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Conference
Importation of Canadian Labor
March 16, 1955

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MAINE EMPLOYMENT SECURITY COMMISSION

Conference:)
Importation of Canadian Labor)

A meeting was held at the offices of the Commission at 500 Forest Avenue, Portland, Maine, on March 16, 1955, from 10.00 AM to 3.30 P.M., concerning the importation of Canadian labor for woods work in Maine. L. C. FORTIER, Chairman of the Commission, presided, with JOSEPH E. A. COTE and JAMES J. GEORGE, SR., Commissioners.

Paul E. Jones, Director, Employment Service, Maine Employment Security Commission, also spoke; as did ARTHUR GERNES, from the Regional Office of the U. S. Department of Labor.

The meeting was called at the request of Gordon M. Tiffany, Counsel for the Committee on Imports for the American Pulpwood Industry, and 13 industry representatives also spoke.

CHAIRMAN FORTIER. The meeting will please come to order. Your representative, here, Gordon Tiffany, has called this meeting. We will merely participate when it is necessary. In order that everything may be recorded, for future audit, we have a stenographer with us, so when you speak, if you will announce your name and the company you are from, we can get a record that will be authentic, as far as this meeting is concerned. Gordon, if you want to take over, go ahead.

MR. GORDON TIFFANY, Counsel for the Committee on Imports for the American Pulpwood Industry, New York, N. Y.: Mr. Chairman, let me say, first of all, a meeting was held, in conference with the Governor, at Augusta on February 28, in which at least 22 representatives of, I would say, labor spoke, directing their discussion to the problem of the importation of Canadian labor. The Governor, I think, conducted that meeting in a pretty fair manner. He concentrated on bringing out facts. We have here a transcript of what took place at that meeting.

Now, this group has never met before, and much of what went on at that meeting is entirely new to them. They have not seen the transcript, nor have I had a chance to confer with them, but it seems desirable, inasmuch as they have presented certain facts which could be understood as argument against the importation of Canadian labor, we thought it was necessary for us to consider these matters and present what additional facts appear to be necessary to round out the picture, as best we could.

I, myself, am inclined to believe that many of the detailed facts could not be answered at this time because, as I say, these men have not seen this. It is all news to them. It would call for some study on their part; they would have to have time to go out and get the facts. It is our hope, in bringing this group together, that we might furnish additional facts, to round this out.

It will be recalled that the first principal speaker was Roland Lange, a poultry farmer at The Forks. He based his discussion on a meeting at the Lions Club, where he made a report. As stated in the first stages of the hearing the

MR. TIFFANY (Continued): Governor held, that might be the best basis on which to approach this thing. He enumerated eight factors which he felt were important. First, was the statement -- I would like to be accurate in the quotation: "Maine has an adequate labor force to develop this resource" -- speaking of timber -- "with its own citizenry." That seemed to be the premise from which they continued, to present their further arguments.

I would like to toss that out as the first topic of discussion, right now, Mr. Chairman. The statement was, "Maine has an adequate labor force to develop this resource with its own citizenry." It is all settled! Would anyone here want to speak, on the basis of their experience, as to that statement presented before the Governor? Yes, Mr. Pearson?

MR. H. E. PEARSON, JR., Eastern Pulp Wood Co., Calais: I speak in relation to Washington County, where our timber holdings are and where we operate. According to the Calais office of the Maine Employment Security Commission, there are about 85 persons in Washington County who earn some part of their living, working away from home in lumber camps. In 1954 we employed every American who applied either directly to us or through the employment service. The total number of Americans we hired was 135. These people remained on the job for short periods only. 35 lived in our camps; 100 lived at home. That 135, they produced 5,123 cords, an average of 38 cords apiece. To produce the amount of wood we use, would take 586 Americans, native laborers, of which there is available only 85 who are willing to work away from home.

We employed a total of 70 Canadians, who produced an average of 2.88 cords per day. To cut the total amount of wood, it required an average of 45 Canadian laborers. With supporting payrolls available for inspection, if you want them.

MR. TIFFANY. If I understood you correctly, Mr. Pearson, you employed every American referred to you in 1954? 135 were referred? Is that correct?

MR. PEARSON. Referred or employed.

MR. TIFFANY. And who cut?

MR. PEARSON. 22,273 cords.

MR. TIFFANY. 22,273 cords. That averages out, during the season in 1954, each man cut 38 cords.

MR. PEARSON. Each native.

MR. PEARSON. Each native American cut 38 cords. You mentioned, it would take 536 -- ?

MR. PEARSON. 586.

MR. TIFFANY. 586 Americans, cutting at that rate -- .

MR. PEARSON. 586 Americans, cutting at that rate, to produce the 25,000 cords which is our quota.

MR. TIFFANY. Now, I am just trying to clarify it in my own mind; I don't know how to go about this; how you could get your quota? You needed 586. You say you had 135 Americans and 70 Canadians, a total of 205. Is the inference that you did not get your quota?

MR. PEARSON. No. Producing on the basis of our employment, we average eight months a year, and figuring they were cutting three cords a day, it produces the amount of wood we want. If these people stay with us in almost continuous employment for eight months, roughly figuring, I would say, it amounts to five or six hundred cords apiece.

MR. TIFFANY. So, based on your 1954 experience, it was necessary for you to have Canadian labor?

MR. PEARSON. Necessary to have a total number of 70 men, to supplement the native labor, producing at a rate of 38 cords per man.

MR. TIFFANY. Is there anyone else here who can throw some light on this statement: "Maine has an adequate labor force to develop this resource with its own citizenry."

MR. WILLIAM HILTON, Great Northern Paper Co.: I am going to make the statement: Maine has never had a sufficient number of domestic workers to do the work necessary in the lumber and pulpwood business. The first logs ever cut for the Great Northern were cut in '98, and were cut with Canadian labor on the North Branch of the Penobscot River. Every year since, with the exception of six years during the late 1930's, when we were getting over the Depression, when everybody had all the wood they wanted, it has been necessary to have Canadian labor.

It isn't all what you could call strictly Canadian labor. We speak of domestics: Maine-born people, domiciled in Maine. We have had French Canadians from Quebec; we have had French Canadians from New Brunswick; we have had English speaking Canadians whom we speak of as "P. I.'s", from Prince Edward Island, New Brunswick. And during the height of immigration, we had at one time 3,000 Polacks, Swedes and Russians in Bangor. Then they put on restricted immigration quotas, and we didn't get any more. About the last of that group -- they are not domestic labor -- disappeared about the time the hurricanes hit Massachusetts. They went out there and never came back. They are older men.

So, I say, we have never had a domestic crew in the State of Maine sufficient to take care of woods work. At first, these men came over, without any restrictions, just as the work required. They came in freely; they did the work; they went away. Then it was on a Head Tax basis. When we would bring them in, we have gone along with all regulations, to where we have to give a bond to return them, under penalty, and so on and so forth, under the present regulations.

The way the thing worked out, last year we employed right around 3,000 men in the woods, and since this quota we have had -- there has been 1,400 come in -- we have never had a full quota in. This year it was down to 800.

MR. L. L. THIBODEAU, Great Northern Paper Co.: 750.

MR. HILTON: 750, this year. We have up here about 500, mostly men on the North Branch. In Aroostook we were down to very few. Last year three or four hundred

MR. HILTON (Continued): men come for the peeling season. We had enough domestic to saw up all the peeled wood and rough wood we cut, so they were sent home. We got along, I think when we started hauling, we didn't have any Canadians, but it was necessary to get a few to handle the wood. It has all been governed by supply and demand. If they referred men, we used them and sent the Canadians home. But I think it is a matter of record, I think everybody will recognize, we have not, in the State of Maine as a whole, domestic labor enough. If we have, I don't know where they are, to bring them in.

I think chain saws, modern improvements, have increased the number somewhat. Some men that would not go into the woods before, have gone now. We have made a big cut, this year, with a total of 750 bonded men. We have never been full. The way we are handling it, I think it is being handled properly. All domestic labor that wants to work, is capable of working, is given a chance, if they ask for it.

MR. ARTHUR GERNES, Regional Office, U. S. Dept. of Labor: I would like to ask a question: Bill, would you like the record to show how many domestics you are using in the woods?

MR. TIFFANY. 3,000, he said.

MR. HILTON. We had about 3,000 men.

MR. GERNES. Of that number, 750 -- .

MR. HILTON. 750 were bonded. I could give you figures. We make a weekly statement, showing the number of bonded men on each operation.

MR. GERNES. I just thought you might want to get the approximate figures, have the record show this 750, and 3,000 were domestic.

MR. TIFFANY. Mr. Hilton, that proportion of domestics and Canadians, has it shown a decreasing number of Canadians?

MR. HILTON. No. We run right along. We have been, some years, as high as 48% Canadians. I have got a table -- I am sorry, I haven't got it with me, but I

MR. HILTON (Continued): have got a table.

MR. TIFFANY. Could you send it to me?

MR. HILTON. To show the amount cut by Canadian labor?

MR. TIFFANY. Do you know how much the present bond is?

MR. HILTON. Our present bond?

MR. TIFFANY. Do you know the figures?

MR. HILTON. Great Northern, we have a bond this year, this period, we have 750. We wound up, I don't think we had over 500 men.

MR. TIFFANY. I was trying to get the expense involved, in using bonded labor. Do you know the extent of the bond the company has to put up?

MR. HILTON. We had to put up \$12,000, which cost us \$120. But we have got Mr. Thibodeau watching all the bonded men, checking them in, checking them out, with all our offices. That is his principal job, to keep it straight.

MR. TIFFANY. You mentioned chain saws. Does the company offer any inducement to get chain saws, to the men in the woods?

MR. HILTON. We started buying chain saws. We found it did not work too well. Which is the case with a lot of equipment, if a man owns his own, he will take better care of it. If a man comes in and wants to buy a chain saw, we will put up the money to buy a chain saw of an approved dealer. We want to be sure he will get proper service, buy of a man that will give him service. We buy the chain saw. He makes a small down payment, and we take out so-much a cord. We have bought a great many chain saws, on that basis. I don't think we have taken back half a dozen.

MR. THIBODEAU. We buy three or four hundred a year.

MR. HILTON. I don't think we have taken back half a dozen, and when we do, we sell them out again. They pay for them.

MR. TIFFANY. Has the use of the chain saw increased the amount of wood a man can cut?

MR. HILTON. No doubt about it.

MR. TIFFANY. Do you have any figures that would show the proportion?

MR. HILTON. I probably have. We made a statement, two years ago, made a big statement before the American Pulpwood Association. It is a matter of record.

MR. TIFFANY. To the extent they have used chain saws, their earnings have increased proportionately?

MR. HILTON. Yes, sir.

MR. TIFFANY. Anyone else want to comment?

MR. GERALD WING, Hollingsworth & Whitney Co., Division Scott Paper Co.: I have curves here that bring out a few points as to what we did in 1954. In the first place, I might state, we do many things to attract native labor. We build good camps. We have them arranged so that native labor can live by themselves, away from the Canadians, if they choose. We build gravel roads to the camps. We pay what we consider good wages. Our records indicate that all woodsmen have good earnings. During the height of the logging season, we require 700 men. I have curves here, to express it, in terms of native labor and bonded Canadian labor.

Our records show, we employed, at the low period -- from the middle of March until the middle of May -- we employed approximately 100. During that period we had no Canadians. In midseason, through the middle of the winter, the height of the logging season, we employed 700, and the maximum number of native labor was about 175, out of the 700. The balance, around 500, over our most productive season, are Canadians.

It shows the curve dropping in the spring, during the mud season. It goes up with the operating season, and the native figure comes up a little. During the height of the season, the Canadians are way up. The increase from 100 to 175 during the period when we are anxious for help, shows a good range between our requirements and the supply of native labor.

MR. TIFFANY. According to the graphs which you have in hand, you employ

MR. TIFFANY (Continued): different amounts during different seasons?

MR. WING. Yes. During the mud season, we just have a curtailed crew, a repair crew, do whatever operating we can.

MR. TIFFANY. During the meeting with the Governor, I think the statement was made, to the effect that industries faced with a seasonal problem, should make an effort to use available technological advances, to eliminate, to the extent they can, the effect of the seasons on employment. Does anybody want to say anything about technological advances being studied? The chain saw was mentioned.

MR. L. J. KUGELMAN, International Paper Co.: Mr. Chairman, speaking of attempts to iron out seasonal difficulties, I think it is pretty difficult, when we require sap peeled wood, not to peel it when the sap runs. However, the industry has attempted, during the last four years, to improve on that by chemical treatment of trees. The industry spent about \$200,000, and more, in research to overcome the problem. It has not been altogether successful. I don't expect that in four years, we could. But I do feel the industry is making an effort to overcome the problem.

