

Page 4591. The amount of wage to be paid to any particular type of operative is determined in part by the worth of the services of that operative in the general labour market; for example: the work performed by a loom fixer is comparable to that of a garage mechanic, and to obtain the services of a loom fixer it is necessary to pay him as high a wage as a garage mechanic in order to obtain his services. Generally speaking, when the Company sets a standard of work or a standard of wages for a certain type of work, it has to consider what the operative would earn in another kindred occupation. This is not an absolute factor in determining the amount to be paid for any type of operation, as the Company upon this basis could have reduced wages three years before it did, and could have reduced them to a much greater extent.

Page 4611.

Mr. G. B. Gordon, the Managing-Director of the Company, describes the method by which wage rates are fixed as follows:—

Page 4512.

Over the period 1920-1930, the Dominion Textile Company, Limited, gave a great deal of attention to progressive moves in the field of application of labour to machinery. The aim of such work was two-fold:—

1. To reduce the labour cost per unit of production.
2. To increase the earnings of the skilled individual worker.

A cardinal principle was that the skilled worker's time should be devoted as far as possible to skilled work, and that the unskilled portion of the work should be given to unskilled workers, for example, battery hands on looms, cleaners on frames, doffers, oilers, sweepers, and so on.

Extensive studies were made in all Dominion Textile Company mills of machine performance, operative performances, etc., and basic data established. This basic data serves as the foundation for job assignments and resultant piece-work rate setting. Now, we come to the basic wage part of it.

It is evident that, before establishing either an hour rate or a piece-work rate for a job, the first point to be fixed is the basic wage to be earned in a standard week of operation. This figure is based mainly on the type of operative required and the value of such labour in the general labour field. For example, a loom fixer corresponds to a garage mechanic and if you want to keep your loom fixers you have to pay them a wage that will induce them to stay.

For an hour-rate job, once the basic weekly wage is estab-

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