the government to reimburse contractors for loss on war work owing to the unusual conditions under which this work was done. After considerable discussion, this resolution was adopted. Many members stated that they were opposed to a resolution such as this on general principles, but they agreed with Mr. Phinnimore that conditions under which the war work had been done were very exceptional and that the government might well take a broad view under these special circumstances.

The conference adjourned for luncheon, and at the head table, with Mr. Anglin, were a number of presidents of building and contracting associations from various parts of Canada, including: H. D. Hazelton, president of the Winnipeg Builders' Exchange; Wm. Wilson, president of the Saskatchewan Provincial Association of Contractors; F. W. Dakin, president of the Sherbrooke branch of the association; G. B. Greene, president of the Ottawa branch of the association; J. B. Carswell, president of the General Contractors' Section of the Toronto Builders' Exchange; K. D. Church, chairman of the General Contractors' Section of the Montreal branch of the association; W. H. Yates, chairman of the Hamilton branch of the association; and J. K. Thomas, chairman of the Calgary branch of the association.

#### Financial Statement

After lunch Mr. Anglin spoke on the future of the association, and called upon Mr. Crain, the treasurer, to outline its financial needs. Mr. Crain stated that the expenses of the last conference had been about \$1,000, which had been collected at the conference, and it was estimated that the expense of this year's conference would be about \$900. To January 1st, 1920, \$3,886 had been collected, all of which had been expended excepting \$104. Since January 1st, \$390 additional has been received, but the expenses have been \$336, so the balance on hand was \$163. The Ottawa branch had voted \$100 towards the expense of the conference, so the total balance available was \$263. At least \$2,200 was required, however, to pay the association's bills to date. This includes \$900 expenses of the conference and \$1,300 legal fees, office rental, secretary's salary and travelling expenses, etc.

The association, therefore, at present has a deficit of \$2,000. The general contractors of Toronto had promised to help in wiping out this deficit, and J. B. Carswell said he thought the association could count upon \$1,000 from that source. Of the contributions to date, Montreal has subscribed \$2,975; Toronto, \$800; and Regina, Moose Jaw, London, Ottawa and other cities, various sums ranging from \$50 to \$130.

#### Subscriptions Solicited

Two subscription sheets were circulated, one on which members could promise individual or plural memberships, and the other for receiving subscriptions towards wiping out the present deficit.

Contractors, manufacturers and supply dealers throughout the country are requested to subscribe toward the deficit,