MR. TIFFANY. You mention sap peeled wood, resulting in seasonal labor. What period is that?

MR. KUGELMAN. The period from the middle of May -- it varies, depending on climatic conditions -- when the bark can be removed easily. That usually lasts until early August, when you can't remove the bark easily.

MR. TIFFANY. How is the industry affected by the weather?

MR. KUGELMAN. In addition to sap peeling, the great quantity of the wood has to be hauled on winter roads. It is not economically feasible to build gravel roads to every part of your land. We have to depend on snow conditions, to haul wood to the main roads. That lasts from early January to the middle of March. That is the only time when there are proper snow conditions to perform that work.

MR. TIFFANY. Speaking generally to the group, Mr. Chairman, rather than to belabor the point of whether or not Maine has sufficient domestic labor to do the

MR. TIFFANY (Continued): job, I think it might be well to find out if the experience of the group would support the comments we have had here, that there is not a sufficient domestic labor supply?

MR. KUGELMAN. I can say this: I think, if there is a sufficient domestic labor supply, we have not been able to find it.

MR. TIFFANY. That is conclusive enough.

MR. G. M. BLAISDELL, International Logging Corp.: I would like to make the remark we cut approximately 40,000 cords of wood in northern Somerset county and western Aroostook county, alone. We have no access from the State of Maine to reach our operations. Our men go through Canada. Consequently it is difficult for native labor to get there, which results in the fact that since 1946 we have had no American labor to cut and peel wood. We have had some American labor in other categories: tractor drivers, foremen, scalers, but no men to cut wood. Our overall picture is, at the height of the peeling season, we have approximately 1,000 men in the woods, of which not over 50 are American citizens. We have endeavored to build up the Americans, and have had some success in categories other than cutting the wood. In actual cutting, we have had no success whatever.

MR. TIFFANY. Can you tell us something, Mr. Blaisdell, about the attempts you referred to, to build up the number of Americans?

MR. BLAISDELL. We have endeavored to, through advertising and through the employment office in Skowhegan, but they have been unable to refer any cutters. I don't think, in the course of nine years, we have had any cutters referred.

MR. TIFFANY. Someone in the back of the room?

MR. F. M. CROCKER, St. Regis Paper Co., Bucksport: We operate in generally the same area as the Eastern Pulpwood -- eastern Washington County. Most of the wood in that area is purchase wood. We have found, where we have land in settled areas we can get quite a large number of local people to go into the woods and cut, if they can stay home at night. We have land near residences; it works out pretty

MR. CROCKER (Continued): well. But in most of the remote areas, we find it very difficult to get local people to go into the woods; if they can't go home every night, you just don't have them any length of time. We have an area in northern Washington County where we employ a great number of local people. At one time last summer, when we had 75 Canadians working on those operations, we had 235 Americans. The Canadians were in camps, and the natives, as I said, were staying at home.

It does seem to me that if we were to discontinue the use of Canadians, that it would result in our going to Canada for more purchase wood, and result in lack of jobs for Americans, in that Canadians provide jobs. Canadians go into the woods, do the bull work, cut the trees, get them into the yards, although we do use cranes for loading. But all the profit for the people we employ around Whitneyville, our truck drivers, if we can't use Americans, we are going to cut out jobs for Americans.

MR. PEARSON. May I ask a question? I think you said, if you can't use "Americans," you cut out jobs for Americans. I think you meant, if you can't use "Canadians"?

MR. CROCKER. I am sorry, of course if we can't use "Canadians." A slip of the tongue. If we can't use Canadians, we would not have use for as many Americans as we have.

MR. TIFFANY. Do you cut around Jackman? How many companies -- ?

MR. CROCKER. No, entirely in eastern Maine. I have nothing to do with the St. Regis Paper in New Hampshire and Vermont.

MR. TIFFANY. What companies do? Mr. Blaisdell?

MR. CROCKER. Hollingsworth & Whitney, and I think, International Logging.

MR. G. M. BLAISDELL, International Logging Corp: International Logging, boundary operations. Jackman is the nearest town.

MR. WING. We are in northern Somerset. We have to go into Canada from Jackman to get there.

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MR. WILLIAM HILTON, Great Northern Paper Co.: Great Northern have one or two camps who swing through Jackman, take Jackman labor.

COMMISSIONER JOSEPH E. A. COTE, Employment Security Commission: Mr. Kugelman, if your process of debarking -- if the bugs are taken out of that process, would you say it would result in longer, year-around employment?

MR. KUGELMAN, International Paper Co.: That is one object of the research on those lines. There are certainly a lot of bugs in it yet. It does not get all trees peeled clean. We have not found the answer, why. But if it were successful, I think it would tend toward that end.

COMMISSIONER COTE. That has been one of the complaints, the short duration of the season.

MR. KUGELMAN. That's right.

COMMISSIONER COTE. If that was a success -- ?

MR. KUGELMAN. They have been working four years on it.

MR. WILLIAM HILTON, Great Northern Paper Co.: There is one point I would like to bring up: Along with all the work our employment office does, to keep the labor straight with the various state employment offices, we have a large folder of advertisements we have submitted, and we can give you. We have advertised on the radio in Aroostook County, and this fall, just before the hoo-raw started on trucks we advertised in the Lewiston, Waterville and Bangor papers. And we have been short of trucks all winter. We have told them where to go and who to contact, in those advertisements.

MR. TIFFANY. Mr. Hilton, in reference to the truck shortage, have you got an operator named Joseph Pooler, in Bingham?

MR. HILTON. No, sir, I don't think he ever worked for us. If I remember right he has not. He is not a pulp wood man; he is a logging man. He has one crane, a log truck, a dump truck, which would not work into pulpwood operations.

COMMISSIONER JAMES GEORGE, SR., Employment Security Commission: Mr. Tiffany, I

COMMISSIONER GEORGE (Continued): might say, in Jackman, speaking now from memory alone, we have a few independent operations: Armand Roy; Eli Giguere, in Holeb; we have Louis Fortin, cutting above Jackman in the Hill Pond area; Cecil Laweryson; Roland Fournier; we have Rancourt and Veilleux. All, with the exception of Laweryson and Fournier, in other words, four out of six, are operating on stumpage or land owned by Canadian interests.

MR. TIFFANY. THEY operate, subject to the employment security regulations?

COMMISSIONER GEORGE. Supposed to.

MR. TIFFANY. Yes.

COMMISSIONER GEORGE. I want to add to that: we have Paquet, operating in the Spencer region -- and maybe Mr. Small can tell me Paquet's name -- from Canada?

MR. W. A. SMALL, Hollingsworth & Whitney, Div. Scott Paper Co.: Odilon.

COMMISSIONER GEORGE. Odilon Paquet, he operates in the Spencer region. And one or two others, but that would comprise the group, other than Hollingsworth & Whitney, in 1954, operating in that area.

MR. TIFFANY. Do you have some comment?

MR. H. E. PEARSON, JR., Eastern Pulpwood Co.: Yes. Eastern Pulpwood is a wholly owned subsidiary of the St. Croix Paper Co. The last figures I saw, we were within two points of the mill -- I believe it was 1.9 and 2.1 -- which we feel is the result of continuous employment; and also, comparing other figures, it would seem that everyone in the industry does about as well. I understand 2.1 is a good figure, as it has been rated. I don't understand at the present time you can get any lower than that, in the logging industry.

COMMISSIONER GEORGE. Mr. Tiffany, I would like to say at this time, I have for the last 17 years been a field examiner for this Commission, and with the exception of three years, I covered the area you people are interested in, northern Somerset county, northern Franklin county, northern Piscataquis county. Over a period of years, I have seen tremendous increases in earnings of woodsmen. A

COMMISSIONER GEORGE (Continued): study of the payrolls has impressed me very favorably. I have seen changes, from when I had to walk in, ten miles, to when I could drive in, due to building access roads. I have enjoyed most of the standards of living and eating. I have been close to the situation. My first experience was working for the Oxford at Barnjum Siding, between Madrid and Rangeley. My dad sold jewelry in lumber camps for years; I helped carry the packs.

I want to say, on the record, I have been concerned over why more young people won't go into the woods. But they won't leave the comfort and convenience of home, and the evening and weekend attractions. There may be some justification for some of these allegations, but I want it to be on the record that the group who appeared before the Commission answered that they had not been deprived of any work with their equipment due to Canadians being on the job. I am familiar with each and every one that appeared at the first conference. I didn't take it too seriously, knowing the conditions which existed in the area. It is an unfortunate thing that it occurred at the end of the season. We made referrals of several of the group. Only one was willing to accept a job.

(A short conference was then held, off the record.)

This has steam-rollered into something which resulted in unfavorable publicity. But speaking for myself, and I think the Commission is united in this, and the staff of the Commission, we will do anything we can to help the situation.

MR. TIFFANY. Mr. Lange has raised one point, or rather, three points. The second point was, importation was an emergency, war measure. I think Mr. Hilton answered that. The third point was the wages per cord had either dropped steadily or, I think the word was "stagnated," since 1946, while others had gone up. I have been citing a part of the record that was made at the conference before the Governor, in which it was suggested that "Wage rates in woods work, the rate per cord, have dropped steadily since the war when averages throughout the state have increased.....They have stagnated as of probably 1946," in the meantime

MR. TIFFANY (Continued): other wages had gone up. Anybody here who might give us some facts?

CHAIRMAN L. C. FORTIER, Employment Security Commission: Mr. Tiffany, could I make this observation? Based on a table made by the U. S. Department of Labor, Bureau of Employment Security, wages in logging camps, the average weekly wage, shows an increase from 1947 through the first quarter of 1954, of over 27%. Maine over the same period, the wages have increased 41%. Take, here, Washington state and Oregon. Washington state increased 26%; Oregon, 28%. Those states are pretty much in the lumbering industry, as is Maine.

MR. TIFFANY. Are similar statistics available for the logging industry?

MR. FORTIER. That is logging camps and logging contracts.

MR. PAUL JONES, Director, Employment Service, Employment Security Commission: I just happened to think, incidentally, in 1947, when the flowage was cut for Flagstaff Lake, the agency sent out 7,600 letters, covering the rural box holders on routes in Somerset, Franklin and Oxford counties, making known the work opportunities for those interested. Remember, Mr. Fortier, we worked on that? As I recall, we got back EIGHTEEN replies from individuals who were at least interested in following it further.

MR. FORTIER. Yes; that's right.

MR. TIFFANY. Has anyone ever tried a training camp, to train domestic labor for woods work?

MR. F. M. CROCKER, St. Regis Paper Co.: Yes, sir, we have a man that is the chairman of the technical committee of the American Pulpwood Association, for safety and personnel.

MR. B. W. McPHETERS, St. Regis Paper Co., Machias: We at the moment are considering suggesting, before the American Pulpwood Association, proposing a training camp for young men, to interest them, teach them the skills necessary, to cut pulpwood in the woods. We considered this at a meeting recently, and shortly will

MR. McPHEETERS (Continued): make recommendations to the Committee of the American Pulpwood Association, as to our decision. We have decided it is something we should consider.

What we propose is to open a camp and have the companies interested, that are contributing, send men to the camp. We will put them on a training basis, with instructors, qualified woodsmen, demonstrating the skills. It will probably be on stumpage owned by a pulpwood outfit. Put these men on at a wage rate for the training week, and a cord basis thereafter, for a period of a month. Possibly the wood to go to the stumpage owner, to help reimburse them for some of the expenses of running the camp. Immediately, have the company offer the individuals a job, when the camp is through. You would run into technical trouble -- you would have to take them, 18 and up, to produce wood.

That has been in the mill for some time. Individual companies have tried that sort of thing. I think we should hear from the Great Northern. And I think the Eastern tried a small experiment along those lines. I think, the Great Northern, they made quite an effort. The results were quite interesting. Probably Mr. Hilton could help us.

MR. TIFFANY. Mr. Hilton, do you have something?

MR. WILLIAM HILTON, Great Northern Paper Co.: Well, I can't remember the years, but we had what we called an experimental camp. We ran it two years near Brownville, in which we put in portable camps and equipment. We were going to operate different ways, with trained men. We were going to log with adzes, what not. Going to do it all kinds of ways, trying to test new methods. We run the camps two years in the town of Brownville; then we moved to Pierce Pond and set up over there. These were good camps. We had shower-baths, electric lights. We ran some experimental cooking. We tried to bring out all the new things. And we put in cafeteria feeding. It did not work out, either. I will say, as an experimental thing, it was a flop. We did get a few young men to go up, but none stayed. I

MR. HILTON (Continued): can remember one young fellow who came up from John Hopkins University. He insisted on going over there. Mr. Thibodeau took him over to Pierce Pond. How long did he stay?

