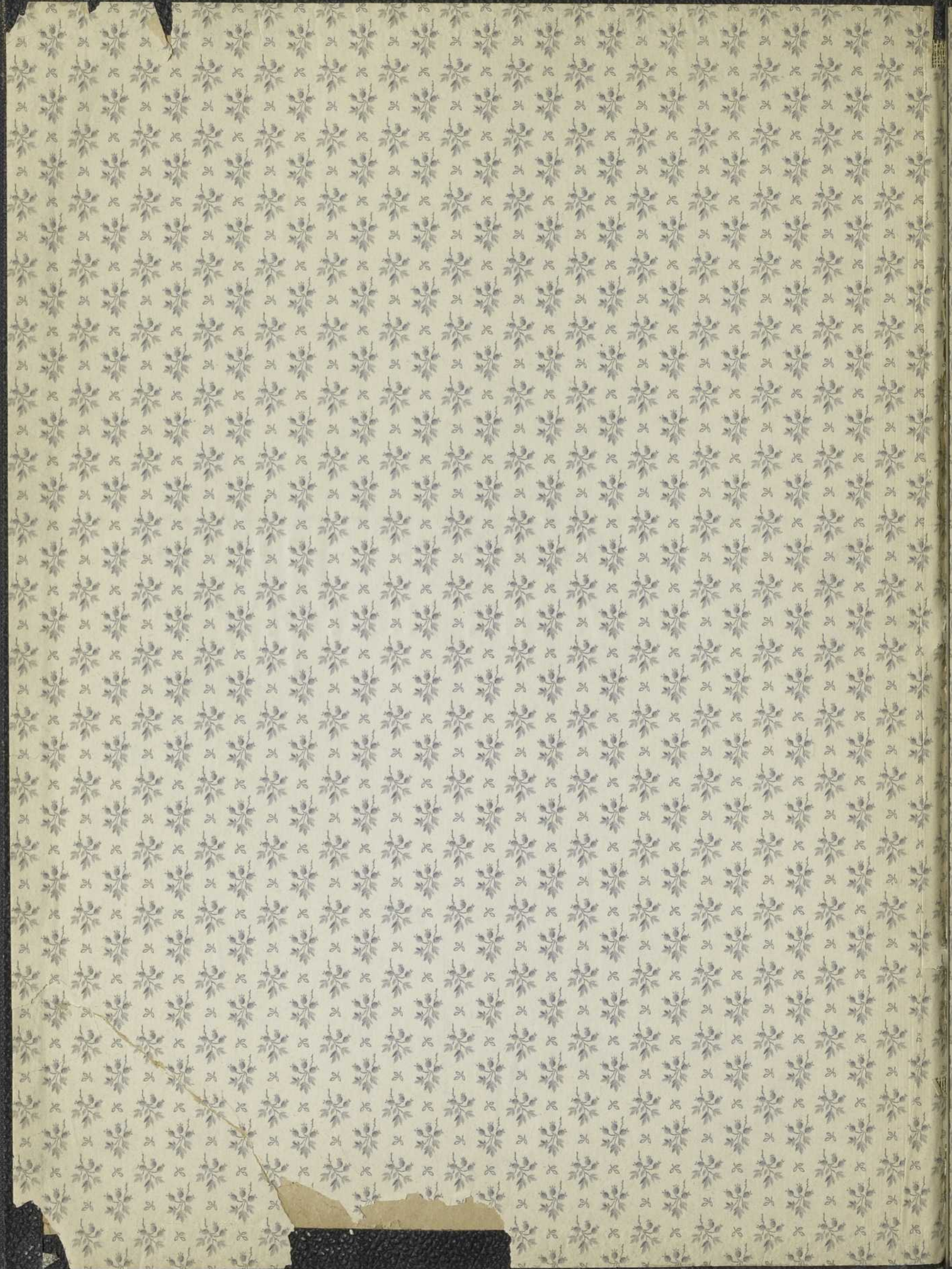
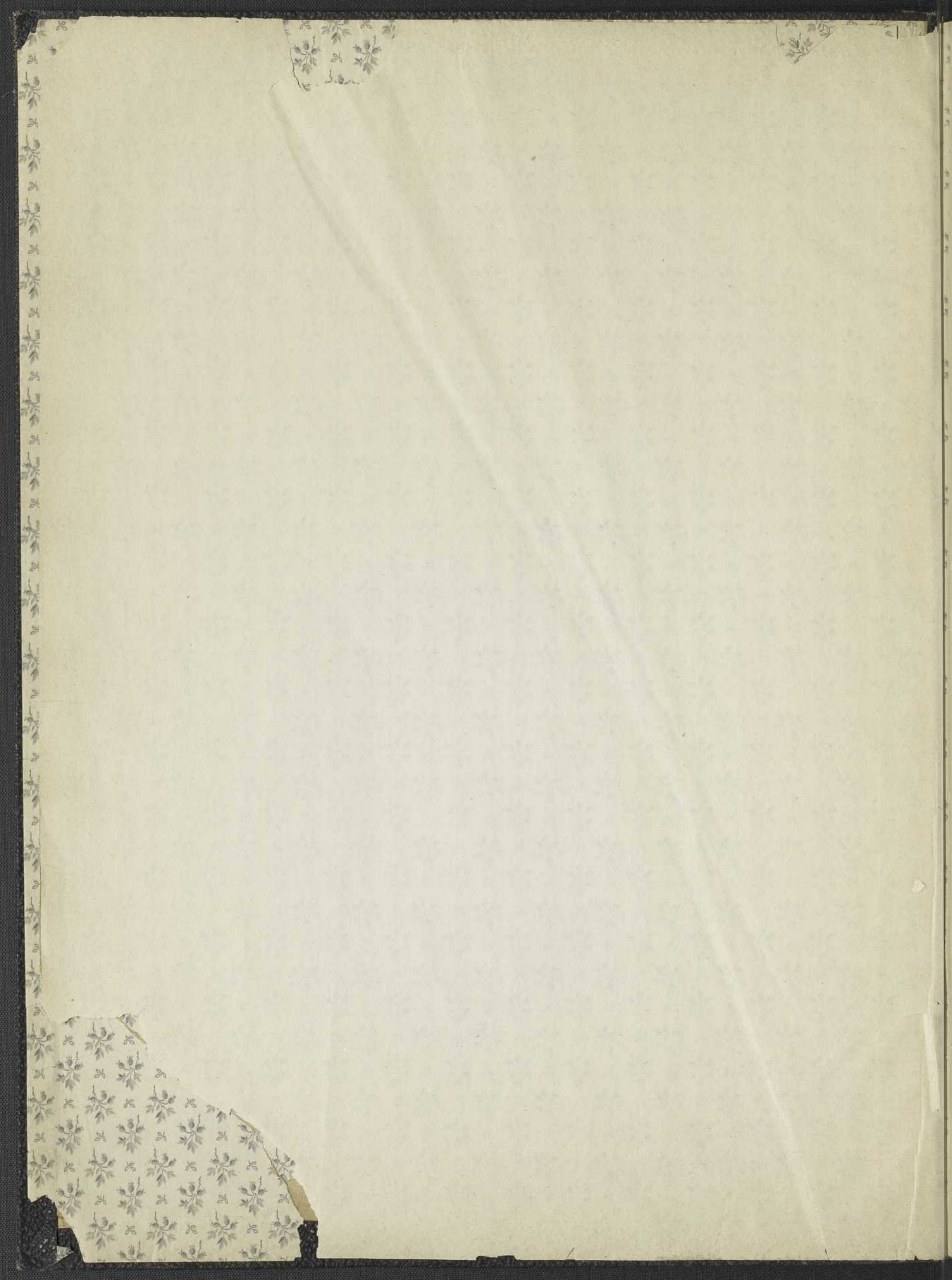


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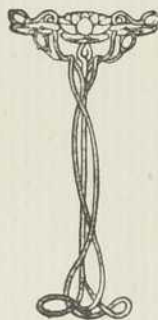
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Being a correct compilation of the most recent statutory enactments concerning Labor in  
the Province and a Short Historical Sketch of Factory inspection.

---

Published and compiled by

GUSTAVE FRANCO

General Vice-President Trades and Labor Congress of Canada & General Secretary of the Labor Party of Montreal.

Under the supervision of

LOUIS GUYON

Chief Inspector of Industrial Establishments and Public Buildings.

Mercantile Printing Co., 230 Dorchester West

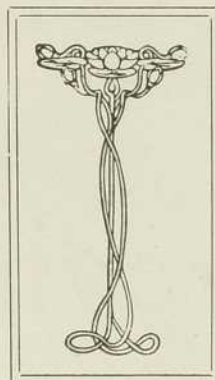


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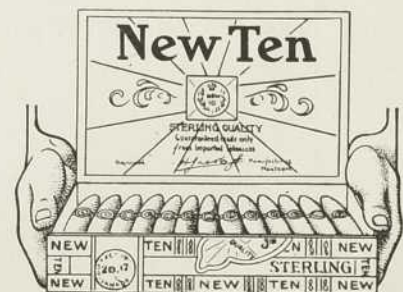
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any cigar you ever  
smoked.

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## To Owners of Public Buildings and all Employers of Labor



**Q** RESPECTFULLY beg to submit the following informations respecting the publication we are now submitting to the public : among the many social reforms introduced in the Statutes of our Province none are of more importance than those affecting the life, health and happiness of the toilers of our mills and factories.

Statutory Enactments governing such important matters : as the inspection of factories and public buldings, the diseases of occupation, the prevention of accidents and the laws of compensation to injured workmen are all subjects that command the very serious attention of employers of labor and the public at large.

To meet the general demand for ready information upon these various subjects, we are offering a beautiful publication richly illustrated and with subject matter so arranged as to offer busy readers all facilities for reaching the subject which most interest them.

The chapters in the album are grouped in the following order :

### **HISTORICAL INTRODUCTION**

Complete history of the Department of Inspection of Factories from the date of its organization in 1888.

### **INSPECTION LAWS OF QUEBEC**

The Quebec Industrial Establishments' Act and Regulations and most recent Amendments.

### **THE PUBLIC BUILDINGS ACT AND REGULATIONS**

Being the last amended edition published in 1908.

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With Round or Flat Bottoms

Plain Galvanized or Galvanized & Painted, Red and Plainly Stencilled

'For Fire Only'



No. 30  
Capacity 12 qts (Imp)



No. 140  
Capacity 10 qts (Imp)

# Oily Waste Cans

Fig. 479,

Self Closing. Spring Cover. 11 in. diam. 12 in. deep, inside measurement..

Strongly made of **Galvanized Iron**. Recommended by the Fire Underwriters.

**BENCH WASTE CANS** Fig. 480

Half Round, 9 in. long, 6 in. deep.  
For waste in use. Self Closing.  
NICELY JAPANED IN RED



Fig 479



Fig 480

Made by The Thos. Davidson M'f'g, Co., Limited, Montreal & Winnipeg

## The Campbell Manufacturing Co., Limited



New Factory : Corner of Elmire & Cadieux Streets, Montreal.

### **PREVENTIVE MEASURES**

Methods for preventing accidents in factories in all countries .

This subject specially treated and made interesting by many cuts and photos of appliances of safety on exhibition in the museums of Amsterdam, Paris, New York and Montreal .

### **REMEDIAL LEGISLATION**

The Quebec Compensations Law covering injured workmen.

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The effect of the Quebec Act respecting the adjustment of labor grievances.

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The latest creation of our Provincial Government.



**Bar Iron**  
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Soft Machinery Steel, Tire  
Steel, Sleigh Shoe Steel, Toe  
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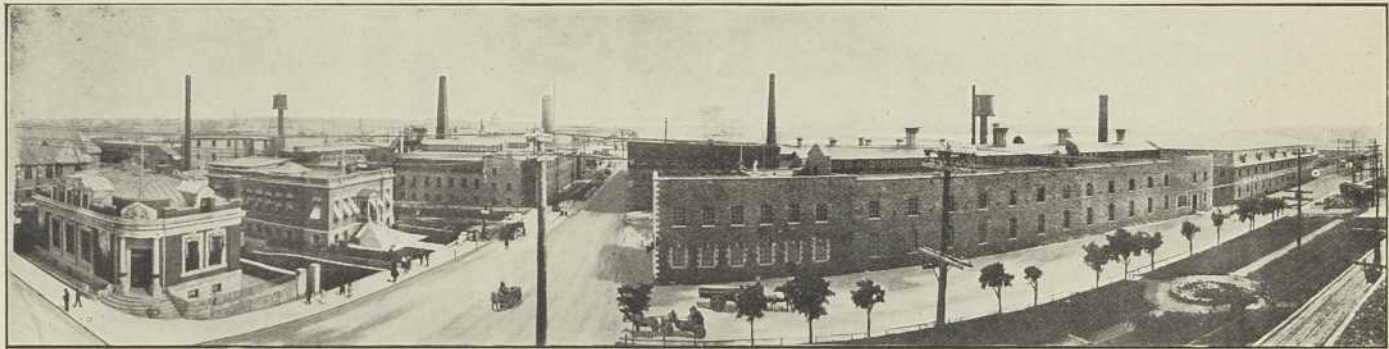
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*SIR LOMER GOUIN*  
*Premier Minister of the Province of Quebec.*

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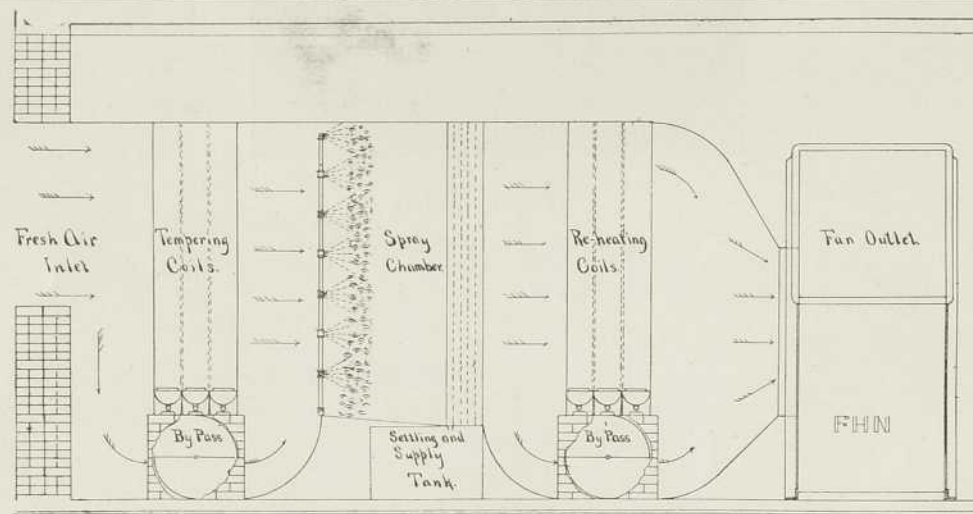
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**India Pale Ale**

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Our Sales in Montreal exceed all other brands combined.



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Sole Canadian Makers of the Famous  
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Guaranteed Alaska Bedding. Is sold by the Leading  
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**DON'T BE AN  
OSTRICH**

**N**ATURAL history writers tell us the ostrich buries his head in the sand, to shut out the fact that he is hunted. The man who buys imported cigars, wilfully shuts his eyes to the fact that he can get.

Twice the Value by Asking  
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**"NOBLEMEN" Cigar**

The "NOBLEMEN" cigar is sold at half the price of imported brands, because it escapes the heavy duties to which "imported" goods are liable.

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DON'T BE AN OSTRICH ANY LONGER!

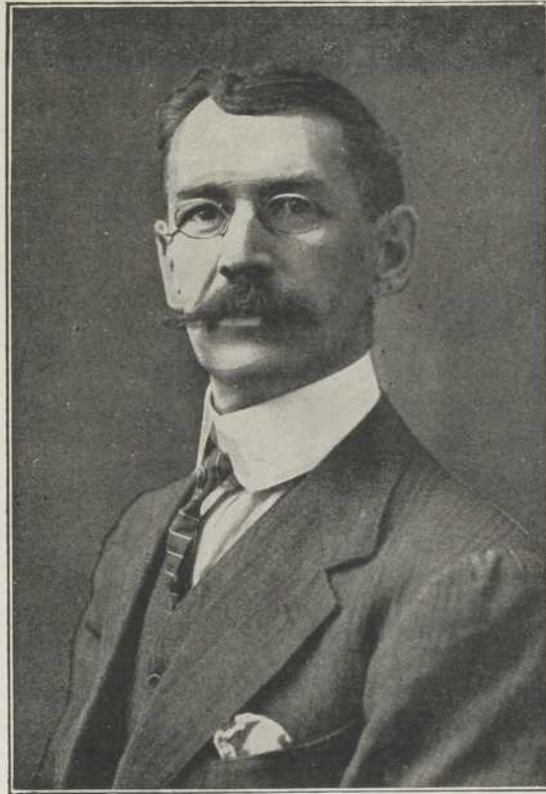
Recognize the merit of the Davis "NOBLEMEN" Cigar and save yourself 50 per cent.

Ask for ...

**Wm. Dows & Co's**

**ALES and PORTER**

**Always the Best**



LOUIS GUYON

*Chief Inspector of the Province of Quebec.*

## The Inspectors of Factories



Before the year 1874, the different countries that had attempted to organize a satisfactory supervision of labor in factories and workshops had not been successful. Innumerable were the systems adopted: local commissions, police officers, functionaries of different administrative bureaus had been tried and in time the various European governments had all resorted to the organization of factory inspection by special officers.

This much desired reform had been realized in England in 1833, Germany 1853, France in 1874, Switzerland in 1877 and Austria in 1883.

Outside of the State of Massachusetts, factory inspection did not exist in the United States before the year 1885.

In the Dominion of Canada, after considerable agitation by the labor unions, in Ontario and Quebec a bill regulating the inspection of factories was introduced in the Commons in 1885 by Dr. Bergin, member for Cornwall. After nearly

three years of persistent efforts and the usual vicissitudes attending the introduction of all laws aiming at social reform, a bill entitled "The Factories Act" was finally passed.

The Federal Government had realized at the outset that the power regulating the inspection of factories rested with the different provincial legislatures, and in consequence, the Federal bill was transmitted to the local governments for consideration.

After a year, the law was slightly changed in Quebec, an amendment providing for the inspection of boilers being added and from that time up to the year 1894, this law was known as "The Quebec Factories Act of 1885."

It is surprising to note that notwithstanding the pressing claims of labor and the fact that a Royal Commission specially charged to investigate the conditions of the working people of the country was holding frequent meetings and discovering

very serious abuses that it required almost three years to induce the local government to put the law in force by naming a staff of officers.

The Hon. M. Mercier on arrival at the head of the Province, with the foresight and good judgment that characterized him so eminently as a legislator, and having besides a real and sincere desire of protecting the laboring classes, immediately appointed three inspectors: one for Quebec and two for Montreal.

Though created and organized at different periods in different countries, the special laws governing the inspection of factories all bear pretty much the same stamp. The fundamental principles and essential aims are the same, be it in England, France or in the United States.

The Inspectors are to-day special officers named and paid by the Government to enforce protective laws.

Protective laws, their application and their improvement is the broad field open to the zeal and activity of the inspectors; whose fourfold mission may be classed in the following order: inspection, information, arbitration and prosecution. This synthesis must be borne in mind in order to form an opinion as to the best methods of organization, the simplest and most fertile in results.

After having been in force for nearly five years the Quebec Factories Act of 1885 was repealed and replaced by the Quebec Industrial Establishments Act.

This new law retained all the essential features of the Old Act having in addition a series of technical regulations that could be either amplified or amended by an order in Council, whilst a change in the law would have meant a delay until the opening of the Session.

The Public Buildings Act also dates from the year 1894, and was specially framed to meet a general demand for better protection in schools and public buildings in general. More scope was given to this law each year, thus involving a serious increase in the responsibilities and work of the Inspectors of factories whose number had been increased to five.

In 1895, still another increase was made in the staff by the addition of two lady Inspectors, especially commissioned to look after the general welfare of children and women in factories and workshops.

The close of the last quarter of the past century has been remarkable by the greatest advancement of women in the Industrial world.

During this time large department stores, Steam Laundries and many other channels for the employment of women have been created.

Gradually the various branches of business have increased and hundreds are now employed where formerly a smaller number was sufficient to attend to the demands of trades.

With a keen appreciation for the increase of

trade and a desire to attract the purchasing public, proprietors of stores, in many cases placed the comfort of employees secondary to the arrangements of their establishments.

The Lady Inspector has been found a very valuable auxiliary in this line of work and is to-day a familiar figure in departmental stores and small workshops and manifold are the effects of her visits.

Progressively from year to year, clauses have been grafted on our short Act of 1885, extending a protecting arm over a considerable number of toilers that had been left out in the original law.

At the outset, the bureau of Inspectors formed part of the Department of Agriculture, being transferred in the Department of Public Works during Hon. J. A. Nantel's administration, where it has remained ever since.

After having been moved from one office to another, the Department of Inspection was finally located in very spacious and comfortable quarters in the present Court House Annex. The Quebec Bureau being located in the Parliament Building and the office for the townships was located in the town of Coaticook.

Looking back to the time when Dr. Bergin was struggling for this reform and bearing in mind the unjustified fears of the manufacturers, the decided hostility of many of them to any change that would bring about what they thought a perturbation in the industrial affairs of the country, one cannot but admire the noble disinterestedness of the champions of these reforms in England.

Many of those men sacrificed their fortunes and political career in order that the children in the mines and many industries would be protected from oppression amounting in many instances to actual slavery.

The Department of inspection composed of three members in 1888 with a small budget of \$5,000 has steadily increased in number and importance, being at present seven male inspectors and three lady inspectors, three offices, four clerks and an annual expenditure of \$17,000.

Thus, it will be seen that the situation has greatly changed and to-day, for the majority of the manufacturers, the visit of the Inspector is more than welcomed. It is generally recognized that his recommendations have a philanthropic and economical value. Numerous are the suggestions and complaints that the Inspectors have no trouble in adjusting to-day, which, at one time, were neglected or thrust aside, causing no end of friction and often times deplorable divisions between employers and employees.

The manufacturers of our Province are, as a rule, respectful of the law, and on the whole the conditions under which people toil in our factories to-day are forty per cent better than they were in 1888 when this bureau was created.

LEGISLATION RESPECTING

# Industrial Establishments



57 Victoria, chapter 30, as amended by 63 Victoria, chapter 23, 5 Edward VII., ch 12, and 7 Edward VII., ch. 39 and 40.

HER MAJESTY, by and with the advice and consent of the Legislature of Quebec, enacts as follows:

1. Section fourth of the chapter second of title seventh of the Revised Statutes, as amended by the acts 52 Victoria, chapter 32, 53 Victoria, chapter 38, 54 Victoria, chapter 26, and 56 Victoria, chapter 28, is replaced by the following:

#### SECTION IV.

#### SAFETY OF PERSONS EMPLOYED IN AND SANITARY CONDITION OF INDUSTRIAL ESTABLISHMENTS.

##### ! 1.—Declaratory and interpretative provisions.

“ 3019. This section may be known and designated as the ‘‘Quebec Industrial Establishments’ Act,’’ and, unless the context distinctly expresses or clearly implies the contrary, the following words, terms and expressions have, for the purposes of this act, the meaning specially given to them, to wit:

1. The words ‘‘ domestic workshop ’’ mean every establishment in which only the members of the family are employed, either under the authority of the father and mother, or of the tutor or guardian, provided such establishment be not classed as dangerous, unhealthy, or inconvenient, or that the work be not done by a steam-boiler or the motor;

2. The word ‘‘ employer ’’ means any person who, in his own behalf, or as manager, superintendent, overseer or agent for any person, firm, company, or corporation, has charge of any industrial establishment and employs persons therein;

3. The words ‘‘ industrial establishment ’’ or merely ‘‘ establishment,’’ mean manufactories, works, work-shops, work-yards, mills of all kinds and their dependencies; No parts of such industrial establishment used as a dwelling shall be deemed to form part of the establishment governed by this paragraph;

No premises or place shall be excluded from the definition of an industrial establishment by reason only that such place or premises is or are in the open air;

4. The words ‘‘ inspector, sanitary, physicians,’’ mean the inspectors and sanitary physicians appointed by the Lieutenant-Governor in Council under the authority of this act, for enforcing the provisions thereof;

5. The word ‘‘ week,’’ unless otherwise defined in this act, means the period between midnight on Sunday night and the same time on the following Saturday night;

6. The words ‘‘ Minister of Public Works and Labour ’’ or ‘‘ Deputy Minister of Public Works and Labour ’’ or merely ‘‘ Minister ’’ or ‘‘ Deputy Minister,’’ mean the Minister or Deputy Minister of Public-Works and Labour of the Province of Quebec;

7. The word ‘‘ child ’’ means a boy under fourteen years of age;

8. The words ‘‘ young girl ’’ mean a girl over fourteen and under eighteen years of age;

9. The word ‘‘ woman ’’ means a woman of eighteen years and upwards.

## 2.—APPLICATION OF THE ACT.

“ 3020. With the exception of mines\* which are governed by the Quebec Mining Act, to which this act applies only when the same is formally enacted herein, all manufactories, works, work-shops, work-yards, and mills of every kind and their dependencies, are subject to the provisions of this act.

2. Domestic work-shops in which no strange work-man is employed, are excepted, unless such work-shops be classified by the Lieutenant-Governor in Council as dangerous, unwholesome or inconvenient, or unless work be done therein by means of steam-boilers or other motors.

