

and discussion secured which experience proves to be frequently sufficient to restore amicable relations.

Notice of
thirty days
required from
parties.

Further provisions of the act require that employers and employees shall give at least thirty days' notice of an intended charge affecting conditions of employment with respect to wages or hours, and that pending proceedings before a board the relation to each other of the parties to the dispute shall remain unchanged and neither party shall do anything tending to bring about respectively a lockout or a strike. Penalties are indicated for infringement of the various provisions of the act, whether as to employer or employed. A penalty is also prescribed for one who incites or encourages or aids others to bring about or continue a lockout or a strike contrary to the provisions of the act.

Extending the
provisions of
the act.

Two other important features of the act are the following : (1) that which provides that the statute may be made applicable to disputes other than those relating to mines or public utilities when the parties concerned in such dispute may so desire ; and (2) that which provides for making obligatory and binding the award of the board with regard to any dispute referred to it ; this also being done by agreement between the parties concerned, in the absence of which agreement the finding of the board leaves the parties to the dispute free to take such action as they may respectively choose.

Board of Con-
ciliation and
Investigation.

The Board of Conciliation and Investigation, as established under the act, will consist of three members : two appointed by the Minister of Labour on the recommendation of the respective parties to the difference, the third appointed on the recommendation of the two first appointed ; if these fail to agree within five days on a recommendation to the Minister then the third member will be selected and appointed by the Minister himself. The third member is to be chairman of the Board.

Statement of
the applicant
to the Board.

With the application forwarded to the Minister asking for the establishment of a Board the applicant is required to submit a statement setting forth the names of the parties to the dispute, the nature and cause of the dispute, an approximate estimate of the number of persons affected, and the efforts made by the parties themselves to adjust the dispute. The application must also be accompanied by a statutory declaration setting forth that, failing an adjustment of the dispute and a reference thereof by the Minister to a Board of Conciliation and Investigation under the act, to the best of the knowledge and belief of