MR. L. L. THIBODEAU, Great Northern Paper Co.: Three days!

MR. HILTON. That was a good place to cut wood. We had roads into camp; they could go and come as they wanted. I couldn't see any reason why, if he wanted woods work, any one of these camps would have been suitable, and he could have had all the privileges. I am going to run another one, this year. I haven't got enough yet! (Laughter)

MR. TIFFANY. Mr. McPheters, does your group have any ideas on how to get a student body, a number of men to go to the camp?

MR. McPHETERS: We thought, with 18 or 20 companies participating, 100 men to the camp, it would seem the St. Regis, the Great Northern, could pick up four or five each, just reaching 18 years, or possibly returning veterans, looking for something to do. If five or six were picked, a small number were picked and sent from local areas where company operations were -- were operating, they could supervise these men and get them back in the woods before they went down to Connecticut and worked in a factory! (Laughter)

MR. TIFFANY. Do you recommend paying wages while they are in training?

MR. McPHETERS. Yes. We thought we should, during the week's training, and then put them on a cord basis, paying the minimum wage if they failed to make it at the cord rate. Other industries do do it, and we would recommend it be handled that way.

MR. TIFFANY. When you establish this camp, would a man learn how to cut a tree, or would he be studying biology, entomology, -- ?

MR. McPHETERS. As Bill said, there is a lot of conservation to it, but our committee unanimously recognized it is unnecessary for a woodsman, so we scratched the forester part right out, and substituted actual work in the camps. We have

MR. McPHETERS (Continued): skilled foresters who superintend the woods work, the land, marking for cutting; it isn't necessary for the worker to know that; outside of fire protection, a few things like that, to know other than the actual skill necessary to cut wood, produce wood, enough so he can make a good week's pay. We propose to have four or five good experienced crews, with several years in the woods, so that the beginners could learn from the older ones, have access to their paychecks, to see what they earned. What he gets the first or second week is not what he will earn when he is a skilled man; it is maybe $1/3$ or $1/2$ of what a skilled man gets. A lot of fellows go into the woods temporarily. They look at their first week's check, and take off. It takes experience, just like any other work. If we can get them to stay at it long enough to see the angles, from the experienced men, we were in hopes of getting a good many. Although we have made the experiment, as Mr. Hilton says, I have not had enough yet either! It is thought we might go ahead and try it, industry-wise, although some companies did try it individually.

MR. TIFFANY. Has International Paper had any experience?

MR. J. O. LANG, The Brown Co., Berlin, N. H.: We have had experience with a training camp, years back. I have a complete report of our experience and the results. I would be glad to send you that, to save time. We have recruited trainees in Maine, New Hampshire and Vermont, through the cooperation of the Employment Security Commission in Maine, also in New Hampshire and Massachusetts. We had a man for three or four weeks stationed on Tremont Street, recruiting prospective trainees. I have a complete report, what our experience was.

MR. ARTHUR GERNES, Regional Office, U. S. Dept. of Labor: Briefly, what was it, Omer?

MR. LANG. What?

MR. GERNES. Could you give us the result?

MR. LANG. Just about zero. I have the total number of men, right down the

MR. LANG (Continued): line; the days, we kept the time, the complete report.

I sent Mrs. Wilder the complete report.

CHAIRMAN FORTIER, Employment Security Commission: Did most of them leave, or did you have to get rid of them?

MR. LANG. No, I think most of them left on account of the work being too hard.

MR. FORTIER. Didn't like the blisters on their hands?

MR. LANG. That's about right, although I will say this: that was buck-saw days. Now we have chain saws, and better roads. You can come out. It might make a difference. As Mr. Hilton says, we are willing to tackle it again. I don't think we have had quite enough!

MR. H. E. PEARSON, JR., Eastern Pulp Wood Co.: We have not tried it, but we work with our foremen, so if we get a candidate, he can go into a camp and work with the foreman. Our problem is, making a company survey of the material in the country, we take a dim view of starting a large operation with no material.

The average wage of production workers being \$1.45 per hour, for a 41 hour average. Our piece work rates, as far as Canadian labor is concerned, their earnings were \$1.61; the group figure \$1.88 per hour. So we had rather handle it as a local proposition, with limited material, if anyone is interested.

MR. TIFFANY. Any other comment on the idea of a training camp, or procurement methods, getting domestic labor interested in woods work?

MR. G. E. WING, Hollingsworth & Whitney Division, Scott Paper Co.: There has been some criticism, there, of the season; Mr. Shaw, at the Governor's conference, said the season could be lengthened. That has been a pet project of mine, for years. I have always felt you could work at a lower rate, if it was steady employment. Through the years I have had pet projects, unknown to top management, just to keep the men employed. I am still doing it. But it definitely is seasonal. I don't think Representative Shaw could ever show it is not. I have now a project on,

MR. WING (Continued): rough wood, and when you do that, and taking into consideration, where you have to truck it --- right now we are running two camps. The white birch goes to Diamond Match; the pine is for Harold Davis; the hemlock and logs for the mill, the hard wood is for our own use. But it is all seasonal. And the State of Maine puts restrictions on the loads; sometimes it looks like the State of Maine won't let you do business. But we are still doing it, and paying the fines. Probably we won't be more than donating the stumpage, but we are doing it to keep the men busy. There is a maximum to how much you can do. The state law says we can't stave up the highways for the sake of doing business. If all the hard wood must be trucked, all the veneer, birch, has to go through, it is just limited, how much you can do, through the mud season. Nobody can do it in the mud season.

CHAIRMAN FORTIER. Mr. Wing, in reference to Mr. Shaw, after he read the minutes of the meeting at the Senate Chamber, he called my attention to those statements, pertaining to seasonal, in there. As I remember it, they were not his; they were made by Mr. Lange. But what I told him, he made the statement they were not his, have it corroborated by Mr. Lange, and we would send out corrections to all who have copies of the transcript. It wasn't Mr. Shaw; it was Mr. Lange, the poultry farmer.

COMMISSIONER GEORGE. Mr. Tiffany, I did try to point out, your operation was seasonal. Mr. Lange took exception to the problem of getting it trucked in eight or ten weeks, depending on weather conditions. I did try to point out, it was seasonal from my experience.

MR. TIFFANY. There is another factor which was cited by Mr. Lange in this record at the Governor's conference. I am wondering if your statement relative to wages throws any light on this? It was -- He said Canadians set lower wage scales. You gave us figures which compared the increase in Maine, as regards the country as a whole, showing the Maine wage increased 41% in the logging industry,

MR. TIFFANY (Continued): and throughout the country it was only 27%.

CHAIRMAN FORTIER. That is in the logging industry.

MR. TIFFANY. That is in the logging industry.

CHAIRMAN FORTIER. Yes.

MR. TIFFANY. Now, do you have any comparative figures which might show the increase in wages, as regards pulpwood, in Maine as against any other territory, part of the country, where Canadians do not come in and work?

CHAIRMAN FORTIER. Down South, they have the South here.

MR. TIFFANY. What do those figures show, Mr. Chairman?

CHAIRMAN FORTIER. Well, Louisiana was 45%. Arkansas was 45. Georgia was 28%. South Carolina, 37. Florida was really up, 71.

MR. ARTHUR GERNES, Regional Office, U. S. Dept. of Labor: But even with that, it is a lower weekly wage.

MR. FORTIER. The average weekly wage for the first quarter of 1954 was \$44.53, whereas in Maine it was \$54.37. In Arkansas, with a 45% increase, the first quarter of 1954 was \$27.21. Louisiana was \$29.07. South Carolina, \$30.43. You get out into the northwest, Washington was \$73.16. Oregon, was \$79.16.

MR. TIFFANY. Does anyone have any comment they would like to make on that particular matter, the assertion that Canadians set a lower wage scale? I think the figures you have given us speak pretty much for themselves, Mr. Chairman.

Another question that was brought up, Mr. Chairman: I don't know whether there is very much the industry can do to help, but it might be worthwhile, exploring: This is the charge that there was mismanagement of taxation. They mentioned the number of dependents and the amount of taxes to be withheld by the employer from the employee's wages in this country --- the Federal taxes.

MR. J. O. LANG. I don't know to what extent industry could be of help there, but I would be glad if anybody has any ideas as to what could be done in that situation. A man comes in from Canada, he makes the statement he has five or six

MR. LANG (Continued): dependents, when he may have one or two, or none at all. Then when it is time for paying taxes, he is outside the country, and that, I have been told, Internal Revenue feels it is a situation beyond them to cope with through their collectors. I don't know if there is anything the industry could do. But if there are any suggestions, now would be a good time to have them.

MR. L. J. KUGELMAN, International Paper Co.: I can't see how industry could help, on this question. So we put down what they tell us. I am wondering if there is any possibility of a reciprocal arrangement with the Canadian tax people, where they could be checked through the Canadian people? They must file income taxes at home. They may have opportunities to check. Whether it would be practical to set up any reciprocal arrangement, I don't know. I am at a loss, what to do.

COMMISSIONER GEORGE. I think it would be well to point out, under the Internal Revenue Code, an employer is required to withhold a certain amount of income tax from a weekly wage. The employer is provided with withholding exemption certificates. Every worker indicates his number of dependents, signs it, and the employer keeps it, for the record. He uses that certificate to determine whether or not any income tax should be withheld. That is all the obligation an employer has.

I have been close to the situation, in the past. I have seen several deputy collectors of Internal Revenue who begged for an opportunity to go into the camps, but I think they were advised by the collector that the Bureau would not condone it because they would get into ramifications. A very unhealthy situation does exist, because most Americans honestly list the number of their dependents. I don't know what we would get into, on a reciprocal agreement, on tax matters, with the Dominion of Canada. It would pave the way for other matters we would want to avoid. I don't think it is too much of an argument, they don't have taxes withheld, Canadians don't. I don't think it has any bearing on the situation, in my opinion.

COMMISSIONER COTE. I can see where it might. I can see where the domestic would

COMMISSIONER COTE (Continued): holler like the dickens, if the Canadian cut the same cordage, and the native goes home with 3/4 or 2/3, less pay.

COMMISSIONER GEORGE. The native could do the same thing.

COMMISSIONER COTE. But he couldn't get away with it. The Canadian can.

CHAIRMAN FORTIER. I think the result the employer is primarily interested in is getting the wood cut. If an individual wants to come over from Canada, and on the form he perjures himself, on the basis that he has a wife and several children, which he may or may not have, for the purpose of evading taxes, it is not a matter for this Commission; it is not a matter for the industry itself. I don't think it is a matter for our policing. As Mr. Lange--- of northern Somerset County! -- said, these people should only be allowed one dependent, and well, I mean, in the first place, it is unconstitutional. That answers it, I think.

MR. ARTHUR GERNES. It is impossible.

A VOICE. In support of American labor, I would like to say, I have here three or four exemption slips. They seem to be doing all right -- 5, 7, 9 -- American labor seems to be tied with Canadian labor, so as far as our labor is concerned, Americans don't have any less dependents.

MR. H. E. PEARSON, JR., Eastern Pulpwood Co.: Yes. Here's an American with 11 exemptions; and 5, and 7 and 9. That is as well as the Canadians have been able to do!

(Laughter)

MR. JOHN DOWNS, Attorney for the St. Regis Paper Co., headquarters in Vermont: I know very little about the situation in Maine, but representing a number of contractors with Canadian woodsmen, I think you can appreciate our concern is as acute as yours. I am pretty well convinced, as is everyone here, that the industry has a pretty clean record on most of the matters raised. But I am of the opinion that we may be the only ones who are sure of it. If we do nothing more today than to realize we have a public relations job on our hands, we should

MR. DOWNS (Continued): take steps in that direction. Despite the fact that these complainers before Governor Muskie had no merit to their complaints, it could be the start of attacks, the smoke screen, and trouble could come from it.

MR. MYLES STANDISH, Hudson Pulp & Paper Co., Augusta: I was in a restaurant in Bingham, the other day, just after Mr. Pooler's accusation came out, and this woman was saying -- She may be a better lumberman than she looked -- She said, "We know, around here, he is off the beam; but how in -- the so-forth! -- can they tell, in the Legislature?" I think that is a good point. We know all this stuff is not on the beam, but a lot of those in the Legislature who are going to have to vote on it, don't know anything about it.

COMMISSIONER GEORGE. I tried to point out to Mr. Cote, take an American, living in Bingham, or Skowhegan, with a family of four; put him in the woods, with gross earnings of \$60. If he is there six days, it is going to cost him \$14, besides his waging; it does not leave him too much for his family. That is one of the reasons why too many men would not go into the woods.