3. Such other premises as the Lieutenant-Governor in Council may indicate in the regulations made by him under this act are also excepted.

### 3.—Safety of employees in factories and sanitary condition of such establishments.

#### 1.—GENERAL PROVISIONS.

“ 3021. The industrial establishments mentioned in the preceding article must be built and kept in such manner as to secure the safety of all employed in them; and, in those which contain mechanical apparatus, the machinery, mechanism, gearing, tools and engines shall be so placed and kept as to afford every possible security for the employees.

2. They must also be kept in the most possible manner; be sufficiently lighted and have a sufficient quantity of air for the number of persons employed; be provided with effective means for expelling the dust produced during the course of the work, and also the gases and vapours which escape and the refuse which results from it; in a word, fulfill all sanitary conditions necessary for the health of persons employed, as required by, and in conformity with the regulations made by the Board of Health of the Province of Quebec, with the approval of the Lieutenant-Governor in Council.

#### 2.—SPECIAL PROVISIONS.

“ 3022. Regulations made by the Lieutenant-Governor in Council to determinate the prescriptions necessary for the safety, health and morality of employees in industrial establishments.

Such regulations may be modified and may be applied, either in whole or in part, to all industries or certain methods of working.

### 4.—Employment of children, girls, or women, and duration and other conditions of such employment.

#### 1.—AGE AND OTHER CONDITIONS AS TO EMPLOYMENT.

“ 3023. In establishments classified by the Lieutenant-Governor in Council as dangerous, unwholesome or inconvenient, the age of the employees shall not be under sixteen years for the boys and eighteen years for the girls or women.

In all establishments other than those indicated in the preceding paragraph of this article, the age of the employees, whether boys or young girls, shall not be less than fourteen years.

3. The employer of the child or young girl shall, if required, exhibit to the inspector a certificate of age signed by the parents, tutor or other persons having the lawful custody or control over such child or young girl, or, the written opinion of a physician on the subject. The inspector may require that such certificate be verified by affidavit.

“ 3024. A new examination of the children or girls, already allowed to work in a factory, may, at the request of the inspector, be made by one of the sanitary physicians,

or by any other physician, and, upon the advice of such physician, the employee examined may be discharged for being under age or physically unfit.

“ 3024a. Every child or young girl less than sixteen years of age, employed in an industrial establishment, and not able to read and write, so long as he or she continues to be so employed or until he or she is able to read and write, continuously attend a night school within the municipality where he or she resides if there be one there; and no employer shall receive a child or young girl into his establishment without ascertaining that such child or young girl can read and write, or (as the case may be) without a certificate from the principal or other teacher in charge of such night school, that such child or young girl is attending the same. Such certificate shall be kept in the establishment and shall be shown to the inspector, whenever so required by him.

“ 3024b. Every employer failing to comply with any of the requirements of article 3024a, shall, for each such offence, be liable to the penalty prescribed by article 3037.

## II.—DURATION OF EMPLOYMENT.

“ 3025. Except in the case mentioned in article 3026, no boy under eighteen of age, and no child, girl or woman shall be employed in any of the establishments, mentioned in article 3020 for more than ten hours in one day or for more than sixty hours in any week. Any employer may apportion the hours of labor per day for the sole purpose of giving a shorter day's work on Saturday.

One hour shall be allowed at noon each day for meals, if the inspector so direct, but such hour shall not be counted as part of the time herein limited as respects their employment.

The day of ten hours mentioned in this article shall not commence before six o'clock in the morning nor end after nine o'clock at night.

“ 3026. The inspector, for sufficient reasons given to him, and in order to make up lost time, or to satisfy the exigencies of the trade, may, for a period not exceeding six weeks, extend the time of employment of children, girls and women to twelve hours in a day, or seventy-two hours in a week, provided that the day shall not commence before six o'clock in the morning nor end after nine o'clock in the evening, in the following cases:

- (a). When any accident, which prevents the working of any industrial establishment, happens to the motive power or machinery; or
- (b). When from any occurrence beyond the control of the employer, the machinery or any part of the machinery of any industrial establishment cannot be regularly worked; or
- (c). When any stoppage occurs from any cause whatsoever.

### 5.—General duties of employers.

“ 3027. Each employer or head of any establishment mentioned in article 3020 shall comply with all the provisions concerning him and specially shall:

1. Forward to the inspector a written notice containing his name and address, the name of the factory, the place where it is situated, the nature of the work, and the nature and amount of the motive power therein;

Such notice shall be given within thirty days from the opening of a new establishment, and, in the case of existing establishments, within thirty days from the coming into force of this act.

2. Send, within forty-eight hours of the accident, a written notice to the inspector, informing him of the accident whereby any of the workmen has been killed or has suffered serious bodily injury, whereby he has been prevented from working;

Such notice shall state the place of residence of the person injured or killed, or the place to which he has been removed, so as to enable the inspector to hold the inquiry required by law;

3. Keep a register in which shall be entered:

- (a). The names, ages and places of abode of the children, girls or women whom he

employs, and whenever the place of abode is in a municipality in which houses are numbered, the street and number ;

(b). The period of each day and week during which such children, boys, girls or women are employed, and the hours at which they commence and stop working ;

4. Afford the inspector every means necessary for facilitating the thorough inspection of the establishment and its dependencies ;

5. Keep hung up, in the most conspicuous places in the establishment, the notices and provisions of the law and regulations supplied to him by the inspector, and keep them entire and legible until the latter orders them to be altered or removed ;

6. Furnish the inspector with a certificate from a health officer that his establishment fulfils the conditions as to salubrity and hygiene required by this act and the regulations of the Board of Health of the Province of Quebec approved by the Lieutenant-Governor in Council ;

7. Furnish the inspector every year with a certificate of the inspection of the boilers and other motors in the establishment, as well as of the steam-pipes.

#### 6.—Inspection of the steam-boilers, etc.

“ 3028. The inspection of steam-boilers and motors in the establishment and also of steam-pipes, shall be made, in accordance with the regulations made on the subject by the Lieutenant-Governor in Council, by an inspector holding a certificate from the examiners appointed by the Lieutenant-Governor in Council, and to whom an inspection district has been assigned by the Minister of Public Works and Labour, or by the chief inspector. The salaries or fees of each such inspector shall be fixed by the Lieutenant-Governor in Council.

Such inspection may also be made by any inspector of a lawfully incorporated insurance company, doing business in the Province, provided such boilers or motors are then insured by such company and provided that such inspector holds a certificate as above provided for.

Employer shall afford every facility and means for a thorough inspection.

Boilers which shall be hereafter placed, shall be made so as to afford every possible security and so that their mode of construction may give all necessary means of inspecting them.

#### 7.—Duties of owners, etc., of property on which industrial establishments are built.

“ 3029. The owner, tenant and occupant of the property on which the industrial establishment is built, are jointly and severally responsible for the construction and repair of fire-escapes, as well as for the changes made in such industrial establishment.

2. The dimensions and form of the fire-escapes, as well as the changes made to them, shall be approved by the inspector.

#### 8.—Inspection of industrial establishments.

##### I.—APPOINTMENT OF INSPECTORS AND SANITARY PHYSICIANS.

“ 3030. For the purpose of carrying out this act and the regulations made under its authority, the Lieutenant-Governor in Council appoints inspectors, one of whom is chief inspector.

The sanitary conditions of industrial establishments are under the control of the Board of Health of the Province.

One or more sanitary physicians may, on the recommendation of the Board of Health of the Province, be appointed by the Lieutenant-Governor in Council, with a special authority to supervise, under the direction of the said Board of Health, the sanitary condition of industrial establishments, as well as the execution of the sanitary regulations made by the said Board of Health.

The remuneration of such sanitary physicians and their necessary expenses are paid out of the sums voted by the Legislature for the carrying out of this act.

“ 3031. The Lieutenant-Governor in Council determines the salary of the inspec-

tors and of the sanitary physicians, and defines their powers and duties which are not formally defined by this act.

“ 3032. These officers are under the general control and direction of the Minister of Public Works and Labour; they shall report to him every year and whenever called upon to do so, with respect to the observance of the law.

The sanitary physicians shall also make reports of a similar nature and in the same manner to the Board of Health of the Province of Quebec.

## 2.—DUTIES OF SUCH OFFICERS.

“ 3033. On entering into office, the said officers shall take the following oath before the Minister of Public Works and Labour or his assistant:

I swear that I will faithfully and conscientiously fulfill the duties of my office (as the case may be), and that I will not in any manner reveal the secrets of manufacture nor generally the process followed in manufactures which may come to my knowledge in the performance of my duties. So help me God.

(Signature),

A. B.,

Inspector.

Sworn before me at

this

day of

19.

(Signature),

C. D.,

Minister of Public Works and Labour

or Deputy Minister.

## 3.—POWERS OF OFFICERS.

“ 3034. The inspectors and sanitary physicians shall have power to enter at all reasonable times, by day or night, the establishments mentioned in article 3020.

2. They may require the production of the registers, certificates, notices or documents prescribed by this act and the regulations, examine the same and take copies or extracts from them, make any suggestions and put any questions which they may consider pertinent.

3. For the purposes of the two preceding paragraphs, they may get a constable to accompany them when they have reason to fear that they will be molested in the execution of their duty.

4. They have current powers with the authorities charged with the execution of the law and of the regulations respecting safety and health in industrial establishments, and in mines and elsewhere.

5. The inspectors may hold inquiries whenever they deem proper, and for such purpose examine any person employed in the establishment, summon witnesses, administer the oath to them, and exercise all the powers which may be necessary to carry out the provisions of this act and of the regulations.

No person examined by the inspector shall, however, be required to answer any question or give any evidence tending to incriminate himself.

The costs of the inquiry shall be paid by the employers, whenever it is established that they are in default, and are recoverable by action brought by the inspector before any court of any competent jurisdiction.

6. They may be present at inquests held by coroners and at inquiries held by the fire commissioners of Quebec and Montreal, in cases of fire or accident in an industrial establishment and examine the witnesses with a view of ascertaining the cause of such fire or of such accident.

7. They have the right to make any suggestions they may think advisable to the proper authorities in the interest of health and safety in industrial establishments.

“ 3035. Every person who wilfully delays one of these officers in the exercise of the

powers conferred on them by the preceding article, or who fails to comply with an order or summons received, or who conceals or attempts to conceal a child, young girl or woman to prevent any one of them from appearing and being examined, shall be deemed to obstruct the officer in the execution of his duty and be liable to the fine or imprisonment enacted in article 3039.

#### 9.—Notices and services.

“3036. All notices required by this act to be given shall be held to be validly so given if they are received by the person for whom they are intended, or if left at his domicile or place of business within the delay fixed herein, without any reference to the mode by which such notice was conveyed.

2. All notices, orders, requisitions, summonses and documents required or authorized to be served for the purposes of this act, may be served by delivering the same to or at the domicile of the person himself, or by leaving a true copy with a reasonable person of his family or at the establishment where the person is employed, or by leaving a true copy with one of the employees or by a prepaid letter sent through the post.

When such documents are required to be served on an employer, they shall be deemed to be properly addressed, if addressed to him at the establishment in respect of which he is employer, with the addition of the proper postal address, but without naming the person who is the employer.

3. The inspector shall cause to be prepared such notices of the provisions of this act and of the regulations made thereunder as he deems necessary to enable the employers and employees in any establishment to become acquainted with their responsibilities and duties

Such notices shall also give the name and address of the inspector.

4. The notices to be given by the employers and the registers they have to keep under article 3027, shall be made and drawn up in the form prescribed by the inspector.

#### 10.—Offences and penalties.

“3037. Whoever keeps an establishment, contrary to the provisions of this act and of the regulations, is liable to a fine not exceeding two hundred dollars and costs, and to an imprisonment not exceeding twelve months in default of payment.

“3038. The parents, tutors or guardians of any child or young girl employed in an industrial establishment in contravention of this act, shall be guilty of an offence against this act unless such contraventions be without their consent and without connivance or negligence on their part, and shall, on summary conviction thereof, be liable to a fine not exceeding fifty dollars and costs, and an imprisonment not exceeding three months in default of payment.

“3039. Every person obstructing the inspector or sanitary physician in the execution of his duties, under the provisions of this act shall, if such obstructions be in the day time, be liable to a fine not exceeding thirty dollars and costs, and an imprisonment not exceeding three months in default of payment, and if it be in the night time, to a fine not exceeding one hundred dollars and costs, and an imprisonment not exceeding six months in default of payment.

“3040. Every employer who neglects to have the boilers and steam-pipes in his industrial establishment inspected according to law and to the regulations on that subject, or who opposes such inspection or does not provide the necessary means and facilities for a thorough inspection, is liable to a fine not exceeding six months in default of payment.

“3041. Every engineer or employer who shall at any time allow the pressure of steam-pipes in his industrial establishment inspected according to law and to the regulations on that subject, or who opposes such inspection or does not provide the necessary means and facilities for a thorough inspection, is liable to a fine not exceeding one hundred dollars and an imprisonment not exceeding six months in default of payment.

“3041. Every engineer or employer who shall at any time allow the pressure of steam to which the boiler is subjected to exceed the degree allowed by his certificate, or dispose of the steam-gauge so as to prevent the real pressure from being seen and establish-

ed, shall incur a penalty of two hundred dollars for each contravention, and an imprisonment of six months in default of payment.

“ 3042. If an establishment is not kept in conformity with the provisions of this act and of the regulations thereby provided for, the court, in addition to the penalties to which the employer is liable, may order such employer to comply therewith, within the time named in the order, under penalty of a fine not exceeding six dollars for each day the delay shall last after the expiration of the said period.

The same court may, however, upon application, and for valid reasons enlarge the delays, either by the same or by subsequent order.

“ 3043. Every person who wilfully makes a false entry in any register, notice, certificate or document required by this act, or who makes or signs any false declaration, or who makes use of such false entry or declaration, knowing it to be false, shall, on conviction thereof, be liable to a fine not exceeding one hundred dollars and costs, and an imprisonment not exceeding six months in default of payment.

“ 3044. Every employer who refuses to keep a register of the persons employed in his establishment in accordance with article 3027, and to enter their hours of work therein, is liable to a fine not exceeding thirty dollars and costs, and an imprisonment not exceeding three months in default of payment.

“ 3045. If no penalty is prescribed for a contravention of the provisions of this act or of the regulations, rules or orders made thereunder by the Lieutenant-Governor in Council, or by the inspector, the employer who is guilty of such contravention is liable, upon summary conviction thereof, to a fine of not more than fifty dollars and costs, and to an imprisonment not exceeding three months in default of payment.

“ 3046. If any offence is committed against this act or the regulations, for which an employer is legally responsible, and it appears to the satisfaction of the court before whom the same is tried, that the offence has been committed without the personal consent, concurrence or knowledge of such employer, but by some other person, such court may summon such other person to answer for such offence, and such other person shall be liable to the penalty therein provided for such offence, and on due proof shall be convicted therefor, instead of the employer.

“ 3047. Where it is made to appear to the satisfaction of the inspector, at the time of discovering an offence, that the employer has used all due diligence to enforce the execution of this act or of the regulations and to ascertain by whom the offence was committed, and also that it has been committed without the knowledge, consent or connivance of the employer and in contravention of his orders, then the inspector shall proceed against the person whom he believes to be the actual offender, without first proceeding against the employer.

“ 3048. Where an offence, for which an employer is responsible under this act or the regulations, has in fact been committed by some agent, servant, workman or other person, such agent, servant, workman or other person shall be liable to the same fine, penalty and punishment for such offence as if he were the employer.

#### 11.—Jurisdiction of certain courts and procedure.

“ 3049. All prosecutions under this act are instituted by the inspector, and may be brought and heard before the judge of the sessions or the police magistrate in the cities of Montreal and Quebec, or before the district magistrate, or before any justice of the peace of the place where the offence was committed or wrong done, in any other part of the Province, who shall have jurisdiction in such matter, whatever be the amount of the penalty claimed. Such prosecutions may also be instituted by any other person, but in such case the prosecutor must previously deposit, with the person who issues the summons, the sum of twenty dollars as security for the payment of the costs of any such prosecution.

“ 3050. Save where otherwise provided by this act, the procedure to be followed is that prescribed by the Criminal Code of 1892, for summary convictions.

“ 3051. No fine or imprisonment shall be imposed under this act, unless proceedings are commenced against the offender within three months after the offence has come to the

knowledge of the inspector, or within thirty days after written notice of said offence given at any time by the inspector to the party in default.

#### 12.—Application of penalties.

“ 3052. All fines imposed under this act shall be collected by the inspector and paid to the Provincial Treasurer for the uses of the Province.

#### 13.—Regulations.

“ 3053. The Lieutenant-Governor in Council may, by regulation:

1. Exempt from the operation of this act, in accordance with article 3020, all such industrial establishments as he may deem proper

Classify as dangerous, unhealthy or incommodious, such establishments as he considers dangerous to the health of the operatives, especially children, young girls and women ;

3. Determine the duties of employers and managers of establishments which are not formally determined in this act ;

4. Determine the powers and duties, not formally determined by this act, of the officers appointed to see to the execution of this act and of the regulations ;

5. Determine the method of inspection of steam-boilers and steam-pipes in industrial establishments, including mines ; create, and, from time to time, change inspection districts, for the purposes of such inspection ; and fix, and from time to time, change and modify tariffs of the charges for such inspection.

6. Enact all the special prescriptions which may be necessary in connection with the matters indicated in article 3022.

This paragraph shall not, however, in any way, affect the right possessed by municipal councils of passing by-laws on the subject and to cause the same to be observed, nor shall anything therein affect the rules and regulations adopted by the Board of Health of the Province of Quebec on the same subject.

#### 14.—Final Provisions.

“ 3053a. The provisions of the civil law of this Province, concerning the responsibility of the employer towards his employees, are in no manner considered as being modified or changed by the provisions of this act.”

2. This act shall not affect the appointments, rules and regulations, matters or things made or done in virtue of the act replaced by the present act, which shall remain in force until it be otherwise decided under the provisions of this act.

3. This act shall come into force on the day of its sanction.

## AN ACT

### Respecting the working hours of women and children in certain factories

HIS MAJESTY, with the advice and consent of the Legislative Council and of the Legislative Assembly of Quebec, enacts as follows :

1. Article 3835 of the Revised Statutes, 1909, is replaced by the following

“ 3835. No employer shall employ in an industrial establishment any boy or girl less than sixteen years of age, who is unable to read and write easily and fluently. An inspector, when he thinks proper, may require children less than sixteen years of age to undergo an examination upon their education, and may dismiss them if they cannot read and write easily and fluently.”

“ 3825a. No person or persons in charge of a theatre, of a hall for moving pictures where views are given by means of a cinemetograph, or of any other establishment of a like nature; and, in case of a company, no manager or other person in charge of the establishment; shall cause or allow any child less than fifteen years of age, to act or sing in such theatre, hall or establishment.

This article does not apply to educational institutions nor to entertainments for charitable purposes.”

2. Article 3836 of the said statutes, is replaced by the following :

“ 3836. Every person failing to comply with the requirements of article 3835 or article 3835a, shall incur for each offence the penalty imposed by article 3849.”

3. The following article is inserted in the said statutes, after article 3837.

“ 3837a. In cotton or woollen factories, no boy less than eighteen years old, and no child, girl or woman, shall be employed more than ten hours in one day, or for more than fifty-eight hours in any one week.

Any employer may however, apportion the hours of labour for the sole purpose of giving a shorter day's work on Saturday.

One hour shall be allowed at noon each day for meals, if the inspector so directs, but such hour shall not be counted as part of the hours of labour hereinabove mentioned.

The day mentioned in this article, shall not begin before half past six o'clock in the morning, nor end after nine o'clock in the evening; and shall not exceed ten hours and a half.”

4. This act shall come into force on the day of its sanction.

Quebec, 14 April, 1910.

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# REGULATIONS

RESPECTING

## Industrial Establishments

IN THE PROVINCE OF QUEBEC

EXECUTIVE COUNCIL CHAMBER

Quebec, 27th March, 1902.

Present:—The LIEUTENANT-GOVERNOR in Council.

It is ordered that the regulations respecting industrial establishments, approved by the orders in council number 376, on the 19th of July 1894, and number 404, of the 31st of October, 1895, be rescinded and annulled, and that the "Regulations respecting industrial establishments of the province of Quebec" be approved and declared obligatory under the authority of the act 57 Vict., ch. 30, such as amended by the act 63 Vict., ch. 23.

GUSTAVE GRENIER,

Clerk Executive Council.

INSTALLATION AND MAINTENANCE.

No. 1. Installation and maintenance. Industrial establishments, with all movables and immovables belonging to them, must be so installed and maintained that the health and lives of the workmen shall be protected as efficiently and to as great an extent as possible against the risks of trade.

No. 2. In the erection of buildings, as well as in alterations or modifications to the same, care must be taken to avoid, at the very outset, all defects in connection with their laying out, their safety and their salubrity, which it would be difficult to remedy later on. For that purpose, the architects' plans should be first submitted to the inspector.

No. 3. The establishments already in existence, which it would require too heavy an outlay to alter so as to make them comfortable to the law and regulations made under its authority, must, however, be made as far as possible, comfortable to the same, to the satisfaction of the inspector.

No. 4. If the destination of the building of an establishment is altered so as to require greater solidity, a certificate from an architect establishing such solidity must be delivered to the inspector.

No. 5. If the inspector has any reason to suspect the solidity of a building, he may require an architect's certificate.

WORKING PLACES OUTSIDE OF BUILDINGS.

Passage-Ways

No. 6. Passage-ways used by the workmen, outside of buildings, must be kept free from snow and clear of all material not required in working operations.

No. 7. Privies situated outside must be substantially built, furnished with a proper seat, and ventilated to the satisfaction of the inspector.

No. 8. Excavations, wells, basins, millraces, (flumes) must be fenced in or covered.

No. 9. Hoists.—The platform of hoists situated outside of buildings shall be furnished with a strong wire grating or a fence.

No. 10. Cranes and derricks.—Cranes and derricks worked by hand must be provided with pawls. If the load is to descend by its own weight, they will be provided with a brake and covers for the gears.

No. 11. The several parts of these apparatus must be frequently inspected by some competent person.

#### INTERIOR OF BUILDINGS.

##### Doors and exits.

No. 12. If the exits are insufficient, the inspector may give orders to build other inside, and, in the event of this being too difficult, arrangements must be made on the outside, to facilitate egress.

No. 13. The main doors of egress must open outwards, and be left free during the entire working time.

No. 14. The width of these doors must be less than 48 inches and their height not less than 7 feet.

No. 15. Doors serving as means of egress for corridors, passages, alleys or staircases, shall not be of less width than such passages; and, if they serve as exits in case of panic, they must swing both ways, be kept closed by weights or springs.

No. 16. The width of main passages must be at least 48 inches, and that of side passages at least 24 inches. These passages must be kept clear.

No. 17. Elevated passage-ways, platforms.—Elevated passage-ways, platforms, sloping gang-ways, flying or stationary bridges, crossing planks, scaffoldings, must be provided with guards consisting in a handrail and a cross-piece to prevent objects from falling. This prescription applies only to platforms whose level above the ground exceeds six feet.

##### STAIRCASES.

No. 18. The main staircases must not be more than twelve feet between the landing places, nor less than four feet wide, and there must be a sufficient number of such staircases to allow of the building being immediately and easily cleared.

No. 19. Staircases must be kept in good order, provided with suitable railings and balusters, and a ceiling.

##### LIGHT.

No. 20. The workrooms, staircases, passages, elevators, exits and all places where the apparatus for signalling to stop machinery, or set it in motion, are placed, must be properly lighted.

No. 21. Boiler room.—The room generally, the steam gauge and water gauge must be specially lighted.

No. 22. Privies.—They must be constantly lighted during working hours if so required by the inspector.

##### HOISTS.

No. 23. At each story to which the hoist shall pass, there shall be provided substantial trap-doors disposed so that they shall open and shut automatically every time that the car shall pass up and down.

No. 24. Elevators and hoists shall be provided with safety catches, destined to hold the car in the event of the breaking of the cable.

No. 25. Employers will see that the different parts of their hoists or elevators receive a periodical inspection by the engineer of the establishment.

No. 26. In cities where a municipal inspection service exists, the employer, when requested by the inspector of industrial establishments, shall furnish a certificate of inspection of his hoist or elevator.

No. 27. The working of any hoist or elevator may be stopped by the inspector, if the necessary conditions of safety required are not observed.

#### DANGEROUS SPOTS.

No. 28. Pits for fly-wheels and other movable pieces of machinery, openings in the floors, walls, wells, traps, vats, basins, tanks of corrosive or heated liquids, and other dangerous spots or objects must be fenced in to the satisfaction of the Inspector.

#### SAFETY MEASURES RESPECTING STATIONARY BOILERS.

No. 29. In new establishments, unless specially authorized by the Inspector, steam boilers must be located outside of the main building.

No. 30. In existing industrial establishments, the steam boiler and other motors must, if necessary, be put in separate places closed in on the side where the work is done.

#### SAFETY-VALVES.

No. 31. Every boiler must be provided with one safety-valve so loaded as to allow the steam to escape as soon as its effective pressure attains the maximum limit specified in the certificate of last inspection.

No. 32. The opening of each valve must be sufficient to maintain the steam in the boiler at a degree of pressure not exceeding the above limit in any case.

