

I can give you, showing the average for the different trades over a period of years: blacksmith, up until 1937 had an average rate of 85·5—

Q. Is that 85·5 cents per hour?—A. Yes, these are all hourly rate men . . . carpenter 80 cents an hour, electrician 80 cents, elevator repair men 85 cents, armature winder 85 cents, labourer 45 cents, locksmith 85·5 cents, machinists 85·5 cents, mason 90 cents, mason's helper 50 cents, painter 65 cents, sign writer 75 cents, plasterer 80 cents, plumber and fitter 85 cents, plumber's helper 70 cents, roofer 65 cents, sheet metal worker 82 cents, sheet metal worker's helper 63 cents, upholsterer 80 cents. This may be up. There have been a number of increases. These are not the rates prevailing from 1938.

*By Mr. McCann:*

Q. Are they not a little higher than what we call prevailing rates? They are a little higher than the ordinary prevailing rates, are they not?—A. A lot would depend upon the district.

Q. In Ottawa?—A. These are the rates established by the Labour department. I feel they are fairly accurate. There may be some trades that have not any unions, and the Labour department sets the rate. In cases there the wages may be higher than the prevailing rates are.

Mr. HILL: A group of this type would be more of an asset to the fund than a liability if you base what they receive after they retire on their last ten years' average for the reason that their contributions would be more uniform. In the salaried classes they go up rapidly, so much a year, and though that would work up to a bigger contribution, in the case of this group the contribution would be based on a more uniform rate of salary, if you bring them in at the present time.

Mr. HEAPS: And not make them retroactive.

The WITNESS: I might suggest that what we thought might be more pliable would, perhaps, be to establish an average salary spread over a period of years.

*By Mr. Heaps:*

Q. Work has been pretty steady for these employees has it not?—A. Oh, yes, over a period of years; perhaps, in some cases, over a lifetime.

Q. You have had very little short time?—A. There is hardly any short time.

*By the Acting Chairman:*

Q. And with those rates most of them will be able to get a minimum for fifteen years for contributions to the superannuation fund?—A. I do not think there is any employee who does not want to go into the fund without contributing something. They are willing to contribute their share.

*By Mr. Blanchette:*

Q. In the second paragraph of the submission: "When the present Act was enacted in 1924 representation was made that they be included in the Act, but without avail." I wonder if the witness could tell us some of the reasons why?—A. That is explained in clause 3 of the submission.

The ACTING CHAIRMAN: I thank the witness for his presentation and briefs. The other witnesses will be called without discrimination, but the order of calling them has been decided on by the whole committee. We will now call on Mr. C. F. Spence.

Mr. CHARLES F. SPENCE, called and sworn.