On the other hand, a single person, from Canada, he gets in and plugs; and he does not feel the deduction for board and lodging. There is a lot of factors, if you went into them, and get the public to see it as it is.

MR. PAUL JONES, Director, Employment Service, Employment Security Commission: I would like to direct a question on this unfair tax deduction to Mr. Elwell, on the question of the veracity of Canadian woodsmen, if there is anything in the Immigration regulations that would deny them the right to cross the border, if perjury -- violation of the tax code -- could be established?

MR. EDWARD ELWELL, Collector of Customs for Maine: No. There is not.

MR. JONES. There is not. I wondered, in the clearance of individuals, if it were established by policing methods, the circumstances point at him, bearing out the allegations, whether it would affect his right to remain?

MR. ELWELL. If he were convicted of perjury, it would. But you would have to

MR. ELWELL (Continued): go through the process.

MR. JONES. You would have to go through the process.

MR. ELWELL. The answer lies in the Internal Revenue policing, doing its work. If a man claims ten dependents, they are going to have to send an interviewer and find out whether he has. If not, they can proceed against him. But that is not our business.

MR. TIFFANY. Another point brought up was the question of Canadians receiving unemployment compensation.

CHAIRMAN FORTIER. May I answer the question?

MR. TIFFANY. I wish you would.

CHAIRMAN FORTIER. That is the most absurd statement I ever heard. The Commission has a policy -- have had it for quite some time -- that anybody that lives on the other side of the border, whether he be a Canadian or not, even an American citizen, is ineligible to draw unemployment compensation through this Commission.

MR. TIFFANY. That would apply to any "visas," if they go back to Canada?

MR. FORTIER. In Canada, they cannot file against us. They have been trying, for years, as Mr. Gernes will tell you; they have been trying for years, for us to have a reciprocal agreement, to pay Canadians, and for the 12 years I have been on the Commission, I have fought against it. I can't see where it should be any part of this program.

MR. DOWNS. Am I right: The state of Vermont does have?

MR. GERNES. That's right; one state does have.

MR. FORTIER. New Hampshire and Maine do not.

MR. GERNES. New Hampshire and Maine do not.

MR. FORTIER. If we pay unemployment insurance to these Canadians, we might just as well sit down and mail them a check every week. That is what would result. You would have no way of policing the thing. God knows, we have trouble enough,

CHAIRMAN FORTIER (Continued): policing it in Maine.

MR. JONES. There is one possibility. Those who make the allegation -- You might have a possibility -- A Canadian living in Canada and fraudulently giving an address here, on his report day, crossing over and making the allegation to our representatives; that is under the fraud program. When that is established and detected, he would be prosecuted.

MR. TIFFANY. That would be prosecuted?

MR. JONES. That's right; those doing it as a regular practice. It is not prevalent.

MR. ARTHUR GERNES. In answer to the question as to a "visa" man, if he establishes his residence here, as a citizen of the United States, he is treated as a citizen of Maine. You did not get the impression a "visa" man would not be paid?

MR. TIFFANY. Whether or not a "visa" man would receive unemployment compensation would depend on whether or not he establishes his good faith as a "visa"?

CHAIRMAN FORTIER. Whether he has residence here at the time he claims unemployment compensation.

MR. TIFFANY. Yes. Something was said about an attitude of exploitation.

I think that was intended to mean, not only the attitude of the Canadian toward United States laws, but also toward timber conservation. Has anything been done in Maine with reference to timber conservation, or by the companies, which help to preserve the forests of Maine against exploitation if Canadians come in and cut? How many companies here practice, well, good forest practices in cutting operations?

MR. MYLES STANDISH, Hudson Pulp & Paper Co.: That would be governed by company policy. Any Canadian would have to cut in accordance with his company's policy or he would not be there.

CHAIRMAN FORTIER. I think these Canadians, buying a township and stripping it, walking out with the logs, are not thinking of conservation.

MR. WILLIAM HILTON, Great Northern Paper Co.: We had one instance.

MR. G. E. WING, Hollingsworth & Whitney Co., Div. Scott Paper Co.: I could spread a little light on that. One of our lots in Jackman, Hollingsworth & Whitney sold to two Jackman residents, two years ago, Pomerleau and Sands. Pomerleau is not in the lumber business; he is a storekeeper. Sands is in and out. They turned around and sold it to a Canadian crowd. Those Canadians did cut, very heavy. They peeled off everything merchantable, and in the distance it did look very bare. I think that is where a lot of the talk around Jackman came from. About a year ago, now, that same Pomerleau and Sands tried to buy a piece at Moose River which the company owned. We did take the attitude, we were not interested in selling, for that reason; it led to criticism and was poor forest practice. They offered about \$2 an acre more than we were asking, but we turned it down, for that reason. I did have our forester make an inspection of the land. He turned in a report that, other than a field area that was practically stripped, the rest of it was not too bad. It just appeared that way. It was in a black road area, and they stripped everything. But the land was loaded with reproduction, 10 or 12 feet high, in a good growing state. I think that is where the biggest part of the criticism came from.

MR. ARTHUR GERNES. I don't think there is any state law that would prevent stripping of a piece of land.

CHAIRMAN FORTIER. I don't think so.

MR. TIFFANY. I think the Governor made the observation, there is no state law.

CHAIRMAN FORTIER. Mr. Nutting; yes, he did.

COMMISSIONER GEORGE. I would like to quote Mr. Nutting, Commissioner of Forest Service: "From the standpoint of what you are speaking of, Canadians cutting over the land, we could not have any jurisdiction in the situation. We have no restrictions on how private land shall be cut. We do try to influence people, by giving advice and help to people who ask. But we have no control."

MR. TIFFANY. Now, the one remaining factor is the lower standard of living which seems to satisfy the Canadians. And I remember vividly one example in the record where a fellow said he went in and had lunch at one camp where this man put his knife in his mouth and then proceeded to slice a piece of butter off the common butter plate. In discussing training camps, Mr. Hilton suggested they used cafeterias. Does that offer anything, as to the standards?

MR. HILTON, Great Northern Paper Co.: That was cafeteria style. The cook served them, individual helpings. He wasn't dipping into anything else.

MR. TIFFANY. The common butter supply, or anything else?

MR. HILTON. No. And it didn't work. They didn't like cafeteria style. They rather sit down and help themselves.

MR. TIFFANY. Of course, repeatedly, in this record, it ought to be brought out, there apparently was no complaint about the Great Northern, the I. P., the St. Regis, the large companies. They apparently think the camps were entirely satisfactory. Much was made about small camps which might be run by Mr. Fournier or Mr. Laweryson?

COMMISSIONER GEORGE. From personal experience, I think I know what you are referring to: the so-called "shackers." The shack is small; I have seen one for two men. They have that particular chance to cut a certain amount of wood. Instead of bunking in the bunkhouse, they build a small shack. Maybe they have a horse, two horses. They partition off one end for the horses; in the other are the bunks and the stove, a table, benches. They cook their own food. They do it from choice. Their contention is, they can feed themselves cheaper than paying the board rate; and they don't have anybody bothering them. The conditions at the camps are a matter of choice.

MR. TIFFANY. Is it altogether confined to Canadians?

COMMISSIONER GEORGE. I have seen Americans living under those conditions; a wife, small kids, and no doors, no windows, the horse in one end of the shack.

MR. TIFFANY. If you wanted to make a complaint, what do you do?

COMMISSIONER GEORGE. You have sanitation laws. I don't know. A few years back, some of our more prominent operators were visited by inspectors from the Department of Labor. They said they didn't get into the woods, where they could have seen much worse. They just went to those which were nearer. But I don't want to say too much about other departments. But I don't think there was too much to it.

MR. B. W. McPHETERS, St. Regis Paper Co., Machias: We are policed quite regularly by a man from Health & Welfare. They visit our camps, have meals, stay overnight.

MR. G. E. Wing, Hollingsworth & Whitney Co.: I would like to say just a word; This shacking business. I think they have got a complaint. We have State of Maine-ers just as bad, just as nasty as Canadians. Just the fact that some Canadians are living under those conditions, does give a talking point. I think it would be well if everyone employing Canadians would take action to reduce it as much as possible. You might have to take different action, handling Canadians, than with Americans. Some of the American producers are among the nastiest. But we could tell them to do what we can, to watch our shackers, and the average operators who don't pay as much attention as in the larger camps and are apt to get careless and do things that are distorted. I think one thing this industry might do, is be stricter where you have Canadians and Americans, mixed.

MR. TIFFANY. Mr. Wing, if you had a domestic contractor come in to do a cutting job for your company, and you knew by previous experience he had --- Is it "shacking"?

MR. WING. Yes.

MR. TIFFANY. Had shacking on his operations, would it be possible for you to do anything at the time he agreed, contracted, to work for you? Would it be possible to see that he did not engage in this "shacking" practice?

MR. WING. I don't know. By stipulating in the agreement, having it understood he would run his operation in a workmanlike manner, and point out you did

MR. WING (Continued): not consider shacking a workmanlike manner. I think you could inform him of that. Although if he is an independent contractor, you can't regulate too much or he becomes an employee. But I think you could set up the job so it would be necessary for them to do certain things; all right.

MR. TIFFANY. Thank you.

MR. ARTHUR GERNES. Well, I would just like to make a statement on shacking. You men will recall, I mentioned this at some length at the last meeting we had in Portland. Reports had come in, there were men living in unwholesome conditions in the woods.

Under the procedures, in order to clear the orders you men place in your local employment offices with other states, not only in New England but other states, we have almost got to assure them that the living conditions are good and reasonable. We don't want to do anything, in these particular cases. Most of them are small operators, breaking it down to small quotas and permitting men to shack. But most of them sell to jobbers of larger corporations. It seems to me Mr. Wing's suggestion is the best way: watch it, police it, yourselves.

I think the Health Department might go a little further than they have. I don't know how far they do go. We can't do it on the Federal level; we don't have the facilities to investigate these camps. But we do work with the Health Department in New Hampshire and Vermont. If they find conditions in any camp that are bad, and so recommend, we could stop their quota. That would be the end of it.

COMMISSIONER GEORGE. Are not shackers in Maine pretty much down to a minimum?

MR. GERNES. I think they are. If we could spot them, locate them, get a certification that the living conditions were bad, from the Health Department, I know the Immigration Service would cooperate with us in taking their quota away.

COMMISSIONER GEORGE. I just remembered, you were with me when we were listening to the Marius Pooler case?

COMMISSIONER COTE. I'll never forget it.

COMMISSIONER GEORGE. That was an example, five or six men employed, living in a couple of small shacks. An extreme case might be, somebody might have a horse or two for yarding. One end of the shack, partitioned off. I haven't seen but a few, in the last few years. Where they do exist, it is something you would really turn up your nose at, but again, it is from choice.

MR. WING. Another thing, when you say "shacker," it should not be thought it is every small camp.

COMMISSIONER GEORGE. No, no.

MR. WING. In good forest practice, in some places you do it by small jobs. If it must be broken down to small quotas, just small operations, it might be two or three men. At the same time we can still police that shacker.

MR. GERNES. The Health Department would have standards. A small camp is not necessarily bad because it is small.

MR. TIFFANY. In New Hampshire they have portable camps, which break up into units. Are any of you familiar with those?

MR. J. O. LANG, The Brown Co., Berlin, N. H.: They are, with us; very much so.

COMMISSIONER COTE. Mr. Tiffany, recognizing that the Department of Labor in this state is operating on limited funds, and many of these camps are in remote areas, have you ever considered the employment of a man by the Association, to police it?

MR. TIFFANY. Have any of you got any ideas or suggestions which might help, to cooperate with the Department of Labor, and the Employment Security, and the Department of Health, here in Maine, so that we might be able -- Put it this way: -- to have the maximum amount of cooperation, with the maximum amount of efficiency, in the least time. Maine is such a large state. One man looks at it; he hardly knows where to begin. I have discussed this problem with the head of the Department of Health, last summer. His name slips my mind for a moment. He

MR. TIFFANY (Continued): explained, he started operations, starting in the spring. He continued through the summer and fall. He was not able to cover only about a quarter of the camps established. This is the problem we face. It is a good question. If anybody has any suggestions?

MR. MYLES STANDISH, Hudson Pulp & Paper Co., Augusta: How many men does the state of New Hampshire have? I know George Merrow,

MR. TIFFANY. He is still with the State of New Hampshire, Health Department. He works with the Employment Security, closely. Whenever there is any indication of a complaint, he has the Health Department jeep, he will get into the doggondest places you ever saw. He does a pretty good job. He is also a forester, so he understands some of the problems of woodsmen, as well as a sanitary engineer, understanding about health. But a comparison with the state of Maine, as far as area and number of operations, the comparison cannot fairly be made, as to one man, working.