No. 33. Every boiler must be provided with a check-valve, or apparatus working automatically and placed at the point of installation of the feed pipe to which it belongs.

No. 34. The load of the safety-valve must be of one weight and never altered.

#### STEAM-GAUGES.

No. 35. Every boiler must be provided with a steam-gauge in good order placed in full view of the stoker, and so graduated as to indicate, in pounds, the working pressure of the steam in the boiler.

#### WATER-GAUGES.

No. 36. The water-gauge shall consist of a glass tube placed conspicuously and of easy access, so that it may be cleaned or changed when required.

No. 37. For boilers of great height, the glass tube is replaced by an apparatus so arranged as to show the workman in charge of the feeding the level of the water in the boiler.

No. 38. Try-cocks.—Cocks shall be placed on boilers at different heights. The water level must always be between those cocks.

#### BOILER INSPECTION.

No. 39. All new boilers and apparatus whose steam pressure exceeds 6 pounds shall, before being used, but after being put up, be inspected and approved according to law and to the Regulations.

No. 40. The same formality will be required after any important repairs have been made.

#### INSPECTORS.

No. 41. No one can perform the duties of boiler Inspector unless he fulfills the following conditions, viz: 1. He must be of the full age of twenty-one years; 2. He must prove that his conduct is good; 3. He must speak French and English, and write at least one of these languages in a satisfactory manner; 4. He must hold a certificate of competency from the examiners appointed for that purpose.

No. 42. There shall be five examiners of inspectors of boilers for the Province of Quebec.

No. 43. Examinations for the diploma of boiler inspectors shall be held in the presence of at least three of the examiners.

No. 44. The diplomas awarded to boiler inspectors can be cancelled at any time by the Minister of Public Works and Labour.

No. 45. No inspector can give a certificate if he is directly or indirectly interested in the construction or sale of the boiler to be examined, or in the establishment in which such boilers are placed.

No. 46. If the boiler inspector is satisfied, he will deliver a certificate in duplicate as follows:

#### CERTIFICATE OF INSPECTOR OF STEAM-BOILER

I, the undersigned, certify having examined and tested by hydrostatic pressure, the steam-boiler of Mr . . . . .

Name . . . . . Industry . . . . .  
 City . . . . . Parish . . . . .  
 County . . . . .

To a pressure of  
 ( . . . ) pounds to the square inch, and the same can carry with safety  
 a pressure of . . . . . pounds  
 Of steam and no more . . . . .

Safety valve . . . . .  
 Steam-gauge . . . . .  
 Blow-off valve . . . . .  
 Stop valve . . . . .  
 Try-cocks . . . . .  
 Feed apparatus . . . . .  
 Apparatus under pressure . . . . .  
 General care . . . . .  
 Name of fireman . . . . .

Certificate 1st, 2nd, 3rd, or 4th class.

Age of boiler . . . . .  
 Condition of boiler . . . . .  
 When repaired . . . . .  
 Water-gauge . . . . .  
 Remarks . . . . .

Persons employed in establishment: Men . . . . .  
 Women . . . . . Young girls . . . . .  
 Young boys . . . . . Fees . . . . . Travelling  
 expenses . . . . .

This certificate must be returned at once to the inspector of Industrial  
 Establishments . . . . .  
 Date . . . . .

Boiler Inspector.

Boiler Inspector.

A copy of this certificate must be  
 posted in the boiler room.

#### ENGINEERS, STOKERS AND THEIR DUTIES.

No. 47. To perform the duties of Engineer or Stoker, it is necessary to give evidence of good conduct and sufficient technical knowledge.

No. 48. The Inspectors of Industrial Establishments may require that the Engineer or Stoker, or any other person responsible for the care of the steam-boiler, shall hold a certificate given either by an examiner or a duly qualified inspector of boilers.

No. 49. Cleaning and repairing of boilers.—When a boiler is repaired, care must be taken to isolate it by means of tow-packing from other boilers remaining under pressure. Isolation by means of ordinary cocks and valves is insufficient. It is necessary to remove with the greatest care all incrustations and scales.

No. 50. A card of instructions for the guidance of the stoker shall be posted in the boiler room.

#### APPARATUS UNDER PRESSURE.

No. 51. All apparatus under pressure must be provided with a steam-gauge and safety-valves, and be subjected to periodical inspection.

No. 52. Accessories of wheels and turbines.—The sluice-gates must be water-tight. The

shaft must be provided with breakers, to stop the machinery as soon as the water is turned off.

#### MANAGEMENT OF DRIVING MACHINERY AND TRANSMISSIONS.

No. 53. When the same motor drives several transmissions in different places, each transmission must be provided either with a disconnecting apparatus or with a signal for stopping the machinery, or for putting it in motion.

No. 54. The putting in motion or stopping of the machine must always be preceded by a signal agreed upon.

No. 55. Starting and stopping fly-wheels.—When the fly-wheel of an engine at dead centre is being moved by hand, care must be taken that the steam-valve has been securely closed beforehand.

#### PROTECTIVE PROVISIONS WITH REFERENCE TO TRANSMISSIONS, MACHINES, ETC.

No. 56. Transmissions of power by belting, cables, shafting, gearing or cog-wheels in a place through which workmen have to pass, must be closed up in boxes or encased to a height of five feet above the ground.

No. 57. Vertical, shafting, belting or cables, running from one story to another must be enclosed in a box fastened to the ground and of a height of five feet.

No. 58. Gears, bolts, nuts, keys, feed-rolls, offering danger to workmen charged with the care of oiling the machinery or shafting, or of the repairing of belts, must be securely guarded to the satisfaction of the Inspector.

No. 59. Protective provisions respecting machinery in motion.—Fly-wheels, cranks, connecting-rods, guiding-rods, etc., must be provided with protective apparatus.

#### MACHINE.—TOOLS IN GENERAL.

No. 60. All machine tools driven by shafting, unless controlled by a pedal or friction clutch, shall be provided with a fast and loose pulley and belt shifter easily worked from the spot occupied by the workmen.

No. 61. In drilling machines, the drill stock must be smooth, free from projections, and kept in good order.

#### WOODWORKING MACHINERY.

No. 62. Employers shall adopt the best means for the protection of their employees against accidents on their wood-working machines; buzz-saws and others, buzz-planers, shapers, etc., must be guarded to the satisfaction of the Inspector.

#### EMERY WHEELS, GRINDSTONES, AND BUFFING WHEELS.

No. 63. Before fitting on a new stone upon the machine, the foreman or overseer shall first verify the speed of the machine by means of an indicator. The maximum speed of the machine shall not exceed the number of revolutions marked on the label that makers have affixed on each stone.

No. 64. When the stones become uneven or cease to run true, they should be immediately dressed.

No. 65. The flanges must be of suitable size and the tool-rest should be well adjusted and kept as close to the cutting face of the stone as possible.

No. 66. The Inspector can order the installation of protective appliances against the bursting of stones, as well as the most efficient means of removing the dust generated.

#### LARGE GRINDSTONES

No. 67. Before putting a new grindstone in use, the same should be first hung up, and sounded with a hammer and be carefully examined.

No. 68. It is forbidden to allow stones to soak. The troughs must be emptied after work each day.

The grinders' bench must be securely held to the frame of the machine by a strong anchor chain.

No. 69. The leather covering of buffing-wheels must be securely fixed to the wheel, leaving no open joints on the buffing-face.

#### HANDLING BELTS.

No. 70. The inspector may order that belt-shifters, belt-mounters, and other apparatus be put up for handling belts on shafts, and the foreman must explain the working of these to the workman charged with handling the belts. It is strictly forbidden to connect by hand a belt more than three inches wide unless the power has been slowed.

#### SIGNALS

No. 71.—Signals to be established between the machine and the boiler. Such signals must be established when the machine is at a distance from the boiler.

No. 72.—Signals for the interior of engine or motor rooms.—Such signals are intended to convey a notice of the starting or stopping of the motion of transmissions.

#### SIGNALS BETWEEN THE DIFFERENT PLACES WHERE THE POWER IS CONVEYED TO A DISTANCE

No. 73.—Such signals enabling the workmen in the places containing machinery driven to order the stoppage or starting of the motive power to the engineer who controls the machine generating power, consist either in striking a bell, blowing a whistle or sounding an electric bell, except in cases where the apparatus allows of stopping the motors or transmissions at a distance.

#### OILING, CLEANING AND REPAIRS

No. 74. Workmen shall not undertake to oil, inspect, clean or repair machines in motion or moving parts of machinery unless previously authorized to do so by the foreman or overseer.

No. 75. Parts of machinery in motion must be provided with automatic lubricators; otherwise the oiling of such parts, when in motion, will be permitted only if they are provided with protector apparatus, keeping the workmen safe from all danger. All the pillow-blocks and bearings must be provided with automatic lubricators.

No. 76.—Cleaning of shafts and the pulleys for cables and belting when the machine is in motion must be done only while standing on the floor of the workshop or on a solid platform. In either case brooms, brushes, hooks, etc., with handles should be used. It is expressly forbidden to wear gloves or mittens or to clean machinery in motion by hand with tow waste or emery cloth.

#### PRECAUTIONS AGAINST FIRE.

No. 77. The inspector may order the employer to make an interior arrangement and to provide all apparatus necessary for the preventing fires.

“Extinguishing apparatus shall be approved by the inspector”.

No. 78. Keeping of inflammable materials.—Waste and rags saturated with oil must be kept in boxes with self-closing covers, and notices with the printed word “Inflammables” shall be posted on materials of a highly combustible nature.

#### PRECAUTIONS IN CASE OF FIRE OR PANIC.

No. 79. In establishments three stories high and over, where the operatives work above the second story, the inspector may require the construction of additional exits and even of fire-escape stairs on the outside, if the ordinary exits at each end of the establishment are insufficient.

No. 80. These exits shall consist of openings, doors or windows opening outwards, leading to balconies or galleries of the establishment, a portion at least of which must not be built immediately over an opening in the lower story.

No. 81. A notice with the words "Exit in case of panic", must indicate the way to such exits.

No. 82. The angle of the stairs should barely exceed 45 degrees.

No. 83. The balconies, galleries, ladders and stairs must be made of iron and these latter must go down to the ground. The lower end of the stairs, however, may be movable.

No. 84. These balconies, galleries and stairs shall be built at the places and in the manner indicated by the inspector.

No. 85. When the windows of other exits leading to the fire-escape stairs are more than two feet above the floor, steps must be placed to enable the inmates to easily reach such exits.

No. 86. These safety exits must always be kept in good order and clear of impediments or obstructions whatsoever.

No. 87. In case of buildings with flat roofs, a ladder 24 inches wide must give communication from the highest balcony to the top of the building and exceed the roof by at least 24 inches.

No. 88. The inspector may insist upon special safety appliances being adopted, when the particular situation of the premises or the number of persons renders the same necessary.

No. 89. Nevertheless, when the inspector considers that the situation and installation of the usual exits are sufficient, he may dispense the employer from observing the above prescriptions.

#### SANITARY MEASURES.

No. 90. Ventilation.—All work rooms must be well aired, especially such as contain forges, foundries, grindstones, paints and varnishes, and those in which acids are handled, or in which deleterious gases are generated.

No. 91. Thermometers.—Thermometers to indicate the degree of temperature shall be placed in sufficient number at the spots indicated by the inspector.

No. 92. Dangerous work.—Work in gas-mines, smoke-flues, and apparatus containing deleterious gases, must not be undertaken without the authorization of a person placed in charge of the same. The air contained in them must first be tested, and the workmen who have worked in them, must be secured by means of a safety-belt.

#### COMFORT OF EMPLOYEES.

No. 93. In order to relieve their employees as much as possible of their fatigue, and provide in an adequate manner for their personal comfort, employers will conform with the following prescriptions, viz :

(a) Give their employees facilities for securing individual cleanliness and water of good quality ;

(b) Employees of both sexes whose occupations permit of their sitting down, shall be provided with chairs furnished with a suitable back ;

(c) Taking into account the number of employees, inspectors may require employers to provide suitable places where the employees can take their meals and change their clothing ;

(d) Provide a sufficient number of spittoons and place the same in the different parts of the factory designated by the inspector ;

(e) When working operations are carried on after six o'clock in the evening, according to the overtime permit, granted under provisions of article 3026 of the Act, an interval of at least thirty five minutes shall be granted to the employees for their evening meal. A notice informing the employees of the change in the hours of work signed by the inspector, shall be posted up.

(Form)

**NOTICE**

In virtue of the Industrial Establishments' Act, article 3026, sections a, b, c, concerning the supplementary hours of work of children, girls and women:

Notice is hereby given that beginning from the undermentioned date, the work may be carried on until nine o'clock in the evening for a period not exceeding six weeks.

Total number of hours each week.

Dated this day                      of

Employer's signature.

Inspector's signature.

No. 94. Workmen must not take their meals in the workshop, or in any place where work is carried on, when forbidden by the inspector. They shall, however, in all cases, have a place where they can warm their food, and in bad weather take their meals sheltered from cold, rain or snow.

No. 95. Each establishment must be provided with urinals in the proportion of at least one to every twenty-five persons therein employed.

No. 96. Water-closets with lifting seats.—In establishments provided with water-closets with lifting seats, the latter must be in proportion of one to every twenty-five persons. In this case, urinals are not necessary.

No. 97.—Dimensions of Closets.—These closets must not be no less than 30 inches in width by 45 in depth.

No. 98. Forms and Dimensions.—The inspector may prescribe the form of such urinals and closets, their location, dimensions and materials of which they are to be built, and give all such directions as he may deem necessary.

No. 99. The inspector has the right to condemn the urinals and closets if they are not built in accordance with his instructions and with the requirements of the regulations, or if he finds that the closets of each sex have not a separate and suitable access or entrance.

No. 100. The door giving access to the closets for the use of male and female employees shall be screened by a partition or in a manner prescribed by the inspector.

**PERSONAL EQUIPMENT OF THE EMPLOYEES.**

No. 101. Clothing.—The clothing of employees having to work around moving parts of machinery and particularly those whose duty is to oil up and repair machines, must be buttoned and close fitting.

No. 102. Gloves and mittens.—It is forbidden to wear gloves or mittens when working at saws or handling belts.

No. 103. Girls and women employed in Industrial establishments shall wear their hair plaited and fastened to their heads, so that it will not come in contact tither with the moving shafting or machines or with the substances or material which they are handling.

No. 104. Spectacles.—Workmen employed at machines emitting sparks or splinters, must be provided with spectacles, and in establishments where deleterious gases or dust are generated, the employees shall be provided with respirator masks approved by the inspector.

**CARE OF SICK AND WOUNDED.**

No. 105. When an accident happens, the doctor must be called in at once.

No. 106. In large establishments, the inspector may require that some persons shall have acquired the necessary instructions to be able to give the first care as hereinafter mentioned.

**FIRST CARE TO BE GIVEN TO THE WOUNDED PENDING THE ARRIVAL OF THE PHYSICIAN**

1.—Wounds.—Stop the flow of blood by means of compresses saturated with water mixed with a small quantity of tannin. If the blood flows in jets or spurts, p[re]ss on the

wound a plug or stopper of absorbent cotton saturated with a solution of perchloride of iron and tie it on with a bandage.

2. If the cut is not deep, bring the edges of the wound together by means of strips of adhesive plaster.

3. When the skin is lacerated or torn, dress with lint saturated with a solution of carbolic acid (a teaspoonful to a pint of water).

4. For a contusion wuen the skin is not broken, wash with cold water and keep covered with a cloth saturated with a solution of a spoonful of sugar of lead in a tumbler of water.

5. Stimulant.—Whenever there is any syncope or fainting, exhaustion and giddiness, stretch the patient out at full length and see that his clothing does not interfere with his breathing ; give him a small quantity of good brandy or whiskey and make him inhale carbonate of ammonia.

Burns.—Apply a mixture of equal parts of lime water and olive oil well mixed, wrap up the burnt parts with absorbent cotton and keep the whole in place with bandages.

For a stimulant, use the same means as indicated in No. 5 above.

Sprains.—If there is no inflammation, bandage the wounded limb with a tight bandage ; if there is any fear of inflammation, apply ice or snow wrapped in a cloth, or if this cannot be procured apply very cold water, which should be frequently changed.

For stimulant as indicated in No. 5

Fractures.—Lay the patient in a horizontal positior place the broken limb in a natural position and maintained in that position by means of pillows or cushions and wooden splints.

For stimulant as indicated in No. 5.

Blows on head. Lay the patient down and keep his head raised, apply ice or snow wrapped in a cloth, or if this cannot be procured, bathe with very cold water, which should be frequently changed.

The person who has to dress a wound, should, if possible, in doing so, wash his hands in a solution of carbolic acid (a teaspoonful to a pint of water).

In washing ulcerated surfaces the water should be mixed with liquid carbolic acid in the proportion of a teaspoonful to a pint of water.

No. 107. Placards indicating the care to be given to the wounded.—Placards indicating care to be given to the wounded, as above stated, must be posted up in the workshop.

No. 108. Medicines, etc.—The medicines, bandages, etc., as indicated above, must, if the inspector requires, be kept in the workshop to enable the first care to be given. The notice to be sent to the inspector according to law, after an accident, will be in the following form :

To Mr.....

Inspector of Industrial Establishments.

You are hereby notified, pursuant to Art. 3027, Par. 2, of the Industrial Establishments' Act, 1894, of the happening of an accident in the establishment hereunder mentioned, whereof the following are the particulars :

- 1.—Name and age of person injured .....
  - 2.—Residing on .. Street .. City .. County .. Village ..
  - 3.—Location and name of establishment .....
  - 4.—Date of accident .....
  - 5.—Cause of accident .....
  - 6.—Injuries resulting therefrom .....
  - 7.—Where injured person sent .....
  - 8.—Remarks .....
- Dated at .. this .. day of .. 190..

Signature of Employer or Agent.

VARIOUS PRECAUTIONS.

No. 109. All workmen in the shop must be taught how to make use of the system or signal, by which all the machines can be stopped, in case of accident.

No. 110. When a bolt is not in use, it must be hung up in a place where it cannot be caught by the pulleys or shafts.

No. 111. Women, girls and children must be forbidden to do any operations connected with belting or other modes of transmission. This should be done by adult workmen.

No. 112. Moving of heavy objects.—An experienced person must superintend the operation which shall not be undertaken until after the cables, chains, chain blocks, winches and other lifting apparatus have been examined.

No. 113. Handling of belts.—Employees shall conform with inspector's requests and adopt the best system possible of handling belts; they should provide fixed and hand belt-mounters and see that employees charged with this work are instructed in the use of the same.

SPECIAL PROVISIONS.

No. 114. The inspector, after pointing out to the employer any defect that may exist in the construction or the maintenance of the buildings, or in the installation and maintenance of establishments, or other defects resulting from the absence of what is necessary for protecting the lives and health of workmen, must suggest the works he may consider necessary, leaving, however, the employer to choose the alteration to be made in order that his establishment may in everything be conformable to law and regulations.

No. 115. On receipt of the present regulations, every person interested shall have the right to apply to the inspector of the district to visit his establishment and have him point out the arrangements which might be considered as not complying with the conditions as to safety and salubrity required by the regulations.

No. 116. If the application of the prescriptions of the regulations necessitate a considerable alteration in the arrangements of the establishment, a first respite shall be granted calculated according to the extent of the alterations considered necessary. When the delay fixed by this respite has expired, the present regulations shall be fully and completely carried out.

No. 117. The delay granted to the employer to comply with the regulations shall be at the discretion of the inspector.

Form of certificate of age, Art. 3023. Revised Statutes of the Province of Quebec. Children and young girls employed in the establishment.

57 Vict., Cap. 30, Art. 3023 R.S.P.Q.

Certificate of age.

Questions.	Answers.
Name of father .....	
Name of mother .....	
Name of guardian or tutor .....	
Name in full (child or young girl) .....	
Date of birth .....	
Age .....	
Where born .....	
Residence .....	
To be employed as .....	
Name and address of employer .....	
I hereby certify that the answers to the above questions are true in every particular. (Signed by father or mother or by guardian, tutor or certifying doctor.)	
Signature of father or mother.	
Address .....	
Date .....	

# REGULATION

## RESPECTING

# Industrial Establishments

Approved by Lieutenant-Governor in Council on the 27th March  
1902, under the authority of the Act 57  
Victoria, Chapter 30.

### EXECUTIVE COUNCIL IN CHAMBER

Quebec, 27th March, 1902.

Present: The LIEUTENANT-GOVERNOR in Council.

It is ordered that the industrial establishments enumerated in the following list be classed as "dangerous, unhealthy or incommodious," pursuant to the provisions of the Act 57 Vict., ch. 30, articles 3023 and 3053, and declared liable to inspections and other provisions of articles 3020 and 3034 of the said Act.

It is further ordered that the following list or classification be approved by His Honor the Lieutenant-Governor in Council, under the authority of article 3053, section 2, of the said Act, 57 Vict., ch. 30, as a new "Regulation," to replace the list approved by His Honor the Lieutenant-Governor on the 20th January, 1891, which is to be considered as rescinded and annulled.

Abattoirs,	Danger of accidents.
Acids Muriatic,	"
" Nitric,	Deleterious fumes.
" Sulphuric.	Danger of accidents.
" Oxalic,	" of deleterious fumes.
Asphalt (preparation of),	Odor, injurious dusts.
Arsenic, (white),	Dangerous dusts.
Baking Powder (boxing of)	
Bakeries (rolling of dough),	Danger of wounds
Biscuits	"
Benzine (storage of and manipulation),	Danger of fire
Beating of carpets on a large scale,	Injurious dusts
Beating and cleaning of wools,	Injurious dusts
Cartridges (working at loading machines),	" "
Cutlery (grinding and turning of stones),	Danger of explosion.
Caps and detonators,	Injurious dusts
Canning works, (soldering of boxes)	Danger of explosion.
Can Manufacturing (soldering of boxes),	Deleterious gases
Cement (crushing and barrelling of),	" "
Crushing of lime, plaster and stone.	Injurious dusts
Cleaning of iron, brass or zinc with acids,	" "
Crystal (dry polishing of),	Injurious enamations.
Confectionnery (machines for rolling candy),	Injurious dusts.
	Dangers of accidents.

Dry polishing of iron, brass or horn,	Injurious dusts
Drugs (mechanical pounding of),	" "
Dynamite (making or handling of),	Danger of explosion.
Dynamos (supervision of)	Dangers of accidents.
Felt (tarring of),	Odor and injurious smoke.
Flesh and refuse from abattoirs,	Injurious emanations.
Fulminate of mercury,	Danger of explosion.
Fertilizer (making or storing of),	Deleterious emanations.
Flaying of horses and other animals,	" "
Gas for public use,	Danger of explosion.
Glue,	Injurious odors.
Hoists. Elevators (running of),	Dangers of accidents.
Iron (galvanizing of)	Deleterious vapors.
Laundries (Ironing Machines)	Dangers of accidents.
Matches (mixing and dipping departments),	Special diseases caused by emanations.
Mirrors (plating of)	Injurious emanations.
Marble (sawing and polishing of)	
Nails (grinding tools and turning stones),	Injurious dusts
Oil cloth,	" "
Oils (storing and making of),	Odor, danger of fire.
Paris Green (boxing of),	" "
Rubber works (varnishing department)	Injurious dusts
Shoe factories (polishing, sand papering on machines),	Deleterious vapors.
Sand papering wood by machinery.	
Smelting and rolling of iron, brass, lead, zinc,	Dangerous dusts.
Skins (deing of),	" "
Stamping of sheet metal (working the presses),	Injurious smoke, danger of accidents
Oxide of iron (handling and barrel-ling),	Bad odor, emanations.
Paint, (boxing and canning of)	Dangers of accidents.
Powder (making and manipulating of)	Injurious dusts
Skins and leather (preparation and glossing of)	Deleterious emanations.
Rags, cutting and grinding (garnetting of),	Danger of explosion.
Rags (sorting and manipulating of)	
Tar (dipping of iron pipes and wooden blocks,)	Injurious dusts, danger of accidents
Tinning of sheet-iron utensils.	Injurious dusts.
Tinning of wire	" "
Tallow (boiling)	Injurious smoke.
Varnishing metal dried in ovens,	Deleterious fumes.
White lead,	" "
	Danger of fire.
Wood (working on edge tool machines),	Deleterious and injurious smoke.
Wire (making and drawing)	Special diseases caused by emanations.
	Dangers of accidents.
	" "

GUSTAVE GRENIER,  
Clerk of Executive Council.

According to the provisions of the Act 57 Victoria, chapter 30, article "3023, the age of the employees of the establishments enumerated in the above list, shall not be under sixteen years for girls or women.

## Regulations concerning the Inspection

— OF —

# Steam-Boilers and Motors, Safety-Valves, Steam-Gauges, Etc.

Approved by His Honor the Lieutenant-Governor in Council under the authority of the Act 57 Victoria, chapter 30, and its amendments, by Orders in Council No. 375 of the 19th July, 1894; No. 183 of the 28th March 1907, and No. 231 of the 26th April, 1907.

1. The inspector shall satisfy himself by examination and by hydrostatic test, if necessary, that the boiler is well made of good suitable material; the limit of the pressure shall not exceed 150 pounds to the square inch in the case of a boiler made of iron plates, and 190 pounds to the square inch in the case of a boiler made of steel plates.

2. Before subjecting a boiler, to a test by hydrostatic pressure, it shall be opened up for inspection; the man-hole doors and mud-plates removed, the outside and inside of the boiler cleaned, etc.; and every precaution shall be taken so that satisfactory and efficient inspection can be made.

