

# BANK OF MONTREAL

Established 100 years (1817-1917)

Capital Paid up	\$16,000,000
Rest	\$16,000,000
Undivided Profits	\$1,784,979
Total Assets	\$426,322,096

## BOARD OF DIRECTORS:

Sir Vincent Meredith, Bart., President  
Sir Charles Gordon, K.B.E., Vice-President

R. B. Angus, Esq.	Major Herbert Molson, M.C.
Lord Shaughnessy, K.C.V.O.	Harold Kennedy, Esq.
C. R. Hosmer, Esq.	H. W. Beauclerk, Esq.
H. R. Drummond, Esq.	G. B. Fraser, Esq.
D. Forbes Angus, Esq.	Colonel Henry Cockshutt
Wm. McMaster, Esq.	J. H. Ashdown, Esq.

## HEAD OFFICE: MONTREAL

General Manager—Sir Frederick Williams-Taylor

Branches and Agencies { Throughout Canada and Newfoundland  
Also at London, England  
And New York, Chicago and Spokane in  
the United States

## A GENERAL BANKING BUSINESS TRANSACTED

D. R. CLARKE, Superintendent of British Columbia Branches Vancouver	W. H. HOGG, Manager Vancouver Branch
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# The Royal Bank of Canada

INCORPORATED 1869

Capital Authorized	\$ 25,000,000
Capital Paid Up	12,911,700
Reserve and Undivided Profits	14,564,000
Total Assets	335,000,000

## HEAD OFFICE, MONTREAL

### BOARD OF DIRECTORS:

Sir Herbert Holt, President	E. L. Pease, Vice-President and Man. Director.	E. F. B. Johnston, K.C., 2nd Vice-President
Jas. Redmond	A. J. Brown, K.C.	G. H. Duggan
G. R. Crowe	W. J. Sheppard	C. C. Blackadar
D. K. Elliott	C. S. Wilcox	John T. Ross
Hon. W. H. Thorne	A. E. Dymont	R. MacD. Paterson
Hugh Paton	C. E. Neill	G. G. Stuart, K.C.
Wm. Robertson	Sir Mortimer B. Davis	

### OFFICERS:

E. L. Pease, Managing Director
C. E. Neill, General Manager.
F. J. Sherman, Asst. Gen. Mgr.
M. W. Wilson, Superintendent of Branches.

422 Branches well distributed through the Western Hemisphere as follows:—

CANADIAN BRANCHES	
123 Branches in the Province of Ontario	
52 " " " " " " Quebec	
19 " " " " " " New Brunswick	
52 " " " " " " Nova Scotia	
5 " " " " " " Prince Edward Island	
28 " " " " " " Alberta	
4 " " " " " " Manitoba	
36 " " " " " " Saskatchewan	
38 " " " " " " British Columbia	

### OUTSIDE BRANCHES

6 Branches in Newfoundland
46 " " " " " " West Indies
10 " " " " " " Central and South America
London, Eng., Office—Princes St., E. C. 2.
New York Agency—Corner William and Cedar Sts.

## ELEVEN BRANCHES IN VANCOUVER

C. W. FRAZEE Supervisor of B.C. Branches Vancouver	THOS. P. PEACOCK, Mgr. R. M. BOYD, Asst. Mgr. Vancouver Branch
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employees shall direct. The chairman of each craft committee shall be a member of the Joint Shop Committee.

Protection of Committee.—8. Any committeeman appointed in the manner provided in the preceding clause who shall be found to have been discharged without just and sufficient cause after due investigation in the manner herein provided for the adjustment of grievances shall be reinstated with full pay for all time lost.

City Work.—9. It is agreed that all work done in city districts and adjoining municipalities where it becomes necessary for a workman to travel from shop to job and job to shop, said travelling to be in the company's time and carfare to be supplied.

Grievance Adjustments.—10. All grievances which arise in any shop or yard shall be given consideration as follows: (a) All complaints and grievances to be adjusted by the foreman in charge if possible. (b) When such adjustment cannot be made between the foreman and the men directly interested the matter will be taken up by the company direct and the shop committee representing the craft having the grievances, and they shall endeavor to reach a mutual understanding. (c) If the matter cannot be adjusted between the shop committee and the employer, the shop committee may call in to conference with the employer a representative chosen by the committee. (d) In the event of an adjustment of such grievance not being reached under the provisions of the foregoing clauses then the matter shall be referred to the adjuster, whose decision shall be final, and in the meantime there will be no lock-out on the part of the company or strike on the part of the men.

Payment of Wages.—11. All employees shall be paid at least every two weeks and arrangements shall be made to pay in cash. In no case shall more than three days' pay be held back.

Payment on Leaving Service.—12. Any employee being laid off, discharged or quitting of his own volition, shall receive all wages and personal property within twenty-four hours of the termination of his employment.

Undesirable Work.—13. Men required to work in oil tanks, or tanks of boats carrying oil, or acid tanks, the same shall be cleaned and steamed according to Government regulations. Time and one-quarter shall be paid for exceptionally dirty work.

No Reduction in Rates.—14. Men now receiving rates in excess of the minimum rates herein quoted will suffer no reduction except as justified under provisions of clause 15.

Continuatoin of these regulations.—15. These rules to remain in effect for the period of the war. The wage rate will be revised every three months according to official information on the cost of living as published in the Labor Gazette of the Department of Labor of the Dominion of Canada as applicable to the Province of British Columbia.

Selection of adjuster.—16. The adjustment of grievances and of rates as provide l in Clauses 10 and 15 of these regulations shall be made by an adjuster appointed by the Federal Government on the joint recommendation of parties concerned. In the event of their being unable to agree, the adjuster shall be named by the Federal Government on the joint recommendation of the Minister of Labor and Senator Robertson.

The rate of pay as provided in the agreement is enough to make any bank clerk, department store salesman or general business employee green with envy. The scale is follows:

Machinists, \$6.00; Machinists' Specialists, \$4.50; Machinists' Helpers, \$4.00; Boilermakers, \$6.00; Shipfitters, \$6.00; Riveters, \$6.00; Chippers, \$5.80; Caulkers (Steel), \$5.80; Flange Turners, \$6.60; Pressmen, \$6.00; Planermen, \$5.00; Angle and Frame Setters, \$6.00; Punch and Shear Men, \$4.95; Countersinkers, \$4.65; Drillers and Reamers, \$4.50; Holders on, \$4.65; Slab Helpers, \$4.30; Anglesmiths, \$6.60; Anglesmiths heaters, \$4.50; Machine flange helpers, \$4.50; Plate hangers (leading hand), \$5.50; Plate hangers, helpers, \$4.30; Flange fire helpers, \$4.50; Boiledmakers, helpers, \$4.30; Shipfitters' helpers, \$4.00; Rivet heaters, \$4.00; Blacksmith, \$6.00; Blacksmiths' helpers, \$4.50;

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