

ended in a resumption of work on lines recommended by the Board. In three other cases no Board was established, but settlements directly attributable to the influence of the act were reported: so that altogether 19 disputes were adjusted by virtue of its provisions.

The first industrial dispute for which the act was put into complete operation by the appointment of a Board of Conciliation was between the Grand Trunk Railway Company and their machinists, the dispute being of a very complex character and involving questions as to wages, hours, classification of men, apprentices, re-instatement of men on strike or lockout and the general recognition of the union. The Board consisted of the Hon. Wallace Nesbitt, K. C., of Toronto, representing the Company, Mr. J. G. O'Donoghue, of Toronto, representing the machinists and Professor Adam Shortt of Queen's University, Kingston, appointed as chairman by the Minister of Labour. After full discussion a settlement of the dispute, satisfactory to both parties, was effected and made binding for one year, the proceedings of the Board from first to last occupying exactly one month. Professor Shortt, in a letter addressed to the Minister of Labour on May 21, reviewed the procedure of the Board and concluded as follows:—

First dispute settled under the act.

An important and complex labour dispute, involving feuds of more than two years' standing and not improving with age, had been settled to the satisfaction of both parties, without the loss of a day's work to the men or a dollar to the Company, and above all without disturbance to the public service.

Two other railway disputes, both involving questions of wages to telegraph operators, were settled by Boards of Conciliation composed of the same three members. The first of these, a dispute between the Canadian Pacific Railway Company and their telegraphers, proved very difficult to terminate; but eventually by the efforts of the Board an agreement, which included an increase of wages, was arrived at. The other, a dispute between the Grand Trunk Railway Company and their telegraphers, was settled upon rather different lines, for the wages agreed to were lower than those granted in the case of the telegraphers of the Canadian Pacific Railway. The Board considered that the offer of increase made by the officials of the Grand Trunk Railway had gone as far as could be justified, though not necessarily to the limit which the telegraphers ought to receive under other circumstances.

Disputes affecting the wages of railway telegraphers.

In explaining the reasons that differentiate these two decisions, the Board, in their report, made some rather pungent observations upon the relations between capital and labour in the working of railways and other commercial enterprises and the relations of both to the constantly increasing demands of the public for better facilities and decreased charges. While they admit that the labourer should in all cases receive a fair day's wage for a fair day's work, the increase of his remuneration beyond this point must necessarily depend upon the earn-

Economic relations between capital and labour in railway enterprises.