3. In any case in which the test is not satisfactory, the defects must be made good and the boiler re-tested satisfactorily.

4. In subjecting boilers made of iron-plates to the hydrostatic test, the inspector shall assume 100 pounds to the square inch as the maximum pressure allowable as a working-power for a new boiler 42 inches in diameter made of the best refined iron, at least one-quarter of an inch thick, in the best manner, and shall rate the working pressure of all iron boilers, whether of greater or less diameter, according to this standard; and in all such cases the test applied shall exceed the working pressure allowed, in the ratio of 150 pounds to 100, using the water in such tests at a temperature not exceeding sixty degrees Fahrenheit.

5. In subjecting boilers made of steel to the hydrostatic test, the inspector shall assume 125 pounds to the square inch as the maximum pressure allowable as a working power for a new boiler 42 inches in diameter, made in the best manner of the best quality of steel plates, at least one-quarter of an inch thick, with all the rivet holes drilled in place, the plates being then taken apart and the burs removed, the longitudinal seams in the shell being fitted with double butt steel straps, cut across the grain of the plate, and each of five-eighths the thickness of the plates they cover, and all the seams being at least double-riveted and having at least seventy per cent. of the strength of the solid plate, and all the flat surfaces stayed in the best manner and all the seams double-riveted; and he shall rate the working pressure of all steam-boilers so made, whether of greater or less diameter, according to this standard; and in all such cases the test applied shall exceed the working pressure allowed for such boilers in the ratio of 190 pounds to 125 pounds, using the water in such tests at a temperature not exceeding sixty degrees Fahrenheit.

6. If the inspector is of opinion that any boiler, whether made of iron or steel plates, by reason of its construction or material, will not safely allow so high a working pressure at that hereinbefore specified for each such description of boiler, respectively, he may, for reasons to be stated specially in his certificate, fix the working pressure of such boiler at less than two-thirds of the test pressure.

7. The previous rules shall be observed in all cases, unless the proportion between such boilers and the cylinders, or some other cause, renders it manifest that their application would be unjust, in which case the inspector may depart from these rules if it can be done with safety; but in no case shall the working pressure allowed exceed the proportion hereinbefore mentioned, as compared with the hydrostatic test.

8. The external working pressure to be allowed in circular surfaces and flues subjected to such pressure, when the longitudinal joints are welded or made with a butt-strap, shall be determined by the following formula:—

The product of 90,000 multiplied by the square of the thickness of the plate in inches, — divided by the length of the flue, or furnace, in feet plus 1, multiplied by the diameter in inches, will be the allowable working pressure per square inch in pounds, provided it does not exceed that found by the following formula:—

The product of 8,000 multiplied by the thickness of the plate in inches, divided by the diameter of the furnace or flue in inches, will be the allowable working pressure per square inch in pounds.

The length of the furnace to be used in the first formula being the distance between the rings, if the furnace is made with rings, and that one of the two formulae which gives the lowest pressure being the one by which the inspector shall be guided.

9. On flat surfaces, the allowable working pressure shall not exceed six thousand pounds to each effective square inch of sectional area of the stays supporting it. The pressure to be allowed on plates forming flat surfaces shall be that found by the following formula:

$$C \times (T - 1)2 = \text{Working pressure in pounds per square inch}$$

S—6      where—

T—Thickness of plate in sixteenths of an inch;

S—Surface supported in square inches;

C—100. But when the plates are exposed to the impact of heat of flame, and steam only is in contact with the plates on the opposite side, C is to be reduced to 50.

10. In order to satisfy himself as to the strength and condition of a boiler, the inspector may, if he deems it necessary, order holes to be cut in it, and also may demand that such information be furnished him as to the interior construction of the boiler as will enable him to judge correctly of its strength.

11. In no case shall a certificate be granted for a boiler when drift pins have been used in bringing the holes in the sheets together.

12. Man-hole openings must be stiffened with compensating rings of at least the same effective sectional area as the plate cut out, and in no case shall such rings be of less thickness than the plates to which they are attached; all openings in the shells of cylindrical boilers shall have their short axes placed longitudinally.

13. When bars of angle irons are used for sustaining in the crown sheet in the furnace of a boiler, three-fifths of the working pressure, allowable upon the crown sheet, shall be sustained by hanging stays from the shell of the boiler attached to the crown sheet.

14. Boilers in which the longitudinal seams in the cylindrical shell are singly riveted, in place or double riveted, shall be subject to a reduction in the working pressure allowable for a boiler made in the best manner (as prescribed by numbers three and four of the present regulations), and the limit of pressure in the boilers so made shall not exceed eighty pounds to the square inch, in place of one hundred pounds or one hundred and twenty-five pounds, as mentioned in the above numbers.

15. No boiler shall be made of boiler-plate, whether iron or steel, which has not been

stamped with the mark or name of the maker thereof ; and no certificate shall be granted with respect to any boiler, made wholly or in part of plate not so marked ; and before a certificate shall be granted with respect to any boiler, a declaration by the maker of the boiler, stating the name of the maker of the plates, their quality, and the quality of all materials used in the construction thereof shall be furnished to the inspector, if required by the latter.

16. During the construction of every steam-boiler made in this province, the inspector of industrial establishments of the district in which it is being made, may cause it to be examined, and at all times during such construction, the inspector shall have access to such boiler.

17. No steam-boiler or pipes shall be approved which are made in whole or in part of bad material, or unsafe in form, or dangerous from defective workmanship, age, use or any other cause.

#### SAFETY-VALVES, STEAM-GAUGES, ETC.

18. Every inspector, when inspecting, visiting or examining the boilers, or steam apparatus, shall satisfy himself that the safety-valves attached thereto are of suitable dimensions, sufficient in number, well managed and in good working order, and only loaded so as to open at or below the certified working pressure.

19. The boiler-cocks and valves attached to the boilers shall be substantially made, and in no case shall they be attached to the boiler by screwing into the plate, unless, as an additional security, nuts and flanges be used in addition to such attachment.

20. No valve, under any circumstance, shall, at any time, be so loaded or so managed in any way, as to subject a boiler to a greater pressure than that allowed by the inspector at the then last inspection thereof.

21. The valves shall be tested and proven by an inspector before use; and no inspector shall grant a certificate unless the boiler, or each boiler, if more than one, be provided with a safety-valve.

22. Every safety-valve placed or attached to a boiler after the passing of this regulation, must have a lift equal to at least one-fourth of its diameter ; the openings for the passage of steam to and from the valve must each have an area not less than the area of the valve, as shall also the waste steam-pipe, and the valve-box must have a waste water-pipe ; if the lever of a lever safety-valve is not bushed with brass the pin must be of brass, iron and iron working together must not be allowed ; every such safety-valve must be fitted with lifting gear so that it can be worked by hand, either from the engine-room or firehold.

23. The area of any locked safety-valve or the joint areas of all locked safety-valves of any boiler, shall not be less than  $\frac{1}{4}$  a square inch for each square foot of grate-surface in or under the boiler.

24. In a conspicuous and easily accessible place, there shall be a steam gauge properly constructed and open to the view of the public, showing at all times the true pressure of the steam in the boiler thereof.

25. A very conspicuous mark shall indicate on the steam-gauge, the maximum of effective pressure permitted.

26. Each boiler shall be provided with a suitable water-gauge, capable of showing the water-level within each boiler at all times.

27. If the inspector of steam-boilers is satisfied, he shall deliver a certificate in triplicate in the following form :

CERTIFICATE OF INSPECTION OF STEAM BOILER.

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No. ....
Name, ....
Place, . . .
County .....

I, the undersigned, certify having examined and tested by hydrostatic pressure the steam boiler of Mr. .... manufacturer, No. .... Street .... to a pressure of .... (....) pounds to the square inch, and the same can carry with safety a pressure of .... pounds of steam and no more.

This certificate is returnable to the inspector of industrial establishments up to
Safety-valve
Stop-valve
Steam-gauge
Try-cocks
Feed apparatus
General care
Age of the boiler
State of the boiler
Blow-off valve
Water-gauge
Remarks
Fees \$
Carter
Ferry

Inspector of Steam-Boilers.

He will give two to the owner, and keep the third for himself.

28. Any dispute or disagreement between the owner of the boilers and the inspector of steam-boilers shall be settled by the chief inspector of factories; but an appeal may be taken from his decision to the Minister of Public Works and Labour.

29. The inspector of steam-boilers must, when required by the chief inspector of factories, give copies of any certificates of boiler inspection which he has delivered.

30. No inspector can give a certificate if he is interested directly or indirectly in the erection or sale of the steam-boilers to be examined, or employed for the owner who has the boiler inspected.

31. The inspection of steam-boilers, steam-pipes and motors, in butter and cheese factories, shall be obligatory only once in every two years, and the cost of this inspection shall not exceed two dollars and fifty cents for each establishment.

32. The province shall be divided by districts for the purpose of inspecting steam-boilers. This division shall be made either by the Minister of Public Works and Labour, or by the chief inspector of industrial establishments. Every inspector of steam-boilers will be furnished with a map signed by the chief inspector of industrial establishments, shewing the counties situated in his inspection district.

33. The cost of inspecting a steam-boiler whose heating surface does not exceed fifteen square feet shall be \$2.50; the cost of inspecting a steam-boiler whose heating surface exceeds fifteen square feet, shall be \$5.00.

34. The inspectors of steam-boilers shall be bound to make the yearly inspection of all the steam-boilers of industrial establishments situated in their respective districts except boilers of butter and cheese factories, which will be inspected only every two years.

35. The inspectors of steam-boilers shall give notice of their visits to the manufacturers ten days before going to the premises. When a manufacturer neglects to get his boiler ready for inspection, or when, for reasons for which the inspector cannot be held responsible, the inspection of the boiler or boilers must be put off, the inspector shall have the right to claim from the patron his travelling expenses.

36. The inspectors of steam-boilers may conduct the examination of third-class and fourth-class engineers, as also of the stokers, and grant them certificates of competency. To obtain a first-class or second-class diploma, the engineer aspirants must undergo their examination before the examiners of steam-boiler inspectors appointed under the law.

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**BY-LAWS**  
OF THE  
**BOARD OF HEALTH**  
OF THE PROVINCE  
RELATING TO THE  
**Sanitary Condition of Industrial  
Establishments**

EXECUTIVE COUNCIL CHAMBER.

Quebec, 6th June, 1895.

Present :—The LIEUTENANT-GOVERNOR in Council :

It is ordered that the following by-laws relating to the sanitary condition of industrial establishments, prepared by the Board of Health conformably to article 3095a of the Revised Statutes of the Province of Quebec, as amended by section 9 of Art 57 Vict., chap. 31, be approved and declared obligatory fifteen days after their promulgation in the Official Gazette.

GUSTAVE GRENIER,  
Clerk Executive Council.

**BY-LAWS OF THE BOARD OF HEALTH OF THE PROVINCE RELATING  
TO THE SANITARY CONDITION OF INDUSTRIAL  
ESTABLISHMENTS**

57 Vict., ch. 31.

1. The definition of the several terms employed in the by-laws is given in the law relating to industrial establishments.
2. No industrial establishment can be put into operation without first obtaining permission from the municipal council.

**SUPPLY OF DRINKING WATER.**

3. The supply of drinking water must be of good quality and satisfactory to the sanitary physician.

It is absolutely forbidden to use for drinking purposes :

- (a) Water from wells dug in cellars ;
- (b) Water from wells located less than twenty feet from a dwelling and at less than forty feet from a stable or pig-sty ;
- (c) Water from wells dug at less than one hundred feet from an abattoir, a privy pit, a cesspool ;

(d) Water from wells situated at a distance less than four hundred feet from a cemetery, unless the bottom of these wells is above the level of the cemetery, or unless there be between such wells and the cemetery, a ravine, gully, stream or river, the bottom of which is below the bottom of the wells. In any case, the distance must never be less than fifty feet.

The above restrictions do not apply to artesian or tubed wells, except in cases where the sanitary physician might have cause for suspecting their pollution.

#### LIGHTING.

4. When, in the opinion of the sanitary physician, the natural or artificial light is insufficient for the requirements of a work-shop or manufactory, the said physician may require that the area of windows or the power of the artificial light in such workshop or manufactory be increased to the proportion he believes necessary.

#### CUBIC SPACE.

5. From the first of October to the first of May, each workman must have at least 400 cubic feet of air.

#### AERATION AND VENTILATION.

6. During the interruption of work for meals, the workroom must be vacated and the air therein completely renewed by the opening of the windows. The air is also to be renewed after the work is over at night, or in the morning before the opening of the workshop.

7. When he believes it necessary, the sanitary physician may, on his own accord, prescribe any artificial ventilation, by propulsion or by extraction, capable of furnishing at least one thousand cubic feet of fresh air per hour for each workman. The air thus introduced must not be of a temperature of less than sixty degrees Fahrenheit.

#### CLEANLINESS AND CLEANING.

8. No employer shall tolerate, either inside or outside his workshop, factory or dependencies, any accumulation of vegetable or animal refuse either in state of decomposition or not.

9. In places where organic matters liable to putrefaction are dealt with, the floor must be rendered impervious, to the satisfaction of the sanitary physician. The walls are to be covered with an impermeable coating of silicate, stucco or zinc paint.

10. The putrescible wastes which are not used must never be left in the workrooms; they must be removed as soon as produced and deposited in closed vessels until ultimately burned or buried.

11. The interior walls and ceilings of every workshop or factory must be entirely whitewashed with lime once a year unless they are painted. The painted walls and ceilings must be washed all over with soap and water at least once a year.

12. The floor of every workshop must at least be swept after the day's work is over and waste taken out. In places where putrescible matters are handled, a complete cleansing by washing must take place at least once every week if the work is continuous, and during the twenty-four hours following the work, if the latter be intermittent.

#### DUSTS, GASES, VAPORS, WASTE.

13. All dust, gases and offensive, unhealthy and toxic vapors must be conducted directly out of the workshop as soon as they are produced and this to the satisfaction of the sanitary physician.

14. In order to provide against reeks, vapors, gases, light dusts, funnels must be constructed connected with draught-fues or any other apparatus for an efficacious elimination.

15. Millstones, threshers, crushers, and other mechanical apparatus must be enclosed in drums put in direct communication with a strong aspirator in order that dust be removed.

16. For heavy gases such as vapors of mercury and of sulphide of carbon, the ventilation must be made per descensum, and the working tables and other working apparatus must be in direct communication with the ventilators.

17. The pulverization of irritating or toxic matters or other operations, such as sifting and packing, must be done mechanically in closed apparatus.

18. When there is but a part of industrial operations that causes dusts, gases or vapors, the sanitary physician may require that such operations which he is to designate, are to be carried on in rooms entirely separate from the rest of the establishment.

19. The solid waste of a putrifying nature which is not to be used in the trade must be burned or buried two feet under ground and in a place approved of by the municipal council or its board of health, but never less than two hundred feet from a well or other source of drinking water.

#### DRAINAGE.

(Sinks, wash-basins, urinals, latrines, liquid waste.)

20. In municipalities where there is a sewerage system, industrial establishments must be connected with the public sewer unless the waste waters, in the opinion of the sanitary physician, may deteriorate the sewers, and in this last case, articles 24, 25, 26 of these by-laws apply to these industrial establishments already constructed or to be constructed just as if there were no municipal sewerage system.

21. In establishments that run off their waste or washing waters in a public or private sewer ;

(a) The collecting pipes of the building must be of iron, cast iron or vitrified earthenware.

(b) The soil pipe must be of iron, cast-iron or at least of lead and carried above the roof of the building.

(c) The pipes connecting water-closets, basins, sinks or other receptacles into the soil pipe must be of iron or lead and there must be a trap (water-seal) close to each water-closet, basin, sink or receptacle.

(d) Every joint must be so made as to prevent the escape of water or gas.

(e) It is forbidden to use zinc or galvanized sheet-iron for ventilation pipes in connection with the traps of water-closets, sinks basins or other receptacle.

(f) The water-closets must be placed in an apartment separate from the rooms in which the men are at work and they must communicate with the outside by a ventilator.

(g) The floor of the water-closet must be made impermeable to the satisfaction of the sanitary physician.

(h) The only water-closet allowed in factories that will be built in the future is the one known as the washed out closet.

(i) The pipes and other plumbing done in future are to be uncovered.

22. The sanitary physician can have the number of water-closets increased when he considers it necessary.

23. Wooden drains ending in the interior of the building are forbidden.

24. In the municipalities where sewerage system exists, the municipal council must, before permitting the construction of an industrial establishment, submit the drainage plans of the said industrial establishment to the sanitary physician in charge of the manufactures of the district, who, after having consulted with the executive of the Board of Health, of the Province, determine which of the following methods: land irrigation, decantation, mechanical filtering, evaporation in boilers followed by the incineration of the solid residue,

or chemical decomposition, must be employed for the waste water and what kind of latrines to employ.

25. Every industrial establishment is forbidden to make use of the cesspools communicating with or extending beyond underground water.

26. When the sanitary physician is of the opinion that a privy pit is dangerous to the public health, he may order its suppression and decide as to the kind of latrines to be used in its stead.

#### TEMPERATURE.

27. From the first of May to the first of October, boilers used in factories must be placed in an entirely separate apartment and only the engineer and fireman can remain therein.

28. Unless it may be necessary to the kind of work carried on in the factory, and even then the authorization of the sanitary physician has to be obtained, the temperature of the workrooms must be less than sixty nor more than seventy-two degrees Fahrenheit.

29. In establishments where the work necessitates the introduction of steam, the temperature of the apartment must be raised according to the degree of moisture to be reached, in the proportions indicated by the following scale:

If desired to obtain.	The dry bulb of the thermometer must mark	The wet bulb of the thermometer marking:
5.1 grains of moisture per cubic foot of air.	60 degrees Fahrenheit	58 degrees Fahrenheit.
5.2	61	59
5.4	62	60
5.6	63	61
5.8	64	62
6.	65	63
6.2	66	64
6.4	67	65
6.6	68	66
6.9	69	67
7.1	70	68
7.1	71	68.5
7.1	72	69
7.4	73	70
7.4	74	70.5
7.65	75	71.5
7.7	76	72
8.	77	73
8.	78	73.5
8.25	79	74.5
8.55	80	75.5
8.6	81	76
8.65	82	76.5
8.85	83	77.5
8.9	84	78
9.2	85	79
9.5	86	80
9.55	87	80.5
9.9	88	81.5
10.25	89	82.5
10.3	90	83
10.35	91	83.5
10.7	92	84.5
11.	93	85.5
11.1	94	86
11.5	95	87

30. The above by-laws annul municipal by-laws only in cases where the latter are contradictory to the former.

31. All previous by-laws of the Board of Health of the Province, contradictory to the present, are repealed in so far as they relate to industrial establishments.

32. When there is a conflict of opinion between the sanitary physician and the employer on a point left to the discretion of the former, it is the duty of the said sanitary physician to refer the matter to the president or secretary of the Board of Health of the Province, before taking action.

33. The procedure to be followed for notices, services, lawsuits and other measures necessary to the enforcing of these by-laws, is that indicated for notices, services, lawsuits and other measures covered by section four, chapter two, of the seventh title of the Revised Statutes. (R. S. P. Q., art. 3095e.)

34. Every infraction of the above by-laws renders the guilty party liable to a fine of two hundred dollars at most, and of another fine not exceeding six dollars per day, as long as the infraction lasts, after the notice being given by the sanitary physician. (3095b. R. S. P. Q.)

35. The articles 21a and 21b of these by-laws only apply to industrial establishments to be built in the future ; and the industrial establishments now in operation are accorded, from the promulgation of the said by-laws, a delay of one year in order to conform to articles 5, and a delay of 6 months for articles 9, 14, 16, 17, 20, 21f, 29, and a delay of three months for articles 21c, 21g and 25.

True copy.

GUSTAVE GRENIER,  
Clerk Ex. Council.

**LEGISLATION**  
RESPECTING  
**PUBLIC BUILDINGS**  
**IN THE PROVINCE OF QUEBEC**

Act 8 Edward VII, Chapter 52

(Assented to, 25th April, 1908.)

HIS MAJESTY, with the advice and consent of the Legislative Council and of the Legislative Assembly of Quebec, enacts as follows:

1. Section first of chapter second of title seventh of the Revised Statutes, as replaced by the act 57 Victoria, chapter 29, section 1, is again replaced by the following:

**“SECTION I**

**? 1.—Declaratory and Interpretative**

“ 2973. The words “public buildings” mean and include churches and chapels, or buildings used as such, seminaries, colleges, convents, monasteries, school-houses, public or private hospitals, orphan asylums, infant asylums, charity work-rooms (**ouvroirs**), hotels, boarding houses, capable of receiving at least fifteen boarders, theatres, halls for public meetings, lectures or amusements, buildings for the holding of exhibitions, stands on race-courses or other sporting grounds, buildings in parks, skating rinks, rooms for showing moving pictures, buildings of three stories or more over the ground floor occupied as offices, stores employing at least ten clerks and court-houses.

“ 2974. The words “proprietors of public buildings” include persons, companies and corporations, who are proprietors, tenants or occupants, under any title, of any building mentioned in article 2973, and their agents.

**? 2.—Application of section.**

“ 2975. Saving the restrictions which the Lieutenant-Governor in Council may make in the regulations which he may enact in virtue of article 2988v, all public buildings mentioned in article 2973, are subject to the provisions of this section.

**? 3.—Safety in public buildings.**

“ 2976. 1. The public buildings mentioned in article 2973 must afford all the security required by this section and the regulations made under its authority.

2. Public buildings now open to the public, and which would require too heavy an expense to be made conformable to the prescribed requirements, must however be made to conform thereto as much as possible, to the satisfaction of the inspector.

3. No public building shall be built or altered after the coming into force of this section, and no work affecting the solidity of a building or of part of a building or changing the conditions of a building or part of a building, shall be done without a permit from the inspector, such permit shall not be issued until after examination of the plans and specifications for the building.

4. When extensive alterations are made to a public building, an architect certificate as to the solidity and safety of such building shall be given by the proprietor to the inspector.

5. If the destination of a public building is so altered that greater solidity is required, an architect's certificate as to such solidity shall be given by the proprietor to the inspector.

6. Whenever proprietors and tenants cannot agree upon an architect, the choice thereof shall be made by the inspector, who shall appoint an architect recognized by the Province of Quebec Association of Architects, and the certificate of such architect shall be valid.

#### ? 4.—Duties of proprietors of public buildings.

“ 2977. 1. Every proprietor of a public building shall: transmit to the inspector a written notice giving his name, the name of the building and its destination, as well as the name of the place where it is situated, within thirty days previous to the opening of such building to the public, if it be recently erected, and within sixty days from the coming into force of this section if it be at present open to the public;

2. Transmit a written notification to the said inspector of every fire or accident which occurs in such building, within forty-eight hours from the occurrence of such fire or accident;

3. Provide such inspector with everything necessary for facilitating an effective inspection of the building and its dependencies;

4. If the building is a theatre or a hall for lectures or public amusements, or a hotel, have a certificate of inspection, signed by the inspector, posted up, and keep it there constantly whole and legible.

5. Employers shall place a sufficient number of seats at the disposal of the girls or women employed in their stores in order that they may rest when the nature of their work requires it, or service upon customers permits.

#### ? 5.— Powers of Inspectors.

“ 2978. The inspectors of industrial establishments appointed in virtue of the fourth section of this chapter are assigned the duty of seeing to the observance of this section and the regulations made under its authority.

“ 2979. The said inspectors have *mutatis mutandis*, the same powers and are subject to the same obligations, as regards safety and health in public buildings, as those indicated in the said fourth section and in the regulations made by the Lieutenant-Governor in council, respecting the safety and health of employees in industrial establishments, in so far as the same may be applicable thereto.

“ 2980. They have the right to be present at inquiries held by the fire commissioners of Quebec and Montreal, and at inquests held by coroners, in all cases of fire or accident in a public building, and to question the witnesses, in order to ascertain the cause of such fire or accident.

“ 2981. 1. They have the right to make to the proper authorities, any suggestions they may consider advisable in the interest of safety in public buildings.

2. They have the right, in the performance of their duties, of free entrance into public buildings at any hour of the day or night; and shall be admitted therein without delay, on presenting a card identifying them, bearing the seal of the inspection department and the signature of the Minister of Public Works and Labour or that of the chief inspector.

3. They may require the production of the certificates or other documents required by the law and the regulations passed in virtue thereof, as well as all information they may think necessary.

4. If they have reason to fear being molested in the performance of their duties, they may in any case require one or more constables to accompany them.

5. If an inspector ascertains that by reason of insufficient resistance or solidity in a building or part of a building, there is danger of a collapse, he shall forthwith order that such building or part of building, as the case may be, shall be immediately and com-

pletely vacated, and for such purpose may require the services of any member of the municipal or provincial police force, or of a peace officer.

The Minister of Public Works and Labour may suspend or reverse any such decision of the inspector.

“ 2982. They shall publish, in the **Quebec Official Gazette**, such provisions of the law and regulations as they consider should be more especially made known to the public and also publish their addresses therein.

#### § 6.—Inspection of Public Buildings.

“ 2983. 1. Public buildings, as well as all accessories thereof, moveable or immovable, shall be erected and maintained so that the lives of all persons residing therein or having access thereto shall be effectually protected against accidents.