MR. STANDISH. That's right, but could we check with the Maine Department, to see what could be done here to increase the efficiency of inspectors?

MR. TIFFANY. That might be possible. One thing they have done is the idea of portable camps, built according to specifications, they furnish the blueprints to do it. It might be that the ideas used in New Hampshire could be used in Maine. I would be glad to try to get Mr. Morrell from the New Hampshire Department over, if it could be arranged, to sit down with the health authorities in Maine.

CHAIRMAN FORTIER. That could be easily arranged.

MR. TIFFANY. I would be glad to do it.

COMMISSIONER GEORGE. I may be talking out of turn, Mr. Gernes; the other Commissioners may not approve. But in view of the fact that we are supposed to refer people to -- the language of the law is "suitable work" -- and we have employment offices and staffs spread all through this area, the thought occurred to me, we might do a better job by having the order holding office send an inter-

MR. GEORGE (Continued): viewer, if the manager could not go, to make observations and make a report as to the sanitation. And if there was anything which was not up to par, perhaps he could pass it along through channels to the state agency that would be interested.

MR. GERNES. I will go along 100% with that, and I will try to get you additional money for it.

COMMISSIONER GEORGE. That is what -- If you feel we should put on a man or two -- It is our responsibility.

MR. GERNES. It is absolutely our responsibility, before clearance, before we send any order to New York, Massachusetts, Rhode Island, we have to assure them, if a man comes to work in the woods, that living conditions are satisfactory. And in order to do it, we should assure ourselves they are. The Health Department could be of immense assistance. But we still have a responsibility, as Mr. George says. We will do our best to get you additional funds.

COMMISSIONER GEORGE. On several occasions, we have had the experience, when a man is asked to go into the woods, he says, "No." "Why not?" "It is filthy." "Ever been there?" "No." We have to determine whether or not he has refused a suitable offer of work. I think every local office should have personal contact with their employers, and go in to the operations where they have orders, to clarify our own agency's responsibilities. If the Bureau would give us the necessary money to carry out that program, I think lots can be accomplished. If the report was, it was not up to par, send it to the agency which might be interested. Send a copy to the particular operator also.

MR. GERNES. But while we are doing it, I want to support Mr. Wing's position on this. I think the industry could do an awful lot, if they find a camp is bad, by not supporting it, not buying wood, not giving him a contract to cut wood for the bigger companies.

MR. TIFFANY. Could we do this? Those of you who are here, if you hear of condi-

MR. TIFFANY (Continued): tions such as we have been discussing, would you let me know so I could immediately contact the Commission here, so they could go and talk with the Health Department?

MR. GERNES. I wouldn't give an allocation to anyone the Commission would recommend against.

COMMISSIONER GEORGE. I think it would improve public relations if our own employees did become familiar with good conditions in the camps. They could perhaps help by counseling young men. If they might be of a mind to do a job, I am sure they could earn good money.

MR. TIFFANY. Would you people be ready to cooperate, if a man from the Field Service came to you and asked to see your camps?

MR. J. O. LANG. Yes, sir. I shouldn't think there would be any doubt. From my own experience, I think they would be only too glad to.

CHAIRMAN FORTIER. I think we are talking with the group that is doing the job, doing it correctly. What we have to get at is the jobbers that can be classified as other than the companies.

MR. TIFFANY. I think the men here today would be in a good position to hear about those jobbers.

CHAIRMAN FORTIER. That's right.

MR. TIFFANY. At the time they select the contractors to work for them, they might be able to do something about working conditions.

CHAIRMAN FORTIER. I think they can go further. Even if the jobbers are not their own, that they should report, even if the jobber is somebody else's. It is an industry problem.

COMMISSIONER COTE. A tough thing to ask.

CHAIRMAN FORTIER. These fellows are trying to do the job as it should be done. What they are going to do is find some jobber from Canada is buying up a piece of land; he has an importation certificate with us; he is just doing the thing entirely wrong. I think that is the fellow to get in touch with. If he has an

CHAIRMAN FORTIER (Continued): allocation of "bonds," and is not taking care of health conditions, we should know it, in conjunction with what Arthur said.

COMMISSIONER GEORGE. I went up to Jackman once, got off at the Gulf siding, and walked in four miles to a camp. I never saw a cleaner camp. There were men and women there, cooking. I stayed two nights. That was way back when you couldn't get in by road; it was accessible only by rail. But I want you to know, that impressed me. That was an Atlas Plywood operation. That is the thing we were speaking of. They are so in the minority; they are not in a position to get any reports in to the proper channels. I am interested in getting our employees first-hand knowledge. We don't police this, but I think we can still do a job.

MR. TIFFANY. There have been some comments raised here, this morning, with reference to public relations and a training program. I think, Mr. Chairman, we could spend some more time with that. I thought, if we adjourn for lunch, we might complete this very speedily this afternoon?

MR. GERNES. For the record, I think you ought to discuss trucks and cranes. Most of the people were operators of this heavy equipment. I think you will want to get the views of the group here on those subjects.

CHAIRMAN FORTIER. And the wage scale, too.

MR. TIFFANY. What is the pleasure of the group? Do you want to continue the discussion of trucks, cranes and wage scales now, or come back at one and continue at that time?

MR. HILTON. Mr. Chairman, can't we finish and get a late lunch?

MR. TIFFANY. Is that agreeable to you?

MR. WING. Mr. Tiffany, could you estimate how much longer it would take?

MR. TIFFANY. This is where we would get into specific details. I would say, at least an hour, Mr. Wing; possibly longer.

MR. WING. If you are going through that, it seems as though it would take more than an hour. I would think, if it took more than an hour, we should

CHAIRMAN FORTIER. How many want to go to lunch? Majority rules. We go to lunch, Get back as near one as possible, and we will wind it up.

A F T E R N O O N S E S S I O N

(The meeting was called to order by Chairman Fortier.)

MR. MYLES STANDISH, Hudson Pulp & Paper Co.: I would like to make just one point, which was mentioned in the concluding points this morning. I think Mr. Wing mentioned it, on seasonal. Something else we run up against, around these resorts, using local labor, is that the fishing and hunting season coincides pretty much with the cutting season. As long as there is fishing and hunting, a lot of these fellows, a majority, will guide, perhaps at less pay, rather than go into the camps. During the season for peeling, it is almost impossible to get local men away from guiding, to go into the camps. We might call it an ailment on the other side.

MR. TIFFANY. Just at the time the industry wants men to work, there is another call they can answer?

MR. LANG, The Brown Co., Berlin, N. H.: I might add something: on the day the wood is all cut, you change your crew, along the middle of December, just before you start hauling. Quite often we have to get rid of cutters in order to make room for the wood haulers. That happens; I don't know whether it has happened to you. In other words, you cannot keep cutting and hauling at the same time, because you can't take care of your men.

MR. TIFFANY. Any questions?

COMMISSIONER COTE. No.

COMMISSIONER GEORGE. I might want to add, with reference to the Jackman area, the last two or three years, there has been considerable road construction going on, and a majority prefer working on the roads to working in the woods in the peeling season especially. The natives in the Jackman area.

MR. TIFFANY. In other words, in this particular part of the country, you have many types of work.

COMMISSIONER GEORGE. That compete with the peeling season.

MR. TIFFANY All competing for the same man?

COMMISSIONER GEORGE. That's right.

MR. GERNES. On seasonality, I might add, in a report prepared by the U. S. Department of Labor, we have noted sharp seasonal fluctuations have been -- not entirely eliminated -- but reduced over a period of years, due to better working conditions and other factors, so you only find two or three months during the year when total employment on woods operations is reduced materially. Our reports show that in March and April, and at the beginning of May, there is a reduction, but for the remainder of the year, nine months, there is a pretty general -- a pretty general situation of total employment in the woods. We have the figures to show that; these are taken from actual payments made to our unemployment insurance groups, Commissions, in three states in New England, Vermont, Maine and New Hampshire.

MR. TIFFANY. Any other comment on seasonality of the industry?

MR. B. W. McPHERTERS, St. Regis Paper Co., Machias: I might point out, down our way, the fishing industry is a big one. When they open the sardine factories in the summer, you can't get anyone to peel; it is just about impossible. You can get a certain amount, but I don't think you can do anything to influence it much, when the herring, the sardines, come in. It is in the winter months, that local labor is seeking employment in the woods. We take care of as many as we can. A lot of them are not skilled, are not particularly interested.

The blueberry season; that goes with the fishing season. They spend the winter months, preparing their traps. In hard times, when they have not earned enough to draw unemployment insurance, there is a group that will come into the woods. But that is one season. Then they won't show up for two or three years

MR. McPheters (Continued): again. We have had to have our usual complement of Canadians, to get out the work.

CHAIRMAN FORTIER. I think the same thing is applicable in Aroostook County, with the potato harvest.

MR. TIFFANY. Any further comment before we go on? It was suggested, just as we broke up for lunch, that we should give careful attention to the comments at the Governor's conference about cranes, trucks, mechanical equipment and workers. As I said, you have not seen this report, but I would like to read parts as we go along, not for the sake of criticising any particular person, but if you happen to know facts which will throw light on any particular incident, I am reading with the idea of solving the problems. I am reading from page 6, Mr. Pooler addressing the Governor:

"I was working in the Jackman area, with logs. There was a Canadian came in. He had cranes and trucks. He went to the boss and offered to do the job, loading and hauling, for less money. The boss talked to me, he said, "If you stay, Pooler, you have got to work for less money." I said all right, for a while, and I did, for a couple of weeks. When I got done there I went to another jobber. He had a Canadian crane working. He had, in previous years told me, "Any time you want to work, you can bring your crane and trucks over on the job. I will give you part of the job." This year I went over and he said, "I am sorry, Pooler, I have a Canadian who has contracted all the hauling." I said, "You mean, I can't have part of the job?" He said, "No, this Canadian contracted for the full job." He said, "You could put your truck on, if you want to." So I did. This man had a very poor piece of equipment, did a very sloppy job. But the Canadian had the job. I figure I was deprived of the job by the Canadian. I don't know if he was a "visa" man or not. I don't know too much about the rules and regulations. I only know I have been hurt by them. So have many of my friends."

Any comment?

MR. GERNES. Could you give us an idea as to how extensive this proposition is, on the use of cranes other than cranes you own or that you rent from Americans? How extensive is this complaint that cranes are coming in, in large numbers?

MR. TIFFANY. Does the Brown Company employ Canadian cranes?

MR. J. O. LANG, The Brown Co.: No, the Brown Company does not employ Canadian cranes. We have been successful in hiring cranes locally.

MR. GERNES. How about your jobbers?

MR. LANG. The same way with our jobbers, we don't employ any operators, or bulldozers, from Canada.

MR. H. E. PEARSON, JR., Eastern Pulpwood Co.: Our situation is the same. We own cranes and rent.

MR. TIFFANY. Do you know the situation?

MR. G. H. BLAISDELL, International Logging Corp.: Our logs on the border are loaded with boom jammers, mounted on the truck. A crane would do the same thing, but a boom jammer handles a smaller quantity. Those are larger, Canadian machines on that operation. The logs are hauled back into Canada.

MR. F. M. CROCKER, St. Regis Paper Co., Bucksport: We have our own cranes, mostly. We do hire an occasional outside crane, but it is owned in the State of Maine.

MR. TIFFANY. When you say you hire an outside crane, you don't mean a Canadian?

MR. CROCKER. No, no, I mean a crane that is owned by a citizen of Maine.

MR. TIFFANY. Do any of you know of instances where Canadian cranes have come in, such as Mr. Pooler speaks of? Then Mr. Pooler went on and said:

"While I was working for the first fellow, this fall, the one who cut our price on account of the Canadians, he had logs going to St. Georges. We had a group of trucks. The price offered was pretty small. Our trucks made one

11/19/55

From: Safety Div., Dept. of Labor & Industry

Report of Inspection: Lumber & Pulpwood Camps

Inspectors from this department during the month of October to November 9, 1955 inspected 62 camps.

They were rated as follows:

42 Excellent and represented - 1714 bonded; 11 visa; 151 Amer. =
Total: 1876 men.

17 Acceptable and represented - 286 bonded; 0 visa; 34 Amer. - =
Total: 320 men.

Only 3 rated as substandard - 12 bonded; 0 visa; 15 Amer. =
(Small Camps Eastern) Total: 27 men.

The operators apparently show much interest in improving conditions at the camps.

MR. TIFFANY (Continued): "trip. Some Canadians saw the trucks. They went to the mill and wanted to know the price. The fellow told them. Some of the truckers said, "We can haul for less. We will haul for 15." We was being paid 18. So they sent those fellows, and we was unemployed, tied the trucks up."

