

establishments to which the Act applies. In October, 1936, an Order in Council was issued extending the provisions of the Act to cover male employees in shops and factories in cities. The new Act also provides for stricter inspection of the premises and records of an employer.

In British Columbia, the Male Minimum Wage Act and the Female Minimum Wage Act were amended to empower the Board of Industrial Relations to regulate "conditions of labour and employment" as defined in the Act.

An amendment in the Ontario Minimum Wage Act stipulates that, except as otherwise permitted by the Board, wages must be paid in full in cash or by cheque payable at par at the place where the work is performed by the employee. Any agreement between employer and employee to waive or forego any provisions of the Act or to refund any part of the wages paid is rendered invalid and the making of such an agreement is an offence by the employer. The Board may negotiate a settlement of a wage claim and if the employer fails to settle the claim, the Board may obtain an order for payment from a magistrate.

The New Brunswick Fair Wage Act provides for the appointment of a Fair Wage Officer to hear complaints and inquire into the wages, hours, and conditions of labour prevailing in any trade, industry, or business, and, where these are found to be inadequate or unfair, to call a conference of representatives of employers and workers in such trade, to be presided over by an independent person appointed by the Minister, for the purpose of effecting a voluntary adjustment. A report on the conference must be made to the Minister and may be referred by him to the Board of Commissioners of Public Utilities. Whether an investigation or a conference has been held or not, the Board may establish fair rates of wages and maximum hours for which such wages shall be paid and may fix rates for overtime. Different orders may be made for different establishments in the same trade and special rates fixed for part-time or handicapped workers or apprentices.

In Ontario, statutory provision was made for the first time for "fair wages" on public works. The Government Contracts Hours and Wages Act is generally similar to the Dominion Fair Wages and Hours of Labour Act of 1935. Persons employed on construction works undertaken by the Provincial Government, by contract, and on works towards which provincial aid is granted must be paid "fair wages" and have an 8-hour day and 44-hour week. The conditions do not apply to the purchase of materials or equipment for use in the work contemplated under a contract of sale and purchase. The Act is to be construed subject to the Industrial Standards Act, the Minimum Wage Act, and the Public and Other Works Wages Act.

The Industrial Standards Act of Nova Scotia is similar to the Industrial Standards Act, 1935, of Ontario but applies only to private building and construction in Halifax and Dartmouth. The Act enables the Minister of Labour, on petition of the employers or workers, to call a conference of employers and workers for the purpose of aiding them in negotiating an agreement as to wages and hours. The Lieutenant-Governor in Council may declare such an agreement to be binding on all persons engaged in the industry if, in the opinion of the Minister of Labour, it was arrived at by a proper and sufficient representation of employers and employees. The