2. They shall be provided with all means necessary to permit a prompt and easy exit therefrom of the occupants or of the public in case of an alarm of fire or a panic.

3. Every building or at least three stories, and every school building shall be provided with safety appliances on the outside; such as iron stairs, safety tubes of canvass or metal, or other means of safety in case of fire, approved or prescribed by the inspector.

This provision shall not apply to any public building that is fire-proof to the satisfaction of the inspector.

“ 2984. Any system or device for safe exit may be adopted if it is approved by the inspector. If there are no means of safety outside of the ordinary exits, or if the safety system in use is not approved by the inspector, the latter may by an order given to the proprietor, tenant, agent or superintendent of the building, require one or more safety contrivances. Such safety contrivances shall be installed at the places directed by the inspector, and built in the manner specified in the order. The exits of safety contrivances shall be built within thirty days after the order has been given, and each of said exits or safety contrivances shall comply with the specifications contained in the order or with those contained in the following paragraphs:

(a) Safety stair-cases shall be built of iron with sufficient side railings, and shall be connected with the inside of the building by means of doors or windows; and shall also have sufficient railings at each story above the first, including the attic when it is used as a workshop, and shall be kept in good condition and unobstructed.

(b) Canvass tubes shall consist of tubes made of strong canvass, treated chemically and so as to offer sufficient resistance to fire. Such tubes shall be solidly fixed to an iron frame and shall be supplied with brakes to check the descent.

(c) Metal tubes shall consist of tubes of metal or sheet iron, of spiral form, and connected to each story by galleries.

(d) All balconies, galleries and stair-cases shall be put at the places and in the manner determined by the inspector. Canvass tubes shall be placed in portable chests and installed in the places determined by the inspector.

“ 2985. When the windows or other outlets opening upon the safety stair-cases, are more than two feet above the floor, steps shall be placed so as to enable the occupants of the building to easily reach such outlets.

“ 2986. The said safety exits shall always be kept in good condition, and free of all hindrance or obstruction whatever.

“ 2987. The principal doors from which exit is had, as well as all doors at the lower part of a stair-case, shall open outwards and be kept free throughout meetings, classes, performances and religious services. In the case of hotels and boarding houses, boarding schools and other buildings occupied at night, the doors shall never be locked with a key, but shall be supplied with a lock which opens automatically by pressure from within the building, and in the case of churches, theatres, amusement halls, and places of public meeting, shall be closed by means of weights or springs and not by clasps.

“ 2988. Every building which shall hereafter be built or altered, to serve as a theatre, for dramatic or operatic entertainments, or for other like purposes requiring the use of a stage with moveable scenery, curtains and machines, shall be a first classe building, that is to say fire-proof, to the satisfaction of the inspector, and the upper part of the principal floor of the hall shall not be more than seven feet above the level of the street or road where the exit doors are situated.

"2988a. There shall be at least two independent exits for each division, compartment or gallery of the buildings mentioned in article 2988. Beside the exits hereinabove mentioned, there shall, whenever practicable, be direct exits opening out from the principal floor to a street, public square, lane or yard, and these exits shall be provided with doors, or light windows opening outward, and kept closed so as to allow of their being promptly and easily opened in case of fire or panic.

"2988b. Plans indicating the exits and the stair-cases shall be printed on each programme. A diagram indicating the stairways and the exits shall also be posted up in a conspicuous place in each gallery or floor and upon the stage.

"2988c. All the corridors, passages and aisles of such theatres shall be of ample and uniform width, and, if possible, shall widen out towards the exits so as to allow the audience an easy outlet from the building. During entertainments these corridors, passages and aisles shall be kept free of all obstructions.

"2988d. The stage of every theatre shall be separated from the auditorium by a brick wall at least sixteen inches thick, which wall shall extend the whole height and breadth of the building and two feet above the roof.

"2988e. The opening for the curtain in every theatre shall be provided with a curtain of incombustible material, approved of by the inspector, and sliding at each end in grooves at least six inches on both sides. This curtain shall be raised at the beginning of each act and lowered at the end of each act. It shall also be worked by means of approved appliances.

"2988f. There shall be above the stage of each theatre, one or more incombustible ventilators, the area of each of which shall be equal to at least one-thirtieth of the whole area of the stage. Each ventilator shall be supplied with a valve arranged and counter-balanced so as to open automatically. The valve shall be closed when the ventilator is not in use, by means of a cord, the end of which is at the prompter's office. This cord shall be of combustible material, and so arranged that if it breaks the ventilator will open automatically. The inspector may, at his discretion, require that such a ventilator be made in theatres already built.

"2988g. There shall be at least two four-inch fire pipes upon the stage of each theatre with all necessary hose and nozzles connected with said pipes at the level of the stage on each side and the water shall be kept circulating in said pipes while there is an audience in the theatre. The inspector may order any other appliances for protection against fire, that he may think proper.

"2988h. All theatres shall be lighted by electric light. There shall be a lamp opposite each exit, as well as above and below each staircase, and all lamps shall be supplied with red glass globes.

"2988i. Before allowing any hall to be used for moving pictures to be opened, the inspector may require from the proprietor or agent a certificate establishing that the precautions required for the installing of apparatus for electric lighting or motive power comply with the underwriters' regulations.

"2988j. All theatres shall be supplied with approved fire-alarms connected with the central office of the fire-alarm department.

"2988k. All scenery and accessories shall be made incombustible with a fire-proof paint or solution which shall be previously approved by the building inspector.

"2988l. Every year, before opening a theatrical season, on or before the fifteenth day of August, the agent, the lessee or the manager of every theatre, shall demand an inspection of his building by a notice addressed to the inspector, and no theatre shall be opened to the public before having been inspected and approved by the inspector.

"2988m. In so far as, in the opinion of the inspector, shall be possible, the regulations governing theatres may be applied in whole or in part to public amusement halls or other buildings mentioned in article 2973.

The certificate prescribed by article 2977 shall mention the number of persons which each theatre, lecture hall or amusement hall can hold.

Such number shall be in proportion to the number and dimensions of the exits and the width of the passages, corridors and aisles, and no greater number of spectators shall be allowed to enter than the number mentioned in the certificate.

Such certificate shall be posted in the place designated by the inspector, and its place shall not be changed without his permission. There shall be two or more posters, as may be necessary, in the discretion of the inspector.

Above each door exit leading to the outside, there shall be placed a poster bearing in large characters the word "exit" or "sortie", and in such light as to be easily read.

"2988n. The inspector may require that there shall be a night guardian in every hotel or boarding-house having fifty occupied rooms.

The passages and staircases shall be lighted throughout the night. The lamps indicating the safety exits shall be supplied with glasses of glass coloured differently from that of other lamps.

The proprietors shall post in each room, a notice in French and in English, containing the information necessary to enable the occupants to find their way to the supplementary exits and to use the extinguishers and safety appliances.

There shall be a sounding gong or other alarm appliance to wake the occupants at night in case of fire.

Proprietors of hotels which can accommodate at least fifteen boarders, shall have their house inspected and obtain a certificate attesting that all the precautions for the safety of the boarders and employees have been taken, as required by law and by the regulations. The certificate shall be issued in duplicate, and the proprietor after having posted one of them in a conspicuous place in his house shall keep the other at the disposal of the inspector of provincial revenue of the district. Such certificates shall be given by the inspector free of charge, and the collector of provincial revenue shall not grant a license until after the certificate has been obtained.

"2988o. The principals or heads of every college, seminary, school, convent, hospital or asylum, shall, so far as possible, instruct the pupils or other occupants as to what is to be done in case of fire, and show them how to use the safety appliances and extinguishers.

Safety and exit drill shall be had from time to time, under the supervision of the principal or head of the institution, and of the inspector if he thinks proper.

The proprietors and principals of colleges, convents, boarding schools, or other educational establishments, shall constantly keep posted in the parlour of the building, a certificate signed by the inspector, attesting that all precautions touching the safety of the pupils, boarders or other occupants of the building, in case of fire or panic, have been taken according to law and to the satisfaction of the inspector.

"2988p. Every proprietor, lessee or agent, who fails to comply with the notices given by the inspector in virtue of this section, is liable to the penalty prescribed by article 2988r, and until he has complied with such notice, no meeting or performance shall take place in such theatre or public amusement hall, and the inspector is by this section authorized to post at the entrance of such building, in a conspicuous place, a placard indicating that the said building is dangerous.

"2988q. The proprietor of any building, destroyed or partially destroyed, or rendered dangerous by fire, or otherwise, shall demolish such building, and if the proprietor refuses or neglects so to do, after being ordered so to do by the inspector, the building shall be destroyed at the expense of such proprietor, and the cost of such demolition shall be a privileged claim upon the land where the building is situated.

#### .7.—Offences and penalties.

"2988r. 1. Proprietors of public buildings who infringe the provision of this section and of the regulations made under the authority thereof, are liable to a fine not exceeding fifty dollars and costs, for each day while the offence lasts.

2. The incumbents, church-wardens or trustees owning churches or buildings used as such under section first of chapter third of title ninth of these Revised Statutes, respecting lands held by religious congregations, and all others owning churches or buildings used as such in virtue of any other law, are subjects to the provisions of this section, and, in case of contravention, are severally liable to the penalties set forth in the preceding paragraph of this article.

"2988s. 1. Every proprietor of a theatre or hall, used for public meetings, lectures

or public amusements who, without the required certificate of inspection, allows such building to be open to the public, is liable, in addition to the fine mentioned in article 2988r, to a penalty not exceeding fifty dollars and costs, for every day that such building so remains open.

2. On the report of the inspector, the Minister of Public Works and Labour may order such owner to close such building until he has obtained the required certificate.

Such order may be executed, by a constable of the municipal or provincial police force, or by a peace officer, either by preventing the public from entering or by causing the place to be cleared.

3. Every proprietor, lessee or agent of a theatre or of any building in which shows or public amusements of any kind are given, and every proprietor or lessee of a park, race-course or grounds where public sports are carried on who refuses free access to the inspector or who does not reasonably facilitate the work of the inspector, is liable to a fine of not more than fifty dollars and costs.

#### 8.—Jurisdiction of certain courts and procedure.

“2988t. 1. All prosecutions under this section are brought by the inspector before the judge of the sessions of the peace or the police magistrate in the cities of Quebec and Montreal, or before the district magistrate or a justice of the peace of the place where the offence was committed, if in any other part of the Province.

2. The procedure to be followed in such cases is that prescribed by part XV of the Criminal Code.

3. No prosecution shall be brought for any infringement of the law or of the regulations after sixty days from the time such infringement came to the knowledge of the inspector.

“2988u. The fines imposed under this section shall be collected by the inspector and shall be paid to the Provincial Treasurer for the uses of the Province.

“2988v. 1. The Lieutenant-Governor in Council may make regulations, with respect to the buildings mentioned in article 2973, upon the following, amongst other matters:

(a). The construction of public buildings, and their solidity, so as to insure the safety of those who reside in or who frequent the same.

(b) The precautions to be taken against fire, and more particularly as respects: doors and windows, staircases, escapes, apparatus for extinguishing fire and saving life, and elevators and their safety appliances;

(c). The safety and health of the guardians, workmen, workwomen, clerks or other persons employed in public buildings.

2. Nothing in this article shall, however, affect the powers possessed by municipal councils for making by-laws respecting public safety, nor the powers of the commissioners appointed under the law respecting the erection and division of parishes, to make regulations on the same subject, with respect to churches and other buildings for divine worship; provided such by-laws or regulations be not inconsistent with those made in virtue of this section.

“2988w. This section shall not affect any rules and regulations, matters or things done or made under the law replaced by this section, which shall remain in force until the contrary be decided under this section; nor shall it affect the rules and regulations adopted therein by the Board of Health of the Province of Quebec.

“2988x. 1. The inspector, having pointed out to the proprietors of any building the defects which may exist, whether in the construction of the building or in the installation and maintenance thereof, or any other defects resulting from the absence of anything required for the protection of human life, shall suggest the work which he thinks necessary, leaving, however, to the proprietor, the choice of the changes to be made so that this establishment shall be kept according to the law and regulations.

2. Upon receipt of the regulations adopted in virtue of this section, every person interested may call upon the inspector to visit his establishment. The inspector shall point out whatever faults he may find.

3. If the application of the regulations necessitates a considerable change in the arrangements of the building, a delay shall be granted, proportioned to the importance of

the changes deemed necessary. When this delay has elapsed, the regulations adopted in virtue of this section shall be given full effect.

4. The delay granted to the proprietor to perform his obligations, shall be left to the discretion of the inspector.

“2988y. 1. If the proprietor of a public building fails to comply with this section, the Minister of Public Works and Labour may cause to be made, at the expense of such proprietor, the works necessary to ensure the security of such building, or may order that such building be vacated and closed until the proprietor complies with the law.

Any such order shall be carried out by the proper inspector who may require all assistance necessary for such purpose.”

2. This act shall come into force on the day of its sanction.

8 EDWARD VII, CHAPTER 53

**An Act respecting the inspection of scaffoldings**

(Assented to, 25th April 1908.)

HIS MAJESTY, with the advice and consent of the Legislative Council and of the Legislative Assembly of Quebec, enacts as follows:

1. The following section is inserted in the Revised Statutes after section first of chapter second of title seventh:

**SECTION 1a.**

**Inspection of Scaffoldings.**

“2988z. The council of every city or town may appoint one or more inspectors of scaffolding, and provide for their remuneration.

“2988aa. Every contractor or builder who makes use of scaffolding at least fifteen feet high, shall obtain and exhibit when required by any workman in his employ or by an inspector, a certificate of inspection signed by a municipal inspector, or by an architect or by a licensed engineer of this Province or by an inspector of public buildings of this Province.

“2988bb. Every contractor or builder who refuses or neglects to comply with the requirements of articles 2988aa, is guilty of an offence, and upon summary conviction thereof before a police magistrate or a justice of the peace having jurisdiction where the offense was committed, shall be liable to a penalty of not more than ten dollars and costs.

“2988cc. Any person may prosecute or lay a complaint under this section, and the half of every penalty imposed, when collected, shall belong to His Majesty for the uses of the Province, and the other half to the prosecutor or complainant.

“2988dd. Every prosecution in virtue of the provisions of this section shall be brought, tried and decided in accordance with part XV of the Criminal Code.

“2988ee. The inspectors of public buildings of the Province are authorized to inspect scaffoldings and, when they think proper, to condemn such as they think dangerous, and to prosecute offenders against this section.

“2988ff. This section shall apply to cities and towns, but nothing therein contained shall be deemed to take away from municipalities their right to regulate and provide for the inspection of scaffolding.”

2. This act shall come into force on the day of its sanction.

**REGULATIONS**  
 CONCERNING  
**PUBLIC BUILDINGS**  
 IN THE PROVINCE OF QUEBEC

**Executive Council Chamber**

Quebec, 27th June 1908.

Present: The LIEUTENANT-GOVERNOR in Council.

It is ordered that the regulations concerning public buildings in the Province of Quebec, approved by order in council No. 186, of the 31st March 1898, be rescinded and annulled, and that the "Regulations concerning public buildings in the Province of Quebec," the text whereof follows, be approved and declared obligatory in virtue of the Act 8 Ed. VII, Chap. 52, par. 8, art. 2988v.

GUSTAVE GRENIER,  
 Clerk Executive Council.

**INSTALLATION AND MAINTENANCE OF PUBLIC BUILDINGS GENERALLY.**  
**DOORS AND EXITS.**

1. If the exits are not sufficient, the inspector may order that others be made inside the building, and in the event of this being too difficult to effect, work must be done outside to facilitate the exit of persons.
2. The width of such doors must not be less than 48 inches nor the height less than 7 feet.

**STAIRS.**

3. The main staircases must be at least four feet wide and there must be more than 12 feet between each landing. These staircases must be in sufficient number to allow of the building being immediately and easily cleared.
4. The depth of the steps must not be less than 11 inches and the height eight inches, at the most.
5. Stairs must be kept in good order and be provided with hand-rails and balusters.
6. Stairs serving as exits, in case of fire or panic, shall be enclosed in towers of stone, brick or other incombustible material.

**DOORS, CORRIDORS, PASSAGES, LOBBIES AND VESTIBULES.**

7. The width of doors, alleys and passages must be calculated according to the number of seats, a width of eighteen inches being allowed for every hundred occupants; but in no case can an alley be less than two feet six inches in width at its narrowest part, and in no case shall they terminate in a "cul-de-sac."
8. Only twelve seats shall be allowed in any row between alleys. These rows shall be at least 2 feet 6 inches apart, measured from back to back. Only 5 feet shall be allowed in the row next the wall, boxes or stalls.
9. Principal corridors must not be less than 5 feet wide.

## ELEVATORS.

10. Freight elevators shall be so arranged that the shafts can be completely closed automatically at each opening. Metal covered doors and picket gates closing the entrance to elevator shafts shall not be less than 5 feet high.

11. The cages of the elevators for passengers and for goods must be provided with a self-acting suitable appliance by which they can be stopped in case of accident.

12. Passenger elevator doors shall not open with a key except from the inside. The iron or wire gratings surrounding passenger elevator shafts must reach the ceiling.

13. In cities where Municipal inspection service exists, the proprietor, when requested by the inspector of industrial establishments and public buildings, shall furnish a certificate of inspection of his hoist or elevator.

14. In localities where no Municipal regulations exist, the proprietors shall, when request by the inspector, produce a certificate of inspection of their elevators by a competent mechanic attesting that the elevator has been thoroughly inspected in all its parts. This inspection shall be made every six months.

15. The working of elevators and hoists may be stopped by the inspector if they are not in a proper condition as regards safety, and in this event, the inspector may placard the elevator as "dangerous."

16. No persons under eighteen years of age can be placed in charge of an elevator.

## PRECAUTIONS AGAINST FIRE.

17. The proprietors of public buildings shall make all necessary interior arrangements, to the satisfaction of the inspector, and shall provide the necessary apparatus to prevent or extinguish a starting fire, so as to assure the safety of those who may visit, frequent or live in their buildings.

"The extinguishers or extinguishing apparatus shall not be regarded as fulfilling the requirements of the law until such time as they have been approved by the inspector."

"The canvas tubes for fire escapes approved shall be placed in the positions indicated by the inspector.

18. Receptacles for oil of various kinds must be kept in a special and closed place.

19. Gas generators must be isolated and be under the care of men not under eighteen years of age.

20. The use of closed lamps is compulsory wherever there is any danger of fire.

21. It is expressly forbidden to allow explosive or inflammable substances to accumulate in any place whatever.

22. The balconies, galleries and angular stairs must be made of iron, and the latter must go down to the ground. However, the lower end of these stairways may be moveable.

23. In the case of buildings with flat roofs, an iron ladder 24 inches wide must give communication with the highest balcony to the top of the building, and project over the roof by at least 24 inches.

24. An axe or other tool shall be placed near these exits.

25. The inspector may insist upon special safety appliances being adopted when the particular situation of the premises, or the number of persons render the same necessary.

SAFETY MEASURES RESPECTING APPARATUS.  
UNDER STEAM PRESSURE.

26. Whenever the proprietor of a steam boiler and apparatus with a pressure exceeding six pounds, makes use of the same in a public building, he shall, each year, give the inspector of Public Buildings a certificate of a competent inspector that such boiler and the motors and steam pipes connected with it, are in a good order.

27. No steam boiler with a pressure over six pounds, shall hereafter be placed in a public building without the authorization of the inspector.

28. Such boiler shall be properly put in, both as regards safety and facility of inspection.

29. Every boiler must be provided with two safety-valves: one of which shall be locked or sealed, and so loaded as to allow the steam to escape as soon as its effective pressure attains the maximum limit specified in the certificate of the last inspection.

30. The opening of each valve must be sufficient to maintain the steam in the boiler at a degree of pressure not exceeding the limit stated above, as specified in the last certificate granted by the boiler inspector.

31. Spring or level safety-valves may be used, but the latter must not have more than one weight, which must not be altered.

32. Every boiler must be provided with a steam-gauge, in good order placed in full view of the stoker and so graduated independent of each other, and in full view of the steam in the boiler.

33. Every boiler must be provided with two water-gauges, independent of each other, and in full view of the workman who has charge of the feeding.

34. The water-level must always be between these apparatus.

35. The inspector of public buildings and industrial establishments may require that the person in charge of the boiler shall hold a certificate either from an examiner of boiler inspectors or from a boiler inspector.

#### THEATRES AND HALLS FOR MEETINGS, LECTURES AND PUBLIC AMUSEMENTS.

36. It is forbidden to place any chair, folding chair, stool or other seat whatever, so as to in any wise impede circulation in any passage, wing or alley during the performance, lecture or meeting. Neither shall any one be permitted to stand in, or obstruct the exits.

37. Acrobatic performances over the place occupied by the public shall not be permitted unless a net be stretched at a suitable height above the heads of the spectators.

38. The inspector may require that above the first story of any building of large dimensions used as a theatre or hall for meetings, lectures or public amusements, one or more watchmen shall be employed whose duty it shall be to take charge of the hose and other fire apparatus and to see that such apparatus are always in good order and ready for use.

39. The watchmen shall constantly be present during the performances, lectures or meetings and be prepared to use such apparatus at the first alarm. They must be in uniform, remain at their post during the entire performance or meeting, and be thoroughly acquainted with the working of the apparatus in their charge, the exits from the building and the means of escape.

40. It is expressly forbidden to smoke in any part of a theatre occupied by the audience unless the different parts have been previously prepared for this purpose, to the satisfaction of the inspector.

#### CINEMATOGRAPHIC HALLS.

41. No moving picture exhibitions will be permitted in any building whatever unless the inspector of industrial establishments and public buildings furnishes a certificate to the proprietor or tenant of the said building. This certificate shall prescribe the number of people that can be admitted in the hall, and attest that all precautions have been taken for the safety of the occupants in case of fire or panic.

42. The picture machine must be placed in a booth or room entirely separated from the audience and so installed that it will not obstruct or interfere with the exits, and be inaccessible to the audience.

43. The machine and the supports upon which the machine rests, must be securely fastened to the floor, and the interior, of the room or booth shall be protected against fire by a metal or asbestos lining. No combustible material shall be used in the construction of the walls, floors or ceilings of the said room.

44. Fire extinguishing apparatus shall be installed in the interior of the room or booth and be prepared for immediate use; they shall consist in one chemical extinguisher approved by the inspector, and a vessel containing two gallons of sand. This room shall be ventilated to the satisfaction of the inspector.

45. The film must be wound upon a metal reel incased in an iron box with a slot in the bottom only large enough to permit the film to pass through two sets of metal rollers which must be so adjusted as to keep the film in place.

46. The joints necessary in the construction of the box must be made tight without the use of solder; this shall also apply to boxes for storing films. The box containing the reel shall be furnished with a hinged cover that will allow the operator to keep the same closed. Under the box placed in the machine, another box of similar design and also containing a reel for the reception of films, having a slot on the top shall be provided.

47. If the inspector has reason to doubt that the wiring is defective, he must require the produce of a certificate from the "Underwriters Association" attesting that the wiring and installation conform to the rules of the said association.

#### WATER CLOSETS.

48. Each establishment must be provided with urinals in the proportion of one to every 50 men and boys, or less therein employed, and closets or water-closets in the proportion of one to every twenty-five persons, or less, therein employed.

49. In establishments provided with water-closets with lifting seats, the latter must be in the proportion of one to every twenty persons. In this case urinals are not necessary.

50. These closets must not be less than 30 inches in width by 45 in depth.

51. The inspector may prescribe what he deems fit concerning the access to the urinals and closets, the form, the situation, the dimensions and construction (quality of materials) of such urinals and closets, and give upon the whole any necessary instructions.

52. The inspector has the right to condemn the urinals and closets, if they are not built in accordance with his directions, and the requirements of these regulations, or if he finds that the closets for the use of each sex have not a separate and suitable access or entrance.

53. Employers must give their employees water of good quality and facilities for securing individual cleanliness.

54. In public buildings generally people having to do the cleaning of windows from the outside, must use a platform balcony solidly built and fit to prevent the fall of persons or objects.

55. In so far as they will be applicable the regulations of the Board of Health relating to the health and salubrity in industrial establishments, will guide the inspector in the application of the measures which he will have to enforce in public buildings.

56. Scaffoldings erected for repairing or ornamenting various portions of public buildings or other works, shall be solidly built of sound materials; platforms must be sufficiently wide and so disposed as to allow the men to work in perfect safety.

57. All prior regulations approved by the Lieutenant-Governor in Council respecting public buildings in the Province of Quebec, are repealed and replaced by the present regulations.

# Conciliation and Arbitration

An Act respecting Councils of Conciliation and of Arbitration for settling industrial Disputes. (As amended).