What is the situation in this group about employment of Canadian trucks.

MR. G. E. WING, Hollingsworth & Whitney Co., Div. of Scott Paper Co.: We employ Canadian trucks. We first canvass the area for local trucks, particularly this year. I had one of our crews start, just previous to the trucking, which we do first, we establish the roads with our own equipment. I had them canvass every truck owner north of Solon. We hired many of them, but we did not hire any of these who are complaining. They had the opportunity, but they were going on long logs. They were equipped for long logs; wanted to work under a crane. After we got going, we had to bring trucks from Canada. At the last of it, the last week or two, of hauling, we sent the Canadians back, and finished with our own trucks and locals. Right in the dead of winter, we had 23 or 24 trucks, Canadians.

MR. GERNES, And how many of your own?

MR. WING, We had more of our own. We run about 40 of our own trucks, and locals - 20 or 25, and Canadians, about 25. That is on up river jobs. We have, down river, probably 100, all native trucks.

MR. GERNES, You said some did not want to sign up. Was it because the price was not high enough?

MR. WING, No, because they wanted to haul long logs. No. A fellow named Gilbert, and Begin; they do haul pulp but it is mostly long logs. They both wanted to haul long logs for a while. Those particular boys are the type that are always a problem. I have had Gilbert and Begin, working, off and on, for years. If there were no Canadians at all, they still would not satisfy.

MR. TIFFANY, Does anyone know what equipment Mr. Pooler has?

COMMISSIONER GEORGE. A Bantam loader, one dump truck and one long base truck. This statement, they tied the trucks up, is contrary to his testimony when Mr. Gillespie, Mr. Cote and I went up on his first complaint. I asked him at that time if he had been deprived of any work. His answer was, "No." I received two telephone calls from suppliers, and both gentlemen said to me, Mr. Pooler wanted to control prices on the use of cranes for loading purposes. Either pay his price or don't use his services.

MR. TIFFANY. He states he paid \$12,000 for a Bantam crane and could not afford to work for less than \$18 or \$20.

MR. L. J. KUGELMAN, International Paper Co.: I am wondering if these cranes were primarily bought to work in the forest, or whether they were bought for road construction, and supplement that with work in the woods, not their regular endeavor?

COMMISSIONER GEORGE. I think that question is a darn good question. I think it is questionable whether they were bought for lumber operations.

MR. KUGELMAN. I think crane work on pulpwood is something which mainly started in the last few years. There are places you can work with a crane; there are places you can't work. You must have a crane which is adapted to the area. A lot of these are power cranes, which are heavier, not practical to take in on side roads. Whether they are suitable or not, they have a crane, and now, if cranes are being used, they want a job with their crane.

MR. H. E. PEARSON, JR., Eastern Pulpwood Co.: That was brought out in the testimony. The crane was heavier; he would have to have a higher price.

COMMISSIONER GEORGE. That was MacEachern, from Greenville.

MR. TIFFANY. For the record, as a reminder, it is difficult for the stenographer to look up and see who is talking each time, so if you would remember to give your name.

MR. GERNES. Could I ask this question: do you folks get the impression that

MR. GERNES (Continued): are more cranes coming over now, than came before, over the last few years? What is your impression?

COMMISSIONER GEORGE: May I clarify one thing? The reference Mr. Pooler makes to a crane, that is merely one of those boom rigs, mounted on a truck. It wasn't a crane. The only person who actually made reference to a crane would be Mr. MacEachern from Greenville, who has extremely heavy equipment, for road and bridge construction. His rates for moving in are high, and if he gets road work, he will just pull out. I don't think Mr. Pooler referred to any Canadian having what we would call a crane. It is one of those mounted rigs.

MR. GERNES. It is true, in your operations today, you are trying to use cranes, to prevent having to handle the wood by hand. As a result, you are using more cranes. It may be that more Canadian cranes are coming over.

MR. WILLIAM EGGLESTON, Eastern Corp., Bangor: We have been using cranes since 1947, but it is just recently they have been using Canadian cranes. I think you could count on the fingers of one hand all the Canadian cranes which are coming in.

MR. H. E. PEARSON, JR., Eastern Pulpwood Corp.: We have been experimenting all winter. Today we use Bantams for handling pulpwood. It is the only satisfactory machine for our work. We have been working with the Quick Way Shovel people of Denver. But the Bantam is the only machine we can use to advantage on four foot wood and get production.

MR. G. E. WING, Hollingsworth & Whitney: We have run tests on crane capacities and the efficiency of them, and that is what we came up with. We bought Bantams. They seem to do the job better than anything else. I might say, there are a few more cranes in Maine now than there were, five years ago, for the simple reason there are a number of locals in addition to the Canadians, more than previously. Some Canadian operators brought in equipment. I remember two or three in the last five years, that never were here before. We haul a lot of pine from the upper Kennebec watershed back into Canada, and load a lot of logs. A crane is used mostly on logs.

MR. TIFFANY. One instance cited here, on page 8 of the Governor's conference record, Mr. Farrin speaking, from Brighton:

"We had a crane working for Fournier, the last two years. This year he contracted, throwing our crane out of work.

GOVERNOR MUSKIE. Was that Canadian labor?

MR. FARRIN. Yes. He hired our crane before, for the last two years.

GOVERNOR MUSKIE. Has he hired any American equipment at all this year?

MR. FARRIN. I couldn't tell you.....

GOVERNOR MUSKIE. Is Mr. Fournier the only operator hiring Canadians?

MR. FARRIN. He is the only one we worked for in that district. We usually work $2\frac{1}{2}$ or 3 months in the winter on his work."

He explains he is working this winter for the Brown Company. Mr. Lang, can you throw any light on his equipment?

MR. J. O. LANG, The Brown Co.: No. I know he has a crane. I don't know if he has any trucks. I could find out.

MR. TIFFANY. Is it the type of crane Mr. Pearson spoke of, Mr. Wing spoke of?

MR. LANG. That I couldn't say, whether it was a Bantam or a heavier type of crane. I could find out very easily.

MR. TIFFANY. But he is using it in the woods for you this winter?

MR. LANG. That's right.

COMMISSIONER GEORGE. I might add, for the record, Mr. Farrin's statement is not entirely correct. Mr. Pooler also done some loading for Fournier this past season. As a matter of fact, Ronald Fournier has not been an operator too long in his own right, has he, Mr. Wing?

MR. WING. No, he hasn't.

MR. TIFFANY. Then there was the statement by Ralph Reynolds of Jackman Station on page 10:

"I would like to add this to what the boys have had to say: I have a crane

MR. TIFFANY (Continued): "which is not working at the present time, and my -- .

Why it is not, is due to the fact that at the present time there are Canadian cranes in the Jackman area operating with jobbers. Where are the Americans? They are sitting with their cranes in the yard. They cannot work, due to the fact that they are hiring at lower prices than we can afford to work for."

He continues, and he says one fellow on a crane job worked for \$3 a thousand, which he says he cannot operate for. Then he says nobody else can operate for \$3 a thousand. Those of you who have used cranes on woods operations, have you any comment on the going wage, whether or not it can be done at that price?

MR. G. M. BLAISDELL, International Logging Corp.: When you talk about a load of logs, there is a big difference between soft wood and hard wood, pine logs. I would say, where there was a sufficient volume of wood concentrated, to use a crane, such as the type we operate, the price is \$2, \$2.50 a thousand. We have had cranes of our own, operating. We find we can operate for that price, take care of the depreciation and everything, on ours.

MR. TIFFANY. That is a small crane?

MR. BLAISDELL. A 3/8, half-yard crane, such as we are talking about; not the little boom jammer on the truck.

MR. TIFFANY. Then the Governor asked Mr. Reynolds: "What is the minimum price you can operate for?" And Mr. Reynolds answered, "\$5 seems to be the going wage, about the best we can do." You say, you can operate your cranes for \$2?

MR. BLAISDELL. \$2, \$2.50, depending on the amount of wood in one place, the kind of wood, the size of the wood. There is a big difference between small and large logs. But that would be the range.

MR. TIFFANY. Then he turned to consideration of his trucking problems. He said:

"The conditions are -- I have trucks, too, I might state -- verifying what Mr. Pooler said, before I hauled more than one or two loads, the Canadians came in and took the contract. The \$15 a thousand bid was correct. They

MR. TIFFANY (Continued): "drive Americans off the job. I couldn't -- nobody else could, operate at less than \$18 or \$20 a thousand."

Now, do you have any comment on that?

COMMISSIONER GEORGE. May I interrupt? Our records will show that when we sent the manager of our Skowhegan office up, following the first meeting, asking the manager to take a work registration and complete list of equipment, Mr. Reynolds said he had one Bantam crane and two dump trucks. He is not equipped to do general woods trucking, in my opinion.

MR. TIFFANY. Mr. Chairman, just in passing, there is a certain limit, for obvious reasons, why this group cannot, as a group, undertake to discuss various aspects of wages, as a group, but as individuals, they might want to comment. There is one case in the record before the Governor, where Louis Giroux, speaking, page 13, he said:

"I have been up in the woods, at The Forks, for Mr. Gilbert this winter. We got done Friday. They are still cutting logs, a little bit of pulp. They are paying \$1 an hour. Canadians can do it. All they got is their board, out. We have to take two or three dollars out for taxes. We got about \$6 a day, left. They got eight. They work in the woods; they work ten or 12 hours a day, and put down 8 or 9. That makes a difference.

GOVERNOR MUSKIE. Who did you work for?

MR. GIROUX. H & W.

GOVERNOR MUSKIE. H & W, directly?

MR. GIROUX. Division of Scott Paper. I was driving a truck.

GOVERNOR MUSKIE. Are you still working?

MR. GIROUX. No, I am not."

Does that ring a bell with anyone here?

A VOICE: Two bells!

(Laughter)

MR. G. E. WING, Hollingsworth & Whitney Co., Div. Scott Paper Co.: I think it

MR. WING (Continued): would be interesting if you would follow that page along.

MR. TIFFANY. "GOVERNOR MUSKIE. How many men worked in the crew you were working with?

MR. GIROUX. The crew, working with the trucks, I would say, 15 men. But cutters, the Canadians they had, it must be pretty near 150, I guess.

GOVERNOR MUSKIE. You say, about 15 Americans and about 150 Canadians?

MR. GIROUX. That is about it.

GOVERNOR MUSKIE. Where is your home?

MR. GIROUX. Skowhegan. Another thing, I would like to point out, a lot of people in the State of Maine are unable to work very hard. They could get a job, taking care of the camp, sweeping out the camp. One fellow asked him for that job. He told me, "If I would give that job to an American, I would have to put two men on, one to take care of the camp, one to feed the horses. Now one Canadian does it all." He gets \$12 a day.

GOVERNOR MUSKIE. Do you know of any Americans who could not get jobs because there were Canadians on the jobs?

MR. GIROUX. Not exactly. One fellow working with us, they put a "visa" on.

GOVERNOR MUSKIE. I didn't understand?

MR. GIROUX. They put a "visa" on.

GOVERNOR MUSKIE. They fired an American and put a "visa" on?

MR. GIROUX. No.

GOVERNOR MUSKIE. There wasn't any trouble?

MR. GIROUX. As a matter of fact, they fired him because the Canadian truck crowded him off the road.

GOVERNOR MUSKIE. What was his name?

MR. GIROUX. I don't recall. From Bingham, Flanders? Maybe Mr. Pooler would remember."

Any more?

MR. WING. What I wanted to bring out is his wages. If you would read just a little more; his wages?

MR. TIFFANY. What he was getting? It comes down -- .

MR. WING. The Governor asked him what he was getting an hour.

MR. TIFFANY. That's right. "GOVERNOR MUSKIE. What do you earn in the woods?

MR. GIROUX. Well, to get a living, you have got to put in 70, 75 hours, after your board and taxes are out.

GOVERNOR MUSKIE. Do you get \$1 an hour?

MR. GIROUX. \$1.10. Come home with \$60, \$65."

MR. WING. I just wanted to point out, all you fellows can see, when he says he earned \$60 to \$65 a week, a young fellow, single, no dependents, paid his board, bought tobacco, an occasional pair of gloves, and comes home with \$60, \$65 a week, to me it is decent wages, living wages. There is a lot of things the Governor picked up. In fact, I was kind of proud he took home \$60 or \$65.

MR. TIFFANY. He spoke of working 70 or 80 hours.

MR. WING. Our procedure is, every night, everyone comes into the office and puts down their time. No one puts down less than he worked; everyone puts down the maximum. Mr. Giroux is one we have to watch as much as anyone. That operation has been going on for three years. The truck, the truck driver, is always local help. On the other job, there, on that road they can make two trips, it is very hard, or three. We let them do just as they want. If they want to make an extra trip, get longer hours, they can. And it is all right if the truck driver wants to drive down and unload, and drive back, after supper. He can pick up about three hours a day. It gives them a long week.

