

or evenings during the Christmas season. Even in this small store extra help is engaged to relieve the regular staff on the long days.

The regular day in three of the stores is from 8.20 a.m. to 6 p.m. In one store the day runs from 8.20 a.m. to 5.30 p.m. These hours are further shortened in the summer season by weekly half-holidays. One store closes for Saturday afternoon during June, July and August. Two others close Saturday afternoon during July and August, and the fourth store, while remaining open Saturdays, gives each employee a half day every week or, if preferred, a full day every second week.

The question of overtime work is almost negligible in the Winnipeg stores. Each store requires one night's work at stocktaking, and for this no payment is made. But if any additional time is required it is paid for, and in any case supper is provided. Practically no other overtime is ever asked for.

The practice with regard to vacations varies greatly in the different establishments. The largest store allows no vacation with pay to employees of under five years' standing, there being no rule as to the time which may be taken without pay. From five to ten years one week with pay is given, and after ten years two weeks with pay. At the other extreme is the smallest store which gives one week with pay to employees under two years' standing and two weeks with pay after that time; also one week without pay must be taken by everyone after stocktaking. Of the remaining stores one allows two weeks with one week's pay and the other one week with pay to all employees of one year's standing or over. All the statutory holidays are given with pay and one store gives an extra day following Christmas.

The problem of enforced vacations arises chiefly in the workrooms of the stores where the nature of the work done is seasonal. The usual workrooms found in department stores are millinery rooms, dressmaking and alteration rooms, and workrooms for the curtain and drapery department. It will be seen that these supply needs which arise only periodically and the resulting problem is not peculiar to any one city but is a standing feature of this industry. In Winnipeg, as in other places, the dull seasons are January and February and July and August and the enforced vacations at either of these times varies from year to year with the volume of business done. They are perhaps shorter in Winnipeg than in the older centers owing to the rapid expansion of business.

The seasonal unemployment which exists among the saleswomen is different in nature from the enforced vacation of the workroom employees. The latter are summoned back to work