WHEREAS the establishment of Councils of Conciliation and Arbitration for the friendly settlement of disputes between employers and employees will conduce to the cultivation and maintenance of better relations and more active sympathies between employers and their employees, and would be in the public interest by providing simple methods for the prevention of strikes and lockouts ;

Therefore His Majesty, by and with the advice and consent of the Legislature of Quebec, enacts as follows :

## SECTION I.

### GENERAL PROVISIONS.

1. This Act may be cited as "The Quebec Trade Disputes Act."
2. In this Act the word "employer" means any person or body of persons incorporated or unincorporated, employing not less than ten workmen in the same business ; the word "employee" means any person in the employment of an employer, as defined by this Act.
3. (1) A claim or dispute under this Act shall include any of the matters following as to which there is a disagreement between any employer and his employees:
  - (a) The price to be paid for work done, or in course of being done, whether such disagreement shall have arisen with respect to wages, or to the hours or times of working ;
  - (b) Damage done to work, delay in finishing the same, not finishing the same in a good and workmanlike manner or according to agreement; or the nature and quality of materials supplied to employees ;
  - (c) The price to be paid for extracting any mineral or other substance from a mine, or quarry, or the allowances, if any, to be made for bands, refuse, faults or other causes whereby the extraction thereof is impeded;
  - (d) The performance or non-performance of any written or verbal stipulation or agreement ;
  - (e) Insufficient or unwholesome food or stores supplied to employees, where there is an agreement to victual or to supply them with provisions or stores of any kind ;
  - (f) Ill-ventilated or dangerous places in mines, or insanitary rooms in which works is being performed, or want of necessary conveniences in connection with such rooms or places ;
  - (g) The dismissal or employment under agreement of any employee or number of employees ;
  - (h) The dismissal of an employee or employees for his or their connection with any trade or labor organization.
2. No claim or dispute shall be the subject of conciliation or arbitration under this Act in any case in which there are less than ten employees interested in such claim or dispute.
4. The Lieutenant Governor may appoint a Registrar of Councils of Conciliation and of Arbitration " for the settlement of industrial disputes, chosen from among the persons performing other duties in the public service.
5. The registrar shall :

1. Receive and register all applications by employers or employees or on their behalf for reference to a Council of Conciliation, or to a Council of Arbitration, of any dispute or claim within the meaning of this Act ;

2. Convene such Councils for the purpose of taking into consideration and deciding any dispute or claim ;

3. Keep a register in which shall be entered the particulars of all disputes and claims made to either of these Councils, a summary of their proceedings and the original of their decision ;

4. Issue all notices in connection with the sittings of each such Councils ;

5. Do all such things as may be required to carry this Act into execution, and perform all other duties defined by the Commissioner of Public Works.

6. The registrar may issue all summonses to compel witnesses to attend to give evidence before a Council of Conciliation or a Council of Arbitration, or to produce any document in their possession or both purposes at the same time.

6a. 1. Where a difference exists or is apprehended between an employer or any class of employers and workmen, or between different classes of workmen and the workmen threaten to strike or strike, or when an employer closes down or threatens to close down his works, the registrar shall, if thereto requested, in writing, by at least five workmen or by the employer, or by the mayor of the municipality in which the difference has arisen, visit the locality in which such difference exists and earnestly endeavor to act as mediator between the parties.

2. When it comes to the knowledge of the registrar, either from the newspapers or otherwise, that a difference such as described in the preceding paragraph has arisen, he shall visit the locality in which such difference has arisen without awaiting for a request in writing to be made to him.

3. In the case provided for in the two preceding paragraphs the registrar shall :

(a) Inquire into the causes and circumstances of the difference ;

(b) Take such steps, as to him seen expedient, for prevailing upon the parties to meet and settle their differences themselves ;

(c) Promote agreements between employers and workmen with a view of including them to submit their differences to a council of conciliation or arbitration before having recourse to strikes or lock-outs.

4. The registrar shall report his proceedings under this article to the Minister of colonization and public works within the shortest possible delay.''

## SECTION II

### COUNCIL OF CONCILIATION

7. (1) A Council of Conciliation for the purpose of any dispute or claim, shall consist of four conciliators, two to be nominated by each of the parties to the dispute.

2. The nomination shall be by writing lodged with the registrar.

3. Either party may lodge the nomination paper with the registrar at any time after the dispute has arisen; and, if only one of the parties has notified the registrar of the nomination of his conciliators, that officer give notice to such other party of the nomination which he has received.

4. Any vacancy in a Council of Conciliation shall be filled by any person nominated by the party who nominated the conciliator to be replaced.

8. The dispute or claim may be referred to a Council of Conciliation in the two following cases :

1. If the parties to the dispute lodge an application therefor with the registrar ;

2. If only one of the parties lodge the application.

9. The registrar on receipt of any such applications from the parties or from one of them, shall lay the same before the Council constituted in the prescribed manner ; and he shall carry out all directions of the Council given him to effect a settlement of the dispute or claim.

10. Either party to the dispute or claim may be represented by one or more persons not exceeding three.

Such party shall be bound by the acts of such representative or representatives. (Form D).

1. When the party numbers fewer, the manager or managers must be authorized to act by a writing signed by all such persons and handed to the registrar.

Where the party numbers twenty or more, the manager or managers may be appointed or elected in such manner as such persons think proper.

A copy of the resolution (if any) electing the managers, together with a declaration by the chairman of the meeting (if any) stating it to have been carried, shall be given to the registrar and be kept as a record of the election.

12. The parties to the dispute shall, if possible, draw up a joint written statement of their case; but if they do not agree thereupon, a statement in writing from each party shall be made.

The statement or statements shall be forwarded to the registrar before the meeting of the Council.

13. When the parties have named their conciliators, the registrar shall by notice writing (Form E) convene a meeting of the conciliators at such time and place as he determines.

14. (1) After taking cognizance of the dispute and of the facts, hearing the parties and endeavoring to conciliate them, the Council of Conciliation shall transmit to the registrar a report setting forth the result of its operations. (Forms F and G.)

2. In case such report is to the effect that a Council has failed to bring about any settlement of the dispute, the registrar, on receipt of the report, shall transmit a copy certified by him, to each party to the dispute; whereupon either party may (Forms H and I) require the registrar to refer the dispute to the Council of Arbitration for settlement.

### Section III

#### COUNCIL OF ARBITRATION

“ 15. 1. Every Council of arbitration, whose duty it is to take cognizance of a dispute, in virtue of this act, shall consist of three members, British subjects, appointed by the Minister of Public Works and Labour ;

2. One member shall be appointed on the recommendation of the employees, parties to the dispute, and another on the recommendation of the employer who is a party to the dispute; such two members may, within ten days after their appointment, submit to the Minister of Public Works and Labour the name of some impartial person to be the third member, and president of the Council ;

3. In case of the said two members failing so to do, the Minister shall appoint as president an experienced impartial person not personally connected with or interested in any trade or industry, or likely by reason of his occupation, business vocation, or other influence, to be biassed in favor of or against employers or employees.”

“ 16. 1. Each member of the Council shall remain in office from the time of his appointment, until the report of the council upon the matter with respect to which they have been appointed, has been signed and transmitted to the Minister ;

2. Every vacancy in a council shall be filled in the same manner in which the person whose seat is vacant was originally appointed”.

“ 17. Every dispute may be referred to a Council of Arbitration for trial and decision, in the following cases:”

(a) On application, as in Form I of this act, to the registrar by either party to a dispute or claim which, having been referred to a Council of Conciliation, has not been settled or adjustable by such Council ;

(b) On application, as in Form H of this act, to the registrar by both parties to the dispute or claim within the meaning of this Act, which has not been so referred to a Council of Conciliation.

18. If, in either case mentioned in the preceding article, the award of the Council of Arbitration is not complied with and carried out by the parties, or for any reason

proves abortive, the parties to the reference or either of them shall not thereby be precluded from again referring the dispute to a Council of Conciliation.

“ 19. [The members of a Council of Arbitration appointed in virtue of this act shall be paid for their services out of the consolidated revenue fund of the Province, in the manner and in accordance with the tariff which the Lieutenant-Governor in Council may fix from time to time.”]

20. In every case referred to a Council of Arbitration, the Council shall have power to require, either of each party to the claim or dispute to name not more than three persons who upon their consent in writing being lodged with the registrar, shall for all purposes of the reference be taken to represent such party in the proceedings before the Council. (Form O).

“ 21. The sittings of the Council of Arbitration shall be public. Nevertheless, during any such sitting, the Council, upon its own motion or upon application of either party, may order that the sittings be private, and that all persons other than the parties, their representatives, the officers or functionaries of the Council, and the witnesses giving evidence, retire.”

22. (1) The award of the Council of Arbitration shall be made within one month after the Council has completed its hearing of the reference, it shall be given by and under the hands of a majority of the members of the Council. (Form K).

2. At the request of either party, and if the Council of Arbitration approves, a copy of the award is published by the registrar in the Quebec official Gazette.

3. The award, or a copy certified under the hand of the president of the Council, is deposited in the office of the registrar, and shall be open to inspection without charge during office hours.

23. Either party to a dispute referred to either Council of Arbitration, may at any time before award made, by writing under the hands of such party, as in Form L, agree to be bound by the award of the Council, in the same manner as parties are bound upon an award made pursuant to a submission under chapter LXXIII of the Code of Civil Procedure agreeing to be bound by an award.

Every agreement of that nature made by one party shall be communicated to the other party by the registrar, and, if such other party also agree in like manner to be bound by the award, then the award becomes executory in accordance with article 1443 of the said Code.

#### SECTION IV.

##### MISCELLANEOUS PROVISIONS.

24. For the purposes of this Act, Councils of Conciliation and Arbitration have power :

(a) To visit the locality where the dispute has arisen, and to hear all persons interested who may come before them ;

(b) To summon any person to attend as a witness before the Council, (Form P) and in the case of any person summoned refusing to attend, application may be made in summary way to a justice of the peace having jurisdiction in the city, town or county wherein the Council may be sitting for an order compelling such attendance; and such justice of the peace is hereby empowered to make such order as might be made in any case wherein such justice has power to compel appearance before the Council, as he might compel such witness to appear before himself in matters governed by part LVIII of the Criminal Code, 1892 ;

(c) To administer an oath or to take the affirmation of any person attending as a witness before the council, and to examine any such person on oath or affirmation.

25. No party to any dispute referred to a Council of Conciliation or a Council of Arbitration shall be represented by an advocate, or by any paid agent or agents other than one or more of the persons between whom the dispute or claim has arisen.

26. No fees shall be paid to the registrar by any party in respect of any proceeding under this Act.

27. Each member of any Council of Conciliation shall for his services be remunerated, out of the consolidated revenue fund of the Province, according to the following tariff.

Preliminary meeting . . . . .	\$3.00
Whole day sittings, subsequent meetings . . . . .	4.00
Half day sittings, subsequent meetings . . . . .	2.00

28. Witnesses before Councils of Conciliation and of Arbitration shall be entitled to the same fees as in the Superior Court, payable out of the consolidated revenue fund of the Province.

29. The Lieutenant-Governor in Council may take regulations for fixing the place where the Councils of Conciliation and Arbitration shall sit, and for the purpose of giving effect to any of the provisions of this Act.

Such regulations come into force on publication in the Quebec Official Gazette.

Such regulations shall be laid before the Legislative Council and before the Legislative Assembly within fourteen days after being published in the Quebec Gazette, if the Legislature is then in session; and if not, within fourteen days from the date of the first day of the ensuing session.

30. No proceeding under this Act shall be deemed invalid by reason of any defect or form of irregularity.

31. This act shall come into force on the day of its sanction.

## SCHEDULE

### FORM A

#### RECOMMENDATION AS TO PRESIDENT OF THE COUNCIL OF ARBITRATION.

We, the undersigned arbitrators under the provisions of the Quebec Trade Disputes Act, submit the same of \_\_\_\_\_, as that of an impartial person, qualified for the position of President of the Council of Arbitration.

Dated at \_\_\_\_\_ this \_\_\_\_\_, 19 \_\_\_\_\_.

### FORM B

#### AGREEMENT OF BOTH PARTIES TO REFER TO CONCILIATION.

(To be prepared in duplicate.)

Whereas a dispute or claim in respect of matters, hereinafter stated has arisen between the parties hereto, the parties do hereby refer the said dispute or claim for settlement to a Council of Conciliation, and we, the undersigned, as managers for the said employers, do hereby name and declare \_\_\_\_\_ of \_\_\_\_\_ and \_\_\_\_\_ of \_\_\_\_\_ to be conciliators for such employers; do hereby name \_\_\_\_\_ of \_\_\_\_\_ and \_\_\_\_\_ of \_\_\_\_\_ to be conciliators for such employees upon such Council as aforesaid.

The dispute or claim is as follows (here state the matter or matters in dispute.)

Now we do hereby request the registrar to have the said dispute or claim referred to a Council of Conciliation consisting of the aforesaid persons.

Dated at \_\_\_\_\_, this \_\_\_\_\_, 19 \_\_\_\_\_.

A. B., C. D.,  
Managers for the Employees  
E. F., G. H.,  
Managers for the Employers.

Witness:

(Appointment of managers to be attached.)

See form D.

**FORM C**

6

## APPLICATION BY ONE PARTY TO REFER TO CONCILIATION.

Whereas a dispute or claim, has arisen between [Date.] employers and employees; we, the undersigned managers for and on behalf of the aforesaid, apply to have the said dispute or claim referred to a Council of Conciliation, and hereby name and declare of , to be our conciliators upon such Council, as aforesaid.

The dispute or claim is as follows (here state the matter or matters is dispute.)

A. B., C. D.,

Managers for

(Appointment of managers to be attached.)

**FORM D**

## AUTHORITY TO MANAGERS TO ACT.

We, the undersigned employers, (or employees), one of the parties to the dispute or claim between and authorize of and of to represent us, as managers before the Council of Conciliation, and we hereby agree to be bound by the acts of these our representatives.

Dated at this 19 . . .  
Witness:

**FORM E**

## CONVENING A MEETING OF CONCILIATION.

[Date.] . . . . .

To

Sir,

I beg to inform you that you have been selected as a conciliator in a certain dispute or claim between employers and employees.

You are requested to attend a meeting of the conciliators in the above matter, to be held on the day of at in the

when the application in the said matter will be laid before you:  
I have the honor to be.

Your obedient servant,

A. B.,  
Registrar.

**FORM F**

## TERMS OF SETTLEMENT OR ADJUSTMENT AFTER REFERENCE TO COUNCIL OF CONCILIATION.

Where as a dispute or claim having arisen between employers and employees having been appointed conciliators, and the undersigned having been appointed managers for the said and the undersigned having been appointed managers for the said it is hereby declared that a settlement or adjustment of the said dispute or claim has been arrived at in the following terms, to which terms the said managers hereby agree for and on the behalf of the said parties respectively :

(Insert terms of settlement.)

In witness whereof we, the undersigned, have hereunto set our hands at , this 19 . . .

A. B., C. D., Managers for Employers.

E. F., G. H., Managers for Employees.

I., J., K., Conciliators.

**FORM G**

**REPORT BY CONCILIATORS OF FAILURE TO SETTLE**

[Date.]

To the Registrar under the Quebec Trade Disputes Act.

Where a certain dispute or claim was referred to us for conciliation by employers and employees, and such conciliation was duly entered upon, the parties aforesaid being duly represented by their respective managers (or as the case may be) and evidence was taken (omit the latter words if such were not the case), and the dispute or claim referred to us was fully discussed, but no settlement or adjustment was arrived at, we the conciliators hereinafter subscribed, report that we have been unable to bring about any settlement or adjustment of the dispute or claim so referred satisfactory to the parties thereto.

I, J., K., . . .  
Conciliators.

**FORM H**

**JOINT APPLICATION TO REFER TO THE COUNCIL OF ARBITRATION.**

To the Registrar under the Quebec Trade Disputes Act.

Whereas a dispute or claim in respect of matters herein-after stated has arisen between employers and employees.

We the undersigned managers for the said employers, and we, the undersigned managers for the said employees, duly appointed to represent the interests of the said parties respectively, hereby apply to have the said dispute or claim referred to the Council of Arbitration. The dispute or claim is as follows :

(Here state the matter in dispute.)

A. B., C. D.,  
Managers for the Employees.  
E. F., G. H.,  
Managers for the Employers.

(Appointment of managers to be attached.)

See Form F.

**FORM I.**

**APPLICATION BY ONE PARTY TO REFER TO A COUNCIL OF ARBITRATION  
AFTER FAILURE OF COUNCIL OF CONCILIATION.**

[Date.]

To the Registrar under the Quebec Trade Disputes Act.

Whereas a dispute or claim having arisen between employers, and employees, was referred to a Council of Conciliation, and the said Council failed to settle or adjust the same; now, therefore, we the undersigned, being the Managers duly appointed to represent one of the parties to the said dispute or claim to a Council of Arbitration.

A. B., C. D.,  
Managers for, etc.

**FORM K.**

**FORM OF AWARD OF THE COUNCIL OF ARBITRATION.**

We, President Arbitrators (or a majority of the Council of Arbitration,) (as the case may be), In the dispute or claim between and do hereby award that (Here set forth the award.)

Given under our hands, at , this

, 19  
President.  
Arbitrators.

Witnesses :

Registrar.

**FORM L**

**AGREEMENT TO ACCEPT AWARD AS AN AWARD OF EXTRA-  
JUDICIAL ARBITRATORS.**

Whereas certain disputes or claims (here state shortly the nature of the dispute or claim) have arisen between the parties hereto, and it is desirable to refer the same to a Council of Arbitration and for the said parties to be bound by the Award of the said Council of Arbitration in the same manner as parties are bound upon an award pursuant to chapter LXXIII of the Code of Civil Procedure, now it is hereby agreed by and between the parties aforesaid to refer the said disputes or claims to the award of the said Council of Arbitration, and each of the said parties agrees with the other to be bound by the award of the said council in the same manner as parties are bound upon an award made pursuant to the said chapter LXXIII of the said Code.

In witness whereof, we, the Managers duly appointed and authorized to represent the parties hereto, have hereunto set our hands at \_\_\_\_\_ on the \_\_\_\_\_

Managers for the Employers.

Witness :

Managers for Employees.

**FORM M**

**VOTING FOR THE RECOMMENDATION OF A MEMBER OF COUNCIL.**

A. B. is hereby recommended, on behalf of the employers or employees (as the case may be), to be appointed a member of the Council of Arbitration in the dispute or difference between \_\_\_\_\_, under the Quebec Trade Disputes Act.

(Signatures)

**FORM O . . . . .**

**CONSENT TO ACT AS MANAGERS BEFORE THE COUNCIL OF ARBITRATION.**

To the Registrar under the Quebec Trade Disputes Act. [Date.]

Whereas the Council of Arbitration has required \_\_\_\_\_ one of the parties to a dispute or claim between \_\_\_\_\_ and \_\_\_\_\_ referred to the said Council to name not more than three persons, who, upon their consent in writing, shall for all purposes of the above reference be taken to represent such persons; now we, the undersigned, having been duly named as such persons, do hereby consent to represent the said party for all the purposes of the hereinbefore mentioned reference, and in witness of such consent have hereunto set our hands.

**FORM P**

Whereas a Council of Conciliation or a Council of Arbitration, (as the case may be) constituted under The Quebec Trade Disputes Act, has now before it for conciliation (or arbitration, as the case may be), a dispute or claim between \_\_\_\_\_ employers, and \_\_\_\_\_ employees; and whereas the said \_\_\_\_\_

(Signatures) Witnesses :

\_\_\_\_\_ desire that you should attend before the said Council as a witness to give evidence, and have authorized and required me, \_\_\_\_\_, as Registrar, to issue this summons for your attendance, I do hereby, in exercise of the powers in this behalf given by the said Act, summon and require you, to attend at \_\_\_\_\_, on the \_\_\_\_\_ day of \_\_\_\_\_ at the hour of \_\_\_\_\_ in the \_\_\_\_\_ noon of the said day, before the said Council, there to be examined and give evidence as to and concerning the said dispute or claim, and so to attend from day to day thereafter until you have been duly discharged by the said Council from further attendance.

And I further require you to bring with you and produce at the time and place aforesaid (documents, etc., if any, required to be produced by witness.)

In default of your attending at the time and place aforesaid, you are liable to be proceeded against under the provisions of the Quebec Trade Disputes Act.

In witness whereof, I, the said \_\_\_\_\_, as such Registrar as aforesaid have hereunto set my hands this \_\_\_\_\_ day of \_\_\_\_\_ in the \_\_\_\_\_ year one thousand nine hundred and \_\_\_\_\_ Registrar.

# COMPENSATION

## An Act respecting Labor Accidents

9 EDWARD VII

CAP. 66

An act respecting the responsibility for accidents suffered by workmen in the course of their work, and the compensation for injuries resulting therefrom.

(Sanctioned the 29th May 1909.)

HIS MAJESTY, with the advice and consent of the Legislative Council and of the Legislative Assembly of Quebec, enacts as follows :

### SECTION I

#### COMPENSATION.

1. Accidents happening by reason of or in the course of their work, to workmen, apprentices and employees engaged in the work of building ; or in factories, manufactories or workshops ; or in stone, wood or coal yards ; or in any transportation business by land or by water ; or in loading or unloading ; or in any gas or electrical business ; or in any business having for its object the building, repairing, or maintenance of railways or tramways, water-works, drains, sewers, dams, wharves, elevators, or bridges ; or in mines, or quarries ; or in any industrial enterprise, in which explosives are manufactured or prepared, or in which machinery is used, moved by power other than that of men or of animals, shall entitle the person injured or his representatives to compensation ascertained in accordance with the following provisions.

This act shall not apply to agricultural industries not to navigation by means of sails

2. In cases to which article 1 of this act applies, the person injured is entitled:

a. In case of absolute and permanent incapacity, to a rent equal to fifty per cent of his yearly wages, reckoning from the day the accident took place, or from that upon which by agreement of the parties or by final judgment it is established that the incapacity has shown itself to be permanent ;

b. In case of permanent and partial incapacity, to a rent equal to half the sum by which his wages have been reduced in consequence of the accident ;

c. For temporary incapacity to compensation equal to one half the daily wages received at the time of the accident if the inability to work has lasted more than seven days, and beginning on the eighth day.

The capital of the rents, shall not, however, in any case except in the case mentioned in article 5, exceed two thousand dollars.

3. When the accident causes death, the compensation shall consist of a sum equal to four times the average yearly wages of the deceased at the time of the accident, and shall in no case, except in the case mentioned in article 5, be less than one thousand dollars or more than two thousand dollars.

There shall further be paid a sum of not more than twenty-five dollars for medical and funeral expenses, unless the deceased was a member of an association bound to provide, and which does provide therefor ;

The compensation shall be payable as follows :

- a. To the surviving consort not divorced nor separated from bed and board at the time of the death, provided the accident took place after the marriage.
- b. To the legitimate children or illegitimate children acknowledged before the accident, to assist them to provide for themselves until they reach the full age of sixteen years.
- c. To ascendants of whom the deceased was the only support at the time of the accident.

If the parties do not agree upon the appointment of the compensation, it shall be as provided by this act, unless at the time of the accident he or they reside in Canada, or if in respect of the same accident shall be deducted from the total compensation.

4. A foreign workman or his representatives shall not be entitled to the compensation provided by this act, unless at the time of the accident he or they reside in Canada, or if he or they cease to reside there while the rent is being paid: but if he or they cannot take advantage of this act the common law remedy shall exist in his or their favour.

5. No compensation shall be granted if the accident was brought about intentionally by the person injured.

The court may reduce the compensation if the accident was due to the inexcusable fault of the workman, or increase it if it is due to the inexcusable fault of the employer.

6. If the yearly wages of the workman exceed six hundred dollars, no more than this sum shall be taken into account. The surplus up to one thousand dollars shall give a right only to one fourth of the compensation aforesaid. This act does not apply in cases where the yearly wages exceed one thousand dollars.

7. Apprentices are assimilated to the workmen in the business who are paid the lowest wages.

8. The wages upon which the rent is based, shall be, in the case of a workman engaged in the business during the twelve months next before the accident, the actual remuneration allowed him during such time, whether in money or in kind.

In the case of workmen employed less than twelve months before the accident, such wages shall be the actual remuneration which they have received since they were employed in the business, plus the average remuneration received by workmen of the same class during the time necessary to complete the twelve months.

If the work is not continuous the year's wages shall be calculated both according to the remuneration received while the work went on, and according to the workman's earnings during the rest of the year.

9. As soon as the permanent incapacity to work is ascertained, or, in case of death of the person injured, within one month from the date of the agreement between the employer and the parties interested, or, if there be no agreement, within one month from the date of the final judgment condemning him to pay the same, the employer shall pay the amount of the compensation to the person injured or his representatives, or, as the case may be, and, at the opinion of the person injured or of his representatives, shall pay the capital of the rent to an insurance company designated for that purpose by order in council.

10. The rents payable under this act, shall be paid quarterly.

The compensation in case of temporary incapacity is payable at the same time as the wages of the other employees, and at intervals in no case to exceed sixteen days.

11. The Lieutenant-Governor in Council may prescribe the conditions upon which the insurance companies applying by petition to be authorized to pay the said rents in virtue of this act, shall be authorized so to do; but no company that has not made a deposit with the Government of Canada or of this Province, in conformity with the law of Canada or of this Province, of an amount deemed sufficient to ensure the performance of its obligations, shall be so authorized.

12. All compensation to which this act applies, shall be unalienable and exempt from seizure, but the employer may deduct from the amount of the indemnity any sum due to him by the workman.

13. The compensation prescribed by the preceding articles shall be entirely at the charge of the employer, and the employer shall not, for this purpose, deduct any part of the employee's wages, even with the consent of the latter.

## SECTION II

### LIABILITY FOR ACCIDENTS.

14. The person injured or his representatives, shall continue to have, in addition to the recourse given by this act, the right to claim compensation under the common law from the persons responsible for the accident other than the employer, his servants or agents.

The compensation so awarded to them shall, to the extent thereof, discharge the employer from his liability; and the action against third persons responsible for the accident, may be taken by the employer at his own risk, in place of the person injured or his representatives, if he or they refuse to take such action after having been put in default so to do.