His wages, he got \$80, \$100 a week, all winter, as long as the job lasted. Practically everyone was well satisfied. What happened with them, the job was over. Come spring, we started, this spring to make a job, cutting hard wood. We took the older fellows first. His older brother has worked for us for six years; he

MR. WING (Continued): is still driving a truck. About ten are still driving. But the others, the surplus he referred to, 25 to 40, native help, the young fellows have been working, to make a job for the truck drivers. We have them around. Not many are skilled in cutting. They could not do well. We pay \$1 an hour, more or less a stand-by wage. He got put on, he could cut, drive team, do a lot of things, get \$1 an hour. He felt he should be one of the selected ones, driving a truck. We had others with more rating. He was passed over, he could not hang onto a truck, because there was not enough to keep him going. It sounds kind of bad in some ways, but I think he was used fully as good as we could use anyone.

COMMISSIONER COTE. Excuse me, Mr. Wing, -- I wanted to catch you on your feet -- Apparently you are fully familiar with the testimony?

MR. WING. Yes.

COMMISSIONER COTE. Do you remember this Flanders?

MR. WING. Yes. He worked off and on, six years, for us. A very good truck driver, but he is one of these people who knows how to take care of himself. He shirks the loading. He will sit in the truck and ride, but when it is time to help load or unload, he is famous for getting into a position where he won't have to help with that work. He was unsatisfactory to the foreman. I transferred him to our Appleton operation; he stayed the rest of the year. This year Gilbert did not want him. He was one of the locals they did not want. He would get done in the morning -- miss a trip now and then. Get himself stuck. Try to get fired. I tried to transfer him. Just as long as they were able to get American drivers, they would not have him, so he got fired in the middle of the season. He spoke of being crowded off the road. We investigated that. He was his turn to get loaded. He did that all himself; he got in a little snow beside the road, and claimed he was stuck. The foreman fired him. He said he couldn't move the truck, but another fellow got in and drove it off. It was just an excuse.

MR. TIFFANY. Thank you.

MR. WING. I will say, all the other fellows agreed with the foreman. They all knew about it, and they were all in agreement with the foreman.

MR. ARTHUR GERNES. I suggest we explore this truck situation, before we leave the meeting, a little because I believe a good deal of the discussion was on use of Canadian trucks.

It has been our feeling, all the way through, that industry has been utilizing every American truck they could get hold of, and were bringing in Canadian trucks to augment American trucks; and even with the two, combined, there was not enough trucking equipment to handle the wood which should be taken to the mills or to the rivers. Is that a correct statement? It seems to contradict --. I am asking the question.

MR. L. L. THIBODEAU, Great Northern Paper Co.: As Mr. Hilton said this morning, we did considerable advertising, not only for labor but for trucks. We paid the Bangor papers, as well as radio, \$400 for ads in those papers and spot announcements on the radio. In all areas we pointed out the places they could go. We never did get enough trucks to haul the wood. Consequently we had to bring in a few Canadian trucks, through Fort Kent and Boundary Cottage. Even after we did bring in a few, what we could get, we still kept on advertising. I think you gentlemen may have seen our ads. They were in there, anyway.

We got the best results from radio, up north especially. We also tried to get trucks for some of our purchase wood men, those who supply purchase wood. Right at this time I believe there are several who are going to leave wood because of lack of trucks. We have small jobbers, purchase wood men. I know one or two around Mattawamkeag, and a couple in Aroostook, are. Of course, the snow has something to do with that, this year. It was a little harder to get the wood out. Nevertheless, the opportunity for truck owner drivers and pulp handlers was there, anybody who wanted to work. There is no excuse for these comments on Canadian trucks taking work away. Right today, right at this time, I know we could use a few

MR. THIBODEAU (Continued): Right now.

COMMISSIONER GEORGE, I will verify Mr. Thibodeau's comment about the ads. Not only that, Hollingsworth & Whitney, The Brown Co., Great Northern, ads have been constant this winter.

COMMISSIONER COTE. Was there any evidence of price-cutting?

MR. THIBODEAU. No. You see, prices are established at the beginning of the season. We always start with native trucks. In Aroostook we have a tough bunch. They are about the best truck handlers you can find in the country. Those fellows will make money anywhere, hauling wood. They are also independent, and if they don't make a dollar, you find out! On one operation, they got together and told the foreman they were not making enough money. So he raised the price a bit. And they stayed on. That is one operation where Canadian trucks came in, after the rates were established and after they were making a living wage.

Anybody that has got half a brain, will they allow anybody to cut prices? Would you dare to? No established company here would think of cutting prices. Let me state something along those lines. I don't want to take all your time, but we referred to the Millinocket area two men who wanted to haul by the cord. This is what happens, to illustrate what happens when you have bonded men on the payroll. Instead of lowering prices, it raises them.

These two men went up. We gave them a truck. They were unable to produce. They told the foreman, "We are not too good at this. If you can get other men, we are willing to go." He said, "Stay on." So they stayed on a couple of days. In the meantime two French speaking fellows from Fort Kent came down.

MR. TIFFANY. Canadians or Americans?

MR. THIBODEAU. They said they were replaced by bonded men. To some English-speaking people, anybody who speaks French is a bonded man. When they left, they had earned 62¢ an hour. They did not make the minimum wage, hauling by the cord. Our prevailing rate for the area -- inasmuch as we had those two bonded men -- was

MR. THIBODEAU (Continued): 90¢. We had to pay them 90¢ instead of 75, which we could have paid if we did not have the bonded men in the area. If the bonded men were not there, we could have paid the lower rate, the Federal minimum.

COMMISSIONER COTE. Gentlemen, let me cite another phase of this wage question. It has come to my attention recently that in your certification to us, where you say the company will pay the area rate or within ten cents, many contractors are paying more than that rate. They certify the minimum paid in the area. This, if it is true, would have a tendency to keep prices down, keep wages down. I don't know how far you could explore that.

MR. TIFFANY. For my own thinking, would you help me out, Commissioner? Isn't the prevailing wage, the wage, the range of wages found by your Commission to be an actual fact, the wages paid, necessarily in the previous season?

COMMISSIONER COTE. No, not necessarily what they paid in the previous season. It is what they are willing to pay. In a few instances employers would say, "I am paying a lot more than this." He paid more last year. So that would tend to bring the prevailing wage up.

MR. G. M. BLAISDELL, International Logging Corp.: That may be an isolated instance. But we conscientiously follow the rates. We check every payroll to see that they are, to find out.

MR. TIFFANY. If an employer does not meet the prevailing wage, his bond might be stopped.

COMMISSIONER COTE. Yes, no question but what the employers are meeting the prevailing wage.

MR. ARTHUR GERNES. I think, what the Commissioner is after: You might, at the beginning of the season, certify that you intend to pay 85¢ an hour for a particular occupation. But in the course of operation, you find you can't get Americans for 85, so it is necessary to pay 95¢ or \$1. So you bring in Canadians at the same rate. But our records show what you intended to pay, 85¢. I think the Com-

MR. GERNES (Continued): missioner feels we should get the information as closely as possible, what you intend to pay domestics. If it is \$1 an hour, it should not be 90¢. It would tend to bring our range down, 90¢, within the range, where maybe the minimum should be \$1 if most of you are paying a dollar.

MR. TIFFANY. Do you have any suggestion you would like to make?

COMMISSIONER COTE. Not other than -- I couldn't state it better than Arthur did.

CHAIRMAN FORTIER. I think what he said, in essence, is this: You have got a wage range of 90¢, and if you find you are not getting anybody for less than \$1, what we should have is a corrected rate, so subsequently, if we have the labor, we can say, "This job pays a dollar now."

COMMISSIONER COTE. It would help us a great deal in referring native labor.

MR. L. L. THIBODEAU, Great Northern Paper Co.: I believe, when the Immigration Patrol visits our camp, they see to it that the order conforms to the rate we are paying at the camp. In that way it is difficult not to pay what you say you are paying.

MR. TIFFANY. Mr. McKay, could you help us out?

MR. W. MCKAY, The Eastern Corp.: They check to find out whether you are paying at least the minimum rate.

MR. PAUL JONES. Leo, the point is this: take, we find on a blacksmith in most instances the prevailing rate is 90¢ to \$1. We take that as the range, 90¢ to \$1. We let Immigration know the range is 90¢ to \$1. Suppose you are paying \$1.10. We are left with 90 to a dollar; and you are paying \$1.10.

CHAIRMAN FORTIER. In other words, the order should be corrected at that point.

COMMISSIONER COTE. You can see where it would tend to depress the wage level.

MR. TIFFANY. Mr. Chairman, I will propose, at the end of this meeting we have a subcommittee of this group review this record and draw up comments and recommendations, to see if we can't be of some help along the lines Commissioner Cote suggested.

COMMISSIONER GEORGE. I would like to inquire, has there been any inquiry, asking you people to notify us of changes in rates?

MR. JOHN DOWNS, Attorney, St. Regis Paper Co.: As one reporting for a considerable number of employers, I am doing it. I am of the opinion an amended job order is filed, just as if it were a changed classification.

COMMISSIONER GEORGE. I want to know more about it. What can our agency do, if anything, to help you? Where does it stem from?

CHAIRMAN FORTIER. I think it would have to stem from the individual company. If an order is changed, rate is changed, I think we should be notified immediately. You might have somebody in the files who would go for \$1.10, but not for \$1.

MR. DOWNS. Every time there is a change in rates, we change the order.

CHAIRMAN FORTIER. Notify the Office?

MR. DOWNS. Yes.

MR. PAUL JONES. It would be in most cases where the number of men which might be required in a category changed. But action in regard to the offered wage, they would leave as the original figures at the beginning of the season.

CHAIRMAN FORTIER. This other thing is one hole that could be plugged.

MR. DOWNS. I think what you are talking about is an unrealistic problem. You file the rate you would like to pay. Then you are advised, if the rate is out of order. Usually, if it is lower, you file an amendment and then you are usually within the range everyone else is paying. And the desire -- necessity for raising the rate beyond that, does not ordinarily arise.

MR. TIFFANY. I think it is obvious to everyone in the room, if you have to find a prevailing wage, you have to know what it is. I think you will find everyone would be happy to help you do your job.

MR. PAUL JONES. Mr. Cote's point is, we know the floor, the bottom, but we don't always know the top, and we should, in order to identify the true prevailing range. Any operator may have employees who are more valuable to him. He may find it

MR. JONES (Continued): worth it to pay you a little more. That does not mean the figure you get is within the prevailing; it is his business, with you.

Mr. Cote is speaking of the general scope. In attracting resident labor, we don't always know the limit. If it is a nickel up, that may be just enough to throw it over. If we know the top figure, then we get the true range.

COMMISSIONER COTE. One of the first charges Mr. Lange -- from Bingham! -- made was that Canadians tend to stagnate wages. Leo mentioned it had increased wages in midseason.

MR. JOHN DOWNS. I can see what you are driving at. Usually when a Canadian is being recruited, he learns, before leaving home, where he is going, what he is to do, and if he is a chopper, how much a cord. He does not come unless he is content. The local man may feel there is an opportunity for a little bargaining there. The Canadian knows the terms and is content or he does not come. So the pressure to boost the wage is not there.

MR. ARTHUR GERNES. Getting back onto trucks, could I ask, if Mr. Thibodeau would like to answer: whether or not wage scales this year approximate the scales for the last few years?

MR. L. L. THIBODEAU, Great Northern Paper Co.: I don't have figures, but I know the earnings were higher this year. They have gone up every year.

MR. GERNES. On rentals?

MR. THIBODEAU. Excuse me. I understood you meant for trucks.

MR. GERNES. I was thinking of trucks coming in, the story behind the earnings.

MR. THIBODEAU. I can't give you any figures. I don't have the exact figures.

MR. GERNES. But earnings for the truck drivers -- ?

MR. THIBODEAU. Have been going up.

MR. TIFFANY. Would anybody like to comment?

MR. JOHN H. DOWNS. Mr. Gernes, one comment always intrigues me. As I understand it, every single truck coming in, has to pay a 15% duty on the value of the truck,

MR. DOWNS (Continued): when they come in. If that is not a factor to inflate prices! It always surprises me.

A VOICE: And they pay more for the truck, in the first place.

MR. DOWNS. That's right, and they pay more for the truck in the first place.

COMMISSIONER GEORGE. It seems to me to be conclusive: there aren't sufficient American owned trucks to take care of the industry. If we agree on that, what we honestly think, if that is a fact, what are you going to do, to get the wood where you want it?

