

# Relations industrielles Industrial Relations



## Conciliation Statistics

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## A guarantee of the Act

Is it possible to live in idleness and draw unemployment insurance benefits?

From the start, Parliament was careful to make sure that those who claim benefits must first prove that they belong to the labour market; i.e., that they have worked recently a substantial number of days in insurable employment.

The Commission is not satisfied to know that a man has worked at some time or other in the past, or has recently worked for a short period.

The insured unemployed worker must show that he has contributed at least 180 times to the insurance fund

in the last two years. That means having worked at least 180 days.

Of the 180 contributions, at least 60 must have been made within a year or 45 within six months; i.e., evidence must be shown of a substantial and recent work history.

The seasonal character of a large fraction of our economy inevitably forces considerable time losses upon many workers. If there be added time losses due to technological progress, structural unemployment, sickness, shortage of materials, legitimate vacations, legal and religious holidays, etc., it may be seen that the insured can establish their future rights to benefits only by putting up a substantial measure of assiduous attendance to work.

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## Conciliation Statistics

During the first three months of the current year, the Quebec Conciliation Department looked after 155 conciliation cases for 1959 establishments covering 73,747 employees of which 41,670 were directly concerned. Of these cases, 57 were in the process of settlement at the beginning of January, 1951 and 69 at the end of March, 1951.

These cases have been submitted to the Conciliation Service under the authority of two Provincial laws: The Quebec Labour Relations Act, R.S.Q., 1941, Chapt. 162A, and the Quebec Trade Disputes Act, R.S.Q. 1941, Chapt. 167.

Under the first law, 27 cases concerning 5,240 employees have been submitted regarding new agreements while 82 cases concerning 20,171 employees have been, regarding renewal of agreements. Under the second law, one case concerning 400 employees has been submitted regarding a new agreement, while 10 cases concerning 13,417 employees have been, regarding renewal of agreements and 35 cases concerning 2,442 employees have been, about grievances.

Of these 155 cases, during the first three months of the year, 86 have been settled,

of which 54, covering more than 20,491 employees, in a satisfactory manner to the parties; 6 concerning 226 employees, in an indefinite manner and 26, covering 7,325 employees have been referred to arbitration.

All these conciliation cases are divided amongst the various unions in the following manner: Canadian and Catholic Confederation of Labour (CCCL) submitted to conciliation 81 cases, concerning 23,566 employees; The Canadian Congress of Labour (CCL) submitted 18 for 3,910 employees; the Trades and Labour Congress, 10 cases, covering 1,366 employees; the Trades and Labour Congress unions affiliated to the American Federation of Labour (TLC-AFL) 26 cases for 8,686 employees; the Canadian Congress of Labour affiliated to the Congress of Industrial Organizations (CCL-CIO) has submitted 15 cases for 3,510 employees; finally, the local or national independent unions have submitted 5 cases, concerning 632 employees.

In conclusion, we are listing the different subjects submitted to conciliation and the number of cases in which these subjects have been discussed.

Wages	96	Grievance procedure	8
Duration of labour	40	Guaranteed wages	7
Paid holidays	38	Social security (except pension plans)	4
Vacations with pay	36	Guarantees of a legal nature	4
Union security	24	Management rights	3
Promotion, transfers, dismissals, lay-offs	20	Jurisdiction	2
The whole agreement	20	Rest periods	2
Overtime	16	Purpose	1
Seniority	12	Apprenticeship	1
Holidays	12		
Job classification	9		
Duration and renewal of the agreement	9		

In the following table, is to be found the distribution of cases in the various industrial groups.

DENYS DION

**GRIEVANCES REFERRED TO THE CONCILIATION SERVICE OF THE QUEBEC DEPARTMENT OF LABOUR DISTRIBUTED ACCORDING TO CLASSES OF ESTABLISHMENTS, THE TOTAL NUMBER OF THEIR EMPLOYEES AND THE NUMBER OF EMPLOYEES CONTEMPLATED, FOR THE PERIOD JANUARY TO MARCH 1951**

	Number of Conciliation Cases	Number of Establishments	Total employees in establishments	Number of employees affected
Mining	2	2	611	328
<b>Manufacturing industries:</b>				
Vegetable products	12	14	5,815	4,671
Animal products	3	4	670	139
Leather and fur	15	141	4,148	3,592
Textiles	32	33	12,875	4,780
Wood and paper	31	31	15,964	3,411
Iron products	15	16	7,859	3,951
Non-ferrous metal products	3	3	1,130	1,124
Non-metallic mineral products	4	4	1,086	705
Chemical products	3	3	1,830	868
All other products	1	1	320	3
Electricity	1	1	155	105
Construction	6	765	14,964	13,297
Transport and communications	4	10	278	186
Commerce	7	26	1,297	1,197
Finance and insurance	3	12	235	224
Services	13	893	4,505	3,089
	155	1,959	73,742	41,670