15. The employer shall be liable to the person injured or to his representatives mentioned in article 3 of this act, for injuries resulting from accidents caused by or in the course of the work of such person, in the cases to which this act applies, only for the compensation prescribed by this act.

16. All moneys paid by any insurance company or mutual benefit society, shall be applied, to the extent thereof, on account of the sums and rents payable in virtue of this act, if the employer proves that he has assumed the assessments or premiums demanded therefor. But the employer's liability shall continue if the company or society neglects to pay the compensation for which it is liable.

17. Workmen who usually work alone shall not be subject to this act from the fact of their casually working with one or more workmen.

18. The person injured shall be bound. If the employer requires him so to do, in writing, to submit to an examination by a practicing physician chosen and paid by the employer, and if he refuses to submit to such examination or opposes the same in any way, his right to compensation as well as any remedy to enforce the same shall be suspended until the examination takes place. The person injured, shall, in such case, always be entitled to demand that the examination shall take place in the presence of a physician chosen by him.

19. Every agreement contrary to the provisions of this act shall be absolutely null.

## SECTION III

### SECURITY

20. The claim of the person injured or of his representatives, for medical and funeral expenses, as well as for compensation allowed for temporary incapacity to work, shall be secured by privilege on the moveable and immoveable property of the employer, ranking concurrently with the claim mentioned in paragraph 9 of article 1994 of the Civil Code.

Payment of compensation for permanent incapacity to work, or in respect of an accident followed by death, shall so long as the compensation has not been paid, or so long as the sum necessary to procure the required rent has not been paid to an insurance company or otherwise paid in virtue of this act, be secured by a privilege upon moveable property of the same nature and rank, and by a privilege upon immoveable property ranking after other privileges, and after hypothecs.

## SECTION IV

### PROCEDURE

21. The Superior Court and the Circuit Court shall have jurisdiction of every action or contestation in virtue of this act, in accordance with the jurisdiction given to them respectively, by the Code of Civil Procedure.

22. Review and appeal of or from judgments susceptible thereof, shall be taken within fifteen days from the rendering of such judgments, and if not so taken the right thereto shall lapse. Such appeals shall have precedence.

23. The court of judge may, upon petition, at any stage of the case, whether before judgment or while an appeal is pending, grant a provisional daily allowance to the person injured or to his representatives.

24. There shall be no trial by jury in any action taken in virtue of this act, but the proceedings shall be summary, and shall be subject to the provisions of the Code of Civil Procedure respecting such matters.

25. The action to recover any compensation to which this act applies shall, as against all persons, be subject to a prescription of one year.

26. A demand to revise the amount of the compensation, based on the alleged aggravation or diminution of the disability of the person injured, may be taken during the four years next after the date of the agreement of the parties as to such compensation, or next after that of the final judgment. Such demand shall be in the form of an action at law.

27. Before having recourse to the provisions of this act, the workman must be authorized thereto by a judge of the Superior Court upon petition served upon the employer. The judge shall grant such petition without the hearing of evidence or the taking of affidavits, but may before granting the same use such means as he may think useful to bring about an understanding between the parties. If they agree, he may render judgment in accordance with such agreement, upon the petition, and such judgment shall have the same effect as a final judgment of a competent court.

28. This act shall come into force on the first day of January, 1910, and shall not apply to pending cases nor to accidents which have happened before it came into force.

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# Employment Bureaus

FOR

## Workmen

CHAP 19. ....

An Act respecting the establishment of employment bureaus for workmen.

(Assented to 4th June, 1910.)

HIS MAJESTY, with the advice and consent of the Legislative Council and of the Legislative Assembly of Quebec, enacts as follows :

1. The following section and articles are inserted in the Revised Statutes, 1909, after section fourteenth of chapter ninth of title fourth.

### “SECTION XIVa.

#### WORKMEN'S EMPLOYMENT BUREAUS.

“ 2520.a. The Lieutenant-Governor in Council may establish and maintain in cities and towns, employment bureaus for workmen.

“ 2520b. Such bureaus shall be under the control of the Minister of Public Works and Labour, to whom the superintendents hereinafter mentioned shall report annually on the first day of July whenever required so to do.

“ 2520c. The Lieutenant-Governor in Council may appoint for each employment bureau, a superintendent, who shall receive a salary of not more than one thousand dollars a year, and all other subordinate employees necessary for the good administration of each bureau.

“ 2520d. The salaries of the superintendents and other employees, office rent and other necessary expenses shall be paid out of the consolidated revenue fund of the Province.

2520e. All workmen, being British subjects or born in Canada, and residing in the Province, may, for the purpose of obtaining employment, have their names registered, free of charge, at any employment bureau, upon such conditions as may be fixed by the Lieutenant-Governor in Council.

The superintendent and the other employees, his assistants shall receive and register free of charge all applications made to them by employers who require the services of workmen.

“ 2520f. No private person shall open or control an employment bureau for workmen, without a license from the Minister of Public Works and Labour, previously obtained. Such license shall at all times be kept posted up in the bureau in full view of the public.

Employment bureaus so kept by private persons, and the books, registers and documents therein, shall be subject to inspection by the inspectors of industrial establishments appointed under section fifth, of chapter second, of title seventh, (articles 3829 to 3866.)

The person or persons controlling an employment bureau for workmen, shall make such reports respecting such bureaus as may be required by the Minister of Public Works and Labour, under penalty of a fine of fifty dollars, recoverable in the ordinary manner, before any competent magistrate.

“ 2520g. The word “workman” in this section means and include every person who in the order in council creating each employment bureau, is included in the class of persons whom the said order in council declares satisfied to take advantage of this section”.

2. This act shall come into force on the day of its sanction.

## Comparative Methods of Preventing Accidents

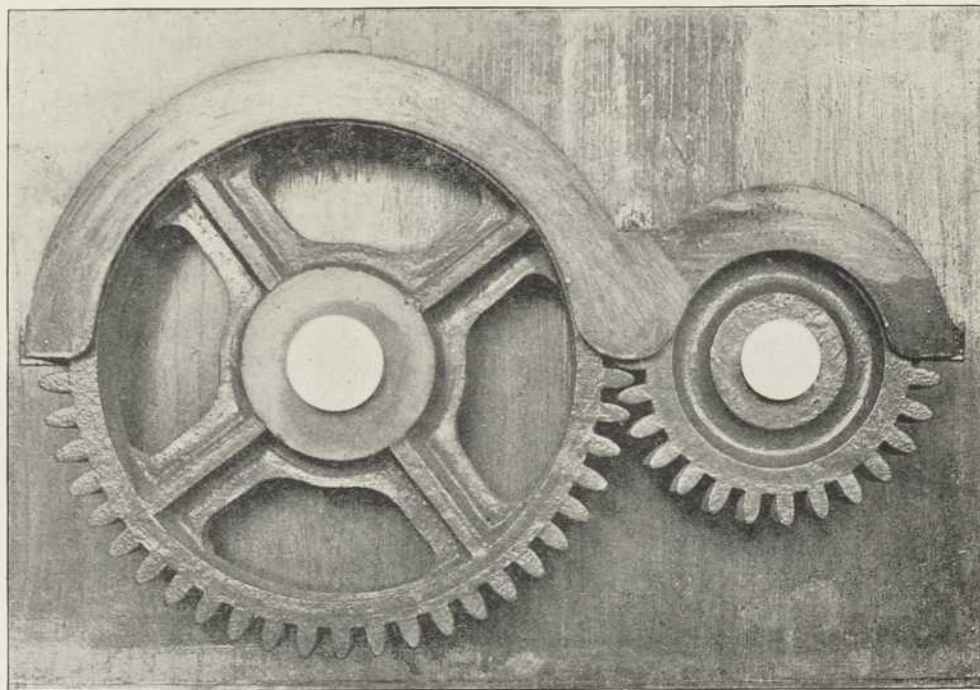
By LOUIS GUYON, Chief Inspector.

I can find no better introduction to this short essay on methods of preventing accidents than the famous letter issued to the cotton manufacturers of Alsace, in 1867, by that generous and warm-hearted philanthropist, Dolfus Engel.

What would not one do to save the life of a fellow-creature, and how heartrending it is to find

It can safely be said that the first organized movement for the introduction of safety appliances originated on that soil so fertile in great achievements in the cause of humanity.

The question of accidents may be divided into two distinct parts: measures of prevention and measures of reparation.



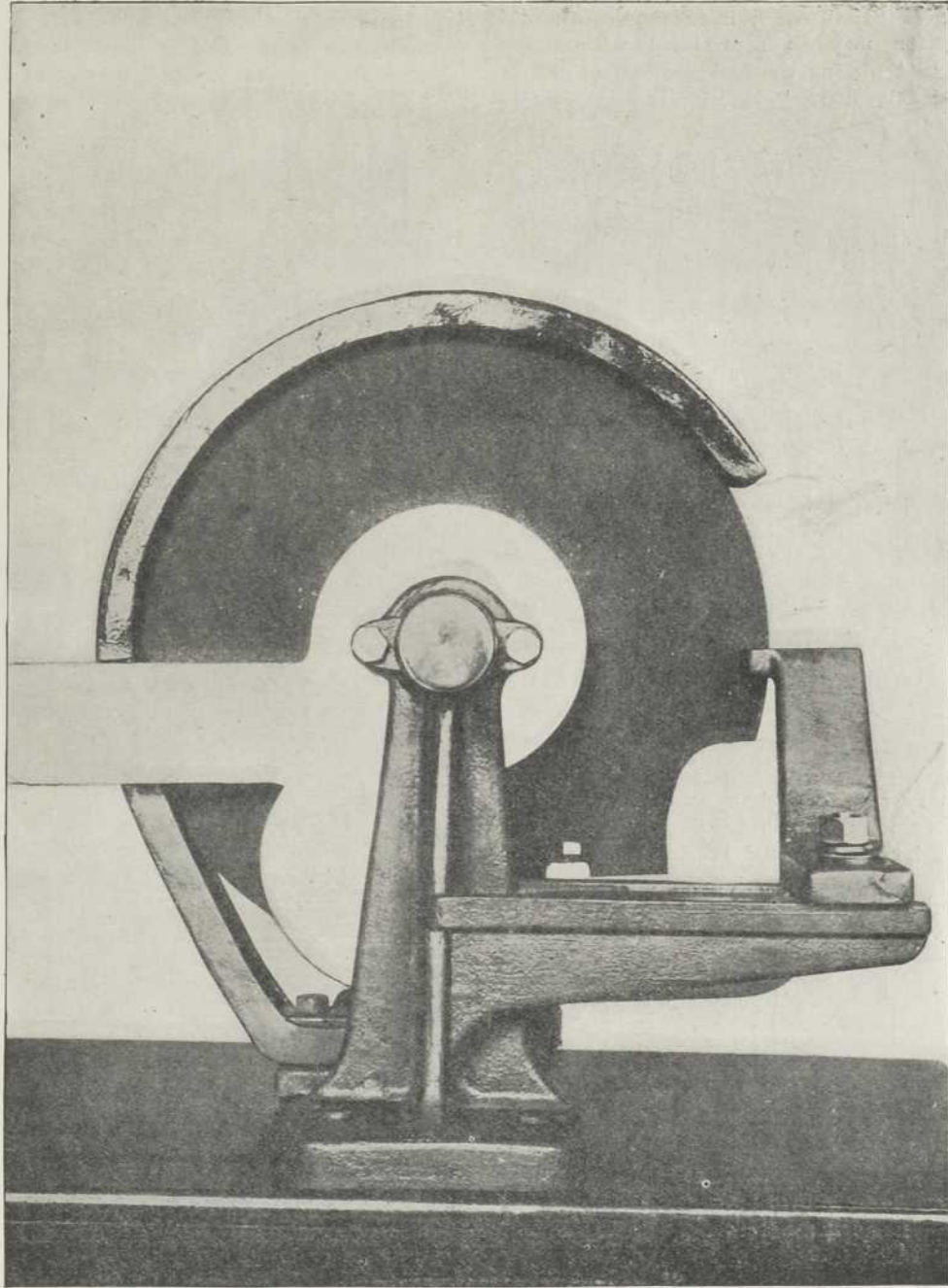
Guard for Gears, Amsterdam Museum

oneself compelled to be an impotent witness of an accident to a human being! Should we not, therefore, adopt all possible precautions to prevent accidents often so terrible, and which pass unnoticed only on account of the very frequency of their occurrence, because we have fallaciously assumed that factory accidents are the inevitable consequence of an industrialism that claims its victims.

Thus spoke the founder of the Society of Mulhouse, for the prevention of accidents, thirty-six years ago. That was at a time when the inspection of factories in Europe gave but little satisfaction and was almost unknown on this continent.

In taking up the subject of methods of prevention, it is not my intention of taxing your patience by a long enumeration of technical appliances, their respective merits or degree of originality in preventing casualties in factories. I simply ask your kind attention while I endeavor to show what progress has been accomplished in the adoption of preventive measures in the different countries of Europe since the first convention of accidents which I had the honor of attending, in Paris, in 1889.

In 1886, statistics in Germany showed that one hundred thousand accidents had taken place in industrial establishments during that year. This serious matter could not fail to attract general



Emery Wheel Guard.—Amsterdam Museum.

attention, inasmuch as the obligatory state insurance law had just been inaugurated.

It was natural that the German government would turn its attention to preventive measures, in order to lighten the burden of the state. In 1888 a very successful exhibition was organized in Berlin, under the distinguished patronage of the

Emperor, over thirteen hundred exhibitors sending models of different kinds.

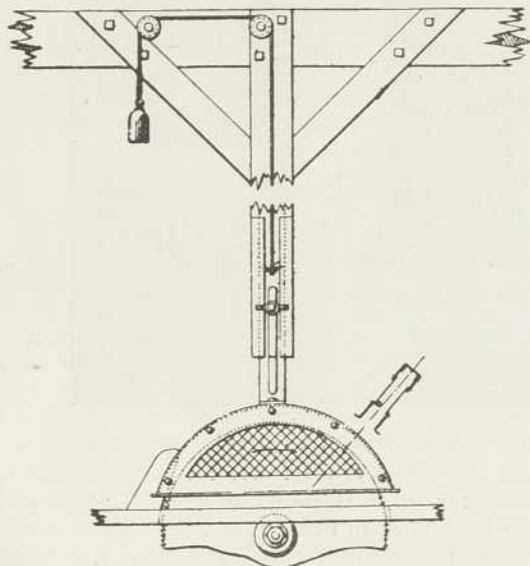
In the meanwhile, several societies for the prevention of accidents had been organized in France, and the opening of the world's fair, in 1889, coincided with the foundation of an international congress on accidents, with a membership of se-

ven hundred adherents. The great importance and enduring quality of the work accomplished by this organization may be appreciated when it is known that, during the last fourteen years, the international congress has left its stamp on all



Adjustable Balcony for Window Cleaning.

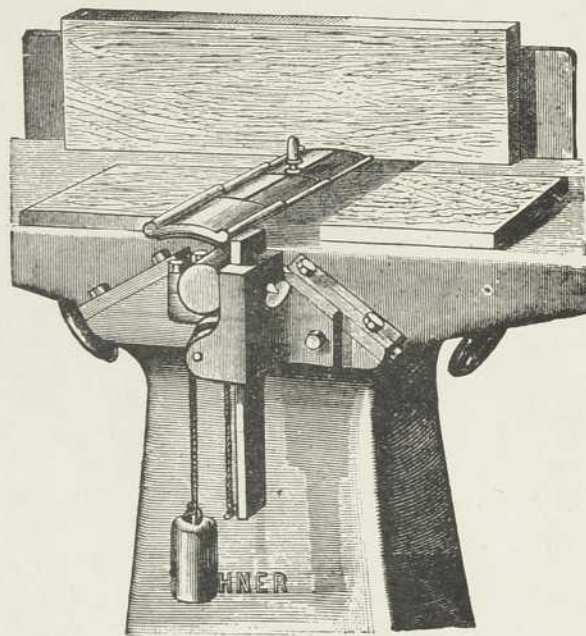
the factory acts enacted in Europe. This organization is permanent, meeting every three years in different large cities, and keeping in touch with



Adjustable Saw Guard. Kirchner, Paris.

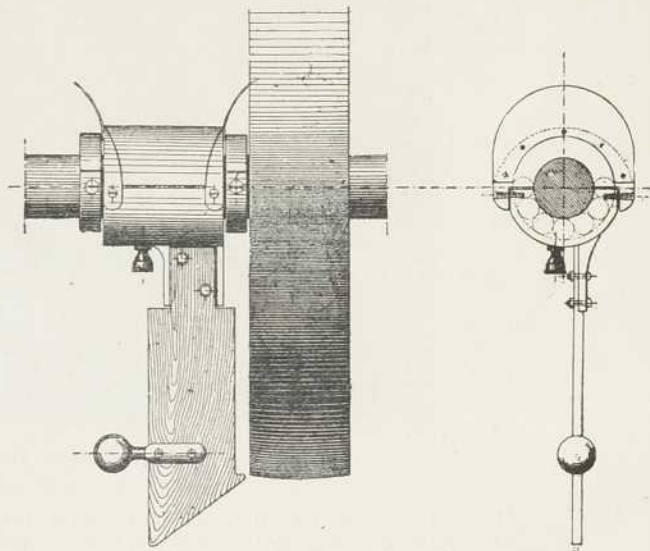
the world by the publication of a quarterly review.

Ten years later the world's fair is open, and the theories of 1884 have taken concrete form, under the pressure of insurance laws, compensation acts, preventive appliances are being rapidly



Buzz Planer Guard.—M. Kirchner, Paris.

introduced, private initiative rivaling with legislative power for the better protection of the long-neglected toilers. In ten years' time the manufac-



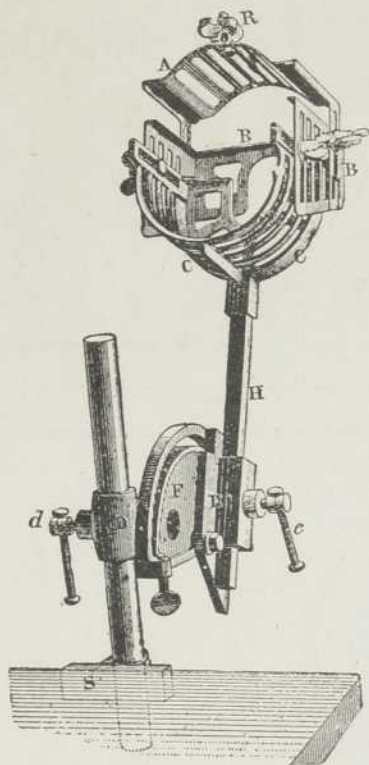
Brancher's Belt Mounter. Paris.

turers of Europe had become convinced that accidents could be prevented to a very large extent; it was simply a question of education. Museums

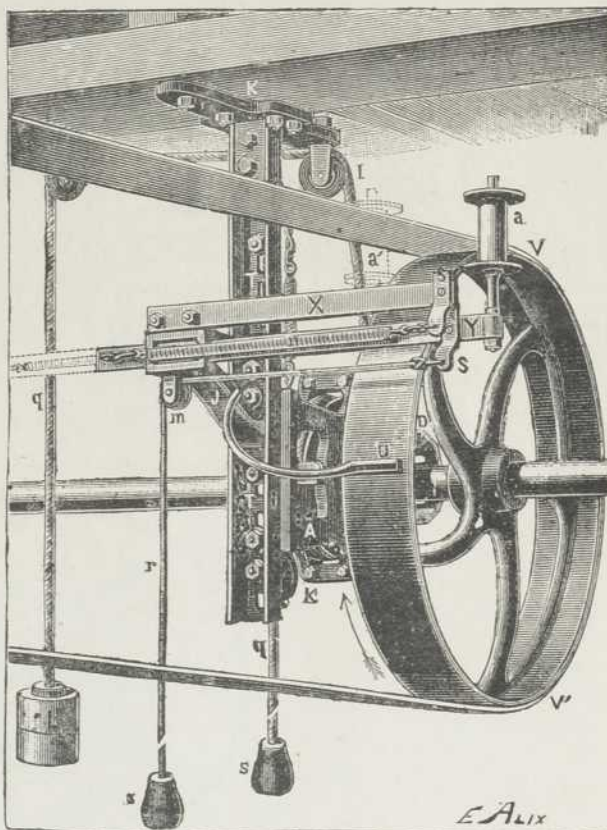
of preventive appliances had been created in different countries. In the department of social economy of the Paris Exposition could be seen collection of models of innumerable devices of all kinds. A permanent museum had been created in Amsterdam, Milan. The manufacturers' association of France exhibited a complete collection of appliances adapted to machines. The German exhibit was also very remarkable. As for England and the United States it was, indeed, a rare of splendid isolation, the only life-saving apparatus in the American section consisted of a fire escape.

During the convention on accidents that was

We commenced our inquiry by visiting a large number of cotton mills, witnessing the different processes, and making ourselves thoroughly acquainted with each kind of machine used, and the different types sent out by the makers. Whilst this machinery in other ways, such as effectiveness of production and saving of labor, has made rapid progress of late years, it has by no means kept commensurate progress in the matter of safety. In the rush of competition, makers have devoted their attention rather to the attainment of the highest efficiency for purposes of production, whilst mill owners have been content, with few



Shaper Guard.—Olivier & Co Paris.



Belt Mounter.—A. Piat & Sons, Paris.

held, Mr. F. Willoughby, expert, delegated by the Labor Bureau of Washington, reluctantly admitted that there did not exist, to his knowledge, any concerted action for the introduction of preventive appliances in American industrial establishments, further than the recommendations of the factory inspectors. In England, however, the question was receiving some attention, for at that date the home office had already commissioned two of her Majesty's inspectors—Mr. Beaumont and Mr. Richmond—to make an inquiry into the dangers attending the use of cotton machinery. Allow me to quote the conclusions arrived at by these experts :

exceptions, to leave matters alone.

That this is so was plainly seen when we came to visit the works of cotton machinery makers. Where in the cotton mill we had found the machinery deficient in many respects as to safety, here in the showrooms of the largest makers we found exhibits which left but little to be desired in that respect. We were, however, at once informed that these machines were for Germany and Russia, not for England. On further inquiry we were told that safeguards were insisted upon there which English purchasers were content to

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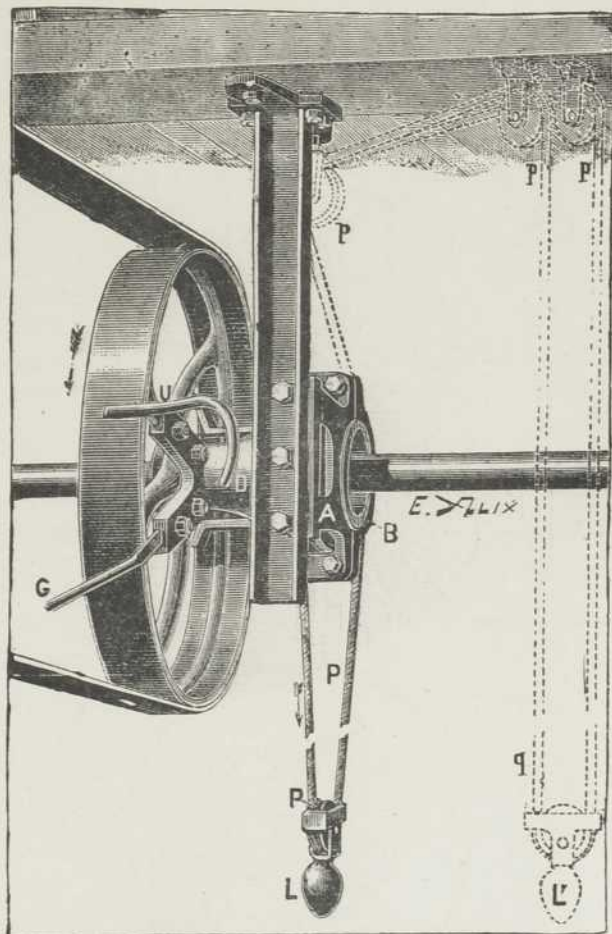
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do without. Indeed, so stringent is the law in Russia that we were informed on authority that in several instances where avoidable accidents have occurred in cotton mills there, the managers have been sent to prison, whilst we have been assured by one of the spinning associations, which possess mills in France, that they actually keep a clerk in their employment whose duty it is to be arrested and undergo the penalty inflicted

red 301 fatal accidents and 19,321 non-fatal, attributable to machinery and all this under an admirable system of factory inspection. Factory inspection, no doubt, offers very substantial guarantee, but it is undeniable that private initiative when well directed, can work wonders in the prevention of accidents.

Factory legislation has a tendency to generalize. It can not enter into all the details, and in



Belt Mounter.—A. Piat & Sons., Paris.

—usually of fine, but possibly of imprisonment—in case of accident occurring in the mill.

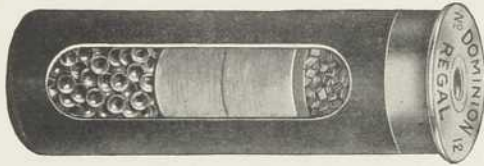
After fifteen years spent at the work of inspection in our Province, I am thoroughly convinced of this fact, that, amidst the variety of danger which attends employees in mills and factories, none occupy such a prominent position as that arising from machinery worked by mechanical power. Other accidents, such as disastrous fires and explosions, may from time to time attract public attention more vividly, but we only have to refer to statistics to perceive however recurrent are the risks incurred by factory workers from machinery.