I would like to take you back, following World War II, I personally was aware of it. We had G. I.'s coming out of the service; garages had trucks and they sold them without down-payments. The boys bought them, anticipating they were going to make money. The minute the hauling season was over, there wasn't any use they could put the trucks to, and they were repossessed for nonpayment of the monthly payments. At one time there was an abundance of trucks; but now trucks are not available. If we believe that, honestly, then I think our concern is to give some consideration to enable industry to get the trucks that are available to take care of the wood.

MR. J. O. LANG, The Brown Co.: I would be glad to tell you about our experience in recruiting. We have trucks of our own. We recruit in Maine, New Hampshire and Vermont, by means of the newspapers, radio, and this year, television. Incidentally we have the best luck with television, recruiting; second, the newspapers; and last, radio.

All our trucks are crane loaded; crane unloaded. We advertise because we want all the trucks we possibly can get. A lot of truck owners might be along in age, but they can still drive a truck. We advertise ours are crane loaded, crane unloaded. We have pretty good results. Our soft wood, which is hand loaded, out of a fleet of 300 trucks, we could not get any domestic truckers to handle soft wood, by hand. We had to employ Canadian truckers to handle soft wood, by hand.

MR. G. E. WING, Hollingsworth & Whitney Co.: Mr. Tiffany, I don't like to take the floor all the time, but I would like to mention several instances which came up in the discussion with the Jackman fellows. I think they felt the influx of Canadians retarded the increase of rates. They take the attitude the Canadians come over; they set the rates. I would like to point out, how I establish rates -- You always find the man has an effect on the rate--but basically, each job, I figure that job cost us so-much to do. After the road is established, we are ready to hire. I figure the cost for our own equipment, our own native labor, and I never change them unless conditions change, other than labor, conditions like weather, a bad thaw, a snow storm, so it costs us more. But as far as Canadians, coming and going, or not, it would not have any effect on the trucking. If I could not get it done at the rates I set, I would buy more trucks. I establish the rates on just what it costs us. A lot of these little independent contractors, they figure it isn't so. They figure it is supply and demand, but it is set what I think it should be, contrary to what a lot think.

MR. TIFFANY. Mr. Wing, in arriving at what you consider to be the cost of trucking, can you enumerate some of the factors: depreciation, oil?

MR. WING. I don't have the cost right here, but we have a fleet of small two-axle trucks; we have three axle trucks; tandem drive trucks, low bed trailers. We take the cost of the machine; we set up a rental rate, so-much a day. We have the figures, estimate gasoline and oil. We know what it costs to run the vehicle ourselves. On short hauls, we have less cost per day. Long ones take a higher rate. We estimate the machine and the labor, what the machine can produce, divide it out. If we have a snowplow on the road, that does not come into the cost. That is what I use to establish a rate.

MR. TIFFANY. Are you satisfied, on the basis of your experience, that your cost-accounting on trucks leaves enough to cover the cost of the truck and also your investment?

MR. WING. Depreciation is treated in the figure over the entire life.

MR. TIFFANY. On the amount of money invested?

MR. WING. Yes.

MR. TIFFANY. Is Mr. Elwell here today?

CHAIRMAN FORTIER. He was here this morning. He isn't here this afternoon.

MR. TIFFANY. I wish I had known --/ The point was brought up, on page 48, I would like to read it. Mr. Elwell is Collector of Customs for Maine. Is that a state office?

CHAIRMAN FORTIER. Federal.

MR. TIFFANY. This is his statement; he says:

"I have been sitting here, very interested. As far as Customs is concerned, anyone can import anything, a truck, a tractor, anything, as long as he pays the duty. I am wondering if the interested parties have ever considered approaching the U. S. Tariff Commission which could and sometimes do make exceptions and restrict the importation of certain merchandise. And there would be no reason why machinery or equipment would not fall into such a category if the proponents could present their case to the Tariff Commission, supported by substantial evidence. It would seem they would take it under advisement. That would seem to get to the root of their trouble.

"If trucks, tractors, equipment, were not imported, they could not very well work. As the law is set up now, there is no restriction. As many trucks, tractors, cranes, or anything else, can be imported. If the tax assessed is paid, they can enter. We don't do anything about it. That is the way the law is set up.

"I am wondering if you folks have thought of going to the Tariff Commission in Washington? The President has recently decreased the rate of duty on many types of merchandise. We are having a lot of complaints over

MR. TIFFANY (Continued): "various items made in Maine by Maine manufacturers and workers, which can be imported and get business away from our citizens. I believe our Congressional delegation is working with the Tariff Commission and the White House. I would think this would fall within such a category, as far as trying to limit the importing, or increasing the duty, so as to make it impossible for them to compete."

Mr. --- The gentleman in the corner, speaking for the Great Northern --- Mr. Thibodeau: based on your experience, Mr. Thibodeau, what would be the effect on your particular industry if the importation of trucks were further limited in the manner suggested at the meeting by Mr. Elwell?

MR. THIBODEAU. Frankly, I don't know. That certainly would put quite a cramp on getting the wood out, in lots of areas. I feel quite sure we would leave a lot of wood in the woods, for lack of equipment.

MR. TIFFANY. After you had done all that advertising to secure trucks from domestic owners, what was the percentage remaining, you found you needed, of Canadian trucks.

MR. THIBODEAU. Let's see: we had roughly 250 trucks, hauling, that is about the figure; and we brought in, let's see, about 50 trucks. That would be about 1/5.

MR. TIFFANY. Twenty percent.

MR. DOWNS, St. Regis Paper Co.: Let us presume, for the sake of argument, all the problems were worked out. Let us presume we had enough Americans. Then we have an unexpected thaw. Hauling was restricted for one month. And come Hell and high water, you couldn't move your wood. Every year -- not every year, but often -- operators have cords and cords they cannot move because of the weather, aside from the fact we can't get trucks.

MR. LANG, The Brown Co.: This year we couldn't get all our wood out with domestic trucks plus, in addition to, Canadian trucks. We could not get enough Canadian trucks to take care of our hauling operations. We had to shorten hauls. Instead

MR. LANG (Continued): of to Berlin, we had two, stockpiling, in the woods; getting wood out, because we could not find enough trucks to get it to the mill. That means extra handling in the summer, and additional cost.

MR. TIFFANY. And additional trucking at the same time.

MR. LANG. Oh, absolutely.

MR. GERNES. And rehandling, that is very costly.

MR. LANG. Rehandling adds to your cost.

MR. TIFFANY. For loading and unloading.

MR. LANG. After unloading it isn't too much different, to keep on going.

MR. TIFFANY. Any further questions, Mr. Cote?

COMMISSIONER COTE. All set.

MR. TIFFANY. Did you have some questions about sending American men to American camps, and Canadians to Canadian camps? Did you have some question?

COMMISSIONER COTE. Yes, I have been getting some complaints of woods workers being referred to mixed camps. They refused on the grounds that there were Canadians there, and they would not live with them. I would like to know what percentage of this group has mixed camps? Or do domestics require you to keep separate camps?

MR. TIFFANY. Can anyone give the Commissioner any information?

MR. LANG, The Brown Co.: We have mixed camps. We don't really have any trouble from the men over the fact they want a camp to themselves, domestic labor. So far, we have not had any trouble.

COMMISSIONER COTE. Are all your camps mixed?

MR. L. J. KUGELMAN, International Paper Co.: The same as the Brown Company, we have mixed camps.

MR. MYLES STANDISH, Hudson Pulp & Paper Co.: Same goes for the Hudson -- mixed camps.

MR. TIFFANY. It would be interesting if Mr. Thibodeau would relate the experience of his company.

MR. L. L. THIBODEAU, Great Northern Paper Co.: Yes. That experimental camp was originally started for just native woodsmen. We had extensive recruiting; we could not get enough. So eight or ten Canadians showed up. We had to put in a nucleus of about 25 bonded men, to keep the camp operating. It proved out, the same way, when we moved. One area is a little different; that is Aroostook County, north of Fort Kent --- south, rather! When you get there, you turn the other way.

That area has quite a supply of native woodsmen. About every year we are able to operate one camp, sometimes two, just for native woodsmen. That makes an ideal place to refer English-speaking woodsmen. A lot of them would prefer to go to Pittston, where there are French speaking. They seem to get along all right. Of course, I have had complaints, but, that is, not too much. We do mix them quite a bit.

COMMISSIONER GEORGE. In quite a few instances, a person has said, "I don't want to go in because they are all Canadians." I am wondering if they don't want to work unless conditions are agreeable to their own selfish desires? We don't get too many of them.

MR. LANG, The Brown Co.: I might add, possibly it is the work. We have not experienced any difficulty, keeping men in the same camps. The so-called Americans, 95% of them are of Canadian descent, on our operations. That might account for it.

MR. WING, Hollingsworth & Whitney Co.: I would add, last year we had in the Jackman area, in Spencer, on that road, we had one camp, a mixed camp, the bunk-house holding 96. Beyond that, ten miles, we had a very elaborate set-up, a ten thousand dollar lay-out, 24 buildings. It would resemble this room --- not Venetian blinds --- the walls painted. In that crew you find just as many Jackman men as at the other camp --- 90 odd in one room, as in the other, where they were separated out. It comes down to the individual. There is quite a few boys from Jackman who can't speak English. They would rather get in with the Canadians. You divide up what you can. They all will find the place they want.

COMMISSIONER GEORGE. I had the pleasure of being in your set-up last fall.

I can verify the statement Mr. Wing just made.

MR. H. E. PEARSON, JR., Eastern Pulpwood Co.: We operate on both sides of the line --- push them back and forth, across the border. We use men without reference to origin. We had partly Canadians. I don't agree with Mr. Ferland's remarks, here, on page 23. We never found it that way.

MR. TIFFANY. Mr. Ferland commented specifically, "You can't compete. I claim any gentleman that would like to stay with a bunch of Canadians, would not last a week."

MR. PEARSON. Yes, that is the point. From my point of view, which is rather close, being 100% on the border, we have not found it that way.

MR. TIFFANY. Gentlemen, it is 3 o'clock. Unless there are further questions --- Mr. Gernes?

MR. GERNES. He just asked me to comment in regard to Mr. Pooler's statement he was going to make a requisition for Canadians, and going to do everything he could, when he got referrals from the Maine Employment Security Commission, to make it so tough these men could not work in his camp. Mr. Pooler or anybody else, if it can be shown he is doing anything to prevent the employment of Americans, he cannot get Canadians. I don't think I need to say anything more on that.

MR. TIFFANY. Thank you, Mr. Gernes.

COMMISSIONER GEORGE. I have been sitting here, listening to this. I have been following this pretty closely. I am interested in this, and I would like to say, the Maine Employment Security Commission can do a much more thorough job with respect to the problem of importation of Canadians, not for policing purposes but for reporting. We can't do it without an appropriation. I have been letting it go until the next period when they want another certification. If it is your desire, the Bureau, the Commission carry a larger burden to help you clarify these things, it means an authorization from the Bureau. We can enlarge on it. We have

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COMMISSIONER GEORGE: the facilities; we can give you the service. I don't mean policing, picking up violators, but keeping in touch with areas currently.

CHAIRMAN FORTIER. We might get this into the record: we Commissioners have delegated this down to the local office manager so he is going to be in closer contact with his own operators. It is required now that they come in and talk over their problems with the local office manager. I think you will find it may result in, I don't know how many, but a few, extra domestics finding work. At least, we will do everything we can to get maximum employment of domestics. I am sure industry will cooperate.

MR. TIFFANY. That's fine. I am sure they will, too. I want to thank the Commission for their hospitality today, and thanks to everyone for coming in.

I would like, I have already talked with Mr. Hilton and he agreed he would join with a couple of others, to go over the transcript of this meeting, when it is prepared, and draw up such a summary of recommendations as appear to be in order, and submit it to the rest of you, to see if we can't make some substantial contributions in solving the problem. Would that meet with general agreement?

VOICES: Yes, yes.

MR. TIFFANY. If Mr. Kugelman, Mr. Crocker and Mr. Hilton will accept?

(Messrs. L. J. Kugelman, International Paper Co.,
220 East 42nd St., New York, N. Y.;
F. M. Crocker, St. Regis Paper Co., Bucksport, Me.;
William Hilton, Great Northern Paper Co., Bangor, Me.,

signified their willingness to serve.)

When the transcript is ready, send copies to Mr. Kugelman, Mr. Crocker and Mr. Hilton. Is there anything else?

CHAIRMAN FORTIER. Is there anybody present that would be interested in getting a copy of this transcript? (Indicating the February 28, 1955, conference report).

Would you give your name and address to Mrs. Brown?

CONFERENCE ADJOURNED.