In England, during the year 1899, there occur-

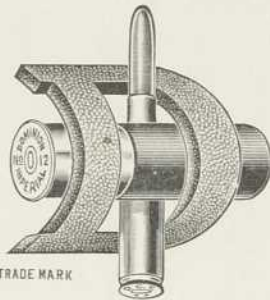
most cases it only requires the minimum measures of safety.

It is necessary that it should be conceived on broad lines, in order that the essential principles of industrial freedom may be guaranteed.

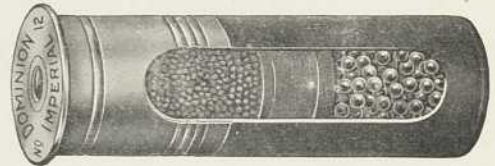
To private initiative devolves the task of introducing appliances for the prevention of accidents. The question arises, will employers living in different Provinces and States, where compensation to injured workmen is regulated by common law alone, where the theory of a professional risk does not yet form part of the jurisprudence of the country, assume the onerous task of equipping their factories with the best appliances



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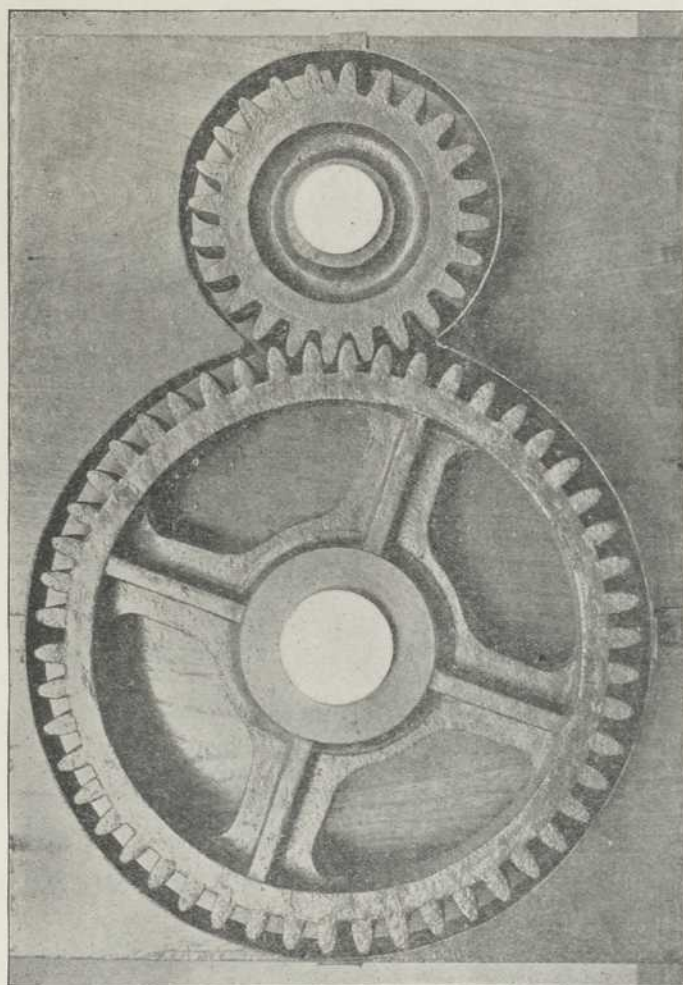
AMMUNITION MANUFACTURERS: MONTREAL, CANADA.

known? I have given this matter very serious study, and I am convinced that every inspector here has a duty to perform in this connection. The great improvements that have taken place in Europe in the better equipment of factories gives every indication that ever-increasing industrial activity will henceforth be coupled to a greater respect for human lives.

Some manufacturers are, of course, very hard

It is interesting to know, however, that in Europe manufacturers have been won over to principles of prevention. France has an association numbering 2,700 manufacturers, extending protection over 3,000,000 workingmen. The same state of things exist in Austria, Germany and Italy.

Members interested in this question are cordially invited to consult the drawings, photos and books treating of this matter, which are placed



Gear Protectors.—Amsterdam Museum.

to convince; they will display a great alacrity in putting in automatic sprinklers, fire-fighting appliances of all kind; they are willing to submit to the most arbitrary orders of a board of underwriters. Yet, when told to put on sawguards or other special devices they argue, and only comply when threatened with an action, thus placing more value on property than they do on human lives.

at the disposition of the delegates in the antechamber.

I am proud to say, speaking of our Province, that the manufacturers here view with interest the development of this new phase in preventing accidents. The first models purchased were obtained with funds generously subscribed by them. An exhibition was held in this city, with the result



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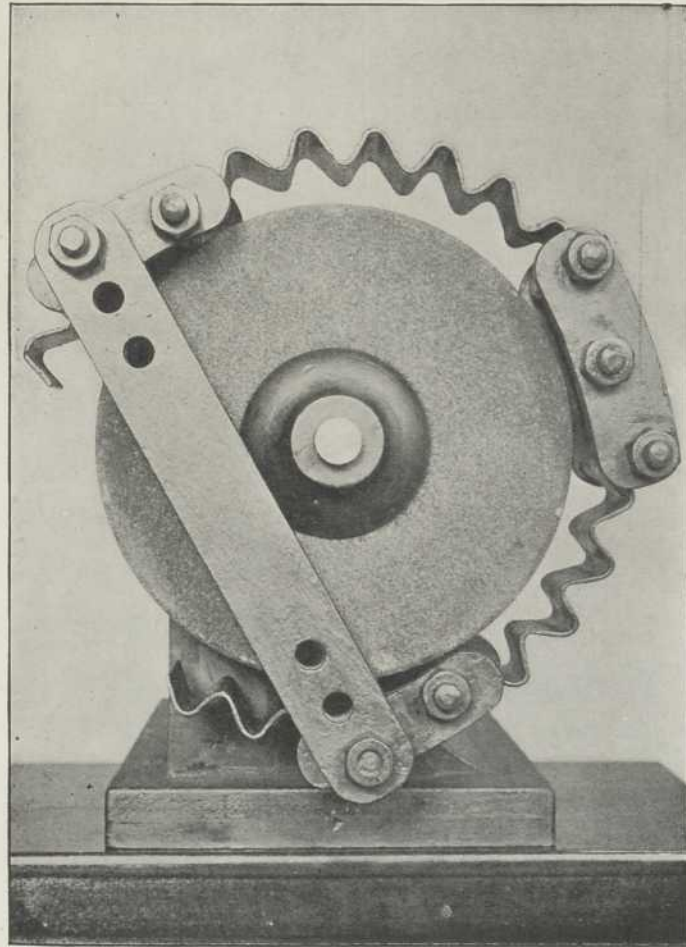
Toronto, Winnipeg, Calgary, Regina,  
Vancouver,

that help of our Provincial government was pledged in constituting a prominent museum of special appliances.

The great evolution that has taken place in Europe in the better equipment of factories would seem to indicate that the mainspring that has mo-

drawn to the possibility of lower premiums by the introduction of measures of prevention.

The unrivaled debility of workmen of this continent will not be long in producing the appliances that we require; on the other hand, it rests with organized labor to urge the legislators of



Emery Wheel Guard.—Amsterdam Museum.

ved the different governments into taking action is due largely to the introduction of insurance laws and compensation acts. As soon as manufacturers were made to feel their responsibilities, by being compelled to indemnify all injured workmen in their employ, their attention was quickly

every Province and State the necessity of framing compensation laws. That, in my estimation, will be the quickest solution to the problem of the introduction of special appliances to prevent accidents in mills and factories.



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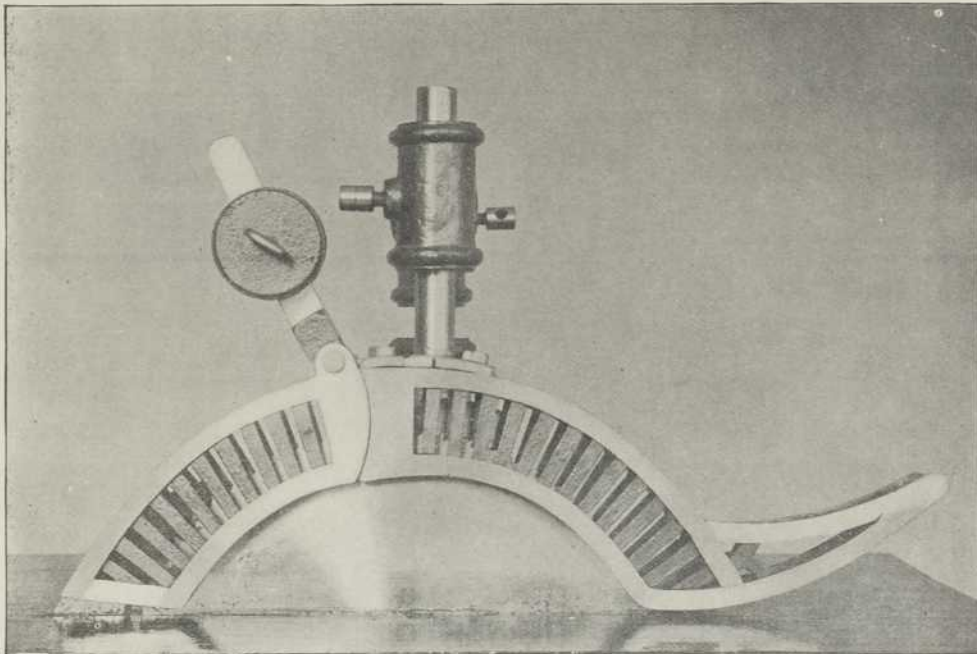
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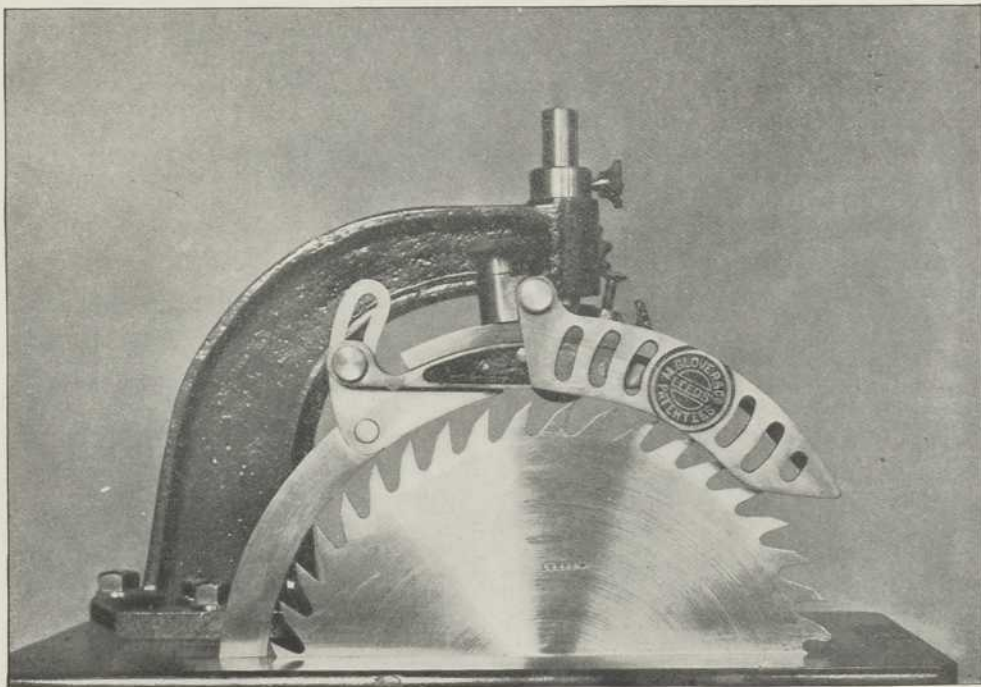
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Saw Guard — Amsterdam Museum



Saw Guard — Amsterdam Museum

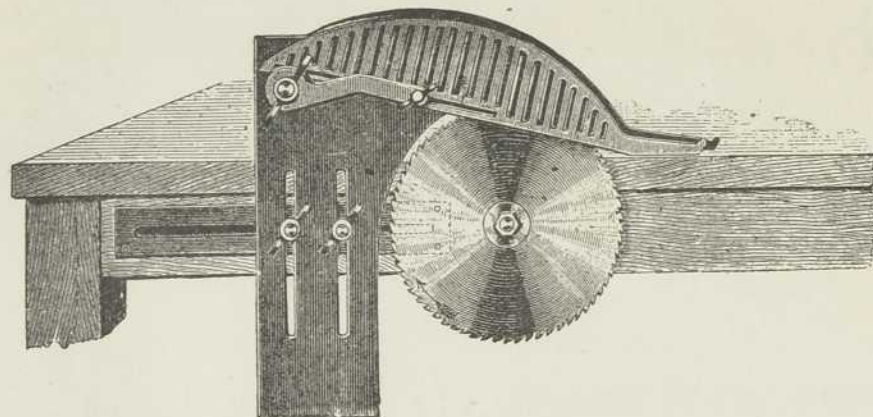
# Inspection of Industrial Establishments and Public Buildings

OF THE  
PROVINCE OF QUEBEC

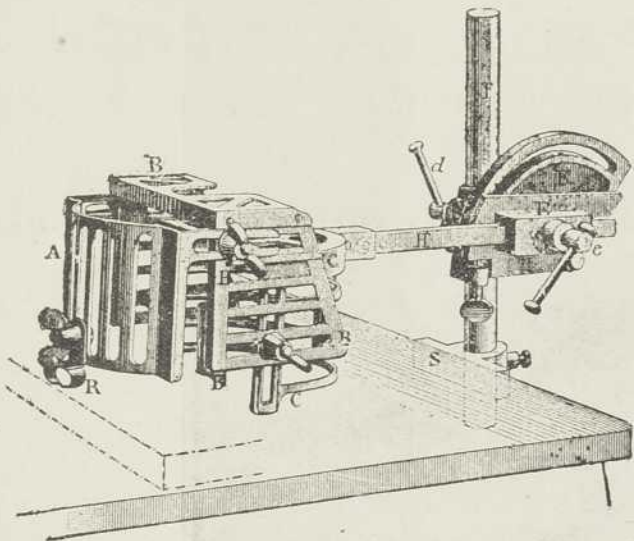
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S. SYLVESTRE . . . . . Under-Minister.  
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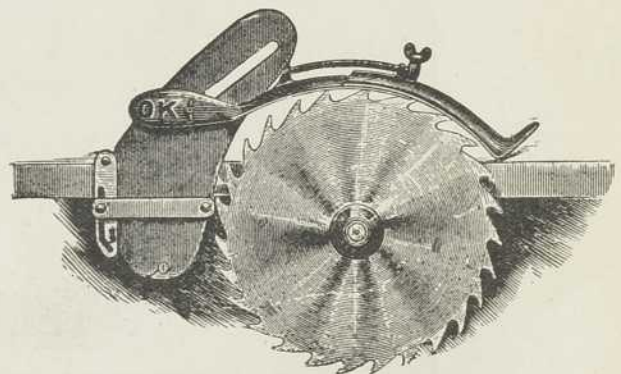
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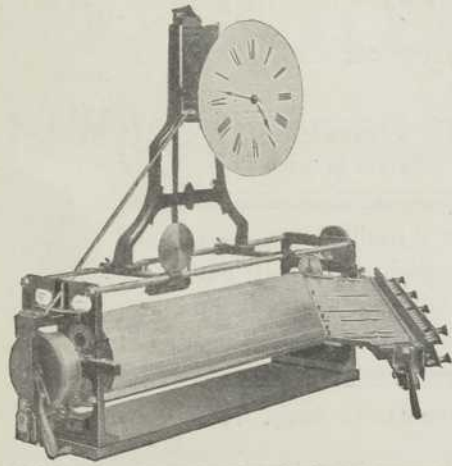
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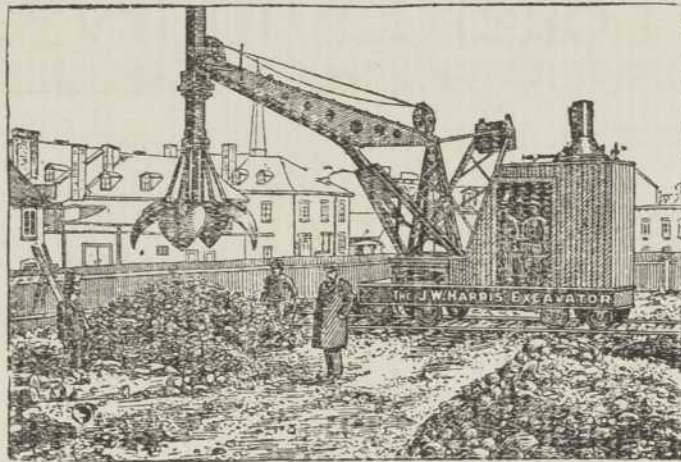
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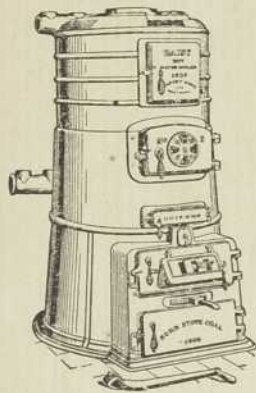
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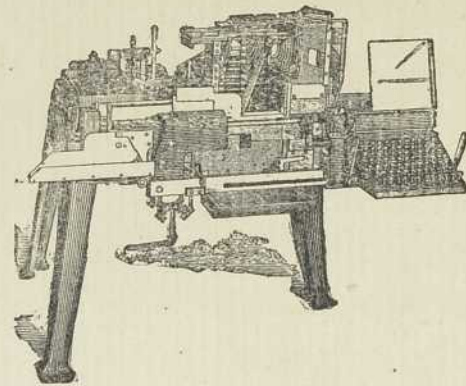
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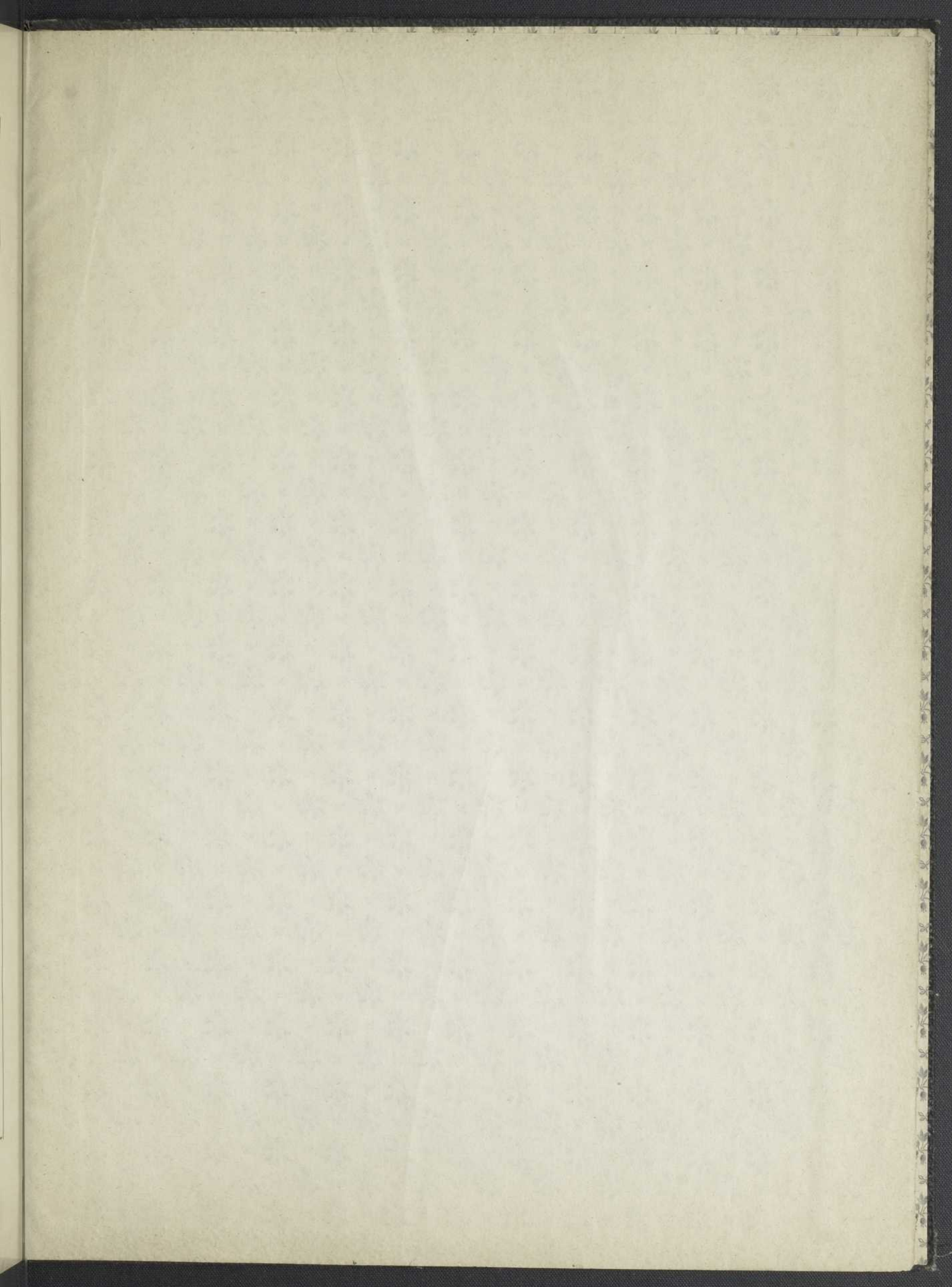
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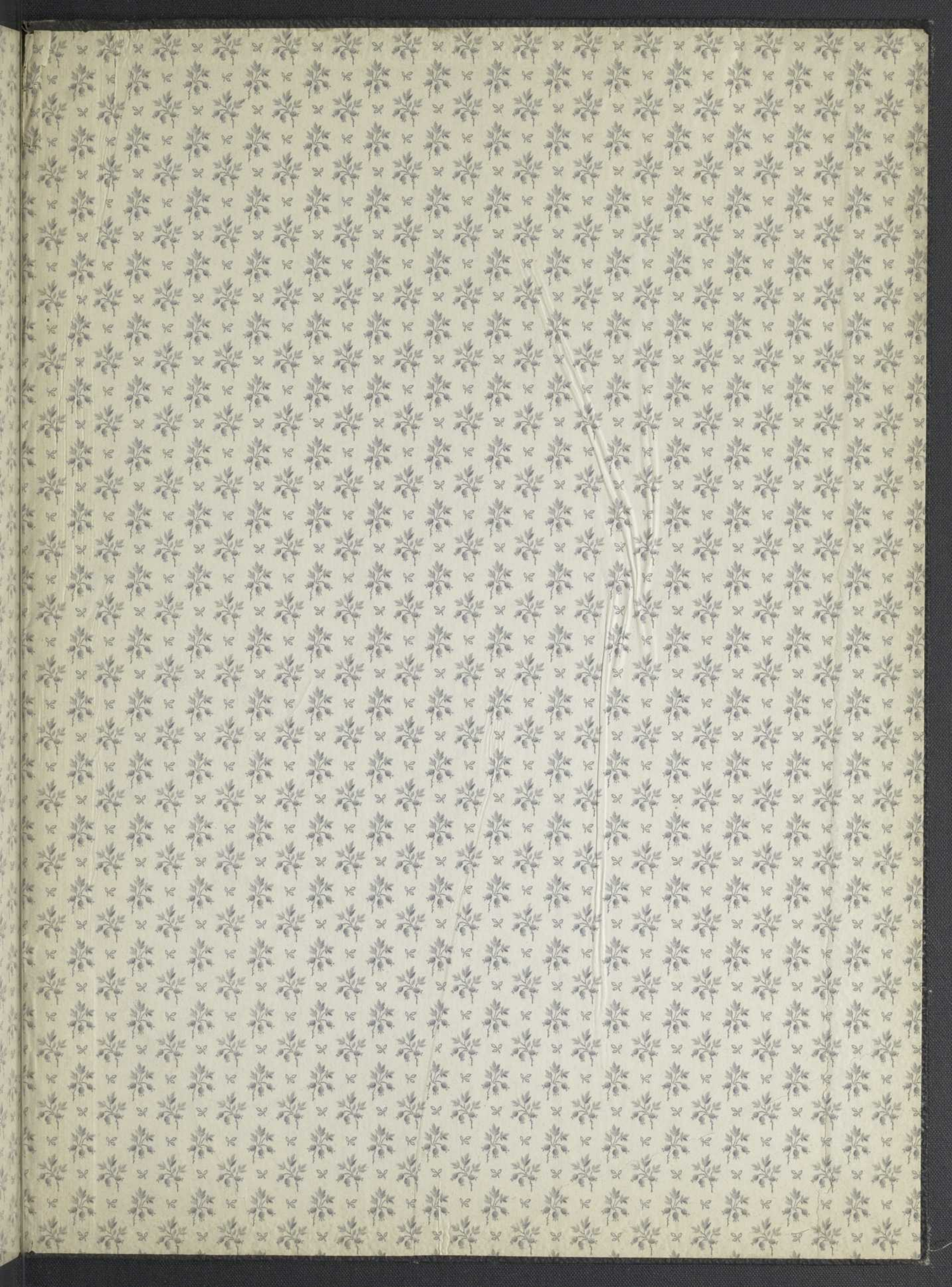
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